

DISTRICT 751

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Tanker Triumph: Teamwork Delivers

District 751 Machinists deserve a big share of the credit for Boeing's success in its bid to build aerial refueling tankers for the U.S. Air Force, according to the union's president – and to Boeing CEO Jim McNerney.

It has been an "incredible partnership," said Tom Wroblewski, the president of Machinists Union District Lodge 751.

For 10 years, "we have worked hand-in-hand on this issue – on the political front, on the shop floor — and together we made this happen," said Wroblewski, speaking to thousands of Boeing workers who'd gathered on the Everett factory floor on Feb. 25 to celebrate the signing of a contract to provide 179 KC-46A refueling tankers to the U.S. Air Force.

Boeing Co. Chief Executive Jim McNerney acknowledged the union's contribution to securing the \$35 billion contract. "The IAM was a big deal on this thing, a big deal," he said, addressing Wroblewski directly during the Everett factory rally. "We've got to keep

coming together like this."

Winning the bid, McNerney continued, "makes this country greater, makes our company stronger, and gives us all the jobs we deserve and earned."

After nearly a decade of debate, the Pentagon announced Feb. 24 it had picked Machinist-built Boeing 767 to be the next refueling tankers for the U.S. Air Force.

"These jobs are ours," declared U.S. Sen. Patty Murray, at a press conference in Seattle celebrating the decision.

Just an hour before, Deputy Defense Secretary William Lynn had declared Boeing "a clear winner" in the bidding to provide 179 tankers to the Air Force, a contract worth more an estimated \$35 billion.

"We went through a process that evaluated war-fighting requirements, evaluated price, evaluated life-cycle costs," he said. "And the process yielded the result it did with Boeing winning."

That result led to an explosion of cheers from groups gathered around TV sets and computer monitors around Boeing's Everett



Workers were excited to finally secure the Air Force tanker contract. At a celebration on Feb. 25th in the 767 line (L to R): John Jenkins, Gary Ottinger, Janis Tawrel and Josh Allen.

plant. And it verified what District 751 Machinists have known all along, said Wroblewski. "The Boeing tanker is the right one for America's military, for our taxpayers and for the U.S. economy."

Boeing has signed a contract for the first phase of the tanker deal, a \$3.5 billion agreement to develop four prototype tankers for the Air Force. The plan

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Union Effort Overtakes Unjust Termination for 31 Year Member

One of the main objectives of a Union is to ensure fair and consistent policies are administered in the workplace to protect all workers from unjust action. That is exactly what the Union did for Jose Salazar, a 31-year IAM member who has worked at various contractors affiliated with the Hanford site in Eastern Washington and is presently employed by Parsons.

In late January, Jose learned first hand just how valuable union membership can be when an arbitrator ruled he had been unjustly terminated, reduced the company action to a two-week suspension and ordered Jose be reimbursed for any and all lost wages and benefits. Since the unjust action occurred in November 2009, the settlement to correct the injustice is substantial. The resolution included making him whole not just on wages, but on the generous benefit package contained in the Union contract, which includes pension, health/dental coverage, vacation, sick leave, and 401(k) company match.

While the settlement is helpful, the biggest win was returning him to the job he loves and has held for over three decades. As a journeyman machinist who completed a four-year apprenticeship, he looks forward to



Jose Salazar (l) thanks Staff Assistant Ken Howard for Union efforts that resulted in an arbiter overturning an unjust termination and ordering full back pay and benefits.

the challenging research and development projects that come from working with the Hanford site and couldn't imagine working anywhere else.

Credit goes to Administrative Assistant Jim Bearden and Staff Assistant Ken Howard who worked together to compile evidence and move the case forward through arbitration. "I don't know where I would be today without the Union. It was a long haul to go through the arbitration process and a really stressful time. Without the Union I would be lost," Jose declared. "Union membership is a huge benefit, but most people don't realize how important it is until they really need it. I know I wouldn't be back at work without the Union to present the facts and argue my case."

When the company took action in November 2009 after Jose had contacted a vendor and requested a bid on new machines, he immediately gathered his documentation and headed to the Union for assistance. From the start the Union contended that the company failed to follow progressive discipline.

The Union and company both presented their facts

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Local A District Council Delegate Mark Clark welcomed members to the local lodge meeting and presented them with a t-shirt for taking the time to attend their first union meeting.

New Program Aimed to Get Members Involved

Starting in the month of March, District 751's Local Lodges will kickoff a "Get Involved in Your Union" program to welcome new members and encourage more participation in the union. While each local lodge has a different variation of the program, all are offering incentives such as a free t-shirt or raffle prize ticket entry for attending a union meeting.

In February, leaders from Local 751-A, 751-C, 751-E and 751-F met with District President Tom Wroblewski and Secretary-Treasurer Susan Palmer to share ideas on the new programs. Each local then met with their executive board to iron out the details of their specific plan.

"Boeing has increased hiring and is bringing in nearly 100 new hires a week – with the bulk of them in Local A jobs," said Local A President Jason Redrup. "The Local A officers wanted to do something to welcome them and make them feel a part of the Union.

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REPORT FROM THE PRESIDENT

We Did It, But We'll Keep Fighting Until We Build the First Tanker

by Tom Wroblewski,
District President

Last month's news – that after nearly 10 long years, the Pentagon had finally seen the light and decided to order 179 Boeing-built tankers – was cause for celebration.



So yes, when the word came down that the Air Force had picked Boeing, it felt really good. I want to thank each of you for your efforts over the past 10 years. They truly made a difference.

But as you and I have learned over the past 10 years, with the tanker, it ain't over 'til it's over, and even then you can't be sure.

We – your union staff and leadership – are going to keep fighting this tanker battle. We know that Congressmen from Alabama and their pro-EADS allies may fight the Pentagon decision. We know there's a pretty good chance that EADS itself could appeal the decision – even though we as a nation bent over backwards last year, extending deadlines so that they could even submit a bid, after their partners from Northrop Grumman dropped out.

Given that, we'll need to keep making our arguments:

- The EADS plane is too big and too costly to operate, which will mean wasting an estimated \$35 billion of your tax dollars – enough to buy an entire second fleet of KC-767s.
- The EADS plan to fabricate parts in Europe to be assembled in Alabama is incredibly risky. Our members on the 787 line can tell you just how well these kinds of global supply chains work.
- And above all, it's a matter of simple

justice, common sense and jobs. We've got high unemployment and a big budget gap in America today, and we don't need to be exporting our jobs or our tax dollars anywhere.

We'll also need your help. Before the announcement, we asked you to e-mail the White House and your members in Congress, to let them know how you feel about the tanker. Hundreds of you responded in the first few days, and I thank you for that.

But we'll need to keep up the pressure. Please take a minute, go to our union home page at www.IAM751.org, click the links and write another e-mail to President Obama, to make sure he knows that you're keeping an eye on what he does in regards to the tanker bid. There's power in numbers, and if enough of us speak up in support of the Boeing tanker, we'll finally be able to start building the best tanker for our U.S. military.

As we've seen over and over again in recent weeks – from Egypt to Wisconsin – when ordinary people come together in a common cause, they can do extraordinary things.

We talk a lot about this in the labor movement, this idea of solidarity. But the recent demonstrations in the state capitals of Wisconsin, Indiana and Ohio are remarkable illustrations of what that concept means.

Those union workers in the Midwest – the cops, the firefighters, the sanitation workers and the school teachers – are the kind of everyday heroes who do the fundamental tasks that make everyday life possible for the rest of us. They pave our roads, teach our kids and keep us safe. As individuals, their goals are like ours: to make

the jobs they go to each day better, and to build better communities for themselves and their families to live in.

But over the past few weeks, in my eyes, they've moved from being unsung heroes to being leaders in the struggle to protect the American Dream. Republicans and Democrats can disagree over many things, but no one can deny what the union protestors there have accomplished: They've turned back an attack on the American middle class lifestyle, and they've said no to powerful forces that were trying to take away some of their basic economic rights. They've drawn a line in the sand, and stood up to Wall Street, the corporate titans and the politicians who put profits before people, and reminded all of us that America still is a land where every person has a voice, and where the will of the people is more than a match for the whims of the wealthy few.

I salute these working class heroes. What they're doing – saying "No" to economic injustice – should be an inspiration to everyone who has ever drawn a paycheck.

And I hope they'll be an example for us here at District 751. Like the government workers in Wisconsin today, we've taken some lumps in recent years. Like them, we've been attacked – downsized and outsourced, criticized and coerced. But we've held together, in solidarity, and now at long last, Wall Street and the pundits are starting to realize we were right and Chicago was wrong, just like the Midwest politicians are starting to realize they were wrong to try to take away their employees' basic rights.

On the picket lines, we vow to last "one day longer" than management to make

sure we get a fair contract. And in Wisconsin, the union workers there say they'll carry the fight one day longer than their misguided governor, until he gives up on his efforts to crush their rights.

This should be the goal of all working people nationwide. The American Dream itself is under attack, from opponents who dream only of increasing corporate wealth, and who see us only as obstacles to be crushed so they can grow their profits. To preserve our middle class hopes for the future, we'll have to stand together, and fight one day longer than our opponents.

If we do this, really stand together – like the working men and women of Wisconsin have done – we can achieve a more perfect union, for us here in the Washington state, and for all people across America.

Efforts Progress Toward First Contract at URS

After the IAM was certified by the National Labor Relations Board (NLRB) as the Union representative for 220 URS employees at Whidbey Island Naval Air Station, the Union immediately began moving toward the goal of negotiating a first collective bargaining agreement.

On February 5, URS members turned out in force to celebrate their unionizing efforts and to nominate a negotiating committee. Union reps were present to answer questions on the collective bargaining process, listen to issues members are having at URS and congratulate them on gaining a voice in their future. Prior to that meeting, members nominated co-workers they would like to see on the committee to communicate concerns from the workplace and provide input on potential contract language. The following were selected to the negotiating committee:

Prowler Platform: Mark Koontz, Bill Neighbours, Greg Ringelstetter, Ken Wolf.

Growler Platform: Don Fabrao, James Ward

Supply/Support/Logistics: Shannon Carr

Thanks to all who stepped forward and were willing to help in the bargain-

ing process.

Members at URS are continually providing information to help determine top issues – through surveys, meetings, and feedback – all with the goal of securing a first collective bargaining agreement that addresses membership concerns.

Since gaining representation, the Union has had discussions with the company regarding our information requests and are still waiting to receive complete information. Based on the information provided to date, we have submitted additional requests regarding fringe benefit plans including 401(k), medical, dental, existing work rules, and other company policies and procedures.

Membership participation throughout the process is critical to securing a Collective Bargaining Agreement with URS that addresses members' needs.

Since being selected, the committee has met with Union reps and is currently studying contract language to help formulate a



URS member David Marshall (l) sorts through member input with Business Rep Ron Bradley, Business Rep Jon Holden, and Steward Coordinator Ed Lutgen.

proposal that adequately addresses the issues at the work site. In addition, Union representatives have toured the site to gain a better understanding of the work members at URS perform for the Navy.

"The active participation of members is key to securing a first contract. I am impressed with the level of involvement and hope to see it continue and even increase as we move these members through the negotiation process," said Union Business Rep Jon Holden.



URS members met with Union officials to celebrate their unionization and move toward a first contract.

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

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Heather Barstow

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Richard Jackson
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Tanker Triumph!

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is for Boeing to deliver the first 18 tankers – which will be designated KC-46As – by 2017.

The decision had been very much in doubt, with a steady swirl of rumors in the week leading up to the decision that EADS would win the bidding.

Machinist Lorraine Gibson said her group of 767 workers had heard all the media speculation. So when the good news came, “it was somewhat unexpected,” she said. “We kept a positive attitude. I knew in my heart we would get this.”

Air Force officials were guarded in their statements about the bids from Boeing and rival EADS. But Air Force Secretary Michael Donley said that Boeing’s bid price was more than 1 percent lower than the competing EADS bid.

“We structured a competition that was fair,” insisted Secretary Lynn. “And Boeing was the clear winner of that process.”

That aggressive bid from Boeing was the key, said U.S. Rep. Norm Dicks during the Feb. 24 press conference. “This is, I think, our greatest victory in the history of the state.”

Inslee credited “Boeing employees, because in the end they are the ones who won this bid.”

Wroblewski said Machinists made two vital contributions that made a real difference in the tanker bidding.

In particular, Machinists Union members working on the 767 line at Boeing’s Everett plant helped the company cut production costs by transforming the line using lean production techniques. That allowed Boeing to lower its asking price and “bring the tanker home,” he said.

In addition, Machinists rallied political support for the American-built tanker option, which political leaders said made an important difference in swaying attitudes about the tanker bidding in Washington.

“It was your passion,” said Murray. “It was your perseverance.”

Machinists Union members were “relentless,” Wroblewski said, “attending countless rallies, sending letters and e-mails and calling friends around the country to build support for an American-made tanker.”

As a result, a new generation of Puget Sound Machinists will build a new generation of aircraft vital to national defense, Inslee said. Much like the generation that built the B-17 bombers that won World War II, and the Baby Boomers who built the B-52s and KC-135s that won the Cold War, “our children and grandchildren will be building these new tankers for years to come,” he

said.

Boeing Commercial Airplanes Chief Jim Albaugh said he knows Machinists and other Boeing workers will be particularly motivated to build these planes for the Air Force.

“After all, you know who’s going to be flying them,” he said. “They’re your sons and daughters, your friends and neighbors. I’m not sure they can say that in Toulouse.”

The tanker contract will pump an estimated \$693 million into the region’s economy each year, and support 11,000 jobs, said Sen. Maria Cantwell.

Wroblewski said Boeing will increase headcount as it ramps up production on the 767 line to meet the Air Force’s schedule. Boeing’s suppliers also are expected to hire workers as their 767 orders go up as well.

For District 751 members, Boeing’s victory in the tanker bidding was more personal. “It’s the promise of work for the indefinite future,” said Machinist Nathan Melnyk.

“It’s a huge deal,” said Cory Ward, a systems installer who works on 767 aft sections. “I can finally start planning beyond just maxing out. Buying a house is more feasible. College is an option for my son.”

For Machinist Mike Carp, it means “I can plan for retirement. I can plan for my kids going to school. I can be comfortable in paying the mortgage on my home.”

But it’s also important for America, said 767 Machinist Scott Galley. “For the nation to recover from this recession, to have all these jobs supported is a huge deal,” he said. “To have an American-made product – it’s huge.”

Wroblewski said that because of the skills possessed by Machinists and their fellow workers at Boeing, it never made sense to him to consider the EADS plan to build tankers in Mobile, Ala., from parts fabricated in Europe.

“That’s nothing against the workers in Alabama,” he told a reporter on Feb. 25. “Eventually they would have become skilled workers. But it would have take five, 10 or 15 years for EADS to get things rolling, and the Air Force shouldn’t have had to wait that long, not when our workers are ready to go today.”

The first KC-46A deliveries are still a few years away, but “I know everyone one of our Machinists Union members is ready, willing and able to start delivering for the Air Force today,” Wroblewski said. “We are excited to share our expertise and deliver the best tanker to our military.”



After a decade-long battle, L to R District President Tom Wroblewski, Congressman Jay Inslee, and Senators Maria Cantwell and Patty Murray celebrate the tanker victory in the new 767 assembly line in Everett.



L to R: Charles Lindberg, Nick Powell and Business Rep Richard Jackson talk about efficiencies that helped land the tanker contract.



Congressman Jay Inslee thanked members for their efforts to land the tanker.



Senator Maria Cantwell was excited to celebrate the long-awaited tanker contract with 767 workers.



Senator Patty Murray personally thanked 767 workers for their role in delivering the tanker contract.



Dist. Secretary-Treasurer Susan Palmer (far r) talks with 767 members about the tanker. Palmer served as Business Rep for the 767 line when the tanker contest began in late 2001.



767 workers cheered at the Air Force tanker contract event. The contract ensures the 767 line will be in production for years into the future. Our members were key to efficiency improvements that helped win the contract.

Coverage for Emergency Room Visits in Boeing Contract Unchanged

Recently, IAM members working at Boeing received a mailing from BlueCross BlueShield of Illinois on behalf of The Boeing Co. that aimed to discourage you from using hospital emergency rooms unless you’re certain that you or your loved one is facing a life-threatening emergency.

The truth is your Machinists Union contract with Boeing affords you the ability to visit the emergency room any time you have a health issue and you feel it’s unwise to wait until you can get in to see your regular doctor – any time. Our

union contract also guarantees that you’ll be covered for those visits – every time.

None of us are health care experts, and it’s unreasonable for Boeing and BlueCross

BlueShield of Illinois to expect us to be able to tell when extreme heartburn is the sign of a heart attack, or is a sign you have simply eaten something that disagrees with you. Your union negotiating committees have argued this point over



and over through the years, and every time, Boeing’s negotiators have ended up agreeing that our argument is correct.

Boeing has tried in several negotiations to introduce the term “true emergency” to determine the level of payment for Emergency Room visits. Your negotiators have successfully kept this out of our contract; thus if you deem it to be an emergency, as long as the hospital you visit is

in the network, it’s covered at the maximum rate called out in the plan you are in with a \$50 co-pay (waived if admitted to the hospital).

This union continues to be committed to working with Boeing on reducing health care costs. You’re a first-rate workforce and our primary mission is to negotiate for you the best possible pay and benefit package.

Be assured if you make the decision to seek medical help at the Emergency Room, there will be no test for “true emergency” later when paying the bill.

Celebrating Union Contest Winners in School

by Rosanne Tomy

At the beginning of last month, District 751 helped to celebrate two very special Coloring Contest winners by hosting pizza parties in their classrooms. The two winners, third grader Michael Simms and fifth grader Olivia Bolin, won first place in their contest categories last summer. Their prize was a pizza party to celebrate with their teacher and classmates. What better way to celebrate a big win than with pizza?

The first stop was Olivia Bolin's class. On Friday, February 4, District Secretary-Treasurer Susan Palmer and Business Representative Heather Barstow paid a visit to Mount View Elementary with ten pizzas, a big bag of candy, and some fun trivia in hand. When they entered the classroom ready for the party, Mrs. Concepcion's fifth grade class was ready to celebrate Olivia's big win along with her parents, Lorna and Tom Bolin. Lorna is a 26 year

member who currently works at the Frederickson plant on third shift, and Tom is a firefighter who is also a union member.

Olivia and her classmates answered trivia about the labor movement, Boeing airplanes, and what it means to be a Union member. Equipped with really great answers, the students in Mrs. Concepcion's class all earned candy by the handful for their participation.

When Susan Palmer asked the students what kinds of benefits Union members earn through collective bargaining, they were quick to answer with better pay, vacation, and even healthcare. And one of the most lively answers came after Heather asked if it is fair that in some countries, whether or not you get to go to school depends on if you are a boy or a girl. Quick to respond, many girls in the class said "no way!"

After the event, Olivia's Father Tom, said his daughter thought the party was



Business Rep Heather Barstow (far left) and District Secretary-Treasurer Susan Palmer (far right) delivered pizza and union trivia to Olivia Bolin and her class for winning the coloring contest. Her parents Tom (a firefighter) and Lorna, a 26 year member from Frederickson joined the festivities.

great. "Any chance you get to take time out with some pizza and have fun is a good time. And, it was pretty informative for the kids."

The next stop was winner Michael Simms' class at Quil Ceda Elementary. The following Friday, February 11, District Secretary-Treasurer Susan Palmer and Business Representatives Richard Jackson and Jon Holden visited Mrs. Brittan-Hughes' class where Michael, his classmates, and his father Gerard LaFlame were ready to celebrate.

Gerard, a 24 year member, works at the Everett plant and said that his son had been counting down the days until it was time for his pizza party. He explained that Michael "thought it was pretty cool. He was the big man on campus that day, I told him I was going to start calling him Hollywood."

While Michael and his classmates ate pizza, they answered trivia questions. They learned about the Union, the labor movement, and the importance of collective bargaining. When Susan Palmer asked the stu-

dents about workers in other countries, they were quick to share what they had recently learned in class. Not only did they already understand that some workers around the world don't have the right to breaks, but they had already studied just how lucky they are to get to spend their days in school and not in a factory.

Both parties were a great time – not only for the students, but for all involved. Jon Holden said, "It was fun presenting the Union to the kids in their class. They had a great time answering questions and we had a great opportunity to share our Union with them."

Richard Jackson added, "I see this experience as another opportunity to invest in our future and a positive way to show young people that when they're old enough to join the workforce, there will be a place for them to be successful."

District 751 is currently planning future coloring contests to be held this year. More info will be provided in future papers.



L to R: Business Rep Jon Holden, Business Rep Richard Jackson, member Gerard LaFlame with his son Michael Simms, and District Secretary-Treasurer Susan Palmer. Union officials brought pizza and engaged students in union trivia after Michael won the coloring contest for his age group.

Turbulence Author Discusses Changes at Boeing Post Merger

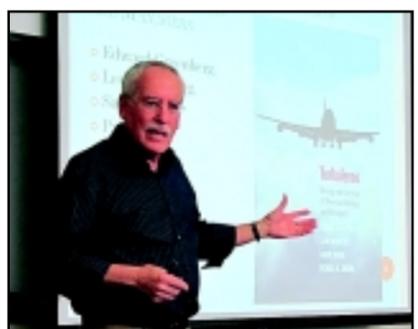
The radical reshaping of Boeing after its 1997 merger with McDonnell-Douglas caused permanent damage to the relationship between the company's executives and the people who do the hard work of building airplanes, a team of researchers found.

"Boeing leadership was quite derelict," said Ed Greenberg, a University of Colorado political science professor and lead author of the book "Turbulence: Boeing and the State of American Workers and Managers."

Greenberg discussed his team's 10-year study of Boeing employees and their attitudes towards the company where they work during a Feb. 9 lecture at South Seattle Community College.

"Much of what Boeing did, such as modernizing its production process, probably needed to be done," Greenberg said. "But much was overdone, or done carelessly and heedlessly of their employees."

The result was the destruction of the trust between Boeing's corporate management in Chicago and its Puget Sound workforce that reached well up into the ranks of Boeing's Commercial Airplanes division, he said.



Author Ed Greenberg presents how employees and managers viewed the changes at Boeing from 1997-2006.

And that has hurt Boeing's performance as a company. To succeed, companies need "engaged, committed, trusting people to be working there," he said. "They've got a vested interest in keeping their core employees happy."

Instead, Greenberg's team found large numbers of Boeing workers were happy only when they left the company. "You leave Boeing during this time, and it was a huge sense of relief."

In their book, the authors are critical of the "radical changes" that took place after the 1997 merger when Boeing abandoned its traditional focus on engineering excellence to embrace McDonnell-Douglas's approach to meeting short-term financial goals.

But they are less critical of the changes themselves – saying many were needed to meet the rising competition from Airbus – than they are of the way the changes were made. Top management – including Condit and former CEO Harry Stonecipher – was "stunningly insensitive at times to the needs and wishes of their employees," they wrote.

A big part of the problem was that top Boeing executives tried to do everything at once, and didn't allow enough time for the changes to take hold. Changes in technology, in work assignments and in corporate structure took place simultaneously, the authors wrote. Nobody knew who was in charge, and people at the top had no idea of what was going on at the shop-floor level.

Top executives in Chicago and Longacres would mandate company-wide training meant to make the changes more understandable, but they wouldn't set aside time for the sessions, the authors found. Faced with ever-tighter production deadlines, lower-level managers would postpone them, until they were forgotten.



Past Dist. 751 President Bill Johnson (far right) describes changes he saw after the merger with McDonnell Douglas at an open forum discussion with one author of "Turbulence: Boeing and the State of American Workers and Managers."

Any change for the good was undermined by constant outsourcing, the authors found. For example, one worker reported that her 144-person blanket shop group was awarded a commendation from top management for their cost-cutting ideas – and then were promptly reassigned when Boeing shipped all the work to Mexico.

Trust in management fell to shockingly low levels, Greenberg told his lecture audience: during surveys in 2000 and 2003, only 20 percent of Boeing employees said they trusted top management "completely" and less than half thought managers in Chicago were at least "somewhat" trustworthy.

And many managers told the authors it was hard for them to sell hourly workers on changes they themselves couldn't believe in.

"I managed organizations that downsized by 40 to 50 percent and I felt sad for three reasons," said one Fabrication Division manager. "One, skilled and loyal employees were forced out. Two, more and more work landed on existing employees and this has resulted in a lot of poor quality work. Three, my gut tells me there is significant risk in outsourcing so much work."

On top of it all was the threat of

layoffs, either from outsourcing or during the market crash that followed the September 11th terror attacks.

Boeing botched the system of handing out WARN notices following September 11th, the researchers found. Many workers found themselves in a nasty cycle of getting a 60-day layoff notice, then being told their job was safe, only to get another 60-day notice in the next cycle.

This "caused needless anxiety and insecurity among thousands of workers," the authors wrote.

Those who stayed reported an increase in symptoms usually linked to depression, the researchers wrote. Out of the 550 people in their survey, "a number" reported they were on antidepressants, while others said they knew of people who were taking them to manage work-related stress.

They also reported steady increases in illnesses like high blood pressure, back pain and headaches. Compared to people who had left Boeing, those still with the company were twice as likely to report having serious headaches, they found.

Those who lost their jobs at Boeing often felt lucky, the authors reported.

Continued on page 11

Graduates Are True Masters of their Crafts

The graduation banquet on February 11 culminated over 8,000 hours of work for the five union members who completed the IAM/Boeing Joint Apprenticeship Program. It was fitting to hold the apprenticeship graduation at the Museum of Flight — home to so much of aviation history.

The IAM/Boeing Joint Apprenticeship Program has been in place since 1935, with the first class graduating in 1941.

Most people are unaware of the rigorous schedule and standards these members endure to finish the program. For four years, these individuals rotated plants, learned a new machine every few months, attended school two to three days a week after work, in addition to having their progress regularly reviewed by a group of people. The mixture of on-the-job training and classroom instruction covers courses such as shop theory, trigonometry, physics, metallurgy and machine programming.

This is just a small sample of what an apprentice goes through before earning the title of journeyman.

Just getting into the program is an accomplishment, which requires meeting stringent criteria and demonstrating certain skills. Many take classes for years just to qualify to enter the program.

This year's graduates represented three trades. Rene

Grenier, Michael Henry and Tho Quach completed the Machine Tool Maintenance Mechanics Program. John Minerich graduated from the Model Maker while Jamal Washington finished the Cellular Manufacturing Machinists Program.

The highlight of the evening was the presentation of the Arnie Durall Achievement Award to Model Maker Graduate John Minerich. This award, named after an apprenticeship-related instructor who taught for more than 40 years, is presented to the graduate receiving the highest marks in both shop work and classroom work over the life of the program.

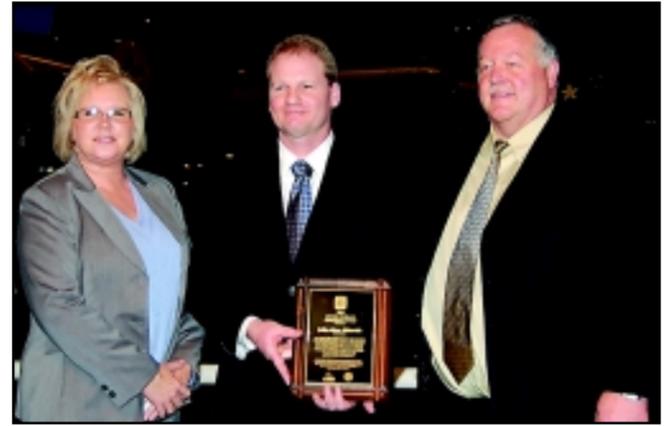
Rene Grenier spoke on behalf of the graduating apprentices and thanked the committee, shop coordinators, instructors, and especially their families for the support they received in completing the programs, "It took a lot of hard work and dedication and it has changed our lives forever."

Demonstrating the importance of apprentice graduates, the union sent top officials to address the graduates with IAM International President Tom Buffenbarger and District 751 President Tom Wroblewski.

"You have done your part to meet the increasing demands of changing technology by completing the apprenticeship program. It is this commitment to continual learning that will keep America great and keep Boeing strong," said Wroblewski as he congratulated the graduates and noted that apprenticeship is the first four-year degree. "Going back to school is never easy, but each of you set your sites on a goal and worked to make it a reality. That is a testimony to your character and work ethic. Be proud of your accomplishment. The skills you have obtained in this program will help the Boeing Company remain competitive for years to come and ensure that America maintains its edge in the aerospace industry."

Buffenbarger, who graduated from a Tool & Die apprenticeship at General Electric, told graduates that "the highest honor within our Union is to be called a journeyman — a master of your craft."

He added some advice: "You are



John Minerich (center) received the Arnie Durall Achievement Award for receiving highest marks in both shop and classroom work throughout the program. Apprenticeship Committee Secretary Sherrie Williams and App. Comm Chair Roger Carroll presented the award.

the master of your work and control your destiny. I see what goes on around the world and you are gems. These apprenticeships are treasures we must preserve to keep our country strong. You can't learn this anywhere else because it is tribal knowledge that is passed from one journeyman to another. It is an honor to be with you and share your graduation."

Congratulations to all the graduates!

Below: IAM International President Tom Buffenbarger praises the graduates.



Right: District 751 President Tom Wroblewski congratulated the group on their accomplishment.



Above: Rene Grenier spoke on behalf of the graduating apprentices.



Apprentice graduates Top L to R: Jamal Washington, Michael Henry. Center L to R: Tho Quach, Rene Grenier. Bottom row: John Minerich.



Apprentice graduates honored at the banquet L to R: Tho Quach, Michael Henry, Jamal Washington, John Minerich and Rene Grenier. Each completed over 8,000 hours of work to complete their program.

Honored for Apprenticeship Service

At the banquet the Apprenticeship Committee also honored two veterans (Paul Knebel and Tom Lux) who served on the committee and presented them with recognition awards for their service.



Above: Apprenticeship Committee members Dallas Colton (l) and Barb Ballinger (r) thanked Paul Knebel for his 23 years of service on the Apprenticeship Committee. Paul was a Tool & Die apprentice graduate who was the top apprentice in his class.

Photo left: Tom Lux was honored for serving the past 6 years on the IAM/Boeing Apprenticeship Committee.

Math Challenge to Enter Apprenticeship

The IAM/Boeing Joint Apprenticeship and Training Committee will soon be accepting applications for our apprenticeship programs.

Boeing and non-Boeing interested parties may apply. Each apprenticeship program has minimum requirements that include, but are not limited to, the following math courses: Math, Practical, Level 2, Math, Beginning Algebra, Level 2, Math, Practical Shop Geometry, Math, Trigonometry. These math requirements must have been taken within the past five years.

For those that are interested in applying for an apprenticeship program who are not able to satisfy the math requirement, there will be a Math Challenge test on March 3 at the Seattle Union Hall, 9125 15th Pl. S., Seattle, WA 98108. Morning session will be from 8:30 a.m. to 11:30 a.m. The afternoon session will be 12:30 p.m. to 3:30 p.m.

Those who want to take the math challenge test, please register by emailing sherrie.e.williams@boeing.com. Include your name, email address, phone number and session you plan on attending. The committee will soon be posting specific information regarding the date of the open enrollment period, programs available and how to apply.



Helping recently at the Tacoma Mission: L to R: Ken Ruether, Randy Reed, Amanda Murphy, Vennie Murphy, George Braun, Rob Curran, Tom Lindberg, Dave Henry.

Volunteers Help Community

Volunteers continued to help build a better community in February: preparing and serving hundreds of meals at area missions, helping with a cannery project for Northwest Harvest, building a hand rail for a member in need, and several other projects throughout the Puget Sound region.

Photo right: Dave Henry, Rob Curran and Tom Lindberg prepare food at the Tacoma Rescue Mission.



Above: Vennie Murphy and Clark Fromong cut wood for a railing project.

Photo right: Helping on the rail project L to R: Terri Myette, Vennie Murphy, Dave Henry, Clark Fromong and Rob Curran.



Fundraiser Delivers for Former Member

District 751 members are continually striving to build a better community and help others. While members regularly volunteer in the community, every so often they get a chance to help out a fellow union member in need.

The Everett crane crew showed the power of solidarity when they organized a fundraiser to help a former co-worker, Dion Senger, who was laid-off in 2001.

Dion's daughter, Delaney, was born with a rare eye condition called Aniridia Fibrosis Syndrome (AFS), which means "without iris." At just two months old, she had surgery to remove cataracts from both eyes and had intraocular lenses implanted.

She has undergone multiple surgeries in her three years of life. While her left eye has healed, her right eye had complications, which required she see a specialist in Cincinnati who will remove the AFS and give her an artificial cornea to hopefully allow her to see again in her right eye.

The disease has left the family struggling – not just with the medical condition, but with the financial impact. There are the added costs of traveling to specialists around the country to secure the best medical care for Delaney.

When the crane crew learned of the situa-

tion, they immediately sprang into action and began putting together a fundraiser. They organized a hotdog and chili feed at two locations in the Everett plant. Word of mouth spread and by the time the food was served, there were long lines at both locations.

While the crane crew gave generously with an impressive \$1,100 in contributions, they watched as hundreds of other Boeing employees opened their hearts and their wallets to help the Senger family during their time of need. By the time the event was finished, they had raised \$4,000 for the family.

"We want to thank everyone who turned out to help and contributed so generously. It is hard enough to watch your child battle an illness without having to worry about the

added financial hardships. We wanted Dion to know we are there to help," said members Eddie Bjorgo and Daryl Schwab who helped organize the fundraiser. "We were thrilled with the response and hope it alleviates some of the stress so they can focus on Delaney without other distractions."

Donations can still be made for Delaney's Fundraiser at any Bank of America branch – account number 43915545.



Boeing employees gave \$4,000 to help Delaney Senger in her fight with a rare eye condition.

Machinist Volunteer Program (MVP) Potluck & Awards Ceremony

Saturday, April 2 - 5 to 7 p.m.

Seattle Union Hall A (9135 15th Pl. S)

Bring family and friends for this fun-filled evening that recognizes the members who volunteer their time. Bring a hot dish, salad or dessert – the Union will provide the meat and beverages. For more information, call 1-800-763-1301, ext. 3335.

Joint Programs Delivers Integrated Training System for New Employees

In April 2010, an MBU leader in the 777 wings area approached IAM/Boeing Joint Programs asking for assistance in meeting the challenge of providing a better trained employee to the shop floor. With rate increases for the 777 line looming in the near future, workers and managers on the shop floor were anxious to find new and innovative ways to train new hires, allowing them to be productive employees from day one on the job.

In the past, a new hire in Everett would spend up to 10 weeks in the Skills Process Center (SPC) learning everything from Blueprint Reading and online systems like REDARS and OWI, to how to drill a hole, solder a wire, and numerous other skills, safety and job-related knowledge.

Often, however, the new employee found that even though he or she had learned certain skills during their time in the SPC, some of that knowledge may not be relevant to their new job assignment, or they had been taught a skill so early in their training that by the time they reported to their assignment, they'd forgotten and needed retraining. In addition, there always seemed to be job-specific skills and area-specific safety information that still needed to be communicated to the new employee.

Upon the request from 777 leadership, IAM/Boeing Joint Programs Administrators Stosh Tomala (IAM) and Bill Whitley (Boeing), and Program Coordinators Dan Cundiff, Judy Neumann, Tim Johnson, and Chris Louie helped bring together a diverse team of members from the Skills Process Center, LTD, and Manufacturing Operations, with the goal of enhancing new-employee training.

"Each organization was trying to make a difference," said Cundiff, "but it wasn't until each of the groups came together as a team that we could create a unified plan and start seeing the benefits."



Joint Programs helped deliver a new Integrated Training System that will have new employees spend one day a week while at the Skills Process Center with a Peer Coordinator in the area they will eventually work in.

IAM/Boeing Joint Programs implemented the basic Peer Training program in Everett in 2008, and workgroups involved in Peer Training know how beneficial it can be. There is no more credible trainer than the employee who does the job every day. The challenge for the new team was to make sure the new employee learns what they need to learn and how it will apply in their new job. Using the Peer Training model as part of the new integrated approach to new-employee training allows the training to go beyond the SPC.

In the new system, known as the Integrated Training System (ITS), the employee is assigned to a Peer Coordinator.

This Peer Coordinator is an hourly IAM employee, who will work with Peer Trainers in the area and with SPC Workplace Coaches to make sure the new employee is getting their required certifications and other job-specific training using shop specific training plans developed by the Peer Trainers. These checklists are owned by the specific shop, have LTD course numbers, and are rostered to the employee's transcripts.

The most notable change incorporated by using the ITS is familiarizing the employee with their new area starting from the first week in the SPC. One day a week during their training period, the area Peer Coordinator escorts the

new employee to the work area to which they will eventually be working.

During their time there, he or she has the opportunity to meet their co-workers and management, get familiar with area-specific safety requirements and do actual on the job training working with the area's Peer Trainers. In some cases, they can actually work on the airplane, if they have already obtained the required certifications.

Peer Coordinator Wayne Wessel (777 Final Body Join) stated that "our new guys said they were so glad to have been sent to our program, our shop, and for the training they received. I'm seeing good attitudes in the personnel getting training and the ones reporting to our shop."

The Integrated Training System provides a consistent and reliable approach to new employee training.

In the short time the ITS has been in place, it's become obvious that everyone involved will benefit from this program. The employee in training will understand how what he or she learns in the SPC will directly apply in their new job, and will come in to the job as a better trained employee than in the past. In addition, early metrics show improvement in employee morale in the areas where ITS has been implemented, with new employees arriving in the shop feeling more capable and productive right from the start.

Management and coworkers also benefit and feel more confident in the training the employee has received since they've helped develop the training plans and have been an integral part of the employee's first weeks on the job. Cundiff stated that the managers they worked with were skeptical at first, but they've turned out to be the biggest advocates, as they see new employees come to their shops ready and able to go to work.

It's still early in the deployment process

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Watching Wisconsin: The Battle for the American Dream

In an unprecedented attack on state workers, Wisconsin Governor and well known Tea Party advocate Scott Walker moved to slash the collective bargaining rights of some 200,000 government employees last month. Using the pretext of the budget crisis, one that was in large-part created by his own pen as he signed off on tax breaks for his corporate sponsors, the Governor tried to ram through one of the worst union busting bills in the history of this country. The bill would impact teachers, fire fighters, police officers, librarians, and most other state workers. It would require that these union represented employees of the government give up more of their pensions and health insurance, would further erode their pay, and worse still, take away their collective bargaining rights. And though they have already expressed their willingness to accept financial takeaways, they are unwilling to allow their collective bargaining rights to be taken away.

Though Governor Walker would have Americans think that public sector workers are somehow different, and undeserving of the right to a fair union contract because their employer happens to be the government, that argument is flawed. These employees deserve protection in the workplace as much as – if not more than – those of us working in the private sector. Why? Because no employer should have the right to swiftly revoke the rights of its employees through false claims of financial insecurity. We hold the employers of our members here in Washington state to a higher standard – why wouldn't we hold the government to the same?

We here in Washington already know that union security is about so much more than pay, but the Wisconsin Governor and his cronies

would have Americans think otherwise. It's about fairness in the workplace, it's about safety, and it's about safe and open dialogue between the masses and the employer.

The Governor would also have Americans focus on what he has deemed a pay issue. He would have Americans believe that public sector employees are the "cash-cows" of the country. That teachers, whose median wage is \$40-43,000 a year for teaching classrooms of 30 children are making so much more than they are worth. That librarians who make an average of \$31-39,000 a year managing understaffed, underfunded libraries and serving hundreds of thousands of patrons a year are, through their "huge incomes" stealing money from the state coffers. And that fire fighters who dedicate their entire lives to saving people and protecting our homes and places of work, starting out at just \$31,000 a year, are gluttonous big wage earners.

But how can he make these arguments with a straight face? We all know this is untrue. These state workers, people who make our education and safety possible, make on average significantly less than private sector workers.

Still, has the Governor mentioned that the unions in Wisconsin have already expressed willingness to accept increases in employee contributions to pensions and healthcare? Of course not. Why? Because in order for him to retain support for anti-worker legislation in his state and others, he has to make this a pay issue – he has to inflate the idea that public sector workers are "cash-cows" who do nothing but sit back and take taxpayer money.

If a greater number of his supporters understood that the core of this issue is actually



Thousands of union members jam the Wisconsin capitol in Madison to protest legislation that would strip collective bargaining rights from public employees.

control – not pay – they may not support this anti-union legislation any longer.

This move against workers in Wisconsin is the first in what will certainly be a string of battles against some of the most important workers in our communities. The teachers who instruct our children, the firefighters and police officers who risk their lives every day to guarantee our safety, and the many others who work day-in and day-out for local and state governments making wages that are already well below what most make in the private sector.

Though Wisconsin quickly became Ground Zero in the attack against state workers, it was apparent at the start of the 2011 legislative session that Governor Walker and his pro-business buddies in the Wisconsin legislature were far from alone in their fight to balance the budget on the backs of the hard working middle class. Similar efforts are still being pushed in Ohio, Michigan, Florida, California and many other states around the country. Even Washington state saw the introduction of a similar bill to take pay from teachers to fill the budget gap. Thankfully, those of us who live and work in this great state had the support needed to squash the bill before it could get anywhere.

But these are just the first steps. The first attempts being made by extremist Republicans, backed by their rich and powerful

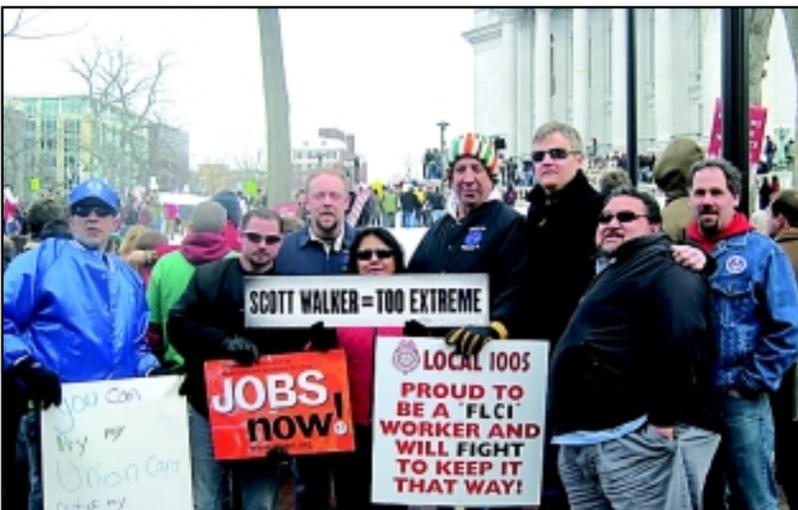
CEO friends, to put more power in the hands of big business while taking hard earned dollars out of the hands of the middle class. It's plain and simple – these actions are simply a glimpse of what is to come as Republicans try their hardest to erode the rights of many to fill the pockets of a few. And if they succeed – don't think that they won't set their eyes on those union represented workers in the private sector next. They already have.

It is one of the more ironic twists surrounding this Republican attack on state workers that Wisconsin should find itself at the heart of the battle for collective bargaining rights. As the first state to enact legislation that formally recognized the right of state employees to collectively bargain in 1959, Wisconsin was a pioneer for the rights of all workers. Now, over 50 years later, Wisconsin finds itself in a very different position – at the forefront of one of the most anti-worker battles since the beginning of the labor movement.

Since just after Valentine's Day, thousands of teachers, fire fighters, police officers, and other state workers accompanied by students, union advocates, and supporters from states all over the country have marched on the Wisconsin capitol building to protest the anti-union, anti-

Continued on page 11

Wisconsin Machinist and Business Reps rally at the state capitol.



Reps Help Educate Stewards at Boeing on LOA

District 751 Stewards in Everett studied Boeing Co. rules for taking long-term leaves of absence during a recent training session.

The session was called by Union Business Reps to discuss a number of problems Machinist Union members have encountered while trying to follow the leave process, said Business Rep Brett Coty.

"We seem to get a lot of calls on members who are off work without leave, or who didn't get their leaves extended and are now getting into trouble," he told stewards.

Coty was one of the leaders of the session, along with fellow Business Reps Ray Baumgardner, Ron Bradley, Chuck Craft, Jon Holden and Richard Jackson.

Forms for requesting leaves of absence used to be available at Machinists Union halls, but now, members must get the

forms through Boeing's Total Access service, the Business Reps said.

Machinists at Boeing may also request unpaid leave from their jobs under FMLA, the federal Family and Medical Leave Act. The law allows for up to 12 weeks of unpaid leave for the birth or adoption of a child, a newly placed foster child; or if the employee has a serious health condition; or if the employee is needed to care for a seriously ill spouse, child or parent.

To be eligible, an employee must have one full year of employment with Boeing, and have worked at least 1,250 hours dur-

ing the previous 12 months.

They must also call Boeing's Total Access service within 48 hours of their first day of absence to request leave under FMLA. Failure to do that is a common problem that gets a lot of Machinists in trouble, the Business Reps said.

"We're seeing a lot of corrective action because of that, just because they don't request it in a timely fashion," Holden said.

Stewards attending the sessions said they were useful. "It's a good idea," said Bob Jacobs, who held up a contract book. "There's so much in here we can't get caught up on."

Steward Kip Wilson agreed, saying he'd run into many of the problems the Business



Business Rep Brett Coty presents information on the procedure for leave of absence at Boeing.

Reps described himself while trying to take a leave of absence in 2010. "I wish I would have had all this information last year," he said.

Each member's case may be affected differently by the different contract language or company policies. If you are unsure what to do, contact the appropriate person, your supervisor, TotalAccess or the Union.



Business Rep Ray Baumgardner reviews weekly disability language.



Business Rep Jon Holden (center) answers LOA questions. Left: Business Rep Richard Jackson reviews Article 15 - Leave of Absence contract language.



Steward Randy Haviland (l) and Business Rep Chuck Craft discuss problems with TotalAccess and LOA.



Union Calls for More Aerospace Job Training

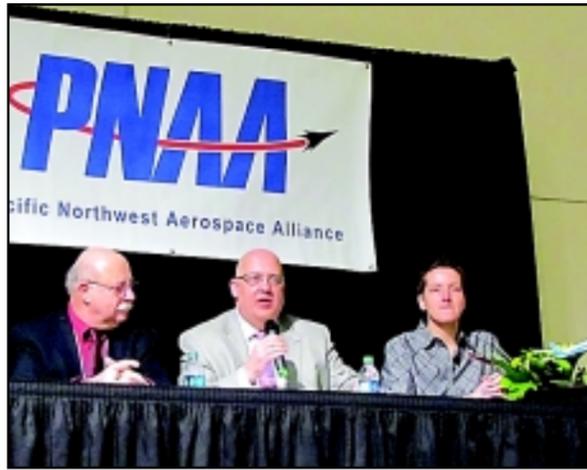
There's a story that's told at Boeing, about a long-time Machinist who spent decades of his career working in Renton building landing gear for 737s.

He finally retired, after long years of service. And shortly thereafter, inspectors on the 737 line started finding problems with the landing gear. Time went by, the problems kept cropping up – to the point that it was starting to affect delivery schedules – when someone got the idea to bring the recently retired Machinist back to see if he could figure out the problem.

Turns out that for years, he'd been grinding shims by hand to ensure that the landing gear fit together right, said Laura Hopkins, the executive director of AJAC, the Aerospace Joint Apprenticeship Committee. But nobody had ever asked him about it, so he'd never mentioned it – so after he left, nobody knew.

"That's the perfect example of what we're trying to stop before it happens," Hopkins told members of the Pacific Northwest Aerospace Alliance, who held their annual conference in Lynnwood in February.

Hopkins and District 751 Legislative Director Larry Brown were part of a panel discussion at the conference focused on workforce development.



751 Political Director Larry Brown (center) participated in a panel discussion on ensuring the aerospace workforce of the future has proper training. Also participating SPEEA President Tom McCarty and Laura Hopkins, Exec. Director of the Aerospace Joint Apprenticeship Committee.

Washington state is home to the "deepest and richest talent pool of any aerospace cluster in the world," Brown said. "It's Washington's No. 1 competitive advantage."

The Machinists Union is working with Hopkins' AJAC program to make the pool that much deeper.

AJAC is a state-funded program that helps aerospace companies hire apprentices.

The goal is to provide real-world, shop-floor training for newly hired aerospace workers, along with after-hours classroom instruction. AJAC helps the companies set up their apprenticeship programs, train the

trainers who will work with the new hires, and also provides some cash to help off-set apprentices' tuition as they study at community colleges.

So far, 60 Washington state companies have signed up to take part, Hopkins said, and by summer, AJAC will have established training programs in King, Pierce, Snohomish and Spokane counties.

"We're growing rapidly," she said.

The program needs to move quickly, panelists at the conference said. As the Baby Boomer generation starts to retire, there's only a five to 10-year window left to make sure they pass on their skills.

That's led to "dramatic concerns,"

Hopkins said, "about the shortage of aerospace workers and the need to train the next generation."

In addition, Boeing has increased its hiring in the past year, Brown noted. Typically, when that happens, the company poaches workers from smaller aerospace suppliers.

"That is a problem if we don't replenish that supplier workforce," Brown said.

Job skill development is a key component of District 751's vision for the future of Washington's aerospace cluster, Brown said. To that end, the union is working closely with AJAC to ensure the training it offers stays relevant and focused. The union is also working with the Legislature on a bill that would provide tax breaks for companies that hire apprentices through AJAC or similar programs.

"Our commitment to aerospace in the state of Washington is to all aerospace companies," Brown said. "We know that in the long run, if it's good for the aerospace industry, it's good for our union and its members."

Plus, it is "a lot easier to maintain and grow an aerospace cluster than to start one from scratch," he added. "Just ask South Carolina."

Analyst Predicts Long-Term Growth for Aerospace

For the aerospace industry, the Great Recession was little more than a hiccup. Now Boeing, its competitors and suppliers are looking ahead toward "irresistible" long-term growth, noted analyst Richard Aboulafia said.

"We went through the worst economic recession since World War II with 5.3 percent annual growth – that's weird," Aboulafia told people attending the annual conference of the Pacific Northwest Aerospace Alliance in Lynnwood. "There's absolutely nothing that we can see now that would indicate production cuts."

Aboulafia, who is vice president for analysis with the Teal Group in Alexandria, Va., said he based his forecast on some important trends:

- Air cargo has fully rebounded from a disastrous crash in 2008-09, which saw "the sorts of numbers you associate with nuclear war or an alien space invasion."
- Airlines worldwide are posting some of their biggest profits in history, showing strong growth in passenger as well as cargo; as a result, they have money to spend on fuel-efficient new planes.

• Growth is particularly strong in emerging new markets, particularly Brazil, India and China. China, in fact, is set to take nearly 15 percent of all aircraft produced this decade, Aboulafia said.

As a result, Aboulafia forecasts an increase in new orders for 2011. Boeing and Airbus are both increasing production in 2012, and – thanks to the new orders — the new higher rates are likely to continue for a while, he said.

There will be a slow-down in orders from 2013 to 2015, Aboulafia projects, as buyers wait to explore the new Airbus A320neo – and to see what Boeing decides about replacing the 737. But by 2016, he foresees the start of an industry-wide up-cycle, which will continue to at least 2020.

Boeing and Airbus are going to face new competition in the narrowbody segment, Aboulafia noted. But both Bombardier

of Canada and Comac of China face real hurdles in getting their new single-aisle planes to market, he said.

For Bombardier, the issue is that the company has adopted a

globally outsourced production model for its new C Series, much like Boeing's unsuccessful 787. The difference is that Boeing started with well-known and respected suppliers – who still couldn't deliver. Bombardier, on the other hand, has picked suppliers "who are extremely new."

Meanwhile, the Chinese face a number of other issues with their C919.

Since the dawn of the Jet Age, there's only been one new aerospace company in the world, Aboulafia said – that being Brazil's Embraer.

Embraer had nearly unlimited government support in Brazil, yet it still took nearly 25 years for it to successfully compete in the regional and business jet market, he said.

China today has a lot of money and people to devote to the new C919, Aboulafia said, and "a lot of people have the image that if they throw a lot of resources at an aircraft program, they'll actually get results."

But "it takes you a lot longer than you ever expect to get there," he said.

Aboulafia said China also has a problem in that Western aerospace companies – while eager to sell components and systems for the new Chinese plane – aren't willing to give Comac their latest-model electronics, for fear they'll be stolen and copied by Chinese suppliers who don't have to comply with strict copyright laws.

And overall, in aerospace, "having a labor-cost advantage, historically speaking, means exactly nothing," Aboulafia said. "What matters is skills and experience."

In time, the Chinese will gain those skills and experience and they're very likely to become serious competitors – but it won't happen soon enough to make the C919 a major threat to either Boeing or Airbus, he predicted.



The global aerospace industry is entering a period of irresistible growth says analyst Richard Aboulafia at the Pacific Northwest Aerospace Alliance in February.



Dist. President Tom Wroblewski (l) presents Travis Garman with a \$500 aerospace scholarship at the Pacific NW Aerospace Alliance Conference.

751 Sponsors Aerospace Scholarship

Travis Garman wants to either build or maintain commercial jets. The Bellingham man is that much closer to his goal, thanks to District 751.

Garman received a \$500 scholarship to Everett Community College from District 751 at the Pacific Northwest Aerospace Alliance conference on Feb. 8 in Lynnwood.

Garman said he was thankful for the scholarship and plans to use the money to finish his studies toward an aircraft maintenance technician's license. After that, "working for a big airline would be great," he said. "Boeing would be fantastic. Anything around planes."

District 751 President Tom Wroblewski attended the conference and presented the scholarship. "Our union is committed to both preparing the next generation of aerospace workers in Washington state, and to ensuring there are good-paying, high-skill jobs for them when they finish their training," Wroblewski said. "It was great to meet Travis, and I wish him all the best."

Joint Programs Delivers Integrated Training System for New Employees

Continued from page 6

but the news is spreading fast. Other organizations are now witnessing and hearing about the benefits of the Integrated Training System.

The team is getting requests from other programs interested in seeing how this Integrated Training System can work in their organizations, and have asked that their new employees in training be given the same

opportunities. In late January, representatives from Boeing Portland benchmarked the ITS process in Everett. Good news travels, and IAM/Boeing Joint Programs is proud to be a part of this success.

For more information about services IAM/Boeing Joint Programs please visit our website at work <http://iamboeing.web.boeing.com> or at home at www.iam-boeing.com



Stan Caldwell, 777 Wing Majors, is one of the Peer Coordinators in Everett.

RETIREMENT NEWS

February Retired Club Business Meeting Minutes

by Ruth Render,
Retired Club Secretary

The meeting was called to order by Vice President Helen Lowe. The "Lord's Prayer" was said followed by the flag salute and singing of "God Bless America."

President's Report: Vice President Helen Lowe wished everyone a Happy Valentine's Day and welcomed everyone to the meeting.

Roll Call of Officers: All Officers were present or accounted for.

Financial Report: The report was read by Treasurer Betty Ness. A motion was made to accept the report as read. **M/S/P**

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

Communications Report: There were no communications.

Guests/Visitors: There were no new guests or visitors.

Vice President Helen Lowe requested to suspend the regular order of business to welcome District President Tom Wroblewski to the podium. **M/S/P**

District President Tom Wroblewski welcomed everyone to the club. He said he is honored to be at the meeting today to present some service awards.

Tom reported he attended the 747-8 rollout in Everett on Sunday. There, they spoke of the incredibles. He asked how many at the meeting were part of the original group of incredibles in the 747 program. Many showed hands. He said that the 747-8 has 20 extra feet and it is indeed an impressive plane.

Tom also reported that Boeing is planning to increase its rates on the 737 to 38 planes per month. We are currently building more than one per day – proving the



Celebrating birthdays and anniversaries in February: L to R: Isaac and Rose Motola (Isaac's birthday), Toni and Al Morzenti (62 years), Vera and Calvin Doss (53 years).

skills and efficiency our members bring to Boeing every day.

Tom explained to the club that the International sends notices of service awards once a year. He requested that he be notified of any service awards that are being given to officers or members of the Retired Club so that he can present them.

The first award was presented to Calvin Doss. Calvin received the 45 year veteran's award. For this, he received a gold veteran's badge. Tom explained that he first met Calvin during the 1995 strike. He and his wife were a constant, helpful presence at the Renton Union Hall. There, they offered help wherever it was needed throughout the entire strike and their help was very much appreciated. Tom congratulated Calvin and thanked him for his unwavering service.

The second award was presented to Leroy Miller for his more than half century of service. Tom explained that he first met Leroy when they worked together in the shop. Even though he wasn't currently a steward at that time, Leroy always wore the Union colors and he was always happy to help. Tom congratulated Leroy and thanked him for his unwavering

ing service.

Tom said it was an honor to hand out the service awards and thanked the Club.

Tom also introduced Mike Flynn, Tom Lux, and Jesse Cote to the Club. Mike is visiting from the International and is here to take a tour of the AJAC Program.

Business Representatives Report: Health and Benefits Representative Garth Luark read the report.

Health & Benefits Report: Health and Benefits Representative Garth Luark spoke about a letter that some retirees may receive from the Company. This letter is regarding visits to the Emergency Room.

Garth explained this letter concerns him. The gist of the letter is when to use the ER. The Company wants you to look at other options rather than going to the ER, but our members should NOT hesitate to go to the ER if you feel you need to. Don't second-guess yourself.

Garth explained that his biggest concern is that people who receive this letter will second-guess themselves about going to the ER. Don't second guess yourself if you need to go. Go to the ER. And make sure that others that you know who may receive this letter also know that they should not second guess themselves if they feel they need to go to the ER. It's too important.

Legislative Report: Carl Schwartz wished everyone a Happy Valentine's Day. He explained that the biggest concern right now is Social Security. Congress has been meeting and many have been making crazy statements about adjusting Social Security.

But know that they haven't gone

through the process – even if the House did get together to make changes, they would still have to pass them through the Senate and the President.

Social Security is a very serious, very important issue. Without Social Security, many Americans would be in deep trouble – especially Retirees. And the real force behind "Social Security Reform" is a group of investors that only want to get their hands on that money to make investments. But we don't want that! There is nothing wrong with the program, it is separately financed and doesn't need to be changed.

Carl also reported that the Legislative Committee is working to schedule a meeting with Congressman Jim McDermott. We are very concerned about the potential cuts coming to the Basic Health Plan. This will impact over 18,000 low income seniors. The proposal is to cut their benefits. And what will happen if these seniors have no healthcare? I don't even want to think about it. That's just sad.

Carl also reminded everyone that we had a balanced budget in 1993. Not one republican voted for the balanced budget then. And from 1994 – 2001 we had a balanced budget. It can be done.

Birthdays & Anniversaries: There was one Birthday in February: Isaac Motola, 89 years. There were two anniversaries: Calvin and Vera Doss, 53 years and Al and Toni Morzenti, 62 years. The Club sang Happy Birthday.

Good and Welfare: Vice President Helen Lowe read a note from Helen Miller. Helen wrote "Comment to the President: Please do not let the Republicans cut Social Security and Medicare, that is the people's money. It is not part of the budget to cut. Somehow, it should be put in an account of its own, if possible. Is there a way to change the law, If the Republicans will let you?"

John Guevarra shared the Friday Alert with the Club and asked that everyone share it.

John also spoke about the Labor Council's Lobbying Training day that he recently attended. Legislative Director Larry Brown led everyone in lobbying exercises. It was a great day to learn how to lobby with our elected officials.

John also mentioned that they are working to see an expansion of the Apprenticeship Program at Boeing. It is an important program that helps train people for good Union jobs that we all support.

Adjournment: A motion was made to adjourn. **M/S/P**



District President Tom Wroblewski (center) presented Leroy Miller (l) and Calvin Doss with recognition awards for their years of continuous Union service.

Union Retirees:

Congratulations to the following members who retired from the Union:

- | | | |
|--------------------|---------------------|-----------------------|
| Evan L Anderson | Charles A Haberlach | Steven A Reed |
| Anthony Ballard, | Emma F Higgins | David K Sattler |
| Robert Beyke | Michel D Hoefflerle | Michael A Schillinger |
| Richard H Bonner | Darrell E Jeffries | Alfred Don Shove |
| Gary L Bovey | Melvin D Karki | Cynthia D Siddall |
| James G Bowes | Omer C Ketah | Gordon E Simon |
| Inez L Brader | Gregory J Koerner | Jimmy L Slakey |
| Michael H Campbell | Evelyn J Lampkin | Donald W Smith |
| Jared L Cole | James M Maurer | Robert W Sobota |
| Billy L Dunsworth | Sandro J Navas | Lacinda M Sokolik |
| Terry R Elliott | Rey R Odulio | June V Trubshaw |
| Robert O Filer | Victoria D Perez | Frank L Virgo |
| Ronald D Focht | Julia A Plank | Michael D Wells |
| Kenneth D Groves | Teddy W Rayford | Joseph R White |
| Merideth E Guild | Russell T Rector | Nelson B Zoubek |

Meetings

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

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

- Alliance of Retired Americans South Area Chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center (600 E. Smith St). We share information about developments affecting seniors, we decide on letters and e-mails to public officials expressing elders' concerns and what is happening to us. Come on in and sit in and see what goes on. For more info, contact Leroy Miller at 206-878-0601.

RETIRED CLUB OFFICERS

President	T.J. Seibert	206-329-0160
Vice President	Helen Lowe	206-523-9526
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
	John Guevarra	206-762-3848
	Mike Keller	206-723-4973
Union Office: (1-800-763-1301) or 206-763-1300		

FREE WANT ADS FOR MEMBERS ONLY

ANIMALS

INDIAN RINGNECK PARROT, \$225. 774-776-6586

MALE AND FEMALE chinchilla, \$125, cages and accessories included. 774-776-6586

MALTESE 7 MONTH FEMALE, very sweet, heart breaking to give her up, my large will hurt her, \$800. 425-397-0173

AUTO PARTS & ACCESSORIES

FORD 2 X engine with automatic transmission, 18K miles, \$500. 360-829-5430

1998 ESCORT automatic transmission, 50K miles, \$200. 360-829-5430

4 NEW 17" STOCK steel wheels from 2011 Dodge 1500, .5 lug, \$125. 253-862-5249

WHITE TRAILER made from a Chevy S-10 truck bed with ladder rack, new suspension, new tires, good wiring and front rack, \$400 perfect for landscaping. 425-785-6655

BLACK ALUMATEC canopy, fits Ford Ranger short box, \$100. 253-862-5249

MOTORHOME CHEVY 454 HUBCAPS, 4, 17", \$25 for all, good condition. 253-852-6809

AIRPLANES

AIRPLANE CESSNA 152, flying condition, sale due to retiree budget, located at Renton, contact my broker, Bob. 253-335-3944

BOATS

89 BAYLINER CAPRI 25' with trailer, 50 horse force motor, excellent condition, \$2500. 360-426-8866

COTTAGE INDUSTRIES

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

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

I SELL COINS ON EBAY during the first week of each month, my seller name is ifindhomesforoldcoins, hunt me down and have a glance. 206-799-2656

BOEING CRANE OPERATOR also licensed, experienced Real Estate Broker, available to answer all your questions, Von Provo, Admiral Real Estate. 425-359-0165

HOUSE CLEANER, 20 years of experience, hardworking, efficient, honest, very thorough and reliable, positive attitude, free estimates, references, call Diana. 206-949-6178

GRANDMOTHER looking for kids to watch, retired, references as a nanny or caregiver, love kids and lots of time, Auburn-Kent area. 253-939-1988

FRESH, LOCAL SEAFOOD, high quality seafood from all over the world, smoked salmon, Dungeness and king crab, live oysters, mussels, clams, salmon, halibut, prawns, lobster tails, frog legs, sole, cod, scallops. We can special order almost any type of seafood. Located on the corner of Hewitt Avenue and W. Marine View Drive in Everett. 425-258-1987

QUALITY PRINTING SERVICES, including copies, fax, laminating, color copies and prints, large format copies, bulk scanning, business cards, letterhead, envelopes, business forms, rubber stamps, desktop design, labels, wedding invitations, spiral and comb binding, folding, padding, stapling, located in downtown Snohomish and 1030 Ave D. Ste 3. 360-568-1644

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 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 March 17th

ELECTRONICS & ENTERTAINMENT

ORGAN - ELECTRONIC - Thomas - speakers, sheet music, ideal for small church or clubroom, beautiful. 206-932-6141

ACOUSTIC ELECTRIC GUITAR, Estebans, with case and all extras, fender amp, 400 hours of tape lessons, \$400. 253-347-2778

1000 ALBUMS, 90% played once, great condition, excludes Beatles 1st and 2nd album - Elvis in Concert. 509-685-1778

FURNITURE AND APPLIANCES

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

WHIRLPOOL S/S REFRIGERATOR, \$300. 425-741-1470

COMPUTER CABINET, pine, \$100. 425-741-1470

LAVAZZA ESPRESSO MACHINE, \$350. 425-741-1470

PINE AUDIO CENTER, \$200. 425-741-1470

BEDROOM VANITY with large mirror and matching chest, light finish, two bedroom night stands, three drawers each. 425-271-4902

CHINA CABINET, lovely light oak, comes in two pieces, best offer. 206-523-9526

ATTENTION! Looking for business owner/shop/individual who is interested in buying out my business, beautiful hand-made teakwood furniture, worth more than \$10,000. 425-418-0448

6 FT COUCH/4 FT loveseat, \$350, entertainment center, \$75, wood bar stools/cushions, \$50, heavy duty 2 in 1 handtruck, \$100, beveled glass/wood chandelier/flush mount ceiling light, \$50. 425-641-5567 afternoons and evenings

HOUSING

ASHFORD ECHO VALLEY, 5 m to park entry, 1995 mfg 3BD/2BA, 1050 sq ft, good home, corner lot, partially fenced _ acre, landscaped, 2 out buildings, \$125,000. 360-569-2126

ENJOY 2011 WITH YOUR own, deeded 2BD/2BA condo on beautiful Lake Chelan, too many amenities to list, call George for information. 253-846-2071

HOUSE FOR SALE, 1 1/3 acre, close to Auburn, Kent schools close by, walking distance to all three schools, older home, dead end road. 253-939-1988

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

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

MISCELLANEOUS

HUSQVANA ACCESSORIES, 8 spool thread holder for designer I, II, SE and SE/LE, 5x7 and 4x4 spring hoops, wheeled bag for sewing machine, and 27 bobbins. 360-802-3082

HOUSEPLANTS, Dieffenbachia picta a tropical plant with large leaves - some 3 ft tall, some 2 ft tall, some in dirt and others in water, \$20 - \$35, very healthy, nice plants. I so-called corn plant, 5 ft tall, \$35 nice. I split-leaf philodendron, nice, \$25. Outgrowing my home. 253-852-6809

NATUZZI ITALIAN LEATHER 2 piece sectional, removable cushions, 104" by 72", new \$1200 asking \$800. 425-741-1470

FOLDING TABLE, 36 inch x 72 inch, \$10 OBO. 206-878-0601

2 SETS WHITE WITH GOLD trim dining dinnerware, 8 piece set, 8 plates, 8 cups, 8 saucers, etc, \$10 each set OBO. 206-878-0601

1939 9-N FORD TRACTOR, good condition, runs good, \$1850, ask for Olaf. 206-242-6905

POWER WHEELCHAIR, Jazzy by Pride, cost new \$4200, used only a few hours, will sell for \$2900, perfect condition. 253-520-1999

5 BOEING SERVICE PINS, 5 years through 25 years, \$50. 541-504-6115

SUPERSPORT HUBCAPS, 13" for 3 of them, 1 smaller 1964 or 1965 from Chevy car, Nova or Chevelle, \$15 each OBO. 253-852-6809

LINCOLN HUBCAPS, 3, 15", good condition, \$15 for all. 253-852-6809

10 FT METAL HAND BRAKE pro II by Tapco, in great condition. 253-852-6809

DAYTON - 24" FANBELT drive tube axial for hazardous locations, 220 volt 20 amp with 15' cord, new paint, \$550. 360-983-8424

PROPERTY

LOT IN SAN JUANS, lot 133, Center Island, between Lopez and Decatur islands, comes with water, airstrip, clubhouse, boat docks, call my broker, Peter. 360-378-8051

3 CEMETERY LOTS in the Rose Garden at Floral Hills for sale, \$2100 for the 3. 951-925-4361

3 LOTS AT CYPRESS LAWN Memorial Cemetery in Everett, \$1100 each, you pay transfer fee \$200 each or \$200 for the 3, firm. 425-355-2167

5 WOODED ACRES, just a few minutes east of Arlington, WA, very quiet and private, underground power and telephone property, \$49,995. 360-435-24

RECREATIONAL MEMBERSHIP

WORLD MARK BY Windham 6000 credit points, check website for locations and amenities, \$12000 plus \$150 transfer fee, \$555 yearly maintenance fee, OBO. 509-525-7472

KALA POINT TIMESHARE, near Port Townsend, highly desired loft, 2BR/2BA sleeps 6, 1/12 ownership, 4 weeks per year, tennis, pool, spa, beach, \$4500. 520-638-7024

RECREATIONAL VEHICLES

CROSSBARS FOR SUV with Thule locks and keys, good for skis, kayaks, canoe, carryalls, etc, 57" crossbars, like new condition, \$150. 253-925-0593

SAND RAIL - VW dual part 1600 motor, paddle tires on back, smothies on the front, 2 seats, \$1200 OBO. 253-880-6944

SPORTING GOODS

WEIDER PRO WEIGHT bench, 155 lbs of free weights, also 40 lb bar, \$125. 425-288-0355

GUN SAFE, all steel, holds eight guns, up to 52" long, padded bottom and barrel rests, \$80. 253-848-3990

WINCHESTER SUPER X2, shoots up to 3 1/2" mag, new condition, with dozen duck decoys and 2 shot shell belts, inherited, \$675 OBO. 425-745-8084

TOOLS

6 EACH 7 _ inch circular saw blades, 5/8 round arbor hole, \$4.00 OBO 206-878-0601

SEARS 10 INCH radial saw, comes with workbench and 7 saw blades, \$110 OBO. 206-878-0601

FLOOR JACK 1 _ ton, lift 15 inches, \$5.00 OBO. 206-878-0601

2 SOCKET WRENCH SETS, 40 piece, 3/8 and _ drive, \$4.00 OBO. 206-878-0601

48 INCH LEVEL, \$2.00 OBO. 206-878-0601

VEHICLES

1972 DATSON PICKUP truck, rebuilt engine, runs and drives, lots of extras, \$1400 OBO. 206-333-4142

2001 YAMIHA VINO scooter, 2 stroke, runs well, \$800 OBO. 206-333-4142

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

Ad (25 word limit. Please print).

Phone (or Address)

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

Name _____ Clock Number _____
 Address _____ Shop Number _____

Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is March 17th!

2004 PONTIAC GRAND PRIX, silver, loaded, low miles, economical, fast, original owner, excellent condition, always garaged, \$10,995 OBO. 360-802-3843

1991 CADDY TOURING coupe in excellent condition, low mileage, \$5000 firm, must sell. 425-277-1997

1982 BUICK REGAL 2DR V6, good condition, white w/ blue top, under 50K original miles, new shocks, new headliner, \$3000 OBO. 425-745-2237

1989 TOYOTA SR5 PICKUP, 4 cylinder, 69K, 4x4, 31 plus MPG, new brakes and shocks, roll bar, \$5900 OBO. 425-210-9113

1993 F150 4X4, loaded, clean, dependable, ext cab fiberglass canopy, bed liner, new tires, all fibreglass maintained, 190K, am/fm cd player, \$3200 firm, I work second shift. 425-743-7720

1991 HONDA 5-SPEED, time belt, alternator, radiator, brakes all mechanically fixed, lights work but a dent, good runner, sell at \$750 OBO. 360-387-508

FREE

FREE LUMBER and wood, garden tools and saws, hacksaws, polesaw, high lift jack. 425-271-4902

FREE 1978 CURTIS MATHIS stereo, will play single record, changer needs repair. 425-226-7252

WANTED

HIDABED SOFA, twin size needed, no wider than 67", good to excellent condition, ask for Debbie. 253-249-4553

LOOKING FOR A-750 Triumph motor cycle, any shape. 253-839-9266

COLA Generates 4¢ in Boeing Contract

Effective March 4, 2011, a 4 cent cost-of-living adjustment (COLA) will be added to the hourly wage rate for IAM members at Boeing.

This is the first COLA members have received since ratifying the current contract. Since the contract's effective date on Nov. 1, 2008, the Consumer Price Index has fallen from the near-record levels set in the second quarter of 2008, which was the base quarter.

During that quarter, gas prices hit \$4.50 a gallon and home prices were at an all-time peak. Prices for both fell sharply in 2009, as the Great Recession hit, and while they climbed steadily in 2010, this is the first quarter that the Consumer Price Index has gone over the base level since then.

As defined in the contract with Boeing, COLAs are computed quarterly, and folded into base rates of pay annually



each September. COLA is added to the base rate for those employees who are on the active payroll – or who are on approved leave of absence for less than 90 days – as of the effective date of a adjustment, which is March 4, in this case.

Throughout the year, cost-of-living adjustments are paid as an additive to base wages, shift differentials and premiums. The contract's fold-in provision protects wages from "negative COLA" – or cuts to hourly pay based on a declining Consumer Price Index – in all but one scenario. (An example of that, if wages rise 25 cents an hour through a COLA in March, then consumer prices fall back in



L to R: Business Reps Ron Bradley, Jon Holden and Stan Johnson discuss the COLA language in the Boeing contract.

July, a "negative COLA" could deduct a portion of the earlier COLA gain – but not more than the 25 cents.)

Not all employees receive the same COLA amounts: new hires don't earn COLA generated before their date of hire, and employees on an inactive leave of absence (more than 90 days) do not generate COLA, unless they're on military leave or leave for an industrial injury or illness.

Turbulence Author Examines Changes at Boeing

Continued from page 4

These things aren't just happening at Boeing, Greenberg said during his lecture. His team believes the changes at Boeing are similar to those across Corporate America. But there's a big difference, he continued: "Most private-sector workers don't have the protection of unions."

In the book, the authors wrote that the bad news is that "Boeing may be as good as it gets for American workers," the authors said.

They explained that "The vast majority of Boeing employees, unlike the overwhelming majority of private sector workers in the United States, are represented by relatively strong and active unions, and as a result, retain higher than average salaries and a wide range of company-provided benefits."

If other working Americans want better working conditions, forming unions and becoming politically active are about the only options, Greenberg said. He said voters should push governments, companies and unions to expand job-training options and bring outsourced work back to America.

Without the support of either a union or friendly politicians, working-class Americans are on their own, Greenberg said.

"If we want firms to do good things, we have to require that they do them," he said. "Unions are the only organization that has an interest in the economic well being of working people. Unions are it."

Turbulence is available at Amazon.com for \$25 and at local libraries.

Wisconsin: The Battle for the American Dream

Continued from page 7

worker legislation. Every day, protesters are standing up for what they know is right – and making history by doing so. Teachers are staging "sick outs", state biologists are standing united with state patrol officers, librarians are marching with union advocates, and students are taking to the capitol to support the education that they deserve and jobs that they dream of someday holding.

As commentators on both sides of the aisle have intimated, should Wisconsin leaders allow such a bill to pass, it will only be a matter of time before the rest of the states in this country see similar legislation forced on their constituents. And this will impact more than just public sector jobs. As the public sector goes, the private will soon follow if we allow it.

Though many of the unions in Wisconsin have agreed to discuss financial concessions, their right to collectively bargain for the safety and rights of their members is not something that they are willing to concede. And unions from around the country are standing united with the many in Wisconsin. As things progress in Wisconsin, we urge all of our members to send their support to those who are standing together to fight for a better, stronger future. To stand together in defense of the American Dream.

And what is the American dream if not

a reality where schools are able to hire only the best and most educated teachers to instruct our children, where fire houses are well staffed so that they can reach each fire quickly, where police officers are equipped with the knowledge of how to safely navigate each situation, and where libraries are open to all who want nothing more than to learn. If the American dream is this dream of a real, true, united and honest prosperity, then how on earth can we allow it to be squandered by greed, the conquest for control, and bottom lines? We can't.

Please support the workers in Wisconsin as the fight for what we all know is right. They risk all that they have to guarantee a strong future for all of us. Though we cannot all be there in person to march in unity, we can show our solidarity in a number of ways.

The AFL-CIO has a page where you can pledge support and get the latest updates. That site can be viewed at <http://www.aflcio.org/issues/states/>. There is also a petition available at YPERLINK "http://www.wearewisconsin.org" www.wearewisconsin.org and support can also be shown to the many in Wisconsin and other states by visiting the We Are One page on Facebook.

United we stand; divided we fall.



Above: Machinists taking part in the Wisconsin protests (L to R:) Russ Krings, Curt Grienerger, and Pat O'Connor

Left: Wisconsin Machinists Local 873.



L to R: Local A Officers Rich McCabe, Wilson 'Fergie' Ferguson and Jason Redrup finalize incentives for the Local A "Get Involved in Your Union" program.

New Program to Get Members Involved

Continued from page 1

We want them all to participate, which will make our union even stronger. With the Boeing contract coming up next year, it was the perfect time to kickoff the program and start the education process."

Local A has already started the recruitment and had 12 new members attend their first meeting in February. Members were welcomed from the podium and given the opportunity to speak at the microphone if they wanted.

Locals A, C and F are printing postcards inviting members to attend a Local Lodge meeting, which will be distributed by Union Stewards on the shop floor. This will ensure members meet their Steward and know the person to turn to with contract or work questions. Those Stewards who bring new mem-

bers will be entered in a raffle drawing as incentive to get more members involved.

The invitation has coupons for items members can redeem at the monthly lodge meeting such as a free union T-shirt when a member attends their first local lodge meeting. There will also be coupons inviting the member to join MNPL and Guide Dogs of America.

The Eastern Washington locals are also kicking off similar programs for members there.

The strength in numbers and solidarity theory are the driving force in unions and key to our success. The more members who take ownership in the Union, the stronger we are at the bargaining table, in the legislative arena, in community service with the results being a better community for all.



District President Tom Wroblewski and Sec-Treasurer Susan Palmer meet with Local Lodge leaders Jay Carterman, Paul Veltkamp, John Lopez and Jason Redrup to explore ways to get more members involved in the union.

EASTERN WASHINGTON

Funding Secured for Inland NW Aerospace Technology Center

AJAC, the Aerospace Joint Apprenticeship Committee, has helped secure \$275,000 toward building a new home for the Inland Northwest Aerospace Technology Center planned for Spokane.

The building is planned to be built near Spokane International Airport and is intended to be the new home of Spokane Community College's Aviation Maintenance Technician School.

The building also would house AJAC's aerospace apprenticeship programs in Spokane, and other customized business and industry training, including programs created in partnership with the new Washington

Aerospace Training & Research Center, which already has opened a facility at Paine Field in Everett.

The funding from AJAC "brings us one step closer to actual design and construction of the facility, which will enhance SCC's ability to train the skilled technicians needed for Washington's rapidly expanding aerospace industry," said Joe Dunlap, the Spokane Community College president.

AJAC is the statewide state-funded group

that develops and implements registered apprenticeship programs for aerospace and related industries, with the goal of creating the next generation of skilled aerospace tradespeople. Its programs are helping train aircraft parts machinists, composites technicians, aircraft interiors assembly mechanics and aviation maintenance technicians.

District 751 is a strong supporter of AJAC, having helped secure state funding for its creation in 2008. District 751 representatives also serve on the AJAC board.

In Spokane, AJAC is working closely with SCC on a number of projects, officials said, including an effort to develop one statewide curriculum for aviation maintenance training pro-

grams.

That effort was nicknamed the "Fighting 147s Project," from the Federal Aviation Administration's Part 147 regulations that cover maintenance training programs. It is intended to raise training standards statewide, expand training opportunities for more people interested in aerospace careers and increase the ability of students to transfer between the five community and technical colleges in Washington that offer AMT training.



Business Rep Steve Warren talks with reps from the Aerospace Joint Apprenticeship Committee (AJAC), which helped secure \$275,000 to build a new aerospace technology center near the Spokane airport.

Leadership Acknowledged in Yakima

At the February Machinists Union meeting in Yakima, Union leaders presented Dave Bailey and Jack Clinton with recognition awards for their assistance in recent negotiations at Pexco.

The awards were presented in front of their peers to thank them for the extra effort they put into securing a new contract at Pexco.

In the recent contract ratified in November, members gained two additional Union Steward positions to ensure better representation on all shifts and shops. With the additional positions, Steward Jack Clinton (who is beginning to plan for his retirement) decided to step down as Union Steward to give other members a chance

to serve as Steward.

The Union presented Clinton with a cake to thank him for his service as a Steward.



L to R: Staff Assistant Ken Howard presented recognition awards to Jack Clinton and Dave Bailey for their help in the recent Pexco contract negotiations.



L to R: Business Rep Steve Warren, Steward Wayne Griffith, Jack Clinton, Steward Dave Bailey, Steward Sam Jensen and Staff Assistant Ken Howard were on hand to present Clinton a cake for his service to the membership as a Union Steward.

Union Effort Overturns Unjust Termination for 31 Year Member

Continued from page 1

to the Hanford Atomic Metal Trades Council (HAMTC) grievance board to see if a quick resolution could be reached. At that time, the Union tried to get the company to acknowledge they hadn't followed procedure, had no documentation to support their action and could have a swift and less costly resolution – rather than taking the case before an arbiter.

The company refused to change their decision so the Union proceeded through the arbitration process. After hearing both sides and reviewing all the facts, the arbiter agreed with the Union that the employer did not have just cause for termination and ordered Jose to be reimbursed for any and all lost wages and benefits (less a two-week suspension).

"The company didn't want to listen because it was too personal. They couldn't step back and ask if their action was justified," said Jose. "Without the union I would have had no

"I wouldn't be back at work today without the Union. I wouldn't have had the money or resources to pursue it alone. Others should join a union if they get a chance because you don't know what can happen."

-- Jose Salazar

recourse or even a way to question what the company did."

Often companies insist grievance settlements not be disclosed – making it hard for the union to publicize the results they bring for members. However, arbiter's decisions are not gagged and can be reported.

"This is a great win for organized labor. We are out there working for our members every day. This shows what having a voice in the workplace can do for you," said Staff Assistant Ken Howard. "This decision educates workers on how a Union can help if their rights are violated and is a good example of how we help workers when an injustice occurs."

Jose echoed that sentiment and said, "I wouldn't be back at work today without the Union. I wouldn't have had the money or resources to pursue it alone. Others should join a union if they get a chance because you don't know what can happen. You need unions all the time even when things are good to ensure you have an advocate and voice on your behalf."



Members in Goldendale met with Union leaders and reviewed each article of the contract to help formulate proposals for their upcoming negotiations this fall. The current contract expires in November.

Goldendale Members Begin to Identify Contract Issues

IAM members in Goldendale working at the Roosevelt Regional Landfill are preparing for their upcoming contract negotiations with Allied Waste.

The current contract expires in November and members have already started to identify issues. At Union meetings, members are going article by article through the existing contract and discussing areas that need improvement or revision.

"I am impressed with the turnout we have had at the weekend meetings and the interest shown in the upcoming con-

tract. Membership participation is key to successful negotiations and ensuring accurate two-way communication between members and union leaders," said Staff Assistant Ken Howard.

With over 120 Machinists Union members, this is one of the larger employers in Klickitat County. This is the tenth largest landfill in the country and the largest waste by rail operation in the United States – making their jobs vital to not just Eastern Washington, but the entire Pacific Northwest region.