

# DISTRICT 751 AERO MECHANIC

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## Gregoire Announces New Apprenticeship Program

Over a hundred Machinists Union members were on hand when Governor Chris Gregoire announced funding of \$3 million to start a new apprenticeship program for aerospace and new technology for workers in Washington.

The announcement came as part of the IAM's nationwide "America's Edge, Our Skills, Our Kids" campaign. Rallies across the country aimed to focus national attention on the growing skills shortage and the need for additional fund-

ing for apprentice programs, vocational training, community colleges and high-tech institutions to promote American manufacturing and ensure good jobs for tomorrow's workers.

While pointing out that the state must remain frugal with the budget, Governor Gregoire stated, "This investment is about further improving the future of our state's economy, and apprenticeship programs are a critical component in providing a skilled workforce. This is not



*L to R standing: Business Reps Don Morris and Ron Bradley and Stewards Wilson 'Fergie' Ferguson and Stosh Tomala were among the many cheering the new apprenticeship.*

the time to slow up but rather to gear up and go forward."

The Machinists Union will continue working closely with the governor and legislators on the specifics of the new apprenticeship program – with the goal of ensuring there are more trained workers for jobs of the future.

District 751 President Tom Wroblewski declared, "It is great to see Governor Gregoire make investments in aerospace workers and the industry. This will pay long-term dividends for our

competitive place in the world as we vie for these jobs in the global market."

"Thanks also to 751 Political Director Larry Brown for ensuring the Machinists Union has a role in creating these future jobs," Wroblewski added.

The governor said the apprenticeship program will respond to aerospace suppliers throughout the state who reported their greatest challenge was finding skilled workers to expand their aerospace businesses. This new apprentice-

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*District Secretary Susan Palmer (l) and 751 President Tom Wroblewski go over plans for a new aerospace apprenticeship with Gov. Gregoire.*



## Members' Ideas Resolve Issues

Every day our members demonstrate their ingenuity and assist Boeing in building quality airplanes. However, a handful of members in Renton are going above and beyond the call of duty after they formed the Renton Employee Aircraft Corrective Team (REACT) – a group designed to address issues in the production process.

Spearheaded by 751-member Steven Long, this unique group offers an open forum to troubleshoot

issues they encounter in final assembly of the 737. The first task the REACT team tackled dealt with mat bubbling in the galleys of 737's.

The REACT team is comprised of Steve Long, Union Steward Phil Larvie, Lisa Kemp and Rob Mahan. In addition, the group received assistance from many other organizations including QA, ME, Moonshine, Tooling, Union Stewards, Engineering, MRSA and Support Cells. REACT came up with a viable solution to the mat bubbling, and it is currently being used in production and has significantly reduced customer concerns about the issue, as well.

"I heard about the galley mat issue, but no one



*L to R: Phil Larvie, Steven Long, and Marc Honda (manager) show Business Rep Tommy Wilson the roller they designed to install galley mats in the 737. This solved a bubbling issue that engineers had been unable to resolve. These members are part of a brainstorming group established to help with similar issues using the skills and knowledge of our members.*

specifically asked us to work on it. I saw a chance for hourly workers to apply their knowledge and expertise while helping the Company. It was a win-win for everyone," Steve reported. "I recruited a cross section of some fantastic fellow mechanics from different jobs who brainstormed ways to address the issue. The open forum encouraged the free-flow of ideas and helped each person take ownership of the project. Together, we designed a tool that has been incorporated into the production process and will save Boeing millions of dollars."

"I appreciate the tremendous support we received

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*District 751 President Tom Wroblewski and Secretary-Treasurer Susan Palmer (who chairs the Benefits Committee) discuss proposals for the upcoming negotiations with Boeing.*

## Union Negotiators Named for Contract

The Union continues preparations for formal negotiations with Boeing later this year with the announcement of our 2008 Negotiating Committees. This team of experienced and talented leaders, which will be led by District President Tom Wroblewski, will ensure we

continue to secure the best wages and benefits in aerospace. In addition to the Corporate Committee, there are five subcommittees (Benefits, Workforce, Jobs, Joint Programs and Subcontracting) responsible for drafting contract proposals for their assigned areas. Negotiators on all committees must possess in-depth knowledge of specific problems facing bargaining unit members and the contract language necessary for members' protection.

While the formal contract negotiations occur every three years, the committees are active throughout the contract dealing with issues as they arise.



**See page 7 for Negotiating Committees**

### Keeping the Dream Alive

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# REPORT FROM THE PRESIDENT

## Machinists Get Apprenticeships, Next Comes the Tanker

by **Tom Wroblewski**,  
District President

As we count down to September 3<sup>rd</sup> – Contract 2008, remember “It’s Our Time...This Time!”

International President Tom Buffenbarger is sponsoring a nationwide America’s Edge tour highlighting the need for workforce training. Labor economists predict a serious lack of skilled workers, which began in 2005, will grow to 5.3 million in 2010 and 21 million in 2020. Our District is determined to do its part to remedy this skilled workforce shortage. That is why your Union requested Governor Gregoire support a new aerospace worker apprenticeship program.

At the America’s Edge tour at our Seattle hall on January 29<sup>th</sup>, Governor Chris Gregoire announced a \$3 million



funding package for a new aerospace apprenticeship program. This will help grow the industry and create family wage jobs. These new apprenticeship slots will help us compete for these jobs in the global marketplace. We can only do this if we build the high skills and maintain the high wages necessary for the aerospace industry.

And, of course, aerospace is a cornerstone industry for our state’s economy. We are thankful to Governor Gregoire and proud to contribute our energies to this effort.

Last week I met with senior Company leadership to discuss the schedule and tone for the 2008 negotiations. I expressed to The Boeing Company that the 2008 negotiations present a great opportunity for the Union and the Company to achieve our goals. At a time when the Company is prospering our members have made great sacrifices. The Com-

pany must share in that prosperity.

The Company has just announced the payout of the Employee Incentive Plan (EIP). The 15 days of pay represents the largest ever. The Union members who actually build the airplanes should be rewarded as well. It is absolutely unconscionable this company would exclude their IAM employees from the EIP. This is a benefit I will be fighting for at the bargaining table.

I continue to walk the shop floors listening to and asking questions of our members. It is my job to ensure our proposals in these contract negotiations accurately reflect your wishes and your needs. As I visit with our members at each location and on all three shifts, I am constantly amazed by the insight and honesty of our membership. Your suggestions have been good, and I will continue to come to you, asking for your help during these negotiations.

Our Union continues to implement

our strategic plan for contract negotiations. We have been generating the monthly messages which are the centerpieces of our shop floor meetings with the Business Representatives. Please attend these shop floor meetings and speak up. In late February, the next survey focusing on pay issues and retirement will be out. Let us know what you want. That is the only way we can reflect your desires in these negotiations.

The KC-767 tanker letter writing campaign has been very successful. The Washington Congressional delegation has received over 25,000 tanker letters from you. Your participation will have a great impact. Our delegation can use these letters to advocate for our tanker when the Alabama delegation argues for the Airbus plane. Once again you have made your voice heard. Thank you for your efforts.

## Union Persistence Resolves Overtime Pay

Thanks to persistence from Union Steward Deonna Gagliardi and Business Rep Ron Bradley, two members (Carl Rainey and Kham Keopanya) were paid for weekend overtime after they were bypassed.

Carl Rainey, who received pay for the contract violation, noted, “Other members who were not on the floor care crew worked that weekend. I had been working on the floor care crew all that week so I think I was unfairly overlooked. I was glad the Union was there to stand up for me.”

Upon hearing of the situation, Deonna methodically gathered statements and documentation from all members who worked the overtime, including what their assignment had been in the previous week. She showed Carl and Kham had indeed performed the work during the week and should have been asked to



Member Carl Rainey (r) thanks Business Rep Ron Bradley (l) and Steward Deonna Gagliardi for their help in resolving an overtime grievance.

work the overtime.

When she approached her supervisor on the issue, she was told if she filed a grievance, ‘things will change and you won’t like it.’ Deonna then met with her General who insisted they could use whoever they wanted for the overtime.

Rather than be intimidated, Deonna elevated the matter to the Seattle Union

Hall. When Business Rep Ron Bradley transferred to the Seattle assignment, he inherited the grievance and continued to press forward with the facts until the members received the proper pay.

Bradley continues to monitor the situation to ensure members’ rights are protected by the Union contract.

Member Carl Rainey noted, “The Union stuck with it and didn’t stop until it was resolved. Management kept hoping if they dragged their feet long enough the problem would go away.”

“With this win, it will change some things,” stated Deonna, “I was glad there wasn’t a gag order because everyone should know when we win something like this and realize they have a right to ask management to live by the contract the Company signed.”

## Order New Contract T-shirt Through Union Stewards

Union Stewards are taking orders for the new contract t-shirt. See examples right for t-shirt design. T-shirts will remain just \$5 and come in sizes small through 5X. The t-shirt will also include a pocket on the front.

Members can place orders through their Union Stewards, who then place the orders online and can pick up the orders at the March Local Lodge meetings.

Show your solidarity, purchase and wear a contract t-shirt every Wednesday through negotiations because: **It’s Our Time This Time!**



Contract logo is prominently displayed on back of the t-shirt. A smaller contract logo appears on the shirt pocket on the front.

## Employees Can Participate in Job Shadow Day - March 27th

Job Shadow Day at Boeing will take place on Thursday, March 27th. Though the day focuses on mentoring high school-aged students involved in Junior Achievement, Boeing employees’ children currently in 9th to 12th grade are also invited to take part.

Presentations and tours will take place at Fredrickson, Auburn, Kent, Renton, Seattle, Bellevue and Everett. To participate in a Job Shadow Day event, the Boeing employee’s child will need to complete an application form which requires a parent signature. Tentatively, events will run 8:30 a.m. to 1 p.m.

The day will give students a chance to hear about job opportunities available through The Boeing Company, as well as outlining what they need to learn in school to be eligible for employment at Boeing.

Look for more information on Job Shadow Day and access to the application in the third week in February on the Boeing internal website.

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

**Tom Wroblewski**  
*President, Directing  
Business Representative*

**Clifton Wyatt**  
*Vice President*

**Susan Palmer**  
*Secretary-Treasurer*

**James Coats**  
*Sergeant-at-Arms*

**Tommy Wilson**  
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**Paul Knebel**

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**Emerson Hamilton**

**Stan Johnson**

**Paul Milliken**

**Ron Bradley**

**Jimmy Darrah**

**Heather Barstow**

**Jon Holden**

**Don Morris**

**Richard Jackson**

*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](http://www.iam751.org)**



### 751 AERO MECHANIC

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

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## POLITICAL ACTION

# New Apprenticeship Could Help Keep 'Our Edge'

Continued from page 1

ship program will help ensure there are trained people to fill those future jobs.

The aerospace industry is changing on a daily basis, further emphasizing the need for cutting edge technology to train workers. The apprenticeship program, if passed by the Legislature, will help in building and maintaining a strong workforce for the state's growing aerospace industry and its suppliers.

House Speaker Frank Chopp and Senate Majority Leader Lisa Brown expressed their support for the plan.

"A thriving aerospace industry is vital to Washington's economic future," said Chopp, "and apprenticeships are vital to a thriving aerospace industry. It's a win-win."

"Washington needs to know where the next genera-

tion of aerospace workers will come from," said Brown. "Apprenticeships allow students to earn while they learn, and encourages thousands of men and women to cultivate the needed skills that will put them on a solid career path."

Also speaking at the Seattle event were local and national IAM leaders, the president of the American Federation of Teachers, former Iowa governor Tom Vilsack and former Maryland Lt. Governor Kathleen Kennedy Townsend. Gregoire's announcement as part of the America's Edge rally is a prime example of how to move forward on that idea to ensure jobs for the future.

"A national skills initiative should be part of a broader effort to revitalize America's critical manufacturing sector," said IAM International President Tom Buffenbarger in a press release. "I hear from employers every day that are looking for qualified machinists, engineers and technicians with the skills to handle today's high-end manufacturing technologies. There simply are not enough schools preparing people for the opportunities that are out there."

"The response to this campaign was amazing," said IAM International General Vice President Robert Roach. "All Americans want a good future for their kids and they want to keep good jobs in North America. This tour brought together IAM members, students, teachers and politicians from communities across America. We all want a national initiative for more training and to keep the United States a leader in precision manufacturing."



Members applaud the announcement of a new apprenticeship program to ensure the state has trained aerospace workers for the future.

**Right: Kathleen Kennedy Townsend stressed a national skills initiative should be part of a broader effort to revitalize America's critical manufacturing sector.**



**Left: IAM General Vice President Robert Roach pushed for a national initiative for more training to keep the U.S. a leader in precision manufacturing.**



"The chronic underinvestment in skills training is threatening America's last remaining edge in the global economy," said Buffenbarger. "We need to wake up to this crisis before it becomes any worse."

According to the Bureau of Labor Statistics, the U.S. will face a skilled worker shortage of eight million by 2010 and as high as 14 million by 2020. The U.S. aerospace sector is particularly vulnerable, with retirements adding to the looming shortage.



Governor Gregoire (r) and former Iowa Governor Tom Vilsack agree on the need for more training.

## Olympia Lobbying Intensifies as Session Heats Up

During this short session everyone is scrambling to get their issues heard and bills are flying.

Our Union has emphasized the need for a dual focus when preparing our youth for life after high school. There must be high standards for kids who want to go on to college; however, the highest growth industries in our state are in desperate need of well-trained, high-skilled workers in the trades. We need technical training and apprenticeships to prepare workers for these high-skilled jobs. Governor Gregoire's announcement of a new \$3 million apprenticeship program is a good first step to addressing this need.

Governor Gregoire's Climate Action and Green Jobs bill would "build pathways to prepare people for good family wage jobs in non-polluting employment as well as promoting sustainability of our natural resources." The Apollo Alliance has brought a diverse group of leaders together to sponsor this legislation including labor, business, environmental and anti-poverty communities.

### Working Families Tax Credit

A much needed tax break, which would benefit the 350,000 lowest paid Washingtonians, has been introduced for low-wage workers. Representative Tami Green introduced HB 3234 and Senator Craig Pridemore introduced SB 6809 to create a Working Families Credit equivalent to 10% of the Federal Earned Income Tax credit.

"Workers with lower wages face a daily challenge to make ends meet," said



751 Legislative Committee members L to R: Scott Salo, Dave Henry, and Brett Coty discuss current bills in Olympia impacting workers.

Rick Bender, President of the Washington State Labor Council. "The Working Families Credit will help families who need it the most."

### Health Care

The Insurance Rate Accountability Act (SB 5261) addresses costs by insisting that the huge, profiteering insurance companies (supposedly nonprofits) in the individual market must justify any rate hikes to the State Insurance Commissioner. It is the right thing to do. We must stop the 20 to 30% yearly rate hikes we have seen. The bill passed the Senate 31-18 on January 30.

The Prescription Privacy Bill (HB 2664 and SB 6241) would stop pharmaceutical companies from purchasing the prescribing records of physicians for mar-

keting purposes.

The bill to create a Working Group to study health care proposals (HB 2536 and SB 6333) took some interesting twists and turns but is now out of the House Health Committee. The working group would be tasked with examining 4 or 5 specific plans to determine the cost of each plan, the degree to which each plan would provide quality, comprehensive care and the impact of the plan on access to quality affordable care.

### Family Leave Funding

In the 2007 session, the Family Leave Insurance (FLI) bill passed. So where does FLI stand now? Last year a task force was assigned to iron out the details. They were to find solutions to funding the program, decide which agency will

administer the services, address the impacts on the Unemployment Insurance system and make suggestions for administrative efficiency. They did their job with the exception of recommending who funds the program in the long run; that work is still ahead of us.

HB 2665 was introduced this session to make the task force recommendations law. While we like some aspects of the bill better than others, we firmly believe the FLI program, like other social insurance programs, must be in the domain of the public sector not the private sector.

Passing HB 2665 will take us one step closer to full implementation of our Family Leave Insurance program with the first benefits to be paid to eligible Washington workers in October, 2009.

### Worker Privacy Act

Recently, the U.S. Supreme Court agreed to review a lawsuit filed by the California Chamber of Commerce. The lawsuit questioned the state's right to have jurisdiction over employee-union relationships as it pertained to state grant monies. There are some who believe this case could have implications on the Worker Privacy Act. To ensure all the work that has gone into making this a successful piece of legislation is preserved, the labor community has decided to review the viability of our bill in the context of the current court case. Depending on the outcome of the Supreme Court ruling, the unions in the state of Washington, including the Machinists, will decide how to proceed.



# Nomination and Election Schedule for Union Offices

Nominations and elections for District Council Delegates & Alternates, District Audit, Union Business Representatives, Grand Lodge Convention Delegates & Alternates, and certain Local Lodge Officers shall be made as described in table below (nominations in each first Local Lodge meeting in April, 2008 and elections in each first Local Lodge meeting in May, 2008), per the IAM Constitution.

**GENERAL QUALIFICATIONS:**

Candidates for all Union positions must be in good standing and free from delinquencies of any nature to the Grand Lodge, District or Local Lodge of the IAM.

In Local Lodges 751-E, 86, 1951, and 1123, a nominee shall be required to have attended at least 50% of the Local Lodge meetings during the 12-month period ending the date of the close of nominations (per requirements of the Local bylaws).

In Local Lodges 751-A, 751-C, and 751-F, candidates are encouraged to have attended at least 50% of the Local Lodge meetings during the 12-month period ending the date of the close of nominations.

**QUALIFICATIONS FOR GRAND LODGE CONVENTION:** Per the IAM Constitution, delegates to the Grand Lodge Convention must be a member of the Local Lodge or of a Local Lodge affiliated with District 751 for at least one year prior to the time of nomination. This qualification shall not be required of a member working at the trade transferred to a Local Lodge with the approval of the International President or Executive Council; free from delinquencies of any nature to the Union and at the time of nomination and for six months prior thereto, working at the trade.

The qualification “working at the trade” shall not apply to members who are salaried full-time employees of any L.L., D.L., or G.L, a council, conference, the AFL-CIO or the CLC nor shall it apply to members who experienced a layoff during the 6-month period prior thereto, or to members who have been unable to obtain employment at the trade because of a strike, lockout, discrimination or temporary physical disability, or to members who are re-

tired on pension and paying full dues, whether or not they hold a retirement or an exemption card.

**QUALIFICATIONS FOR DISTRICT AUDIT, DISTRICT COUNCIL DELEGATES & ALTERNATES:** Candidates must be a member of the respective Local at the time of nomination. According to the IAM Constitution, candidates must have one year continuous membership and shall be working at the trade as defined in Sec. 4, Art. II, for six months immediately prior to nomination and also meets the requirements of the District Lodge bylaws.

**QUALIFICATIONS FOR BUSINESS REPRESENTATIVES:** A member must have been in continuous good standing for at least two years and must be working at the trade one year immediately prior to their nomination. The qualification “working at the trade” shall not apply to members who are salaried full-time employees of the Union, a council, conference, or the AFL-CIO or CLC, nor shall it apply to members who experience a layoff during the one-year period immediately prior to their nomination, or to members who have been unable to obtain employment at the trade because of a strike, lockout, discrimination, or temporary physical disability. All Business Representatives must qualify under Sec. 5, Art. I. No Business Rep may hold any office in the gift of any L.L. or D.L. excepting that of President of a D.L. or L.L, where no D.L. exists. A Business Rep may serve as a delegate to any affiliated body and to conventions.

**QUALIFICATIONS FOR LOCAL LODGE 751-A & 751-C OFFICERS:** Candidates must be a member of the respective Local at the time of nomination and have been a member of the Local or of a Local affiliated with District 751 for one year at the time of nomination. Candidates shall be working at the trade as defined in the IAM Constitution in Sec. 4, Art. II for six months prior to the nomination. In addition, all L.L. officers and editors of L.L. publications must qualify under Sec. 4, Art. I.

**Request for Absentee Ballot**

In accordance with the Constitution of the IAM & AW, I hereby request an absentee ballot for the election date of \_\_\_\_\_. I qualify under the IAM Constitution for an absentee ballot for the following reasons (must qualify under one of the below – check appropriate box):

- ☐ I reside more than 25 miles from the designated balloting place.
- ☐ I am confined with a verified illness.
- ☐ I will be on vacation.
- ☐ I will be on IAM business approved by the Local, District or Grand Lodge.
- ☐ I am on approved employer travel assignment outside the area.
- ☐ I will be on Reserve Military Leave
- ☐ I will be on approved Family Medical Leave of absence

NAME: (printed) \_\_\_\_\_ Local Lodge: \_\_\_\_\_  
NAME: (signature) \_\_\_\_\_ Union Book #: \_\_\_\_\_  
Address: \_\_\_\_\_  
Social Security Number or BEMSID: \_\_\_\_\_

All absentee ballot requests must be received no later than 10 days prior to the election. Requests must be made singly or personally delivered by the member requesting the absentee ballot. Send this form to the appropriate address (Locals A, C, E & F, send requests to 9125 15th Pl. S., Seattle, WA 98108. Locals 86, 1123 & 1951 send requests to 4226 E. Mission, Spokane, WA 99202

**NOMINEES ACCEPTANCE:**

All nominations must be made from the floor by a member in good standing. All nominees, who are nominated at the meeting, must sign an acceptance card or letter for the position nominated for, and it must be returned to the Recording Secretary of their Local before the close of that meeting. Members not present at nominating meeting may have their names placed in nomination only if a member nominates them from the floor and the member nominating them submits a letter from the candidate, signifying the candidate’s acceptance of the nomination to the office, to the Recording Secretary at the nominating meeting. The letter must set forth the candidate’s name and card number with candidate’s personal handwritten signature. (NOTE: since it must be signed, e-mail notification is not accepted).

**ELIGIBILITY TO VOTE:**

All members in good standing, whose dues are paid through the month of March 2008, and retired Union members, are eligible to vote in their respective Local Lodge election.

**ABSENTEE BALLOTS:**

Absentee ballots are issued in accor-

dance with the IAM Constitution (can use form above). Any member entitled to receive an absentee ballot (per reasons listed on form) shall make a written request, stating the reason. Such request must be mailed singly or personally delivered by the member requesting the absentee ballot **no later than 10 days** before the election.

**For Locals A, C, E & F:** direct absentee ballot requests to: District Secretary-Treasurer, 9125 15th Pl. S., Seattle, WA 98108 or personally deliver to one of the following offices: Auburn - 201 A Street SW; Everett - 8729 Airport Road; Renton - 233 Burnett N; Seattle - 9125 15th Pl. S. Office hours are 8 a.m. to 5 p.m. NOTE: Auburn, Everett & Renton halls are closed for lunch from noon to 1 p.m.

**For Local 86, 1123 and 1951:** Mail or personally deliver absentee ballot requests to: IAM & AW Ballot Request, 4226 E. Mission, Spokane, WA 99202. Office hours are 7:30 a.m. to 4:30 p.m. and closed for lunch from 1 to 2 p.m.

Members can pick up a copy of their Local Lodge bylaws or the IAM Constitution at any of the Union offices. If you have questions regarding the election, call Secretary-Treasurer Susan Palmer on 1-800-763-1301, ext. 3310.

LOCAL	NOM DATE	LOCATION	POSITIONS TO BE NOMINATED	ELECTION DATE/TIME	ELECTION LOCATION
751-A	April 3 6 p.m.	Stewards Meeting Hall 9135 15th Pl S, Seattle	9 District Council Delegates; 3 District Council Alternates; 1 District Audit, 14 Business Representatives - 1 from East. WA 9 Grand Lodge Convention Delegates & 3 Grand Lodge Convention Alternates 3 year term: President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor-Sentinel, 3 Trustees, 3 Local Audit Comm.	May 1 5 a.m. to 8 p.m.	Auburn: 201 A St. SW    Seattle: 9135 15th Pl. S. Everett: 8729 Airport Rd.    Renton: 233 Burnett Ave. N. Frederickson: Tacoma Sportsman Club - 16409 Canyon Rd
751-C	April 10 6 p.m.	Stewards Meeting Hall 9135 15th Pl S, Seattle	9 District Council Delegates; 3 District Council Alternates; 1 District Audit, 14 Business Representatives - 1 from East. WA 9 Grand Lodge Convention Delegates & 3 Grand Lodge Convention Alternates 3 year term: President, Vice President, Recording Secretary, Secretary-Treasurer, Conductor-Sentinel, 3 Trustees, 3 Local Audit Comm.	May 8 5 a.m. to 8 p.m.	Auburn: 201 A St. SW    Seattle: 9135 15th Pl. S. Everett: 8729 Airport Rd.    Renton: 233 Burnett Ave. N. Frederickson: Tacoma Sportsman Club - 16409 Canyon Rd
751-E	April 2 5:30 p.m.	Stewards Meeting Hall 9135 15th Pl S, Seattle	3 District Council Delegates; 1 District Council Alternate; 1 District Audit, 14 Business Representatives - 1 from East. WA 2 Grand Lodge Convention Delegates & 1 Grand Lodge Convention Alternate	May 7 6 a.m. to 7 p.m.	Seattle: 9135 15th Pl. S.
751-F	April 9 6 p.m.	Stewards Meeting Hall 9135 15th Pl S, Seattle	9 District Council Delegates; 3 District Council Alternates; 1 District Audit, 14 Business Representatives - 1 from East. WA 9 Grand Lodge Convention Delegates & 3 Grand Lodge Convention Alternates	May 14 5 a.m. to 8 p.m.	Auburn: 201 A St. SW    Seattle: 9135 15th Pl. S. Everett: 8729 Airport Rd.    Renton: 233 Burnett Ave. N. Frederickson: Tacoma Sportsman Club - 16409 Canyon Rd
86	April 10 7 p.m.	4226 E. Mission Spokane, WA	2 District Council Delegates; 1 District Council Alternate; 14 Business Representatives - 1 to be from East. WA 3 Grand Lodge Convention Delegates & 3 Grand Lodge Convention Alternates	May 8 Noon to 7 p.m.	4226 E. Mission Spokane, WA
1123	April 3 8 p.m.	Aluminum Trades Coun. 180 Rock Island Rd. East Wenatchee, WA	1 District Council Delegates; 1 District Council Alternate; 14 Business Representatives - 1 to be from East. WA 1 Grand Lodge Convention Delegate & 1 Grand Lodge Convention Alternate	May 1 8 p.m. until close of meeting	Aluminum Trades Council 180 Rock Island Rd. East Wenatchee, WA
1951	April 1 7:30 p.m.	1305 Knight St. Richland, WA	1 District Council Delegates; 1 District Council Alternate; 14 Business Representatives - 1 to be from East. WA 2 Grand Lodge Convention Delegates & 2 Grand Lodge Convention Alternates	May 6 noon until close of meeting	1305 Knight Richland, WA



# Labor Honors Dr. King in Memphis

The annual AFL-CIO event commemorating the life and legacy of Dr. Martin Luther King, Jr. took place this year in Memphis, Tennessee, where the Nobel Prize-winning civil rights leader was slain while supporting striking sanitation workers in 1968. Tragically, King never witnessed the success the Memphis sanitation workers achieved. The 64-day strike ended with a union contract for 1,300 members and is credited with reviving a dormant union movement in Memphis and initiating a wave of public employee union organizing in other parts of the South.

This year's AFL-CIO observance under the theme of 'Keeping the Dream and the Movement Alive' drew more than 2,000 delegates and guests. 751 was represented by Business Rep Emerson Hamilton and Dave Swan, who both serve on our Human Rights Committee. Dave's father, Louis Swan who is a retired 751 member, also made the

trip to Memphis.

Besides many speakers who had worked with Dr. King, the conference also offered educational workshops. IAM Executive Assistant Diane Babineaux led a workshop focused on educating Union members on issues and finding new ways to get members involved in union activities like upcoming elections, organizing, community service, and union rallies.

Following the speeches and workshops, Hamilton and Swan, along with other union members attending the celebration took part in a series of community service projects, which included building wheelchair ramps, voter registration efforts, park clean-up and painting over gang graffiti.

"We came to Memphis this year not just to honor Dr. King, but to carry on

his work," said IAM Executive Assistant Diane Babineaux. "As we heard from speaker after speaker, this holiday was never meant to be just a day off, but rather a day on. It was good to see our members out in the community, doing what Machinists do, making a positive difference."

Among the speakers at this year's observance was Rainbow/PUSH President Jesse Jackson, Sr., a close advisor to Dr. King who was with him when he was assassinated at the Lorraine Hotel, now the site of the National Civil Rights Museum. "We are challenged today to address the unfinished business of civil rights - which is civil equality," Jackson said. "Our goal was never just freedom. Freedom was the necessary prerequisite to get to equality."

Jackson was among dozens of speak-



Participants helped with community projects. Above: Dave Swan.

Left: Louis Swan and Emerson Hamilton.



Above: IAM Western Territory Rep Steve Cooper, Business Rep Emerson Hamilton, Dave Swan and Louis Swan (retired 751 member) proudly held the Machinist flag.

Photo right: At the banquet, seven of the sanitation workers from the 1968 strike were presented the "Eyes on the Prize" award for their courage.



## Seattle Marches in Memory of Dr. King's Dream

The sun shone as brightly as Dr. Martin Luther King, Jr.'s dream on the 26<sup>th</sup> annual MLK celebration in Seattle. While it is not a paid holiday at Boeing, it is an important day worth remembering, which was evident by the nearly one hundred 751 members and their families who turned out to take part in the event. Gaining this as a Union-negotiated holiday in the upcoming contract is something the Union will continue to push for. The ideals Dr. King fought for 40 years ago are principles the Union is still fighting to obtain today.

Seattle has one of the largest celebrations in the country and this year was no exception. The theme for the 2008 event was "Let Freedom Ring: End Racism, Poverty & War!" Participants attended workshops on poverty, racism, and other social justice issues before gathering in the gym to hear songs, speeches and inspirational poems. The celebration at Franklin High School featured a variety of speakers, which included Congressman Jim McDermott, Seattle School Superintendent Dr. Marie Goodloe-Johnson, and a moving poem from 9-year old Isiah Barnett. Members then marched to Martin Luther King Jr Memorial Park for a second rally and more inspiring speeches.

Thanks to all who turned out to make the event a success and remember this great man.



Photo left: Markia Pernell poses while proudly marching in the Seattle celebration with her mother Margie and other 751 members.



Above: Steward Ernest Fortson walks with daughter Grace Anne (7) and UW freshman Danielle Sears.

District Secretary-Treasurer Susan Palmer and District 751 President Tom Wroblewski marched with 751 members, their families and retirees.



# Our Continual Fight for Job Security

What does Job security actually mean? IAM members need to understand the issue clearly to unite and make progress in these negotiations.

Job security does not mean the employer can never eliminate a job. Everyone understands aerospace is a cyclical business. As orders rise and fall, there are bound to be changes in employment levels as well.

But everyone also knows layoffs at Boeing often have nothing to do with orders. One need only look at the make/buy chart on the various airplane models to see how Boeing is systematically ensuring our members are making less of each new plane. Recent issues with the 787 verify what the Union has been warning the Company about for years: increased outsourcing will cause Boeing to lose control of their



product and fall hostage to their supplier. The fact is if more of the 787 work was in the hands of our experienced Machinists who did this work on previous models, it would have been done right and Boeing would not be in their current situation.

Keep in mind in 1990 Boeing delivered 285 airplanes with over 43,000 IAM members. Last year, Boeing delivered 441 airplanes with less than 25,000 IAM members. While new technology and lean activities may have accounted for some efficiency improvements, a big part of why it took fewer members was increased subcontracting. This took away opportunities for young people in the community and has hurt the Company. In this round of negotiations, we have an opportunity to make gains in job security, if we remain united and focused.

Looking back, District 751 was one of the first Districts in the country to get what was thought to be decent job security language in the 1999 contract. This established our Work Transfer Committees, who have the opportunity to review potential offloads and propose viable alternatives to keep the work inhouse. Unfortunately, in the 2002 negotiations, Boeing took advantage of the economic times and weakened our subcontracting/work transfer language, as well as imposing several other provisions without regard to Union objections.

Despite Union efforts to obtain better job security language, the reality is Boeing has a very difficult time giving up what

they view as their rights of management to manage the workforce. Boeing resists giving workers any say in the Company. We have heard for years that they cannot guarantee levels of employment as the “business dictates what those levels are.” What they really mean is they will not give workers a say in the process to assist them in managing.

The fact is IAM members have helped other companies who choose a path of cooperation where all parties involved have a say in how the company does business. News flash folks, the companies that did this are still very viable some 15 years later (Harley Davidson).

It is disheartening, but very real, that some of our own membership says job security is not obtainable. They speak the Company line.

Job security comes in many forms. **Seniority provisions** in the contract are just one form of job security. The more seniority you have, the better your chances of staying employed during a layoff. This is true; however, there are many areas in the seniority provisions of the contract we should improve on. The challenge is finding a way to make it fair and equitable for the more senior members who may get bumped into other jobs and ensuring that their skill level fits.

Boeing has close to 450 different job numbers. We all know why they like having so many job numbers, but it doesn’t make much sense when Airbus and other very large corporations operate with only a few dozen jobs. If you have less job numbers as a whole, seniority increases, the FBI system is dramatically decreased and the workforce as a whole becomes even



more highly skilled and valuable to the Company. Although the Company has the right to make “assignments of work” or “create job titles”, they tend to have way too many to manage properly and efficiently.

Other ways to attain job security include:

- **Guaranteed Minimum Employment Levels** - Some contracts set a “floor” below which employment levels may not legally fall – a concept similar to the minimum wage.

- **Early Retirement Plans & Improved Pension Benefits** – Contracts that help more senior workers retire in comfort also open up jobs and stabilize employment for junior employees. Union contracts can require the employer to “backfill” or recall workers into open positions, as people retire.

- **Retraining and Reassignment:** Job security is enhanced by contract language giving Union members the skills and opportunities to move from one class of work to another inside the shop. Instead of being

Continued on page 12

## Meetings Gather Feedback



*Business Reps have been holding shop floor meetings throughout Puget Sound. While the Union is highlighting a different issue each month, the real value is gaining feedback and input from the members. Take the time to participate in shop floor meetings and provide feedback. Above: Business Rep Jon Holden (r) holds a shop meeting in Everett.*

## The Case for Additional Sick Leave

by Joe Hartnagel, Union Steward

Let me apologize in advance...For what, you ask? Well, it’s that time of year again, and some of us are destined to get hit – hit hard by the dreaded flu bug.

Sure, we’ll fight it, and stare aimlessly down the cold remedy aisle at the local market desperately searching for ‘the miracle cure.’ Whatever the remedy, there’s a good chance that it will have its grip on us for a couple of days. Most likely the best prescription to rid ourselves of this bug is a couple of days of rest.

Sounds simple enough. Well, not exactly. Remember last spring when your allergies acted up and you had a sinus infection and had to take two sick days. Then you took another sick day due to that migraine that kept you in bed all day. You were feeling pretty good for awhile until that stomach virus zapped you, (you made it to work one day, but weren’t very productive or feeling

well so you stayed home the next day). Fortunately you missed only one day. Then you had a bout with the gout-and that could be a pain in the foot– a debilitating pain to say the least.

That’s five sick days and now you have the ‘bug’. Your only recourse is to come to work and ‘ride it out!’ Sure, you’ll eventually get over it, but not before spreading it to the co-workers and that could start a vicious cycle.

So, if you should happen to become a victim of the bug, I hope you have enough sick leave so as not to infect the rest of the crew. If not, you’ll make it to work with apologies already offered!

We all know that this doesn’t have to happen. With more sick leave, I believe that Boeing can prosper with a HEALTHIER WORKFORCE! Hopefully they can take this into consideration AND DO THE RIGHT THING.

## LOU 37 Threatens Many Jobs

In 2002, following the 9-11-01 terrorist attacks and drastic layoffs, Boeing forced several issues upon the membership, which the Union adamantly opposed. One of the main issues was Letter of Understanding #37 – Materials Delivery and Inventory Process. In 2005, the Union again pushed to eliminate this language (a position the Company strongly opposes). While we did not get it eliminated, we did get some improvements, which included:

- Clarified that vendors will not install parts or components on the airplane.
- Added language that our forklift drivers will deliver parts within the factory.
- Company will conduct quarterly reviews to update the Union on activities and discuss ways to improve the process.

As Boeing has moved forward with their Material Delivery system, more and more members are beginning to understand the far-reaching impacts of this language. New Breed Logistics, which has the contract on the 787, has certainly generated a lot of discussion in Everett, as well as visibility to the potential impact it can have on bargaining unit jobs.

Yet there is another level of concern



*Members’ jobs in stores are threatened by LOU 37 Materials Delivery.*



*More than just forklift drivers and stores employees are impacted by Boeing’s Materials Delivery strategy. Others could eventually be impacted or laid-off because of the transfers that could that result.*

with this Materials Delivery system – the indirect effect it can have on other jobs.

While LOU #37 states you won’t be laid-off as a direct result of subcontracting (direct is the key word), the Company can subcontract your job out, and you could receive a downgrade. Then someone else gets downgraded because of the same reason and you get laid-off from the downgraded job. You did not get laid-off as a direct result, but indirectly it caused your layoff or someone else to get laid-off. Let’s get rid of the word games in our contract.

Members have even begun devising ways to improve visibility of the issue by putting together slogans such as “86 LOU 37.” Others have even had t-shirts printed.

Only membership solidarity can force Boeing to change this language and ensure our members continue to provide material delivery and inventory process for all Boeing airplane models.



# Our Voices at the Bargaining Table

## CORPORATE COMMITTEE/MAIN TABLE

District 751 President and Directing Business Representative Tom Wroblewski will be our voice and lead negotiator on the Corporate Committee or Main Table. Others at the Main Table include: the Directing Business Representatives from District 24 and District 70, as well as the Overall Boeing Aerospace Coordinator.



*Tom Wroblewski*

The Union's Corporate Negotiating Committee, or Main Table, has the **overall say on all proposals and all contract language**, including all Letters of Understanding. Since the contract covers literally hundreds of issues, the negotiating subcommittees (Benefits, Jobs, Subcontracting, Workforce and Joint Programs) assist the Corporate Committee in the negotiation process by drafting substantive contract proposals for their assigned areas based on membership input from recent contract surveys, shop floor meetings and Union Stewards. In addition to those committees, Business Reps Roy Moore and Stan Johnson will be lending support on the topic of Future Production Systems while Business Reps Jon Holden, Stan Johnson and Jimmy Darrah will work on Pay Practice Issues. Subcommittee proposals will be submitted to the Corporate Committee in May for inclusion in the Union proposal.

After the contract opener, the Corporate Committee and all subcommittees will meet on a regular basis with their Company counterparts to exchange proposals. When a subcommittee reaches resolution on a given issue, it is sent to the Corporate Committee for concurrence to be included in the final contract offer presented to the membership.

## JOINT PROGRAMS COMMITTEE

### Assigned Issues include:

- Health & Safety Institute
- Site Safety Committees
- Quality Through Training Program



*Gayl Bailey (l) and Bill Stanley (chair) will be 751's voices on the Joint Programs Committee.*

## JOBS COMMITTEE

### Assigned Issues include:

- Labor Grades - Identification and Application of Rules Governing the Application of Job Descriptions
- Establishment of Jobs to Cover New, Substantially Changed or Combined Work Functions



*L to R: Grievance Coordinator Stan Johnson (chair), Business Rep Emerson Hamilton and Business Rep Ray Baumgardner are assigned to the Jobs Committee.*

## BENEFITS COMMITTEE

### Assigned Issues include:

- Group Benefits, including medical and dental coverage, life insurance, AD&D insurance, Weekly Disability Plan, Retiree Medical Plan
- Retirement Plan
- Voluntary Investment Plan



*L to R: Health & Benefits Rep Joe Crockett, District Secretary-Treasurer Susan Palmer (Chair), Steward Coordinator Ed Lutgen and Political Director Larry Brown are 751's representatives on the Benefits Committee.*

## WORKFORCE COMMITTEE

### Assigned Issues include:

- Shift Preference
- Seniority
- Team Leader
- Leave of Absence
- Promotions & Downgrades
- Transfers & Laterals
- Employees with Industrial Injuries or Illnesses

*Business Reps Tommy Wilson (l) and Mark Johnson (chair) will represent 751 on the Workforce Committee*



## SUBCONTRACTING COMMITTEE

### Assigned Issues include:

- Article 21.7 Subcontracting
- Letter of Understanding #2- Facilities/Maintenance Subcontracting
- Letter of Understanding #37 - Materials Delivery & Inventory Process



*Serving as our voices on the Subcontracting Committee are L to R: IAM Work Transfer Rep Don Fike, Business Rep Jimmy Darrah (chair) and Business Rep Richard Jackson.*



## COMMUNITY SERVICE

# 751 Volunteers Make a Difference in the Community

751 members and their families continue volunteering to make life better for others in our communities. In January, members prepared and served meals on several different weekends at both the Tacoma Rescue Mission and the Everett Gospel Mission.

In addition, 751 volunteers took over Northwest Harvest's new warehouse in Kent. They packaged 10,112 pounds of frozen corn, which was enough to feed 3600 people or 940 families. The Machinists Volunteer Program is considering doing a volunteer project at the warehouse each quarter.

751 members also made life easier for an area family who needed a wheelchair ramp to more easily get in and out of their home. The older couple was very appreciative, but noted it felt funny to be on the receiving end of community service when they had always been volunteers, themselves.

The Salvation Army's toy drive continues to brighten the holidays for thousands of low-income children and families. 751 members again stepped up to help with the toy distribution at Qwest Event Center.

*Below: Steward Coordinator Ed Lutgen helps a family select gifts at the Salvation Army's Toy Drive.*



*Above: 751 volunteers packaged 10,112 pounds of frozen corn at the new Northwest Harvest warehouse in Kent.*



*Brett Coty (l) and Kelly Coty (r) were just two members who loaded the frozen food for shipping.*



*751 volunteers sort frozen corn into family bags for distribution at food banks statewide.*

*Photo left: Members package frozen corn.*



*Photo left: Business Rep Heather Barstow (l) and Organizer Jackie Boschok help a resident gather appropriate toys at the Salvation Army Toy Giveaway at Qwest Field just prior to Christmas.*



*Photo right: Ray Miller puts together the wheelchair ramp frame for an area resident.*



*Above: Dave Henry, Jason Henry, Ray Miller, Fred McKenzie, Ed Lutgen and Logan Seybold built a ramp for an area resident*

*Left: Dave Henry cuts the wood.*

## Wenatchee Members Help Others at the Holidays

For the past three years Machinists Union members at Alcoa in Wenatchee have spearheaded a fundraiser that ben-

efits local families over the holidays. The program began when Mike Bratton (now retired) served as President of Local 1123. Throughout the year, Alcoa employees collect meal tickets which can be used to buy a lunch or the tickets can be sold back at the end of the year.

Throughout 2007, employees collected 700 meal tickets which were sold back to help others in the community. The meal ticket buy back and cash contributions amounted to over \$5,700 by Union brothers and sisters working together for their community.

As a result, in 2007 the program was able to provide six families with Christmas dinners and gifts, 10 full Thanksgiving dinners, 15 large turkeys, 24 small turkeys and 15 hams. The program continues to grow each year as more and

more people get involved. The program currently involves all unions at Alcoa.

Special thanks to the following who were instrumental with the project: Darrel Jeffries (Chairman Fund Raiser), Elmer Wall, Fred McNeil, Jim O'Brien, Novella Bratton and Tonya Bradford (Women's Resource Center).



*Local 1123 President Jim O'Brien (r), Tonya Bradford (center) of the Women's Resource Center and a volunteer bring in holiday groceries.*



*Above: L to R: Jim O'Brien, Novella Bratton and Fred McNeil deliver Christmas gifts to families.*

*Left: Jim O'Brien, Elmer Wall and an Albertsons' employee load a truck with supplies.*





# RETIREMENT NEWS

## January 751 Retirement Club Business Meeting Minutes

by Ruth Render,  
Retired Club Secretary

The meeting was called to order by President Al Menke. All Retirement Club Officers were sworn in by District 751 President and Directing Business Representative Tom Wroblewski:

- President: Al Wydick  
Vice President: T.J. Seibert  
Recording Secretary: Ruth Render  
Treasurer: Betty Ness  
Sergeant-at-Arms: Leroy Miller  
Trustees: Louise Burns  
Cherie Menke  
John Guevarra

President Al Menke introduced new Retirement Club President Al Wydick.

**District President's Report:** DBR Tom Wroblewski thanked Al Menke for his years of service as an officer of the Retirement Club. Tom asked everyone to sign letters to our U.S. Senators and Representatives pushing for a Boeing tanker in the Air Force deal. Boeing already has produced a tanker for other countries while Airbus hasn't even built a factory yet. The tanker is funded by American taxpayers and, therefore, the work should be given to an American Company and built by American workers – our members.

Tom reported on preparations for negotiations. He emphasized the need to push for improvements, not only for past retirees, but also for our future retirees. We need to get changes to federal laws so we can press Boeing to make improvements for existing retirees. Currently, we can only bring it up as an issue and ask Boeing to address it because it's the right thing to do.

Tom reported our membership is continuing to grow despite further delays on the 787. Boeing is relying on our members to get these planes back on schedule. Our members, the ones who you passed your knowledge down to, are the only ones with the skills to do just that.

Tom requested input from retirees as



District 751 President Tom Wroblewski administers the oath of office to retirement club officers L to R: Cherie Menke, Louise Burns, Ruth Render, T.J. Seibert, Al Wydick, Leroy Miller, Betty Ness and John Guevarra.

we head into negotiations. He noted the Strike Sanction Vote will take place at Key Arena this year, and we will have an area for retirees who would like to attend.

Robin Guevarra pointed out the recent success District 751 had with back pay. Tom explained that even though it was not a contractual issue, Boeing knew it was the right thing to do. We will use the same reasoning in pushing to improve benefits for existing retirees.

Robin requested the Union push for a replacement of the South Park Bridge. It would help the many members and retirees who use that bridge. Tom replied that the replacement of that bridge is an important issue because it will affect many of our members.

Gene Hoglund asked that the Union also support the effort to maintain capacity on the Alaskan Way Viaduct.

Tom said that is an important issue – as well as the 520 bridge replacement.

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

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

**Legislative Report:** Carl Schwartz encouraged input from all retirees on the issues that impact our lives.

We fully support the District in the upcoming Boeing negotiations, and we are seeking the inclusion of a cost-of-living adjustment to our pensions.

We support the Medicare Part D amendment - U.S. House Bill 3932 and Senate Bill 2219. This will permit Medicare recipients to join a non-profit Medicare-administered drug plan. It will also permit Medicare to negotiate lower drug prices and lower overhead costs.

We continue to support full-funding of the Social Security Administration so that closed offices can re-open, services can be made available and the backlog of disability paperwork can be tended to.

We also seek quarterly adjustments to the Social Security cost-of-living calculations so that rapid increases in the cost of living do not adversely impact recipients.

**President's Report:** President Al Wydick reported the sad news that George McIntire passed away on December 20th. George was an asset to this Club, and he will be missed. He did an excellent job preparing meals and running the kitchen.

For the time being, Helen and Irene have agreed to help with kitchen duties but we are going to need some extra help. Anyone who is willing to volunteer for this would be much appreciated.

Al reported the 2007 Christmas Dinner was good but there will be some changes made for next year's event to make it even better! Also, July isn't far away so we are going to need to start planning for the Retirement Club Picnic in the next couple months.

Al introduced Ron McGaha who spoke about the Alliance for Retired Americans.

**Birthdays & Anniversaries:** January birthdays included Mel King who turned 90 on January 2nd. T.J. and May Siebert celebrated their 44th anniversary.

**Communications:** Recording Secretary Ruth Render gave the report.

1.) The Catholic Seamen's Club requested a donation for their IAM Luncheon. M/S/P to donate \$25.00 for this event.

2.) Tom O'Brien sent information on the Highland Hospice Volunteer Program. They are in need of volunteers and are recruiting for their 2008 Training Classes. If anyone is interested, please contact Ruth Render for the details.

3.) A Holiday Greeting Card was received from District 751.

4.) Helen Pompeo sent a thank you card for the get well card she received. She hopes to be back really soon.

5.) Salvation Army sent a request for donations. This will be forwarded to Treasurer Betty Ness.

**Business Representatives Report:** Business Rep Paul Knebel reported 13 new apprentices just started in the program. The apprenticeship program had completely stopped for years – it's great to see it finally starting back up.

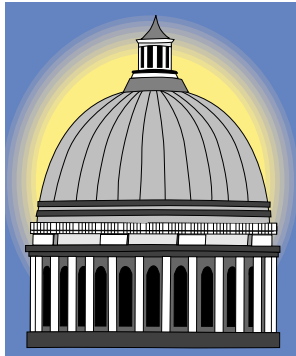
**Health & Welfare:** Toni Morzenti

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### Senior Politics

#### Big Drug Companies Say Fight Against Them Has "Died Down"

Big drug companies remain cheerful about their election-year fate. Recently, Schering-Plough CEO Fred Hassan claimed that more than 50 percent of Americans have a favorable opinion of the pharmaceutical industry, and that efforts to let Medicare negotiate drug prices have "died down" because seniors are so satisfied with the Part D prescription drug benefit.



However, a Harris Interactive poll conducted in October found that oil and drug companies tied at 53 percent as the industries most needing additional regulation.

Only 11 percent of respondents believed the pharmaceutical industry to be "generally

honest and trustworthy."

"These big companies think that they've got us beat and we're not fighting anymore, so let's make 2008 the year we prove them wrong," said Edward Coyle, Executive Director of the Alliance for Retired Americans. "Fred Hassan raked in more than \$25 million in compensation in 2006. He's not going to fight for negotiated drug prices."

### McIntire Mourned

The 751 Retired Club lost a steadfast volunteer when George McIntire passed away on December 20th. For the past several years, George has been the retiree who plans and prepares the free lunches for retirees who attend the Monday meetings. While traveling abroad with his family over the holidays, George suffered a heart attack and passed away.

Besides his work with the Retirement Club, George loved spending time with his grandchildren and always had a story to tell. He will be greatly missed.



For the past few years, George McIntire prepared lunch for retirees on Mondays.

#### RETIRED CLUB OFFICERS

President	Al Wydick	253-735-8004
Vice President	T.J. Seibert	206-329-0160
Secretary	Ruth Render	206-324-40555
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		

### Union Retirees:

Congratulations to the following members who retired from the Union:

James Baldwin	Charles Little
Patrick Buckley	Taylor Massengale
Alvin Carlson	William Matteson
Jimmy Cobb	Frederick Melby
Michael Duncan	Thomas Murphy
Gregory Ebert Jr	John Pete
Franklin Foster	Gary Phipps
Clifton Gottbreht	Michael Rappe
Richard Hartley	Margaret Shankland
Terrance Hopson	Michael Stark
Curtis Houghton Jr	Steven Timmings
Glenn Hussey	Conrad Wetrich
Kyong Lee	

### Calendar

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

• Everett Retirees Group meets at the Everett 751 Union Hall (8729 Airport Rd), the fourth Tuesday (February 26th) of every month at 11 a.m.

• Alliance for 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). For more info, contact 206-762-3848.



FREE

WANT ADS

FOR MEMBERS ONLY

ANIMALS

1978 HAYNE STOCK TRAILER, 15 1/2 ft, blue, roof raised 1 ft. for horses, tandem axle. New electric brakes, good shape. \$1,500. 253-639-7774 or 206-347-1595

BIRD CAGE for finch or parakeet. 31” tall, 14” square. Very nicely equipped. Ready to use. \$45. 253-852-6809

(7) PURE BRED AUSTRALIAN BLUE HEALERS. Had shots – 5 girls/2 boys, 8 wks old, ready to find their own human. Some with tails (2); (5) with short or no tail. Very playful, beautiful pups. 425-355-8377

AUTO PARTS & ACCESSORIES

SUPER SPORT HUB CAPS, 13’ for 3 of them, 1 smaller.1964 or 1965 from Chevy car, Nova or Chevelle. \$15 each OBO. 253-852-6809

LINCOLN HUB CAPS, (4), 15”, good cond. \$15 for all. 253-852-6809

MOTORHOMEHUB CAPS, (4), Chevy 454, 17”, good cond. \$25 for all. 253-852-6809

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

BACK GLASS WINDOW from 1973 Datsun pickup truck. Will fit any standard cab 1973 – 1979 620 pickup. Good cond. \$15. 425-432-6134

(4) STUDDED TIRES w/rims, 175/70SR13 steel radial for Honda Civic or Toyota Corolla, \$100. (2) studded tires w/rims, P225/75R15 M/ S, \$75. All like new. 206-355-7056

PARTS FOR 1986 TOYOTA standard pickup – radiator, grill, truck bed. \$300 for all. 206-767-2468

2,000LB. AXLE ASSEMBLY, slightly used. Includes: leaf springs, hubs, (3) galvanized wheels and bearing buddies. Axle w/hubs is approx. 50” long. \$125 OBO. 425-789-1708

LOOKING FOR 1995 Chevy Silverado electric driver side bucket seat. Reasonable. If you have, please call 206-799-9271 or 360-736-1225. Will take pair.

(2) CAST IRON TRACTOR WEIGHTS, 8”W x 39”L, 2 holes 9” from top, 1 3/4” thick. \$50. 253-852-6809

BOATS

16” FIBERGLASS BOAT. \$400. 206-722-6967

COTTAGE INDUSTRIES

GOLD’S GYM – RENTON, 10728 NE CARR RD, is now Family Owned and Operated by Boeing Employee Michael Cavaiani, a STRONG UNION BROTHER! We invite all Boeing Employees and family members to take advantage of our special membership promotion. 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. rate \$60). Simply present your Boeing badge for discount. Gold’s Gym is the largest co-ed gym in the world, recognized for our passion, unique heritage, and experience as the authority in fitness. We inspire our members with unrivaled energy, and provide the finest equipment & fitness knowledge available to help our members achieve their individual potential. 425-793-5457

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

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

ATTENTION TO AD RULES

*Each single ad must be 25 words or less. More than 25 words will not be printed. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number instead of addresses in ad copy. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.*

Deadline For Next Issue
Feb 15th

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

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

BEST DRINKING WATER. Pure filtered removes contaminates. Pure right from your sink for only 8¢ a gallon. Call 206-208-0817

ELECTRONICS & ENTERTAINMENT

ACCORDIAN, very nice, medium size, black, 120 base w/2 switches. Left hand and three right hand w/case. \$250. 206-242-1538

CANON E08 ACCESSORIES – Canon CA-100 Battery Charge & AC power adapter \$20; 3 camcorder rechargeable batteries: Canon Battery Pack BP-E77K Slim 6V 1000 MAH, A Duracell DR12 Battery 0 to 6 hrs recorder time and a Millennium CM 1060 Slim Power Pack Battery 6V 100 Nicad Battery, all in good cond., \$17 ea. 425-432-6134

SOLIDEX CAMCORDER BAG, soft black leather with zip top & front zip pouch, inside divider & inside net pouch on lid. Large bag, measures 15”L x 9”H x 9.5”D. Has handle & includes shoulder strap, good cond. \$25. 425-432-6134

BROTHER MCF 210C all in one printer. Has black & color copier, fax, photo printer, SD, XL & CF card slots. For use with or without computer. All works, except for yellow & blue ink, good cond. \$25. 425-432-6134

TOSHIBA SATELLITE 1675CDS LAPTOP. Windows 98 SE 550 MHz Intel Celeron processor with an integrated coprocessor; 64.0 MB SDRAM expandable to 192MB using PC cards, has 2 PC card slots; 12.1” diagonal LCD with 800x600 resolution screen; CD-R/CD-RW ready only & 3.5” floppy disk drive. Includes laptop, working battery, PS/2 mouse, AC power adapter, original software and manuals. Exc cond – plug in & ready to go! \$200. 425-432-6134

IOMEGA ZIP 100MB EXTERNAL PARALLEL SCSI DRIVE, has parallel cable, 120vac power adapter, 3.5” installation disk. For Mac or WIN95/Win 3.1. Go to [www.iomega.com](http://www.iomega.com) for more driver options. No zip disks included. Good cond. \$25. 425-432-6134

CANON CANOSCAN N650U FLATBED SCANNER, no AC adapter required. Software included ScanGear CS-UTwain driver, ArcSoft Photostudio 2000, Photobase and OmniPage OCR software, includes required USB cord. Windows 98, Windows 2000 Professional/Pentium processor or higher. Dimensions: 10.1” x 14.7” x 1.3”; weight: 3.1 lbs. Good cond. \$65. 425-432-6134

VIVITAR VIVICAM 3500 1.4 MP DIGITAL CAMERA, in original box with camera, instruction manual, CD Rom with Twain Driver and MGI Photosuite software for Win 95/95, AC adapter, a 8mb CF memory card and an additional 128mb sandisk compactflash memory card included. \$110. 425-432-6134

ARGUS DIGITAL CAMERA CD1500, includes ArcSoft Video and Photo software CD, USB cable and RS-232 cable. Perfect kid’s camera. Takes 20 to 80 photo’s or record a video. Uses 2MB SDRAM internal memory, doesn’t use a memory card. It does not have a slot for a memory card, just a cord that you hook up to your computer to download pictures with. Requires 3 AAA batteries, not included. Good cond. \$45. 425-432-6134

ROXIO EASY MEDIA CREATOR 10 SUITE, includes Roxio MYDVD9, for WIN XP/Vista. Use for photos, videos, music, I-Pods, convert audio & video files to most any format. Opened but in new cond., comes in box, user manual and installation DVD. \$70. 425-432-6134

FURNITURE AND APPLIANCES

BEAUTIFUL SCULPTURED BEDROOM CHEST OF DRAWERS, \$80. White storm door, 36”, like new, \$50. 425-432-1339

OAK ENTERTAINMENT CENTER, \$150. Book case, \$30. Floor lamp, \$30 OBO. 360-897-8672

COUCH w/love seat, end tables, coffee table. In storage – must sell, been on L&I for 27 months. 253-229-9353

HOUSING

COPALIS BEACH 3 BDRM/2 BATH HOME, 1,400 sq. ft., built 1984, 2 blocks to ocean. Vaulted ceiling, wood stove, heat pump, all appliances. \$189,900. 360-289-3043 Also see Craigslist – search Capalis Beach for pictures

WANTED: Elderly lady to rent with me. Has to be honest paying rent at Des Moines Park Apartments. Write to PO Box 3715, Kent WA 98089

Older retired lady would like to share apartment with another lady somewhere between Burien and Renton. Please call, if long distance call collect. 253-735-4360

3 BDRM/2 BATH, 1440 sq. ft. rambler in nice Bonney Lake neighborhood. Security system, large entertainment deck w/built in hot tub. Gas heat and fireplace, all appliances stay. \$294,500. 253-891-2093. MLS#27052989

MISCELLANEOUS

HOUSE PLANTS – special, unique, hard to find, different sizes, beautiful plants. 5 ft. dieffenbachia picta, \$50; large spider plant, \$25; small snake plants, \$5 ea; split-leaf philodendron, \$20; African milk tree, \$5 to \$15; Crown of Thorns, \$5 to \$10; rosary plants, \$7.50; Christmas cactus, \$10 to \$25; purple heart rooted starts, \$2 ea; wandering jew rooted starts, \$1 ea. 253-852-6809

SANI-SERVE soft ice cream machine, \$25 OBO. Mailbox, brown with wood around it. 19”L x 16 1/2”W, good cond. \$10. 6 ft metal posts (40), \$2 ea. 253-852-6809

MARBLE COUNTERTOP, multi-color, 21”W x 41 1/2”L, 1/2” thick. \$50. (4) marble pieces, 15 1/2” x 21 1/2”, 21” x 12”. \$10 ea. 253-852-6809

MICROWAVE OVEN, Everyday Living, 700 watts. 8 1/8”H x 11 13/16”W x 11 3/16”D, white, clean, nice cond. \$25. Crystal punch bowl set, \$35. 253-852-6809

OSCILLATING 3-SPD. FAN, Collins Cool Breeze. 12”, white, works. \$10. Windmere 2 spd fan, white. \$8. Large wood yard/lawn chair. \$15. 253-852-6809

SLEEPING BAG, child size with hood and sleeves. Size 58” x 26”, new-in bag, never used. \$20. Cedar chests, (2) large. Nice cond. \$125 each. 253-852-6809

ELECTRICAL CORDS, black, heavy duty. 220 – 110, 6guage, 75’ with male end. (1) motorhome cord, 50’ with both ends. \$72 and \$65. Set of numbers & letters. \$20 and \$10. 253-852-6809

THE CAKE MIX DOCTOR COOKBOOKS, (2) books – one for white and one for chocolate cake mixes. Both are new, never used. The white cake book has 150 recipes, the chocolate cake book has 175 recipes. \$17 for both books. 425-432-6134

(2) WOODEN CASSETTE HOLDERS. They hang on wall and will hold tons of cassette tapes. (1) large measures 18.5”H x 24”W x 3”D; (1) small measures 15”H x 19.5”W x 3”D. In good cond. \$5 ea. 425-432-6134

WILTON CHARACTER CAKE PANS – Bert & Ernie, Butterfly, Yosemite Sam, Mr. Owl, Truck, Oscar the Grouch, Pink Panther, Popeye, Cookie Monster, Strawberry Shortcake, Hot Air Balloon and a Horseshoe. \$5 each. 425-432-6134

OIL LAMPS, set of 2, clear teardrop shaped top w/gold & silver flake bottom. For in-home use, measures 7 1/4”H, nice. \$9. 425-432-6134

(2) PIATTO BAKERY BOXES w/removable carry handles, folds flat for storage, hexagon shape, dark red plastic. Measures 6”H x 11”W, each hold 24 cupcakes or two 10” pies, new, never used. \$20 ea. 425-432-6134

Circle One:

ANIMALS  
BOATS  
TOOLS  
HOUSING  
MISCELLANEOUS  
AUTO PARTS & ACCESSORIES

ELECTRONICS & ENTERTAINMENT  
FURNITURE & APPLIANCES  
RECREATIONAL VEHICLES  
COTTAGE INDUSTRIES

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 Feb 15th!



KING SIZE SHEET SET, white, 14.5” deep corner pockets on bottom sheet, new. \$35. 425-432-6134

CALCIUM +D SUPPLEMENT PILLS, Costco Kirkland Signature Brand, 500 ct. x2 bottles. \$5 ea. 425-432-6134

GERMAN LANGUAGE COURSE on cassette tapes, 24 tapes and instructional book. Basic course Units 1 – 12. Good cond. \$85. 425-432-6134

IVORY CANDLES, 36 votives and 6 tapers, unused. \$10 for all. 425-432-6134

SIESTA AIR BED, queen size, has 5” high rise when blown up. Made of durable brown PVC vinyl. Perfect for guest bed or children. Requires air pump, not included. New cond. \$35. 425-432-6134

CANNING POT/TOCK POT with wire rack and lid. Black and white steel, can hold 7 qt. jars. Has some wearing on inside bottom, otherwise in good cond. \$15. 425-432-6134

WINTER IS COMING, looking for something fun to do? Join the “Everett Boeing Stratocruisers” Car Club. Contact us at [www.stratocruiserscarclub.com](http://www.stratocruiserscarclub.com) or phone 425-355-0127

1978 HAYNE STOCK TRAILER, 15 1/2 ft, blue, roof raised 1 ft. for horses, tandem axle. New electric brakes, good shape. \$1,500. 253-639-7774 or 206-347-1595

PEREGO DOUBLE BABY STROLLER, \$75. Hedstrom metal swing set w/3 swings, teeter-totter, ladder – includes anchors, \$20. 360-832-8212

MEADE LX-90 8” Schmidt-Cassegrain Autostar Telescope, tripod, dewshield, case of lenses. Used once. \$900 CASH. Price a new one – buy this one! 360-652-7962

OAK QUEEN/KING BEDROOM SET. Headboard/foot, triple dresser/mirror, up-right dresser, two bedside stands. \$500 OBO. 425-432-0976

NEW/USED BEE SUPPLIES – large assortment. Best offer. 425-432-0976

**PROPERTY**  
FOR SALE: 5 acres – Fraley Mtn. Cedar trees and ferns. Private and serene. 8 miles east of Arlington, under 30 miles from Boeing Everett plant. \$89,721. 360-435-2430

3 CEMETARY PLOTS in Azalea Garden, Greenwood Memorial Park. \$6,000 or trade or offer. 253-653-2935

1 CEMETARY PLOT in Azalea Garden, Greenwood Memorial Park. \$1,500. 360-802-2074

THREE FOR THE PRICE OF ONE! Floral Hills, Rhododendron Garden, \$2,000. Email Wayne at [weeder35@comcast.net](mailto:weeder35@comcast.net)

CENTRAL WHIDBEY ISLAND – PRIVATE. 2.39 acres with 3 BDRM/2 BATH home, 1865 sq. ft., plus 3 bay shop, huge fenced garden, decks for entertaining. Call 360-683-3817 for more info

2 BDRM/2 BATH DOUBLE-WIDE MOBILE HOME in Federal Way Klosshe Illahee Senior Park. Drive by and take a look through windows if interested, 2500 S. 370<sup>th</sup> St #119. \$16,000 OBO. Call Mike at 253-548-7314

EATONVILLE – 9 acres, evergreen wooded area, semi-cleared for home, electric and power to property. Perc passed w/good soil for septic. Good well water reports for this area. New home and new gravel road to property. Price reduced to \$239,000. 253-848-1118

MAJESTIC 14KYG garnet-ruby-pearls ring from Tagliamonte Vincenzo collection. Heavy, solid ring, size 7 1/2. New. \$420. Contact [mar\\_itinaru@yahoo.com](mailto:mar_itinaru@yahoo.com)

**REC MEMBERSHIP**  
ELWACO – Eagles Nest Resort membership for sale. Nationwide useable campground, large RV spaces, cabins, hot showers, washer/dryer facilities, restrooms, large lodge, game room, indoor swimming pool, hot tub, fireplace. \$2,500. Call 360-874-8178 for more info

**REC VEHICLES**  
2004 JAYCO ESCAPE 31A CLASS “C”, 8,500 miles, extended warranty, Ford 6.8L/V10, 4000W Onan generator, 21F awning, too much to list. \$37,000. 360-913-7149

**SPORTING GOODS**  
SKI BOOTS, size 12, like new. \$20. 253-631-6119

BOWFLEX POWER PRO w/leg extension, owner’s manual/fitness guide and DVD for upper/lower bowflex workout. Exc. cond. \$300 includes leg extension. 360-661-1217

**TOOLS**  
YUASA HORIZONTAL PRECISION ROTARY TABLE, diameter 8”. 4.1” center slots, 4 worm holes, 3 MT, weight ratio 90 to 1, 59 lbs. Was \$1,210 in 2000, like new. \$400. 253-852-6809

BLACKPLUNGER DIAL INDICATOR, 200 range/dial type .001. Made by Central Tool Company. Was \$115.90 in 2000, with case. \$60. Universal Bevel Protractor, 7” x 12” with case and acute angle attachment. Was \$323 in 2000. \$161.50. Metric dial caliper. .02 – 6”, Craftsman, in case. \$40. 253-852-6809

TOOL CABINET, Dorman heavy duty for screws, nuts, springs, thermicals. 8 drawers w/dividers. 34”L x 13”W x 17”H. \$50. Flat 4” Omega vise, heavy duty, new in box. \$34. Scythe, a tool with a long handle, 59” long w/single edged blade 25”. Used in cutting tall grass or grain, old. \$40. 253-852-6809

ALUMINUM PLATE, 1/2” thick, 21” wide and 35 1/2” long. \$195. Meat saw blade, 21” long. \$20. Gas hose nozzle, big, aluminum. \$10. 253-852-6809

ECHO 550 20” CHAINSAW, good condition, \$165. Honda 650 portable generator, good condition, \$300. 206-767-2468

POST HOLE DIGGER. \$8 OBO. 6’ Wood stepladder, \$8 OBO. 16’ aluminum ladder or or 8’ step ladder. \$20 obo. Hand saw, 24” \$5 obo. 206-878-0601

**VEHICLES**  
92 BUICK LESABRE. 64,000 miles, auto, runs great, has dent. \$1,595 obo. 206-854-1700

1986 CHEVROLET MONTE CARLO SS. Maroon interior/exterior, Monte rims, removable t-roof panels, one owner, 80K original miles. \$10,000. 425-255-7314

VOLKSWAGON, blue, 55 model. In need of fenders. Extra snow tires. \$550. 206-722-6967

1973–1974 VW SUPERBEETLES (4), need TLC. Best offers. Also have parts for same. 206-767-2468

1994 JEEP CHEROKEE Larado, good condition, blue, 6 cyl, 125,000 miles, CD player, everything power, after market rims & wheels, \$4,000 obo. 206-367-0288

1998 3/4 TON DODGE RAM, one owner, 35K miles, babied! Camper & tow pkg, V-10 gas engine, reg. cab, 8’ bed. Wired for 5<sup>th</sup> wheel and cab over camper. Extra clean! \$16,000 or trade for clean sports car. 360-249-4432

1996 NISSAN MAXIMA, silver color, leather interior, heated seats, sun roof, CD/stereo, power locks & windows, alloy wheels. \$3,000. 425-882-2818

1986 SUBARU GL-10 TURBO, manual. \$500 OBO. Call Ed at 206-723-0116

**Black History Month Event**  
Seattle’s Magic Wheels M.C. will hold the 1st Annual Soul Food run to celebrate Black History Month on Saturday, February 23rd from 11 a.m. to 4 p.m. The motorcycles leave the SMW clubhouse (located in Georgetown at Airport Way and Doris Street) to ride to Downtown Harley-Davidson (13001 48th Ave. S., Tukwila) for music, food and fun. Come and show your support. For more information, contact Joe Washington or Clifton Maxie at 206-856-3749.

# Deadline Approaching for 2008 IAM Scholarship Competition

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

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

**Awards to Children of Members** are: \$1,000 per academic year for college. All awards are renewed each year, until a Bachelor’s degree is obtained or for up to 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.

**Child of a Member Applicant:**

- Must have one living parent with two years of continuous good-standing membership (member has con-



tinuously paid monthly dues uninterrupted by withdrawal cards) up to and including the closing date of February 22, 2008,

- Must be planning to graduate during the winter or by the end of the spring 2008 school year (i.e. normally a high school senior or completing the last year of college preparatory work),
- Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades.

For information on rules of eligibility or to obtain an application form, complete and return the form below. No application forms postmarked later than February 22, 2008 will be acknowledged or considered for the 2008 scholarships. No exceptions whatsoever will be permitted even if a third party is responsible for the delay.

**REQUEST FOR IAM SCHOLARSHIP APPLICATION PACKET**

Please send me an Application Packet for the 2008 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 22, 2008.

REMINDER: Please check 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 22, 2008, I am requesting an Application Form for:

☐ IAM Member requesting a College or Vocational/Technical Scholarship

☐ Child of a Member requesting a College Scholarship

☐ Child of a Member requesting a Vocational/Technical Scholarship

Print your name and address clearly:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

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

**IMPORTANT:** Complete this coupon and attach a SELF-ADDRESSED LABEL for reply.

# Honored for Safety

District 751 Safety Coordinator Tommy Wilson (l) and District 751 President Tom Wroblewski (r) present Health & Benefits Rep Joe Crockett with a recognition award for over 8 years of service on the District Safety Committee.



Steward Otis Williams (center) was recently honored for over six years of service to the District Safety Committee. L to R: Jeff Rose, Tommy Wilson, Otis Williams, Jim Coats and John Lopez.

## 751 Retired Club Minutes - January 2008

**Continued from page 9**

gave the report. A moment of silence was observed for the following deceased members: Raymond M. Dowty, Henry R. Kesti, Arthur L. McCarty, Howard J. Neufang, George McIntire, Charley Simmons. Sympathy cards were sent to the next of kin. There was one ill member this month - Helen Pompeo.

**Good and Welfare:** Gene Hoglund spoke about the Working Families for a Reasonable Solution effort to address the Alaskan Way Viaduct. Thanks to the Retirement Club for the support that has been shown for this effort.

Tom O’Brien spoke about foreign vehicles and the need to buy American made products. He noted every county and city is currently investing funds in foreign “green” cars. They should be supporting American workers and purchasing American made vehicles with our tax dollars.

Tom Finnegan spoke about the elections coming up this year.

President Al Wydick announced that 50 year pins will be awarded at the February Meetings.

**Old/New Business:** None.

**Adjournment:** A motion was made to adjourn at 12:03 PM. M/S/P



# Union Ensures Proper Pay Rate

Thanks to representation from the Union, 751-member Steve Whaley received back pay for the nine weeks he served as a Temporary Team Leader. Credit goes to Union Steward Mitchell Christian and Business Rep Heather Barstow for gathering the facts and persisting until he received the proper compensation.

The issue arose when Steve was assigned to train new employees. With only six months at Boeing, he considered it a compliment and was excited to be able to help others coming into the wire shop. Steve would meet with the new hires one-on-one to assess the new hires' skills and then assign the work packages based on those skills.

He also provided any assistance/counseling they needed to perform the work. As employees' skills improved, Steve would assign them more difficult work.

When Steve mentioned the training and extra responsibility to Union Steward Mitchell Christian, Mitchell noted there should be extra pay for performing Team Leader duties. Mitchell began interviewing others and gathering facts to build a case for Team Leader pay. He presented the facts to management, who took the position it was job sharing even though Steve had been assigning jobs. Mitchell continued to pursue the issue and enlisted help from Business Rep Heather Barstow who was able to elevate the matter and get it resolved.

Mitchell stated, "Assigning a member to provide training to new hires was the right thing to do. It was a feather in management's cap to recognize the need for this training, and I hope they will continue to do it in the future. The new hires did really well and got concentrated one-on-one support. The only issue was the Team Leader pay, which Steve certainly earned."

Steve appreciated the support from his Union and noted, "The Union really stands behind its members at Boeing. I went and talked to HR a few times myself, but I was met with resistance. It's nice to know you have the Union to help resolve these issues and present your case."

Business Rep Heather Barstow noted, "Mitchell did a great job documenting the contract violation and getting witness statements from several members. I appreciate the thorough job he did in gathering all the facts, which helped me to persuade the Company to do the right thing in resolving this for Steve."

With the contract coming up,

Steve encouraged all new hires to talk to their Stewards and attend shop floor meetings. As a new hire, one of his top issues is the starting wage. Because starting wages remain at 1992 levels, Steve continues to work his previous job to make ends meet. Steve's situation again highlights the need to have the entry wages substantially increased to a level fitting of a world class company, which is something the Union has been continually pushing to obtain.



751-member Steve Whaley (center) thanks Union Steward Mitchell Christian (r) and Business Rep Heather Barstow for securing back pay for duties he performed.

# Fight for Job Security

Continued from page 6

tossed to the streets, employees in "slow" areas can promptly move to (and be productive in) areas where there is work.

• **Raise the Cost of Layoffs:** Employers often eliminate jobs as a quick way to boost profits. We can discourage this practice with contract language that raises the cost of layoffs. Income Continuation Benefits pay laid-off workers a certain sum of money per year of service for a specified period of time. Education, Training and Re-employment Benefits provide money for tuition, books and other education and training costs as well as job search and placement services. Benefit Continuation Plans provide extended, employer-paid health coverage to laid-off employees and their dependents. The IAM seeks improvements and expansions in all these areas.

Union contracts also promote Job Security by keeping work and technologies inside the Company by bringing work back into the Company, and by creating new business. Examples include: Limits on Subcontracting and Offloading or implementing a High Performance Work Organization.

Job security is attainable so long as it is a priority of the majority of the membership. Every contract we attempt to make strides with job security by strengthening existing language, restricting or eliminating language such as LOU #37 and expanding language into new areas to protect our members. However, so long as the leadership of the Company wants to maintain leadership control, no matter how good or bad that leadership is, it will always be a tough battle. Solidarity wins, if everyone is on board.



# Members' Ingenuity Solves 737 Issues

Continued from page 1

from management – particularly Marc Honda and Harold Pittman," added Steve. "They gave support, didn't tell us how to do it, and ensured we followed Boeing guidelines and adhered to safety practices. They gave us the opportunity and chance to find a solution. This management support was instrumental in our success."

Engineering had been studying the galley mat issue for some time and had collected data, and examined the best tape, time and temperature to install the mats; however, they had no fix. Rather than analyzing the bubbling, REACT decided to observe numerous installations of the galley mats. They realized members did not have the proper tools.

Union Steward Phil Larvie pointed

out, "Before, the mats were adhered using silicone. However, the installation was similar to how people put toothpaste on their toothbrush – some use a little and some use a lot. There was no consistency. Also the pressure to adhere the mat varied depending on the weight of the person doing the installation – a person weighing 100 pounds didn't apply the same pressure as a 250-pound person. We needed to standardize the installation."

Together, the group searched for a better installation practice. They developed a roller tool that would apply consistent pressure no matter who was performing the installation. Once the roller tool was developed, the team began testing using the various mat types currently used in production. Criteria for the tool

included:

- Easy to use
- Accepted by shop personnel
- Ergonomic
- Could be produced "in-house"
- Would not hinder or delay the current installation process.

The group also got buy-in from those with a vested interest in every step of the development process. As a result, members have embraced the roller tool and concerns with the galley mats have flatlined, demonstrating the tools success.

The ownership and pride was demonstrated every step of the way. REACT members spent hours to perform MR&D and traveled to Boeing surplus to find necessary parts. With the mat bubbling issue resolved, the REACT team has turned their focus to another problem – protecting the airplane tires from picking up foreign object debris (FOD), such as fasteners, from the factory floor, which requires replacing the tires.

The crew is looking at a simple, but logical solution: Creating a tire protector which would wrap around the tire until the completed plane is rolled out to the flight line.

"The management chart on deliveries proves the galley mat problem is resolved since there are no reports of bubbling after we implemented the roller tool," Steve added. "We are taking ownership of our airplane. REACT promotes

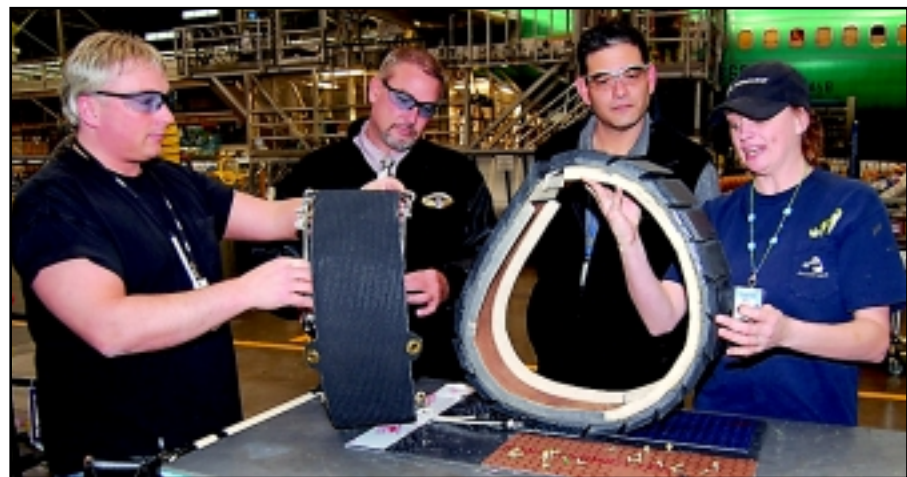


Tiffany Oschip (l) and Ashleigh Donner try different cutters designed to avoid damaging wires when it is necessary to cut into the bundles on the plane.

the pride and quality we want to see going into our airplanes."

751 member Carrie Sacco is helping the REACT team explore different cutters which are less likely to damage wires when it is necessary to cut into the wire bundles once they are installed on the plane. One idea was to use cutters that have a dulled edge rather than a sharp point – leaving the cutting edge sharp, but avoiding poking through the wire insulation.

Business Rep Tommy Wilson applauded their efforts, "The REACT team shows the incredible value our members are to the Company – beyond the scope of their job description. They are talented and have great ideas but often don't get an avenue to implement their suggestions. The members enjoy the REACT team and the chance to problem solve for Boeing. I hope other groups give our members similar opportunities."



L to R: Rob Mahan, Business Rep Tommy Wilson, Supervisor Mark Honda and Lisa Kemp examine a suggested tire cover to keep landing gear safe from FOD while moving through the factory. The idea came from a brainstorming session of the REACT team made up of 751 members.