

DISTRICT 751 AERO MECHANIC

PUBLISHED BY THE WORLD'S FINEST WORKERS

® 80

VOL. 63 NO. 11

DEC 2008/JAN 2009

Contract Provides Upgrades to Hundreds of Members

One of the gains in this new contract that received little attention is the work of the Jobs Committee. As a result of their efforts, nearly 500 members in several jobs received upgrades with the potential for several hundred more members to be upgraded as the Jobs Committee continues their work.

During the recent negotiations, members in various job classifications spent countless hours compiling data and building a case to illustrate why their job should be paid at a higher pay rate. While the past two contracts have delivered upgrades to only a few dozen members, this year the Jobs Committee was able to negotiate upgrades for job codes with a much bigger impact. Effective with the November 1st ratification vote, over 275 decorative painters moved from Grade 7 to Grade 8, and another 175+ Integral Fuel Cell Inspectors were upgraded from a Grade 6 to Grade 7.

While negotiations have concluded, the Jobs Committee continues to work for additional upgrades. An agreement during this round of talks charged the committee with reviewing the job pack-



Business Rep Brett Coty (far right) congratulates members in the Everett paint hangar for their efforts that resulted in an upgrade. L to R: Steward Kevin Berry, David Harrison, Ron Hofmann, and Rich Clark.

age for differences between knowledge, skills and responsibilities for the assembler installer structures/assembler installer wing structures. If both parties agree there is a higher graded work statement, then we will utilize an existing modified inline promotion process, which could result in up to 250 upgrades from Grade 4 to Grade 6.

Union Reps on the Jobs Committee

worked closely with Union Business Reps to educate members on the contractual process, as well as counseling members on the extensive data and documentation required to convince Boeing such an upgrade is justified. This required a serious commitment of time and research from members in those jobs to compile a successful upgrade presentation.

While the decorative painters were the largest group to receive an upgrade, it was not their first attempt. These members had proposed upgrades in three different contract negotiations before meeting with success. They built on what was learned in previous negotiations to present a stronger case.

Union Steward Kevin Berry, along
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Health & Benefits Rep Joe Crockett informs a member \$76,000 in medical bills were paid.

Member's \$76,000 Medical Bills Paid

Thanks to the diligence of Union Health and Benefits Rep Joe Crockett, Christmas came early for 751 member Petra Rogowski. Thanks to the hard work of the Union, Petra was relieved of potentially over \$76,000 in medical bills she would otherwise have been asked to pay. Petra was very emotional and thankful the Union was there to protect her interests and represent her to the Company.

Beyond having to battle cancer and fight for her life, Petra had the added stress of figuring out how to pay for over \$76,000 in medical bills – unless the Union could get Boeing to agree to reinstate her health care coverage. The stress over these potential financial bills was incredible.

For Joe Crockett, it was a personal challenge he was determined to fix for this member.

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Taking a "Stand" on the 787 Line

Members working on the 787 line were presented with more of a challenge than simply trying to fix the "fastener" issue after returning from the strike. Members also faced new obstacles from management that made their work more cumbersome – not to mention the creation of potential safety hazards.

The most glaring change was the disappearance of chairs throughout the 787 program work stations – ironically, on the airplane line that needs the most work to get up and running. Specifically, in the 787 line all MT mechanics now have to stand as they pull up Standard Operating Instructions (SOI's), Velocity (the computer program used with the



777 QA is equipped with chairs at the computer stations.



Business Rep Brett Coty and Steward Howard Carlson discuss 787 SHEAR forms regarding the requirement for members to stand at computer stations on this airplane line. Note the height issues far left and ergonomic problems created.

787), and other online documentation required to perform their work.

787 members in Quality Assurance (QA) now find themselves standing at computer stations for hours at a time. The result is members on this airplane line must stand, kneel or lean over the computer work stations because of the absence of chairs and stools. To make matters worse, since the 787 line has huge issues plaguing it, most 787 workers are on 10-12 hour days in an effort to get the program back on track.

The situation has created a number of back, feet and joint issues. To get some

action, various SHEAR (Safety, Health, Environmental Action Request) forms have been filed with the Company's Safety Office. The IAM/Boeing Health & Safety Institute's Everett Safety Committee is currently investigating the situation to resolve this matter.

787 Business Rep Brett Coty, who is also the site Safety Focal, noted, "Standing for long periods of time at a computer station does not make sense. Most computer tables in 787 are text tube carts so they cannot be adjusted for various heights. It sets up a whole set of ergo-

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Helping Hand

Machinists give back to the community throughout the holiday season

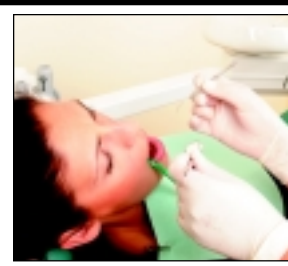
6



Union Dentists Bring Smiles

Union dentists write off members' portion to provide 100% coverage

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REPORT FROM THE PRESIDENT

Members' Participation Ensured Success Throughout 2008

by Tom Wroblewski,
District President

As we wrap up 2008, I want to extend a heartfelt thank you to all the members and their families for the tremendous solidarity and work you have done throughout the year. We would not have been successful without your efforts and dedication. I am proud of what we have accomplished together in securing what remains the best contract in the aerospace industry.

It seems we were in a constant battle throughout 2008 - whether it was fight-



ing to overturn the tanker battle (which we will continue to fight in 2009), working hard to negotiate a fair contract that addressed your issues, standing strong on the picket line, pushing to get worker-friendly candidates elected at both the state and federal level or correcting vendor issues on all the airplane lines.

Each and every issue has been met with success. While some will be ongoing, your solidarity resulted in success.

It is this solidarity that will continue to produce results in the future. As the economy continues to decline, we will push to ensure that our members are not impacted by these turbulent times.

For our members in SSG (Facilities/Maintenance) who have heard rumors of potential layoffs, we have met with Boeing and emphasized the meaning of changes in LOU #2, which we believe will preserve the jobs of every member currently in those positions. Boeing should eliminate the use of facilities vendors rather than trying to reduce the number of our members in those jobs. We fought hard at the bargaining table to update this language and will remain adamant about the protections the updated language provides. How ironic that the Company puts a big article highlighting the expertise and skills of SSG in this month's Boeing *Frontiers* Magazine, in

the same month they begin talking layoffs. The article highlights the value of SSG employees - something we will continue to point out to Boeing.

After returning from the strike, it was our members who put in long hours to correct "nutplate" issues on every airplane line. We all know the "nutplate" issue was the reason only 4 planes were delivered in November.

As far as Boeing's latest slide on the 787, Boeing wants to point to the recent strike as a main reason, but we all know that other factors are the cause. The fact is we had a 57-day strike. We have repeatedly warned the Company when they

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During negotiations last summer, member Jeff Knight (far r) detailed reasons why the Integral Fuel Cell Inspectors should be upgraded to the full Jobs Committee.

Contract Delivers Upgrades to Hundreds

Continued from page 1

with several other Subject Matter Expert (SME) members, put together a comprehensive proposal, which outlined the reasons for such an upgrade and how the scope of work had changed to incorporate additional responsibilities and far more complex processes. The presentation included a history of the job, photos to demonstrate the work performed, and facts on how airline customers put a tremendous amount of focus on the exterior paint scheme of the airplanes today.

751 member Jeff Knight, who helped put together the Integral Fuel Cell Inspector presentation that resulted in over 175 upgrades noted, "I am very satisfied with the process our Union has set forth in ensuring that all members have a voice in matters affecting them. The inequity in the pay rate for in tank inspectors has

been an issue for over 8 years. Only through our presentation and the efforts of the Union Reps on the Jobs Committee were we finally all assured that these concerns were heard during contract talks."

"I want to thank Jobs Committee chair Stan Johnson for his assistance and efforts in securing this upgrade. He was a major force in assuring that all members on the Jobs Committee understood the importance of pushing this through," Jeff added.

Business Rep Brett Coty, who represents the painters in Everett noted, "Kevin and his crew did all the data collection and packaged it in a great presentation that not only impressed the Company side of the Jobs Committee but the hourly side as well. The presentation reflected the increased complexity of the work and resulted in the new labor grade."

Union Steward Kevin Berry said, "Members are glad we continued to push. We know how dramatically our work has changed over time."

When the decorative painter job description was written nearly 50 years ago, there was only one airplane model being produced - Boeing's 707 with just a few basic paint styles used. Today, Boeing produces multiple airplane models and derivatives. This diversity increases the knowledge base required. In addition, airlines have begun using their planes as flying billboards - frequently opting for elaborate, flashy paint jobs that will catch your eye - even 30,000 feet below on the ground.

Beyond using lasers for the custom paint jobs, our painters must apply free hand applications of multiple colors to interpret photographs and transfer the design to the airplane, not to mention the various computer programs now required for their jobs.

751-member Rich Clark, who works as a decorative painter, stated that, "Persistence paid off. The fact that we had tried for an upgrade in the past set the groundwork for this time. We were more prepared and could anticipate the questions they would ask."

751-member David Harrison added, "I feel that the Company as a whole is extremely out of touch with what hourly workers actually do on a day-to-day basis. This is a hazardous and complicated job we perform and the more we can show them the complexity of our tasks, it creates a better working environment for everyone."

Steward Kevin Berry (center) thanks Jobs Committee Chair Stan Johnson (r) and Business Rep Brett Coty for their help with recent upgrades.



2009 Labor History Calendars Available \$5

District 751 has 2009 Labor History calendars available for \$5 each.

Almost every day on this calendar features an event from labor's history, which makes it a good educational tool for members and our families. How many times have you said, "They need to teach more about labor history in the schools." Order yours today through your Union Steward or pick one up at any of the Union offices or at the monthly Local Lodge meetings.



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

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Jimmy Darrah
Heather Barstow
Jon Holden
Don Morris
Richard Jackson
Brett Coty

Union Business Representatives

Union Offices:

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



751 AERO MECHANIC

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Member of The Newspaper Guild,
CWA #37082

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

POLITICAL ACTION

The Legislative Outlook - Federal and State for 2009

The men and women who work for a living, and the unions that represent them, moved heaven and earth in 2008 to change the political landscape in America. In a determined effort to change the direction of our nation, record numbers of ordinary people rolled up their sleeves, volunteered for phone banks, canvassed neighborhoods and encouraged their fellow citizens to cast votes for candidates to make life better for the middle class.

The results were truly stunning. The Democratic majority grew in the U.S. House of Representatives and the Senate saw an increase from a 51 to (at least at this writing) a 58 majority of Democrats. We re-elected a worker friendly Governor Chris Gregoire. Now what do we do? We hold these politicians' feet to the fire, that's what we do.

At the national level, we must insist on passage of the Employee Free Choice Act. When this bill is passed into law, workers will have a much easier go at exercising their right to belong to a union. Currently employers delay, refuse to follow the law, and fire workers to keep from paying the higher wages and benefits that union workers are able to negotiate. The Employee Free Choice Act will allow a simple majority of workers



751 Legislative Director Larry Brown talks about the upcoming legislative session with Senate Majority Leader Lisa Brown and Senator Karen Keiser, who is Vice Chair of the Labor and Commerce Committee.

to gain recognition of their union and require companies to bargain a first contract. The bill will also protect workers from illegal firings.

Passage of the Employee Free Choice Act will not be easy. Some have estimated the employer community will spend over \$200 million to defeat it. They will say all sorts of outrageous things to prevent workers from having their say and their union. Your union will be asking you to help in this effort. Be prepared to contact your

Congressman and Senators to encourage their support for the Employee Free Choice Act.

For the 2009 Washington State Legislative Session, the Machinists Union legislative priorities include, but are not necessarily limited to, the following:

- Passage of the Worker Privacy Act
- Continued Funding for the Aerospace Worker Apprenticeship program
- Passage of an Aerospace Industry

Incentives Look-Back Bill

The Worker Privacy Act will help protect workers from invasive or coercive employer mandated meetings. While employers may require their workers to attend meeting related to their job, it would provide workers the right to opt out if the meeting pertains to religion, politics or labor organizing. The law would also prohibit retaliation if the worker opts out.

The Aerospace Worker Apprenticeship program was funded in the 2008 legislative session and we will lobby for the continuation of this program to enhance the skills of aerospace workers and make our industry more competitive in the State of Washington.

The Aerospace Industries Tax Incentives Look-Back Bill would provide for a report to the 2010 legislature. The report from the Washington State Department of Revenue will inform the legislators of the quantity and quality of the jobs for employers collecting the Washington State Aerospace Industry Tax Incentives. The report would provide wages and benefit levels for these employers. The idea is that the legislature should know what these tax breaks for industry are buying the state.

Why Should We Care About the Plight of the Big Three?

As Machinists around the country, along with members of other unions, have fought to preserve the aerospace industry this entire year, union members working for the big three auto-makers have been fighting to preserve their industry. Their livelihoods depend on the success of a GM, Chrysler, and Ford bailout resolution. Much like our fight to win the Tanker Contract and preserve the industrial base here in Washington state, these union members have been rallying for support from the government during this tough economic time.

But, why should we care? Well, there's more to this situation than meets the eye, and you may be surprised to see just how much the failure of these three companies could impact us all - especially union members.

The "Big Three" as they are called support 850,000 jobs in the United States - including the support jobs and suppliers that are found outside of their factories. During strong economic times, a loss of so many jobs would be devastating. Today, our economy could in no way absorb such a tragic loss.

When the bailout reached the Senate last week, it was squashed early on by the Senate Republicans. The Republicans who shot down this important bailout argued that the union members working on these cars should take on massive pay-cuts and benefit concessions to offset the needs of their employers. They argue that the unions are responsible for the current plight of these companies and that the government is not responsible to help in such a case. By arguing that union members should work at rates seen in non-union, foreign-owned shops, the Senate Republicans are taking aim at organized labor - not the business failures that got the Big Three into this mess in the first place. As UAW President Ronald A. Gettelfinger said the day after

the bailout was shot down, these lawmakers were essentially trying to "pierce the heart of organized labor" and "they believe workers are expendable and wages mean nothing."

The current plight of the auto industry, and the industrial base of the United States as a whole, cannot be pinned on the workers and the unions that support them. Instead, the governmental and executive decisions to increasingly "globalize" our economy are to blame. We have lost much of our industrial capacity in the past decade and the combination of those jobs, industry, and export losses have accumulated to create this economic meltdown.

The future of the middle class depends on the strength of industrial America. If the Big Three aren't supported in their struggle, the economy, the strength of unions, and the middle class will all be at risk.

We have now reached a crossroads. There are two outcomes. One is the increasingly rapid collapse of industry, the government-aided desolution of collective bargaining rights, and the deterioration of the middle class. The other is an increased focus on the maintenance and rebuilding of the American industrial landscape, the steady support of middle America, and governmental action that will foster economic growth instead of furthering the current downward spiral.

If the community, and union members nationwide, stand for one thing in this complex economic meltdown that we now find ourselves in - it should be that industrial America is key to an economic turnaround. It is the unions that have set the standards for manufacturing. It is the workers, union and non-union, that build a sound economy.

How will we ever, as a community, escape such terrible economic times without fostering the growth of all three?

Victory at Republic Windows

Workers Vote to Get Pay

After 6 days occupying the plant, workers at Republic Window and Doors in Chicago voted to accept a settlement.

The settlement totals \$1.75 million. It will provide the workers with:

- Eight weeks pay owed under the federal WARN Act;
- Two months of continued health coverage, and;
- Pay for all accrued and unused vacation.

JPMorgan Chase will provide \$400,000 of the settlement, with the balance coming from Bank of America. Although the money will be provided as a loan to Republic Windows and Doors, it will go directly into a third-party fund whose sole purpose is to pay

the workers what is owed them.

Local leaders noted, "We fought to make them pay what they owe us, and we won." Workers extended thanks for the

tremendous support and solidarity from the thousands of people around the country - and the world - who took the time to send messages to Bank of America and who rallied at banks across the country - which

was crucial in winning this victory.

This is truly a historic victory for workers in the US, however, this struggle is just the beginning! As the economic crisis deepens, more workers must band together to stop the corporate greed and fight to save the working class - with the autoworkers next to be saved.



Workers' occupation at Republic Windows drew national attention.

Members Make Boeing Successful

Continued from page 2

offload the build and design process, you lose control of the product and that is exactly what happened. Why weren't they catching up with suppliers or fixing the fastener issue during the strike? The only answer is they need the expertise of our members to build the airplane - proving our value in fixing problems with vendors and the supply chain. Because of vendor issues, another delay was already impending before the strike and Boeing waited to announce it until this month. Our members continue to work hard despite obvious obstacles (removal of chairs, incomplete and inaccurate vendor subassemblies) Boeing continues to place in the way.

We would encourage Boeing to truly partner with their workforce and harness

the tremendous skills and experience of our members to find more productive and efficient ways to build and deliver planes. Our members have so many ideas that could make Boeing more successful, but there are no clear channels to provide input or direction from the shop floor. Union leadership will continue to push for such a partnership with the workforce and hope Boeing will recognize and tap into the wealth of knowledge that exists on the shop floor.

I hope each of you enjoy your union-negotiated holidays with your family and friends. Keep in mind that any overtime over the holiday period (including weekends) is strictly voluntary (per LOU #11 of the contract). You certainly have earned the well-deserved holiday. Be safe, and I look forward to serving this membership in the coming year.

IAM/BOEING JOINT PROGRAMS

Applications Accepted for IAM/Boeing Joint Apprenticeship Jan 2-31, 2009

Applications will be accepted for the following three trades:

- Cellular Manufacturing Machinist
- NC Spar Mill Operator
- Tool & Cutter Grinder

To obtain an application, call the apprenticeship office at 253-351-1918 between January 2nd and January 31st – or print an application from the web at <http://www.iam-boeing.com/apprenticeship.cfm>.

To qualify, you must...

- be at least 18 years of age.
- be a Washington State Puget Sound area Boeing employee who has been on active payroll within 8 years of the start of the current application acceptance period (employed any time after January 2001 for the current application period), and who has never been enrolled in or completed an IAM/Boeing Joint Apprenticeship program.

- have a GED or a high school diploma.
- have US person status.

• meet specific defined vocational training and/or trade related work experience requirements for the apprenticeship program being applied for. A list of minimum requirements will be sent to eligible applicants upon request.

- be able to perform the physical re-



Throughout January, members can apply for three open Apprenticeship Programs:

- NC Spar Mill Operator;
- Tool & Cutter Grinder; and
- Cellular Manufacturing Machinist Program.

quirements of the apprenticeship.

Apprenticeship programs are 8,000 or 10,000 hours in length and include mandatory off-hour (unpaid) classroom training. Paid on-the-job training by skilled journeymen provides apprentices with high demand industry standard skills and knowledge.

The recruitment, selection, employment and training of apprentices is without discrimination based upon race, color,

religion, sex, age, national origin or the presence of a disability.

A "Preparing for an Apprenticeship" packet detailing the prerequisites for each trade will be sent to those interested in applying. This information is also available on the apprenticeship website at <http://apprenticeship.web.boeing.com>.

Co-sponsored by the IAM/Boeing Joint Apprenticeship Committee and IAM/Boeing Joint Programs.

Career Advisors at Joint Programs Here to Help Plan Course for the Future

IAM/Boeing Joint Programs offers Career Advising and personal development opportunities to IAM-represented employees.

Employees may schedule appointments to meet with professional career advisors on a confidential, one-on-one basis to develop personalized career development and training plans. Career Advisors are located at both off-site and at factory locations to serve both active and laid-off employees.

Career Advisors can assist IAM-represented employees with a variety of development needs including, but not limited to Education and Training, information on which schools are covered by the Education Assistance program, indi-



QTTP Career Advisor Greg Hanson (l) helps 751 member Tim Nguyen with questions on the ERT and apprenticeship processes.

vidual training plans for the Employee Requested Transfer (ERT) process, and resume writing and interviewing skills.

Career Advising Services are available in many locations throughout the

Puget Sound area. For office locations and schedules, please visit the IAM/Boeing Joint Programs website at www.iam-boeing.com.

Retirement/Financial Planning Workshops Help You Plan

IAM/Boeing Joint Programs regularly offers several workshops to assist members in planning for their retirement. The Personal Money Management workshop and Boeing Retirement Workshops are offered in Auburn, Everett and Tukwila. The Terwedo Financial Planning Workshop is offered in Everett only.

The Boeing Retirement Workshop fills up fast as members want to know how the retirement process works, how pension is calculated, different ways to collect VIP funds and information on retiree medical.

The Personal Money Management

Seminar is for anyone who wants a comfortable retirement or has other financial goals such as your child's college education or a new home. It is never too early or too late to start planning.

Check the schedule and register for the workshop that is most convenient.

Upcoming Boeing Retirement

QTTP Auburn, 1102 15th St. SW, 17-239.1 Bldg.
March 26th Noon to 2 pm OR 3 pm to 5 pm
To reserve a seat, call 253-931-3577

QTTP Everett, 7710 Evergreen Way, 7-61 Bldg.
January 22nd
11:30 am to 1:30 pm OR 3 pm to 5 pm
To reserve a seat, call 425-342-9973

QTTP Tukwila, 6840 Fort Dent Way, 7-68.2 Bldg.
February 19th
11:30 am to 1:30 pm OR 3:30 pm to 5:30 pm
To reserve a seat, call 425-965-4300

Upcoming Terwedo Financial Investment Planning Workshop

QTTP Everett - 7710 Evergreen Way, Bldg. 7-61

- January 15, 2009 OR
- February 12, 2009 OR
- March 19, 2009

11 am to 1 pm OR 3 pm to 5 pm. (7710 Evergreen Way). To reserve a seat, call 425-776-0446 or email retire@tfsadvisors.com

Personal Money Management Seminar

QTTP Everett Office, 7710 Evergreen Way, 7-61 Bldg
Jan 14th OR Feb 18th from 11 am to 1 pm OR 3-5 pm
To reserve a seat in Everett, call 888-223-8311

QTTP Tukwila Office, 6840 Fort Dent Way, 7-68.2 Bldg
Jan 15th OR Feb 12th from 11:30 am-1:30 pm OR 3:30-5:30 pm. To reserve a seat at Tukwila, call 888-223-8311

QTTP Auburn Office, 1102 15th St SW, 17-239.1 Bldg.
Jan 8th OR Feb 19th from Noon to 2 pm OR 3-5 pm
To reserve a seat in Auburn, call 888-223-8311

QTTP Frederickson Office
March 3rd from Noon to 2 pm OR 3-5 pm
To reserve a seat in Auburn, call 888-223-8311

Education Assistance - Important Tax Changes in 2009

As you begin planning for next semester's classes using your EA benefits, please take a moment to review the information below. Employer-provided tuition is regulated by federal tax laws. Understanding these laws will help guide your course selections and ensure that your life-long learning pursuit remains a rich and valuable experience. IAM/Boeing Joint Programs Education Assistance Coordinators are available to help answer specific questions. Contact IAM/Boeing Joint Programs at 425-965-4300 or 1-800-234-3453, or visit our website at www.iam-boeing.com (from home) or <http://iamboeing.web.boeing.com> (at work) and click on "Education Assistance" for guidelines and online application.

Starting January 1, 2009, all applications for Education Assistance benefits **MUST** be applied for online. Paper applications will no longer be accepted. Visit the IAM/Boeing Joint Programs website for the online application. If you don't have online access at home, computers are available for this purpose at any IAM/Boeing Joint Programs office.

How Federal tax laws affect EA

Individual Courses (All Participants) IRS Publication 970 has established that educational costs for all individual courses (not part of an identified degree or certificate program) will be taxable in excess of the \$5,250 annual exclusion. Costs will be applied to the participant's gross salary and the appropriate federal income and payroll taxes will be withheld.

Please note: Individual courses defined as a sport, game, or hobby do not qualify for the annual \$5,250 tax-free exemption and are considered "fully taxable".

Sport, Game, or Hobby Courses (All Participants) Courses related to sport, game, or hobby do not qualify for the \$5,250 annual tax exclusion. Tuition and qualified fees will be fully funded through QTTP/LTP, however all costs will be applied to the participant's gross salary and the appropriate federal income and payroll taxes will be withheld.

Examples of courses considered Sport, Game, or Hobby include, but are not limited to:

Real Estate	Culinary/cooking
Photography	Yoga
Scuba Diving	Home remodel/repair
Art/Cartooning	Bridal consultant
Cosmetology	Massage Therapy
Graphic Design	Furniture design/repair
Animation	Landscape Design
Gardening	Gunsmith
Equestrian	Auto Body Repair
Floral Design	Catering
Pet Grooming	Dog Obedience/Trng

For more information visit the following Website References:
Joint Programs: <http://iamboeing.web.boeing.com>
Learning Together: \t " _blank" <http://learningtogether.web.boeing.com>
IRS Publication 970: \t " _blank" <http://www.irs.gov/publications/p970/index.html>

For more information on IRS Tax Policies on Employer-Provided Education Assistance see \t " _blank" [Ch.11 of Publication 970](#)

Aero Editor's Scrapbook Shows Rich Labor History

William T. Holloman began as the Editor of the *Aero Mechanic* in May of 1943. As the editor of a prominent Union paper during the years that Washington State served as America's foremost supplier for war-time manufactured goods, Holloman was one of a small group of Labor Editors dispatched to the Pacific Theater to observe the battle line of supplies. Others dispatched included representatives from the CIO News, the Federated Press, the American Federationist and AFL News Service, and the Labor Section of the Bureau of Public Relations.

The importance of this special invitation by the Army and the Navy was not lost on Holloman, who compiled an incredible scrap-book of literature, photographs and articles detailing his experiences. It was this scrapbook that was discovered by a secretary at the Seattle Union Hall two weeks ago. To say that it is a great find both for the District and the Labor History Committee is an understatement. This piece of history not only speaks to the experiences of the soldiers who sacrificed everything during the war and the war workers at home who provided the supplies needed on the battlefield – it also speaks to just how much the appreciation of Labor has changed over the years since World War II. Unfortunately, it also speaks to how much we've lost.

The first article entered into the scrapbook speaks loudly to those differences. Covering the deployment of the group of



On August 24, 1945 in Manila, General Douglas MacArthur (r) meets with labor editors who were there to survey labor conditions in the Philippines. *Aero Mechanic* editor William T. Holloman (2nd from left) was part of a small group of labor editors dispatched to the Pacific Rim to observe the battle line of supplies during World War II.

labor editors, the article includes a statement by the War Department. "It is the desire of the War and Navy Departments to give American war workers, as full partners of our fighting forces, the most comprehensive information obtainable about the problems our troops face in the war against Japan." During this trip, Holloman was flown to each major combat zone in the war against Japan in an IAM member built C-24. His mission: "Write a regular weekly column for the *Aero Mechanic* covering the war situation in general and the more individual problems of our servicemen as seen from labor's viewpoint."

As the scrapbook unfolds, Holloman's experiences speak of true patriotism – of an America where there were no secret attacks, where the workers who made war

supplies at home were as valued as the soldiers on the front lines, where labor and military co-existed under a blanket of mutual respect because, after all, you could not have one without the other.

Halfway through Holloman's memories is a picture that stands out more than the rest. It's a photo of the labor editors, Holloman included, meeting with General of the Army Douglas MacArthur on August 24, 1945. MacArthur received the group of labor representatives as they prepared to tour the Philippines for the purpose of surveying labor conditions there.

Why does this scrapbook stand out? Is it just for historical reference? Of course not. In an age where the critical connection between labor capability and military strength has been nearly severed, it is important that we reflect on just how impor-

tant that relationship has been to our nation's survival. World War II was won in the factories. It was fought and won by true patriots – men and women who understood the importance of labor in America. Now, in 2008, our industrial base is but a fraction of what it once was. If members from that forgotten era of industrial strength had been asked the likelihood of defense contracts – like that of the Air Force Tanker – being given to foreign countries they would have guffawed. No way could that happen. Well unfortunately it did. Now we have some questions to ask ourselves. Where did America get lost? And how can we use historical pieces like this scrapbook to find the answers? Most importantly, how can we rebuild a united country of labor workers, military leaders and government agencies?

This Holiday Season Support Strikers at Oak Harbor Freight

Oak Harbor Freight employees and members of the Teamsters Union in Washington, Oregon and northern Idaho have been on strike for eleven weeks with no resolution in sight. Over six hundred families are hurting because a greedy employer demanded the loss of healthcare coverage for retirees, elimination of paid sick leave, reduction of pension benefits, minimizing health care, the right to prohibit union reps from talking to workers at the workplace and lower working conditions in order to maximize profits. To make matters worse on the first day of the strike, Oak Harbor started hiring scabs to take their jobs and break the Union so they will be free to pay whatever they chose with minimal or no benefits – again to increase their corporate profits. As a result of these corporate tactics, Union families are suffering, unable to pay their monthly bills for food, clothing and medical expenses. Any financial assistance you can provide will make their holidays brighter. Contributions can be sent to:

Joint Council of Teamsters 28
OHFL Member Strike Assistance
14675 Interurban Avenue South, Suite 301
Tukwila, WA 98168

751 District Council delegates voted to donate \$5,000 to the striking Teamsters at the December 12th meeting. But the support from 751 goes much further.

After Teamster members spoke at the Local C November Union meetings, those attending voted to donate the annual turkey giveaways to the striking Oak Harbor Freight families. 751-C member Terry "Caveman" Henderson has taken food and other supplies to the picket line weekly. After he had a heart attack, immediately after being released from St. Francis hospital the day before Thanksgiving, Terry stopped to buy three cases of water, 50 apples, 50

oranges and numerous chickens to bring support to the striking Teamsters.

"I have been bringing supplies several days a week and stopping by to lend moral support. As the weather changes and holidays approach, it becomes even more important for them to know they are not alone in their fight," noted Terry.

In December, many members stepped up to deliver firewood to stoke the burn barrels for the cold December nights. Others dropped supplies and took an hour to walk the line and show their support.

The striking Teamsters have garnered support outside the labor movement, including the Church Council of Greater Seattle and the International Labor Rights Forum.

The Forum released a 23-page report finding that Oak Harbor Freight Lines violated international labor rights standards. According to the report, Oak Harbor intentionally provoked a strike by proposing changes to employees' wages, benefits and working conditions that would be unacceptable to the union and its members during collective bargaining. Rather than correcting these violations by negotiating with its employees in good faith, Oak Harbor's owners have hired a notorious strike breaking firm and imported teams of professional strikebreakers to coerce and scare loyal long-time employees.

Oak Harbor's labor relations practices have also come under increased scrutiny by the company's customers. Since the strike began, a number of the company's customers reportedly have stopped using Oak Harbor for shipping, including JC Penney, REI, Urban Outfitters inc., and Maytag Corporation.

Over the holidays if you are in the area stop by their picket line and lend support. The line is located at 1339 W. Valley Hwy N. in Auburn.



Teamsters on strike for over 12 weeks at Oak Harbor Freight explain their issues at the November Local C meeting.



Carl Beitz (center) presents his strike scrapbook to Business Reps Ray Baumgardner (l) and Brett Coty. The scrapbook will be displayed at the Everett Hall.

08 Strike Scrapbook

751 member Carl Beitz did more than just walk the line during the 2008 strike at Boeing. Nearly every day, Carl visited all picket locations at the Everett site – capturing in photos the various members walking the line. It was a mission he enjoyed and took very seriously. When members would ask what he was planning to do with the photos, he replied "build a strike scrapbook for all members to enjoy."

Carl's 2008 scrapbook begins with the Everett march to vote on September 3rd and ends with the November 1st vote. Beyond just the photos, Carl also included nearly every story printed in the *Everett Herald* on the 2008 strike.

Carl also included a dedication statement, "I hereby dedicate my time and effort taking these photos to every 2008 striking IAM member. You made it possible for our future at Boeing. Bringing each and every day of your hopes and leaving a legacy of everlasting spirit on the picket line. Pictures were taken at all picket locations in Everett – knowing it would bring smiles and raise morale. Through the rainy, windy and early morning hours, you were there holding picket signs, dodging smoke from glowing hot burn barrels (and meeting new fellow Machinists), while waiting for the Union food van to arrive with hot coffee. Then finally returning to the Union hall to have your picket duty card stamped off. Your time and dedication was well spent. I promised every picture I took from the picket lines would be placed in a book and it has. I only hope the Everett IAM members enjoy these pictures of the 2008 strike. Thank you."

During the 2005 strike, Carl put together a similar book, which many members have viewed over the past three years. Thanks for all the time and effort put into this book. The book was displayed at the December local lodge meetings and will be permanently displayed in the Everett Union Hall.

Taking a “Stand” on the 787

Continued from page 1

conomic issues. You can walk through the 787 line and see people leaning over computers with unnatural posture or even kneeling on the concrete to get some relief from the hours of standing on the concrete.”

After initial complaints were filed, members were allowed to check out cushioned ergo mats to lessen the impact of standing on concrete for hours, but management has yet to relent and allow chairs back into the areas.

787 management told the Union that other QA areas in the factory do not have chairs at the work stations, but a walk through the 747, 767 and 777 lines found each area equipped with chairs. In the 777 line, some of the QA areas had the chairs chained to the work stations so they would stay with the work station as part of the moving line. Even in the IRC and ESRC, all QA work stations had desks and chairs. In 777, they have ordered new ergonomic tables that can be easily raised or lowered by simply turning a handle to accommodate the individual as he/she works at the station. This attention to safety should be the standard throughout the factory.

At times management seems combative and interested in causing “issues” rather than finding the most efficient, productive way to build planes.

With the Company needing the expertise of our members to work long days to fix a number of 787 vendor issues and fastener problems, this program should provide the best ergonomic equipment available.

787 Union Steward Allen Neph who is also on the Site Safety Committee noted, “Standing up for 10 hours creates low morale. We have an ergonomist analyzing the standing work stations and the impact on joints, feet and knees. Management claims there are no chairs be-



787 member Kurt Garner kneels to get some relief from standing during his long shift since there are no chairs at computer stations for the 787.

cause they want QA and mechanics to work together as a team. Yet management took away the mechanics ability to instant message QA when they were ready for an inspection. Now mechanics have to come off the plane or choose to use their personal cell phone to find the inspector. This is not about efficiency.”

Business Rep Brett Coty agreed, “There is just no reason for employees to stand while working at computers for considerable lengths of time. Some members brought in their own chairs and management threatened them with corrective action. We will work through the safety channels to get this corrected before workers end up on industrial leaves due to injuries sustained from extended standing on concrete.”

Armed with evidence from the other airplane lines showing the dramatic difference, the Site Committee intends to get the SHEAR forms resolved as soon as possible so members can again focus on building the airplane rather than finding ways to get through the grueling long days without injury.



787 Union Steward Margaret Studley leans forward as she checks drawings on her computer. She not only must stand, but the computer table cannot be adjusted for height – creating an ergonomic issue.



Business Rep Brett Coty talks with Jamie Campbell on the 747 line about the fact that chairs are at computer stations throughout the 747, 767 and 777 line. Only 787 members are forced to stand when working on computers.

MLK Celebration - Monday, January 19, 2009

Join us in celebrating Martin Luther King's legacy on MLK Day
Rally & March January 19, 2009
Garfield High School
23rd & E. Jefferson
Workshops 9:30 am to 11 a.m.
Rally 11 am to Noon
March Noon
For info call 206-786-2763 or
visit www.mlkseattle.org



Members Offering a H

Throughout the season of giving, Machinists Union members stepped up and helped out others who might be less fortunate during this holiday season.

Salvation Army Red Kettles

Bells were ringing on Friday, December 5th and 751 members were ringing them as Machinists Union volunteers took over the Salvation Army's red kettles throughout Westlake Center in downtown Seattle. In all over 36 members and friends gave a very strong Machinists presence throughout Westlake Center and showed others the Machinists are there to give back to the surrounding community. Over \$1,200 was collected during the Machinists' two hours on the kettles.

751 Steward Robley Evans noted, “I had a woman bring a huge bag of change to my kettle. She explained that throughout the year she picks up all the spare change and saves it to give to the Salvation Army once a year. It took her nearly five minutes to empty the bag. What a great idea and an easy way to give more at the holidays.”

Holiday Food Drive

On Saturday, December 6th, Machinists Union volunteers were again out in force at the Tacoma Mall and Everett

Mall to help with Northwest Harvest and King 5's annual Home Team Harvest food drive.

Because of the tough economic times, the need was even greater this year, but area residents emptied their pockets and pantries to help the hungry in Western Washington. The food drive donations go to Northwest Harvest, an organization that supplies 300 food banks and meal programs across Washington.

As a result of the one-day drive, Northwest Harvest collected more than \$205,000 in cash – double the amount donated last year and a new record. People also gave 243,000 pounds of food – a more than 20 percent increase over last year. People filled huge trucks with food donations and delivered cans of soup, top ramen, and thousands of pounds of potatoes. Machinists were there to accept the donations and transfer the food to semi trucks for transport.

District 751 presented a check for \$751 at the Everett Mall location, as well as having numerous volunteers help at both the Tacoma and Everett Malls from the start at 7 a.m. until nightfall.

Machinists members will again step up to help Northwest Harvest on Tuesday, December 30th from 9 a.m. to noon at their warehouse in Kent (22220 W Valley Hwy). If you would like to take part, simply show up at the warehouse on the 30th.

Wing Majors Help Others at Holidays

The generosity of the Machinists Union members was evident in the



751 Members took over the Westlake Center on Friday, Dec 5.



Members and their families regularly prepare meals at the missions.



Renton wing majors helped others at both Thanksgiving and Christmas. Those contributors include: Loren Gilderoy, Debbie Embree, Jeff Downing, Rhonda Nunn, Craig Corp, Traci Conerly, Mel Kennedy, Brian Galloway, John Malgarini, Loren Hale, Don Berg, Gary I, Diane Morgan, Terry Campbell, GTH, Maureen O'Neil, Woo Byun, Ed Market, Jim M, Kopf, Scott Bouton, Ian Erskine, Pat Nelson, Frank Niederle, Don Spencer, Mike Dawle, Woodson, Aaron Dickson, Dave Pensow, Chuck Lusk, Slawomir Flis and Rich McCabe.

Thanking the Longshoremen for Stan

Members of the Longshoremen's Union (ILWU) showed their support throughout our recent strike. Business Reps Jon Holden and Richard Jackson traveled to the Everett Longshoremen's hall to thank them for their actions and support.

Beyond just walking the line with us, they took a stand and refused to load or unload Boeing containers – arguing the dock was an extension of the Boeing plant. The issue went to arbitration to try to force the Longshoremen to handle the containers. A Boeing rep even had to testify on the issue to try to move the shipment. The

arbitrator ruled the Longshoremen only had to handle the containers that were loaded before the strike began. With the ruling, the Longshoremen refused all other containers since they would have been handled by scabs at the Boeing plant.

“We wanted to help in any way we could. We get a lot of steady work for the port because of Boeing so your work benefits us,” noted ILWU President Mark Sullivan. “Boeing even thought of sneaking the train to other ports. We got a call from the Vancouver local and our clerks had the container numbers from the Boeing

Helping Hand at the Holidays



over the Salvation Army Red Kettles throughout Westlake December 5th.



on Steward Pat Blann carries food to the NW Harvest truck.

ton wing majors at both the Thanksgiving and Christmas holidays. Despite going on strike and missing a paycheck for two months, members in the Renton wing majors helped others.

The week of Thanksgiving, 751 member Al Conerly, who works in the Renton wing majors, organized a collection to help the less fortunate. With only a few days before the holiday, he wasn't sure if members would take part. Within two days, Al had collected \$220 in cash and hundreds of pounds of food. The food and money were given to the King County Labor Agency to help union families in need at Thanksgiving.

As Christmas approached, the wing majors group again stepped up and delivered over \$300 cash, as well as other items, to the 751 Hardship fund to help Union families in need.

"I thought we should do something for families in need. We all got bonuses and wanted to share

a little bit with others. The little boy who died and inspired so many people to feed the homeless gave me the motivation to do something. I figure if we can't help others, something is wrong," stated Al Conerly.

Thanks to all the members and shops who stepped up and delivered for the less fortunate throughout the holiday season.

Ongoing Assistance

Every month members and their family help prepare and serve meals at both the Tacoma Rescue Mission and the Everett Gospel Mission. It has become a tradition for many families. The volunteers are so plentiful that at the Everett location, 751 prepares meals three Sundays of the month.



Helping with bellringing: Jason Redrup, Jim Kakuschke and Don Clark.



751 volunteers played a big part in Northwest Harvest's Food Drive.



Matt Schuler stationed his kettle on a busy corner.

Ending the Line

ment. We alerted Longshoremen in Seattle, Tacoma and Vancouver to the situation and made sure they would not be loaded and sent overseas at any of our ports."

"This is about being a Union and supporting each other. This was a unique situation where we felt we could take a stand. I don't know how much of a difference it made, but it was important we did it," stated ILWU Rep Ken Hudson.

When the Longshoremen need support on their issues, such as maintaining the port and saving the industrial jobs at the port, the machinists will be there to reciprocate the support and help them in their fight.



751 Business Reps Jon Holden (l) and Richard Jackson (r) thank International Longshoremen's Workers Union, Local 32 President Mark Sullivan and Rep Ken Hudson for their support in our recent strike. The Longshoremen refused to move containers of struck work from the Boeing plant.

Member Helps with Hurricane Relief

During our recent strike, 751 Union Steward Brendon Anderson got a unique opportunity to help others. When he saw news coverage of Hurricane Ike's devastation, he wanted to help. He called the local American Red Cross (ARC) chapter and immediately began taking training so he could be effective in providing assistance. After about 1 1/2 weeks of training, Brendon flew to Houston on October 4th as part of the Red Cross effort.

Brendon spent nearly a month helping others. After a few days volunteering, the ARC recognized his leadership skills and appointed him to serve as one of three dormitory shift supervisors at the Auchan Mega Shelter for a 12-hour night shift. In this position, he was responsible for over 1,000 clients – many of which were homeless before Hurricane Ike. It was a very stressful assignment for all volunteers, and a position that required Brendon to be assertive while dealing with many difficult clients.

"On a nightly basis I had to deal with client evictions due to intoxication, drug overdoses, verbally abusive behavior, etc. In addition, I was required to help with nightly ambulance calls for clients with medical and mental health issues, assist in the registration process (in the especially challenging single men's area), work to ensure client safety, break down cots with my teammates, monitor smoking, showers areas, shelter perimeters and answer clients questions," Brendon recalled. "My supervisor said I had a can do attitude

Continued on page 11



Brendon Anderson (center above) was a Red Cross volunteer helping Hurricane Ike victims



Photo by Jim Anderson

ECF President and 751 member Grace Holland (far left) helped deliver food donated by employees into the hands of food distribution organizations at the Northwest Harvest warehouse in Kent, Wash. Puget Sound employees donated record amounts (more than \$190,000 up more than 400 percent).

Food & Essentials Drive Harvests Bounty of Generosity

Thanks to an unprecedented show of generosity by Boeing employees, three Puget Sound region food service agencies will be able to provide greater support to those less fortunate during the holiday season when demand is typically greatest.

Boeing employees around Puget Sound donated record amounts during the 2008 Food & Essentials drive — more than \$190,000 in cash contributions, which is more than 400 percent greater than last year's total. In addition, the company and the Employees Community Fund of Boeing Puget Sound matched employee contributions up to \$100,000 each. Combined with 36,240 pounds of food and essential items dropped off at donation stations, the drive generated enough resources for nearly 2 million meals, or enough to feed about 5,600 families of four for a month.

"It's overwhelming for all of us to be recipients of such generous spirits and tremendous contributions," said Camilla Bishop, director of development at Food Lifeline. Bishop spoke at a recent check presentation where the three recipient agencies — Food Lifeline, Northwest Harvest and Emergency Food Network — were presented with contributions generated from the drive.

The record-breaking gift to the community comes at a time when demands on food banks and other basic-need service providers are increasing, Bishop said. One-third of food recipients are children who often go to school hungry, and working families make up about 70 percent of food bank clients.

For more info, visit <http://community.web.boeing.com/nwregion/index.cfm>.

Green for the Guide Dogs

Throughout the year, 751 members continually raise money to benefit Guide Dogs of America, a charity that provides service dogs to visually impaired individuals free of charge. In November, 751 presented a check for \$195,500 to

this worthwhile organization on behalf of the members and the various fundraising activities over the past year. Below are just a few events that helped raise money for the Guide Dogs.



Pacific Raceways fundraiser



Above: Chuck Craft and Robley Evans presented a check to GDA for \$6,300 resulting from the Pacific Raceways fundraiser to Sec-Treas Susan Palmer and District President Tom Wroblewski.

Above: Robley Evans presents Business Rep Brett Coty with an award for his support in the Raceways Fundraiser.



The 1st place golf team was made up of L to R: Mike Umbach, John Fierling, Matt O'Brien and Ryan Jersee (not pictured)



The 2008 Local C Golf Tournament raised \$4,800 for Guide Dogs.



The 2008 Puppy Putt Motorcycle Ride brought in \$13,400 for Guide Dogs.



District 751 President Tom Wroblewski (center) presents Guide Dogs of America Director Jay Borman (l) with District 751's contribution of \$195,500 for 2008 as International President Tom Buffenbarger applauds.



Local F Drawing Fundraiser

Local F Officers presented a check for \$7,030 from their fundraisers for Guide Dogs.

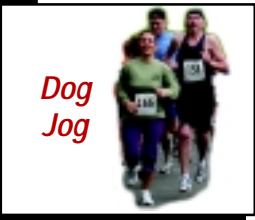


Horseshoe Tourney

Local E's horseshoe tournament collected \$2,000 for Guide Dogs.



The 751 Women's Committee presents a check for \$11,691.53 from the Flight for Sight Fun Run.



Officers Accept the Oath of Office at Recent Meetings



L to R: Business Rep Ron Bradley administers the oath of office to Local E Educator Stuart Westercam and Local E Audit Chuck Hurry.



Photo right: District President Tom Wroblewski administers the oath of office to Local F District Council Alternate Grace Holland.

IAM Grand Lodge Auditor Bruce Spalding (l) swears in Local A Audit Jason Schmelzer.

RETIREMENT NEWS

Retirees Annual Holiday Luncheon Packs Seattle Hall

The Seattle Union Hall was filled on Monday, December 8th as retirees and guests turned out for the annual Retired Club Christmas Luncheon. The event began with live music playing various holiday songs, which made for a festive atmosphere. Handmade, unique placemats decorated each table. Those attending were treated to a delicious turkey dinner complete with all the trimmings and pumpkin pie for dessert. The stage was filled with over 100 raffle prizes ranging from candy, wine, hickory farms gift sets, to photo frames, cash, and household items.



The luncheon menu featured turkey.



Many retirees wore festive Santa hats for the event.



Rosemary Rogers and Angie Ternes enjoyed the event.



Retirees visited before enjoying a delicious lunch.



Lea Hickman selects her prize.



A delicious turkey dinner with all the trimmings was served along with pie for dessert.



Attendees were treated to lively Christmas music before the lunch was served.



Mary Seibert took home a red poinsettia from the door prize drawing.



The ladies at this table were dressed in holiday red and brightened the room.



The annual party was a good time to catch up with friends.

RETIRED CLUB OFFICERS

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

Calendar

- 751 Retired Club meets every Monday at 11 a.m. in the Seattle Hall (9135 15th Pl. S.). All retirees are invited to attend. The second Monday of the month is the business meeting. A free lunch is served at noon every Monday following the meeting.
- Everett Retirees Group meets at the Everett 751 Union Hall (8729 Airport Rd), the fourth Tuesday of every month at 11 a.m.

• Alliance of Retired Americans South Area Chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center (600 E. Smith St). We share information about developments affecting seniors, we decide on letters and e-mails to public officials expressing elders' concerns and what is happening to us. We want to make sure this community has at least one organization of elder advocates that our members can participate in. Come on in and sit in and see what goes on. For more info, contact Leroy Miller at 206-878-0601 or Larry Greene at 253-630-5280.

FREE

WANT ADS

FOR MEMBERS ONLY

ANIMALS

COCKATIEL, male, grey/yellow with cage. Talks and sings – needs more time with people. FREE to good family. 360-435-2801

AUTO PARTS & ACCESSORIES

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

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

BLUE OX TOW BAR and vehicle mounting bracket, new – never used! Similar packages retail for \$898, will sell for \$500. Call Bill at 253-536-9138

CHRYSLER 300 DUAL EXHAUST. Will also fit Dodge Charger. \$100. 253-536-9138

(4) STUDDED TIRES, Polar Trax M/S on GM wheels. P205/70R 15”. \$100. 253-941-5987

(4) STUDDED TIRES w/rims. (2) size P175/65R14 and (2) size P215/65R115. Ready to put on, like new. \$50 per set. 425-308-8990

BOEING EMPLOYEE DISCOUNT 20% off lift kits, window tinting, audio/video systems, alarms/remote starts systems, auto detailing, 4x4 parts and accessories. 253-848-6331

1967 OLDS STATION WAGON parting out, totally intact. 360-321-4035

BOATS

1990 19’ BAYLINER CUDDY CABIN, porta-potty, 4.3 liter V6 Merc-cruiser. Galvanized trailer with new rollers, original owner. Nice condition. \$4,500 OBO. Call Diana at 425-281-0572 or email at lukee@aol.com

COTTAGE INDUSTRIES

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

30% DISCOUNT FOR DUMP TRUCK. Malavotte Construction. 360-825-6417. I can offer dump truck services, which include delivery of soil, fill dirt, gravel etc. Also removal if you have a machine to load it. The truck can carry 12 yards. 30% discount off, except cost of material from a supplier as I have no control over their pricing.

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

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

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

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

DENTAL BENEFITS. Save up to 80% on dental. \$19.95 per mo – no waiting period, all pre-existing conditions, entire household. Call Tommy at 360-631-2221

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 10th

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

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

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

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

PERSONALIZED ORNAMENTS – hand-made felt ornaments, personalized on embroidery machines. www.personalizedholidayornaments.com. 253-631-1750

COME EXPLORE THE LEGEND OF THE SNOW SKY. This endearing Christmas story would make an excellent gift for the children on your list. \$7.99. wcstout25@aol.com. 206-246-4124

AMSOIL SYNTHETIC OIL PRODUCTS, complete line of oil, lubes, filters, 2-cycle oil, car care products. ***SNOWMOBILE OIL *** get it now! 253-227-2714

FURNITURE AND APPLIANCES

DECK FURNITURE, marble table, 63” x 63” with 6 chairs with seat cushions, \$600. Washer/dryer, \$325. Table saw, Jet, 10” blade capacity, \$175. Breakfast table, bar stools, 4 ea, \$100. 5-drawer dresser, \$100. Riding lawnmower, Yardman, 1 yr old, \$600. 18” chainsaw, Craftsman, \$100. 253-267-6343

DINING ROOM TABLE with 5 chairs. 40” x 60”, has leaf and table pads. \$400. 206-723-0658

GIRLS BEDROOM SET, 6 pc. Originally from Sears, French Provencal style, cream with pale yellow flowers. \$400. Call Rick or Laura at 360-652-3265

COFFEE/OTTOMAN. 37” x 37” x 17”, light golden tan fabric, new. \$100 OBO. 206-762-1117

ENTERTAINMENT CENTER, \$100. TV stand, \$25. Floor lamp, \$25. Book case, \$25. Twin bed frame, \$75. Twin box spring, \$50. Pool table, \$50 OBO. 360-897-8672

36” WHITE GAS RANGE & large oven. 5 burners with griddle. Premier brand, USA/ Union made. \$400. 206-367-0288

SOFA & LOVE SEAT, burgundy, \$350 for set. Table saw, 10” blade capacity, \$175. Riding lawn mower, Yardman, 6 mo old, 42” blade cutting capacity, \$700. All prices negotiable!!! 253-267-6343

2 ROLL TOP DESKS, 1 small antique and 1 large oak with traditional pigeon hole slots. Best offer. 206-854-1700

HOUSING

KONA, HAWAII oceanfront condo. Enjoy 2 BDRM/2 BATH fully equipped condo – pool, jacuzzi, private lanai, DSL, color TV w/VCR/DVD. \$985-\$1,100/wk. www.banyantreecondo.com. 206-938-9214

4 BDRM/3 BATH NEW HOME, Emerald Lake, 2,112 sq ft. Finished 2-car garage w/ opened RV parking, ice maker, low “E” windows, 30 yr. roof, 12x18 patio, cul-de-sac, .60 acre, greenbelt. Assessed value \$253,810, asking \$224,950. 360-275-0974

WATERFRONT HOUSING RENTAL – Everett/Marysville 3,000 sq ft home, workshop/garage. Steps to beach. No smoking, pets negotiable. 3 BDRM/2 BATH, 800 sq ft basement ideal for play area. Cozy fireplace in kitchen, fireplace in great room. Quiet neighborhood. \$1,600 per mo. 425-232-4183

TOWN HOME for Rent and/or Lease option. 1994 3 BDRM/2.5 BATH 2-story town home with 2-car attached garage, South Everett close to Home Depot. All appliances stay, home currently covered under home warranty program, gas heat, over 1,450 sq ft. \$1,500 or \$1,400 without Lease option. Great incentives for Lease option over \$10,000. Unit avail. Feb 1, 2009. Call John at 425-231-1121 for more details.

ADULT FAMILY HOME located in Bonney Lake has 1 private room available. Would prefer couple. 2008 custom home. Move in special. Call 253-447-8306 for info

TRX SCOOTER, like new. Great for campgrounds. \$170. 360-874-0737

MISCELLANEOUS

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

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

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

ELECTRIC CHIPPER/SHREDDER, great for shredding leaves, garden clippings, etc., for making compost. With extra cutter blades. \$30. 206-244-4823

(2) SHEETS PLASTER BOARD, \$10. Infant stroller in excellent shape, \$25. (2) sheets 4’ x 8’ 1/2” plywood, \$15 for both. (2) 14” snow tires, \$15. 206-935-6535

CHILD’S DELUXE STROLLER, will accept reasonable offer. (2) pairs of skis with poles and binders, best offer. Cabinet-type sink, top 19” x 31” with faucets attached, new condition, best offer. 206-935-6535

SIEMAN’S ELECTRICAL SUB-PANEL, 125 amps. No breakers. \$20. 360-983-8424

1989 MOTORVAN, Broham, new motor, low miles, \$4,000 OBO. Complete new 5th wheel hitch. Swivel dining table, mahogany, 6 chairs, new, seats 12, make offer. 425-418-2960

FREE! Firewood – cut logs, need to be split. South King County area/Milton. 253-344-1256

WANTED: Looking for a Rock ‘N’ Roll band or DJ to play at a Guide Dog fundraiser this summer – must like camping, BBQ, horseshoes, and beer!! 206-271-2416

ART PRINTS – Kinkadee, Benfield, Warden, Tabora, panther prints, and more. Also, lots of good jewelry – great prices for Christmas gifts. South Everett. 425-259-1706 or 425-772-6645 or amargie@comcast.net

TENOR SAX, Selmer USA. An exceptional Christmas gift possibility. \$1,900. 425-255-1184

DOG RUN, chain link fenced, 5 ft x 10 ft. \$100. 206-367-0288

WANTED: SEATTLE SEAFAIR PINS late 70’s to early 80’s. Please call 253-850-1305

PROPERTY

(4) 20-ACRE PARCELS within the Horse Heaven Hills AVA, Vineyard View Estates. Great to build quality homes on w/CCR’s. \$100,000 ea. 509-894-4550

HEY CLAMDIGGERS & PILOTS! Gorgeous Copalis Beach lots, Oceanside, Iron Springs. Fly-in beach with beach access off Hwy/SR 109. 70 lots available, \$15,000 ea. 1-877-743-1900 or 863-983-688

RECREATIONAL VEHICLES

26’ ESTABLISHMENT CLASS C “PARTY MODEL” MOTORHOME. Very low miles. Includes KM Resort Charter Membership. \$12,500. 253-536-9138

Circle One:

ANIMALS
BOATS
TOOLS
HOUSING
AUTO PARTS & ACCESSORIES

ELECTRONICS & ENTERTAINMENT
FURNITURE & APPLIANCES
RECREATIONAL VEHICLES
MISCELLANEOUS

PROPERTY
RECREATIONAL MEMBERSHIP
SPORTING GOODS
VEHICLES
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. 10th!

2001 MONACO 36' DIESEL MOTORHOME, travel ready. 35K miles, new batteries, queen bed, (2) slide-outs, 4-dr fridge, many upgrades. \$79,000 OBO. 425-271-3535

FOR SALE: Parts for Executive Motorhome. Horn, radiator, water tank, etc. 253-639-5178 Evenings

1970 WINNEBEGO 12' CABOVER CAMPER, fair condition, needs some work. Would make a good hunting camper. \$300. 253-227-2714

SPORTING GOODS

1917 WINCHESTER 30-06, has been sportized with a Monte Carlo-style stock. Comes with 3 x 9 Leopold scope, shoots good. \$200. 206-304-6255

1993 XR200R. New chain and front brake cable. Nice shape, runs great. No title. \$600. 253-820-8791

8 HP SUZUKI OIL INJECTED OUTBOARD MOTOR. Real low hours of usage. \$600. 360-275-5562

TOOLS

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

MEATSAW BLADE, 21" long, good condition. \$20. Sears Craftsman Router, Model 31517381. Works great, in carry case. \$30. 253-852-6809

MASTERCRAFT JIG SAW/SABRE SAW. Works great. \$20. 253-852-6809

OLD LOGGING SAW BLADE, 8'L x 6"W. \$25. 253-941-5987

WANTED: Anvil. 253-631-1750

FOR SALE: Table saw, Jet, 10" blade capacity, \$175. 18" chainsaw, Craftsman, \$100. 253-267-6343

VEHICLES

2002 FORD FOCUS, 2-dr, new transmission. \$5,600 OBO. 253-939-8195

1984 FORD VAN. \$895. 206-854-1700

2005 SCREAMING EAGLE FAT BOY HARLEY DAVIDSON, 15th Anniversary Edition – only 600 made in blue and brushed metal. Vance & Hines pipes. Showroom condition, great on gas! \$25,000. 360-652-3650

1984 FORD CLUB WAGON VAN, 6 cyl. New water pump, carburetor, brakes, distributor, tires. Looks & runs good. \$1,195. 206-854-1700

1958 EDSEL CITATION (rare). 4-dr hard top, needs restoration. \$995. 253-840-2108

2006 CHEVROLET EXT. CAB DURMAX w/Allison, 85K miles; 2003 Prowler Superslide, new awning, everything perfect, heated tanks, extra insulation pkg., lots of extras on truck, canopy, etc. \$35,000. 360-387-3793

IT'S A CLASSIC! 1986 Monte Carlo SS Classic, original owner, 80K original miles. Removable T-roof, Goodyear tires, Monte rims, maroon paint, all records. Must see to appreciate! \$10,000. 425-255-7314

1998 CHEVY 1/2 TON SILVERADO PICKUP, Z-71, ext cab, 3-door. Loaded, 2009 license, clean. Located in Renton. \$5,000 FIRM. 425-572-6343 or 360-378-6343

2004 WRANGLER, 4.0L, 15K mi, 5-spd. One owner, stainless Nerf bars, hard and soft top, sound bar. \$15,250. 360-793-3868

2006 PONTIAC G6 - 36,670 miles. Automatic, V6, fwd, 4dr, alloy wheels, pwr door locks, pwr windows, new rear brakes. White with black cloth interior. Daughter must sell. \$12,500.00 obo. Can e-mail pictures upon request. Sweet to drive. 206-313-2548

1988 DODGE RAM VAN, V6, lots of room, \$900. 253-639-5178 Evenings

1994 TOYOTA SR5, 4-runner, 5-spd manual, 3.0 liter, 6 cyl. 165,000 miles, original owner, runs great. \$4,500 OBO. 425-359-9482

2003 FORD RANGER XLT SUPERCAB, 2-dr, 5-spd auto, 3.0, V-6. AC, AM/FM, CD, chrome wheels, bed liner, power windows, locks & mirrors. Red, mint showroom condition. 9,750 miles. \$9,900. 360-653-3106

1995 DODGE RAM 1500 SHORT BED, 60,000 miles, dark green with silver. \$4,700. 253-852-1633

2000 RX 300 LEXUS SUV with 110,000 miles. Fully loaded with Gold package. \$10,500. 425-355-6227

Member Relieved of \$76,000 Bill

Continued from page 1

Joe declared, “It was a very long struggle and hard not to get emotional when I called her with the good news. I told her it is finally over, her insurance is back and reinstated and doctors can bill for the treatment she received. I was proud to deliver the great news in time for the holidays. She was very emotional and choked up. Being able to fix an issue of this magnitude is why we become active in the Union. It is a privilege to do this job and great when you can make such an impact on a member.”

Petra has been very ill since 2006 when she was diagnosed with cancer and went out on a medical leave. She had moved in with friends and forgotten to update her address with Boeing. As a result, the premium notice (because it contains personal information) did not get forwarded. Between her treatments and moving, somehow, the \$11 a month medical premium for Traditional Medical Plan did not get paid.

After 60 days, the Company cancels insurance coverage; however, you have 90 days to call up and get it reinstated. On just about the 90th day, Petra got her insurance turned back on; however, they classified her as not having insurance for the three previous months. During those same three months, her intensive cancer treatments accumulated over \$76,000 in doctor bills. About the same time, she received a vacation payout from which four months medical premiums were deducted. Petra noticed the deduction and assumed everything was handled. However, Boeing insurance didn’t know about the deduction or that payroll refunded the money rather than applying it to her insurance.

Boeing refused various appeals, but Joe continued to pursue the issue for Petra. He elevated it to Corporate Boeing in Chicago, who reviewed all the facts and agreed with Joe that had the deduction been applied, Petra’s insurance premium would have been covered.

Petra knows the value of Union representation and couldn’t say enough about the great work of our Health and Benefits Rep Joe Crockett.

“He never gave up and continued to push to ensure the bills would be covered. I had no idea what I would do if I didn’t have Joe’s help. There was no way to find the phone number to get ahold of them – I only had TotalAccess. Joe did a great job, held my hand, wrote letters, and got me through this tough time. I am so appreciative. I would encourage other Union members to contact the Health & Benefits office with problems,” stated Petra.

Union Plus Scholarships Help Union Families Realize Their Dreams

Going back to school? Sending your children to college? Learn more about the scholarship opportunities available to you as a union member. Union Plus supports working families by providing these scholarships to help you focus on your studies instead of your tuition bill. Since 1992, the Union Plus Scholarship Program has provided more than \$2.4 million. Union Plus increased their usual disbursements from \$150,000 to \$200,000 to help in these tough economic times.



- Union Plus Scholarship**

 - Awards ranging from \$500 to \$4,000 are available to students attending two-year and four-year colleges, recognized technical or trade schools and graduate schools.
 - Current and retired union members, their spouses and dependent children are eligible.
 - To apply, download an application at: UnionPlus.org/Scholarship and **return it by January 31.**
- Union Leaders of the Future Scholarship**

 - Helping more women and people of color pursue union career goals and enhance leadership skills.
 - Annual awards up to \$3,000 to cover the cost of continuing education or training.
 - To be applied toward the completion of an accredited degree, coursework or seminar at an accredited educational institution.
- Union Plus National Labor College Scholarship**

 - A total of \$25,000 is awarded each year to help union members attend the world’s only university dedicated to labor education.
 - Take classes at your own pace and schedule with a unique program tailor-made for full-time working men and women.
 - For more info, contact Tracie Sumner in the Office of Student Finance at the National Labor College at 301-628-4253 or email tsumner@nlc.edu

For details on all the scholarship opportunities available, visit www.UnionPlus.org/Scholarship (Jan 31 Deadline)

IAM Scholarship Competition for 2009

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



Scholarships for a Bachelor’s degree or a two-year vocational/technical certification are determined in a competition among eligible applicants that is judged by an independent Selection Committee.

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. All awards are renewed 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.

To be eligible children of members must

be in their last year of high school (seniors).

For complete 2009 scholarship Competition Guidelines, visit: www.goiam.org/iamscholarship. No ap-

plication forms postmarked later than February 27, 2009, will be acknowledged or considered for the 2009 scholarships.

Hurricane Help

Continued from page 6

that was extremely helpful.”

Since the strike was still going when his initial volunteer tour was up, he extended his deployment for another two weeks. After closing the mega shelter, he transferred to Kuentze, Texas to help out with the ARC and FIMA warehouse – loading and unloading 100 plus 53 foot semi trucks daily. These trucks delivered to food banks and homeless shelters all over Texas and Louisiana.

“I was impressed that even in difficult situations everyone worked together and gave 200 percent without complaining. I got to meet volunteers from every state, which was a great experience,” Brendon recalled. “As you know the ARC is a non-profit that relies on private donations. Funds have been depleted by an active year (Hurricane Ike and Gustav, California wild fires, etc). I would urge people to donate time or money to their local Red Cross because of the great work this organization provides to others in their time of need. I know many of our members are still recovering from the strike, but I just think what if this happened to your family?”

Brendon is just one of the many members who found ways to give back to the community and help others during our strike - proof of the tremendous role Machinists play in the community.

REQUEST FOR IAM SCHOLARSHIP APPLICATION PACKET

Please send me an Application Packet for the 2009 IAM Scholarship Competition. I understand that this request is not an application, and that the completed Application Packet must be postmarked no later than February 27, 2009.

REMINDER: Please check the appropriate box 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 27, 2009, I am requesting an Application Form for:

☐ IAM Member requesting a College or Vocational/Technical Scholarship

☐ Child of an IAM Member requesting a College Scholarship

☐ Child of an IAM Member requesting a Vocational/Technical Scholarship

Print your name and address clearly:

IMPORTANT: Complete this coupon and enclose a SELF-ADDRESSED LABEL for reply. (Do not send self-addressed envelope).

Mail to: IAM Scholarship Program
9000 Machinists Place, Room 117
Upper Marlboro, MD 20772-2687

Workers Say Yes to 751 Union Representation

The Organizing Department has been very busy over the past few months helping workers gain Union representation. Employees at Solid Ground, Doss Aviation, and the City of Woodinville all voted to have the IAM provide Union representation. The Union is currently meeting to hammer out a first agreement at all three employers.

On September 3, 2008 the National Labor Relations Board (NLRB - the government agency that covers private sector employees) certified a Union Representation election for a new bargaining unit for employees at Solid Ground. The results of the election was unanimous for IAM District 751. This Company is a subcontractor of Metro Transit, which provides access/transportation for individuals with special needs. Workers we now represent oversee driver routes and activities on a daily basis ensuring the safest and best service possible. Business Rep Ron Bradley has been assigned lead negotiator on this project with Business Rep Heather Barstow and Organizer Jesse Cote assisting.

Doss Aviation is a Service Contract employer at the Ft. Lewis and Yakima



IAM Special Rep Kevin Cummings, Michael Knutsen and Raymond Taylor are working on a first contract for Doss Aviation.



Business Rep Heather Barstow (r) helped ensure members in the silk screen shop received Report Time pay after being sent home. L to R: Larry Wilson, Union Steward Cindy Ha, Chi Nguyen.

Steward Ensures Report Time Paid When Members Were Sent Home

When the silk screen shop in Everett had a temporary supervisor, Union Steward Cindy Ha helped educate that supervisor on Section 6.9 Report Time in our contract and ensured that six members were paid for their entire shift per the contract.

The incident occurred when one of the machines in the shop was taken out of service for certification. The temporary supervisor gave different instructions to various members of the crew – telling some they had to go home either without pay or using sick leave or vacation. As a Steward, Cindy knew about Report Time, which ensures if a member reports for work as instructed and is subsequently sent home, they will be paid for eight hours. Knowing that the importance of consistency, Cindy questioned the actions and pointed to report time.

Cindy recalled, “At that time, we had many new people who did not have ben-



L to R: Jesse Cote, Ron Bradley and Heather Barstow put together a contract proposal for employees working at Solid Ground who voted for IAM Representation on September 28th.

firing range providing aircraft services to Army aircraft. The workers there approached IAM District 751 looking for professional representation and strength in bargaining a good agreement. They heard about the IAM through other workers on the base that have IAM collective bargaining agreements. On September 28th, the NLRB certified this new bargaining unit for IAM District 751. While the first contract is being negotiated, the Union was able to secure a pay increase for the workers in the meantime. IAM Special Rep Kevin Cummings has been assigned by General Vice President Lee Pearson to head these negotiations and Organizer Jesse Cote has been assigned by District 751 President/Directing Business Rep Tom Wroblewski to assist.

In the City of Woodinville employees voted in two separate elections overwhelmingly supporting IAM District 751 to become a Union workforce. The Public Employees Relations Commission (PERC - state government agency covering public

sector employees) certified all full-time and regular part-time supervisors on October 16, 2008. The second bargaining unit election was certified on October 29th covering all full-time and regular part-time employees including facilities maintenance workers I and II in Public Works. Some of the different classifications consist of maintenance workers, permit technicians, recreation coordinator, planner, building inspectors, engineers, GIS analyst, code enforcement, administrative assistants, accounting and supervisors. This is a very



Terry Jensen, Business Rep Jon Holden and Organizer Jackie Boschok work on contract proposals for City of Woodinville employees.

Union Dental Offices Provide 100% Coverage

Sunrise Dental has nine locations and is the first private dental shop in Washington State to become unionized. Employees are members of the UFCW Local 21.

Beyond having a unionized workforce there are many benefits for our members who decide to visit Sunrise Dental.

Sunrise Dental provides all dental services including specialties seven days out of the week, with evening hours available. This makes scheduling appointments outside of work hours much easier.

Just as significant as the convenient hours and locations, Sunrise Dental accepts most Union plans at no out of pocket cost to your members. This means that Sunrise Dental will write off any expenses that are not covered by insurance. Cleanings, fillings, crowns and other services would have no out of pocket expenses to our members. This is significant for those who have had major dental work.

During our strike Sunrise Dental helped members by providing emergency dental services at no charge to members. This solidarity with Union members is significant and certainly noteworthy. Not only are they unionized dentist offices, but their willingness to accept insurance and write off the out of pocket cost so members pay nothing is impressive.

Sunrise Dental has ten offices in the Puget Sound area with plans for future expansion. Our locations include:

• **Sunrise Bellevue**
1200 112th Ave NE Suite C-222
(425) 450-9500

diverse group of occupations white and blue collar throughout the two units. Although this proves to be challenging to identify and address all issues, it demonstrates that all workers are making an effort to be union represented and the IAM can help any worker groups obtain it. Business Rep Jon Holden is the lead negotiator with Organizers Jackie Boschok and Jesse Cote assisting with these first contract negotiations.

All of these different and diverse workforces have decided on the Machinists Union District 751 for dignity and respect on the job. They are now looking for a legal binding contract in respect to their wages, hours and working conditions. “You have to be proud of these workers standing up for their rights. It takes guts since many employers coerce, intimidate and threaten groups to stay non-union. Each of these negotiations will have their own sets of challenges to overcome, but with the quality teams that have been assigned we hope for the best outcome for each,” stated 751 District President Tom Wroblewski. “I want to thank all of the volunteers from District 751 that helped on these projects IT TAKES ALL OF US to be successful.”

- **Sunrise Renton**
3218 NE 12th St Suite B
(425) 430-2029
- **Sunrise SeaTac**
12610 Des Moines Mem Dr Suite 208
(206) 243-7788
- **Sunrise Issaquah**
5006 E Lk Samm Pkwy SE
(425) 391-7645
- **Sunrise Lynnwood**
3505 188th St SW
(425) 744-1022

- **Sunrise Shoreline**
18532 Firlands Way North Suite B
(206) 542-4444
- **Sunrise Kent**
10216 SE 256th St Suite 108
(253) 856-3384
- **Sunrise Federal Way**
33600 6th Ave S Suite 102
(253) 838-3232
- **Sunrise Tacoma**
1530 S. Union Ave. Suite 7
(253) 759-9291
- **Sunrise Everett**
111 SE Everett Mall Way Suite B-100
(425) 513-2000

To learn more about Sunrise dental, visit their website at <http://www.sunrisedentalusa.com>, which features the educational background and biographies of all the doctors, the array of services we provide, our philosophy and quality of care which is our standard in everything that we do. Their knowledgeable staff takes special interest in the hospitality of their patients, treating everyone as their own family.

