

Saving Jobs Bit-by-Bit

New Kitting Process Preserves Hourly Jobs

Less than two years ago, as Boeing continued to shrink the footprint of its Auburn plant, the Cutter Tool Service Center (CTSC) was in jeopardy of being eliminated – with all the work potentially going to an outside vendor. Employees and managers were challenged to not only justify the \$5 million required to move to another location in Auburn, but to build a business case that would show a need for their existence well into the future.

Boeing employees responded with determination and innovations that not only preserved CTSC, but resulted in it being deemed a “Center of Excellence” that all other Northwest Boeing plants are expected to utilize.



Kits from Auburn CTSC contain all tools needed for a job, as well as slots to return dull parts to be resharpened.

Their new ‘kitting’ process delivers full service to hourly mechanics, thereby making them more efficient and productive, while creating additional work for our members at CTSC.

IAM Work Transfer Site Representatives Sherrie Williams and Larry Kuebler recognized the potential for IAM jobs by having our members build, deliver and manage kitting, and helped develop the business case that landed this work package. They met with all affected employees and ensured that everyone understood their changing role in the process.

Business Rep Tommy Wilson, who represents the shop, noted, “CTSC had to change to survive or Boeing would have com-

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Don Ferro (l) shows Business Rep Tommy Wilson how the new kitting process at the Cutter Tool Service Center in Auburn has saved jobs. Some toolroom clerks have been reassigned to perform kitting functions.



Joe Stephens (r) describes to Business Rep Emerson Hamilton (l) and Steward Ken Inglet work he now performs, which saved him from a medical layoff.

Options Offer Alternative to Layoff

Without the help of his Union, Joe Stephens would not be on the active Boeing payroll today. He credits Union Stewards Jared Moschkau and Ken Inglet with finding alternatives that placed him in another job. In addition, these Stewards also ensured Joe received the seven days holiday pay he had coming – per the contract.

Because he had served as Steward in the late 1980’s, Joe wisely requested

Union representation when he was called to a meeting with management and HR. Joe suspected the meeting would result in a medical layoff. His suspicions were confirmed when the Company produced paperwork to that effect.

Instead of processing the medical lay-off, the two Stewards tag-teamed and questioned management on other jobs in the area that Joe could possibly perform.

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Lobbying Olympia to Preserve Aluminum Jobs

Our message in Olympia this year remains the same as last year: JOBS! With the 7E7 secured for Everett, the legislative effort this year turns to saving our final two aluminum factories in the state - the Wenatchee Alcoa Plant and the Intalco Plant in Ferndale.

These are good paying, family-wage jobs located in rural areas of the state. Like, Boeing jobs, they are not easily replaced.

District 751 President Mark Blondin sent a letter to every member of Local 1123 urging them to contact their legislators to request support for House Bill 2339 and Senate Bill 6304. These bills would provide temporary tax incentives to preserve jobs at the two remaining aluminum plants in Washington until



Local 1123 member Jim O'Brien e-mails his legislator urging passage of a bill to preserve jobs at the two remaining Alcoa plants in our state.

lower BPA rates can go into effect in late 2006. Members there know all too well the consequences should the bills not

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Drive Stresses Need to be in Politics

District 751 kicked off an MNPL (Machinists Non-Partisan Political League) campaign February 17. As part of our efforts to strengthen our voice in government, Stewards and members will be asking other members to donate a minimum of \$1 per month through payroll deduction to help elect candidates and support issues that are important to working families. You can make cash contributions also but the focus is through payroll deduction.

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Gloria Millsaps (l) and Kent Sprague (r) discuss the importance of preserving aluminum jobs in the state with Senator Jean Berkey. Both the Legislative Committee and Women’s Committee lobbied legislators on this issue.



Checking the Figures

Union efforts result in \$22,000 for retiree

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Union helps push for federal extension of unemployment benefits to help laid-off members

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REPORT FROM THE PRESIDENT

Talking Tankers, Team Leader and Honoring Careers

by **Mark Blondin**,
District President

The Government investigation into the 767 Air Force tanker deal has stalled the closure of the sale. As a result, Boeing announced approximately 50 IAM members in Puget Sound would be affected and they would make every effort to place them. And they should. It was not the mistakes or the ethics of the IAM workforce that caused this delay. We have worked hard to see this deal through and continue our efforts to deliver this order for Boeing workers. I have been in contact with Senator Murray's office, as well as Congressman Norm Dicks. Both are optimistic that the deal will get done because it is an airplane that is needed and the best product to do the job.

I have had a few members contact me



about the Union's position on the Team Leader language in the 2002 IAM/Boeing contract (that was rejected by 60% of the members). My position is that we should not participate in this program nor endorse it in any way. Team Leader represents a direct attack on seniority-based advancement. For many of us, our seniority is all we have, and 90% of the workforce will never be picked to be a "Team Leader." Boeing refused to enter into any meaningful dialogue on the context of their language. When Boeing proposed this language, they said many of their current leads lacked leadership and communication skills. These were the same leads who carried Boeing through their crisis in '97. Remember who delivered a record 620 airplanes – IAM members. We proposed in negotiations that current and future leads be offered training in these skills, and we of-

fered to engage the IAM/Boeing Joint Programs to facilitate this training. If Boeing can send all their managers to soft skills training, why not send the IAM leads? Our counterproposal not only had an education piece, but a seniority piece, as well. Once you took the necessary training, you were ranked by seniority. Then the most senior trained individual would get the chance to be the lead over his/her peers. It was a fair and equitable counterproposal.

Boeing rejected any and all IAM input to **their** language. They want a system where they pick the leads regardless of training or tenure, and they control who stays and goes, for any reason. Read the language. No rights to the job. No grievance rights in connection to the job. The pay difference is considered "premium pay" i.e. it does not count towards your pension under the alternate formula. It has no business in our contract, and I applaud the members who say no to team leader.

Finally, Business Representative Larry Monger retired March 1 after many years as an IAM member and Business Representative. Larry worked in the plant as a maintenance electrician and served the Union in many capacities over the years, including Union Steward, Local C President, Local Lodge Officer, Grand Lodge Convention Delegate, Business Representative and most recently District 751 Grievance Coordinator. I know many of you have a friendships, as I do, with Larry. He truly enjoyed working with people and helped countless thousands during his career at Boeing and at the Union Hall. He is truly appreciated and will be sorely missed. Good luck Larry, to you, Jeanne, and your family during your retirement years. You will always be a welcome sight around here.

These Two Members Are Priceless Jewels

By **Lucille Anderson and Lem Charleston**
Human Rights Committee

The 1940's constituted a great awakening in America. We experienced the beginnings of a togetherness not seen before in this great nation. Our ability to live out the meaning of our creed had begun to confront us in a way never before noticed on such a wide scale and involving so many different folks.

By 1942, America had become the cohesive country that one Japanese general had warned his nation about. In some areas, the color line had begun to crumble. It was being chipped away by the need to work together; our survival as a nation greatly depended on this.

It was in 1942 when Pearl Armstrong started her career at the Boeing Company in Wichita, Kansas. A career that spanned over forty years, and ended in 1985. In those days (1942), her pay was sixty-seven cents an hour on second shift.

Mrs. Esther Donahue started her career at Plant II in 1943 and retired in 1988. Mrs. Donahue was a riveter, who was also allowed to buck rivets.

Mrs. Donahue recalled, "In the war years people were in and out of the Boeing Company like cattle."

These two women, though not allowed to join the union and reap the benefits of being in a union, did their duty and pressed through the invisible and sometimes inactive color line. Mrs. Anderson and Mrs. Donahue are two of many African American women who have gone almost unnoticed.

When we hear the term "Rosie the Riveter" what comes to mind is usually not the face of a lovely African American woman. However, a picture was found with eight of the many African American women in front of a Boeing B-29 bomber (see photo above right).

They are the African American Rosies we seem to have forgotten. Many of us never knew they existed. However, as fate would have it, their contribution to the war, to equality in the workplace and their contribution to the Boeing Company cannot go unnoticed.

In the description of Mrs. Armstrong, the atmosphere was good. She never experienced too much racism at that time. This was at a time when African Americans were not allowed to join the IAM.

African Americans had to have a "work permit" to work at the Boeing Company. This permit was color coded according to the month. They had to have this permit with them at all times while working in the factory. She estimates during

this period the African American population within Boeing totaled around five percent. There were no African American leads or managers that Mrs. Armstrong had ever seen. She did have

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The Union is looking for information on these Boeing workers. Front row l to r: Katie Jeffries, Althea Skelton, Ella Mae (last name unknown), Mary Johnson. Back row l to R; Louise Williams; France (last name unknown), Velma Glass Johnson, and Florence Thomas.

Rosie's War: The Fight for Workers' Rights

"A Workers' Rights History Conference" Saturday, March 27

Sponsored by Machinists Union District Lodge 751,
Human Rights Committee, Women's Committee and Labor History Committee

Registration 9 a.m. Conference 10 a.m.-4p.m.
\$10 pre-registration fee includes lunch/\$12 @ door

Rosie did her part. Now we want YOU to do yours! Attend this very informative event, which will feature various distinguished speakers, including IAM International President Tom Buffenbarger. In addition, the conference will offer educational workshops and is open to anyone interested in learning more about our history and the impact on workers' rights.

"A Workers' Rights History Conference" Registration Form

Saturday, March 27 - Seattle Union Hall (9135 15th Pl. S.)

Name: _____ BEMS# _____ email: _____
Address: _____
Home Phone: _____ Work Phone: _____

Special Needs? Call 206-764-0335 or 1-800-763-1301, ext. 335 to make arrangements for:
_____ Daycare with advance notice (fee) _____ Diet _____ Hearing Impaired

Pre-registration form must be received by March 19. Mail completed form and \$10 check to: Workers' Rights History Conference, 9125 15th Pl. S., Seattle, WA 98108
OR \$12 registration @ door on March 27

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

Mark Blondin

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 - 8729 Airport Rd, Everett; 425-355-8821
 - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
- Toll-free to Seattle from:
Nationwide 1-800-763-1301
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751 AERO MECHANIC

Connie Kelliher, Editor

Member of The Newspaper Guild,
CWA #37082

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POLITICAL ACTION

IAM Endorses Christine Gregoire for Governor

Two of the state's largest unions (SEIU and AFSCME State Council 28) joined District 751 at a press conference to announce the early endorsement of Christine Gregoire for Washington State Governor. Together, these Unions represent approximately 145,000 Union members in Washington State.

Late last year, the Union polled all members attending the eight monthly local lodge meetings, as well as a District Council meeting and retired club meeting. Those results helped determine who we endorsed.

District 751 President Mark Blondin declared, "Throughout her career, Christine Gregoire has delivered real results to the people of Washington state and become a true champion for working families. She has shown time and time again that she has the courage and inde-

pendence to stand up and fight for Washington families – whether it is taking on the pharmaceutical companies or fighting to keep Boeing jobs - she has always been there for us. Christine was there for us last year working hard in the fight to land the 7E7 in Everett and keep a strong aerospace industry in Washington. She is all too aware that we have watched over 13,000 of our Union members get laid-off from Boeing in the past few years. These people need to find jobs and that is her priority."

As Governor, her priorities are to get our economy back on track, create jobs, retain and grow local businesses, and deliver affordable health care. These are our top priorities, as well.

She has stood up for our retirees with her fight for prescription drug coverage



As a press conference on February 23, Machinists were joined by representatives from SEIU and AFSCME State Council 28, in endorsing Christine Gregoire for Governor. The Unions represent 145,000 members in this state.

and health care reform. She supports our laid-off members with job creation and increased education, and has fought to keep our active members working. Throughout her career, there has never

been a time that we have called her, that she hasn't been there to help.

We need a leader that will bring people together to get results. That leader is Christine Gregoire.

Members Deluge Olympia to Preserve Jobs

Continued from page 1

pass. They not only responded, but got family members, friends and neighbors to make calls, as well.

District 751 Political Director Linda Lanham has been in Olympia every day of the session working the issue. In addition, the District 751 Legislative Committee converged on Olympia to emphasize the message. The 751 Women's Committee also visited Olympia to help deliver the message on jobs and other important family issues.

The efforts paid off as the House overwhelmingly approved the aluminum legislation by a 92 to 5 vote on February 13. As the *Aero Mechanic* newspaper went to print, the bill appeared to have widespread support in the Senate, as well. Leaving nothing to chance, District 751 also lobbied Governor Locke to ensure that he would sign the bill into law.

To put the urgency in perspective, consider in 1998, we had nine major aluminum plants operating in Washington that provided about 5,000 direct jobs. Today,



Local 1123 members Bailey Olin and Barry Wright took a moment to e-mail legislators on the importance of saving Alcoa jobs.

there is only one that is still producing aluminum (Intalco in Ferndale), and it is not operating at full capacity simply because of the outrageous electricity rates from BPA. The Wenatchee Alcoa plant stopped production in 2001 when power rates escalated, but through an agreement with Chelan County PUD, Alcoa continues to pay workers their salary while Alcoa sells back their power. With these final two plants remaining, there are fewer than 1,000 direct jobs in the state.

The tax incentives would preserve these family-wage jobs until the BPA's current rate period ends in 2006, after which rates should be lower (which increases the likelihood of aluminum production and greater employment). If the two remaining plants can continue to operate or maintain a trained workforce until energy rates become more affordable in 2006, they are likely to continue providing energy stability and high wage jobs in rural Washington for many years.



Business Rep Zack Zaratkiewicz (l) discusses the importance of MNPL participation with Stewards Steve Foster and Phil Larvie (r).

MNPL Drive Begins

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This is the most critical time for working people of this country. Our top issues – jobs, industrial policy, health care, pensions/retirement – ALL must be addressed in the political arena, as well as at the bargaining table. Only by working through the legislative arena at the local, state and federal level did we succeed in landing the 7E7 – MNPL was an integral part of that success.

THE TIME IS NOW, RIGHT NOW to bring these jobs back to America and get our country moving forward again.

How can you help? Sign a payroll deduction card for \$1 or more per month. Cards are available through your Steward or at any Union office. Donating \$7.51 or more per month enrolls you in the prestigious 751 Club. Special events honor 751 Club members including a dinner dance where you and a guest are invited to dinner, a night of dancing, and a chance to meet various state and federal officials.

THE TIME IS NOW, RIGHT NOW to do what is right for your family. Contribute to MNPL and let's all get to work.

Steward Helen Lowe reviews the MNPL pamphlet given to Stewards to use as a tool to educate members on the importance of contributing to MNPL.



Photo above (l to r): Mark Little, Senator Bill Finkbeiner, Cheryl Hughes, Rick McKinney and Lucille Anderson talk about the importance of preserving jobs.

Photo right (l to r): Pam Black, Representative Erik Poulsen, Rebecca Pohl and Lucille Anderson discuss issues affecting working families.



POLITICAL ACTION

Cantwell Urges Extension of Benefits

District 751 President Mark Blondin joined U.S. Senator Maria Cantwell at a press conference on February 23 urging President Bush and Senate Republicans to grant an extension of unemployment benefits. Many unemployed workers also attended the conference, including two laid-off 751 members: Todd Small and Maureen Hoff.

Senator Cantwell is leading the fight in the Senate to extend benefits to thousands of laid-off American workers.

Cantwell declared, "More than a dozen times my colleagues and I have asked the Senate to extend the federal unemployment insurance program, and each time Republicans have objected. In the meantime, Congress' failure to act leaves 90,000 more unemployed workers each week out in the cold without any help. Until this economy is producing enough jobs to put America back to work, Congress has an obligation to make sure families can put food on the table."

"Unfortunately, the Republican leadership won't let

Congress vote to extend unemployment benefits until they receive marching orders from the President. I implore the President to break his silence and urge Congress to reinstate the Temporary Emergency Unemployment Compensation program," Cantwell added.

Cantwell emphasized that the program is already funded and the money is in the account. Congress simply needs to approve the extension.

District 751 President Mark Blondin noted that many of our laid-off members who are still looking for work were among those whose benefits expired. Blondin noted, "Many of our laid-off members completed two years of training in a field that projected job growth, only to find 700 people

applying for one job. Then, despite their high grades during retraining, they are rejected because they have no experience. That is why the federal extension on unemployment is so important. It is a safety net to help these individuals get back on their feet – many of whom are without a job for the first time in their life."



District 751 President Mark Blondin speaks at a press conference with U.S. Senator Maria Cantwell urging Congress to approve extending unemployment benefits.

751 Continues to Lead the P.A.C. in Contributions

District 751 and its affiliated lodges continued to win impressive honors for contributions to the Machinists Non-Partisan Political League (MNPL). MNPL serves as the Union's Political Action Committee (PAC). Despite the massive layoffs, contributions still remained high. This demonstrates that our members understand the importance of political action.

District 751 again finished first in the District Lodge total contribution category with \$295,231.69, and first in the cents per member division with \$17.06. Washington State also came out on top in total contributions for the state competition with \$372,620.80 and second in the cents per member state competition with \$12.36.

Among Local Lodges, District 751 affiliates again swept the top three spots. Local C took first with \$103,494.83, Local A followed very close in second with \$102,894.37; and Local F earned third place with



751 and the locals collected numerous awards for top contributions to MNPL. L to R: Bruce Spalding, Dan Meddaugh, Gloria Millsaps, Ron Bradley, Don Morris, Mark Johnson, Clifton Wyatt, Mark Blondin and Gary Wagner.

\$75,060.45.

Local C also took first in percentage of sponsoring members with an impressive 38%, followed closely by Local F who earned second place with 34%.

751 raises money for MNPL through various methods. The most successful is when members sign a payroll deduction card and have \$1 or more per month deducted for MNPL. Each member should be proud of these accomplishments. Remember: the more members that participate, the stronger our voice is in the political arena.



Photo by Rod Mar/The Seattle Times - Special to AeroMechanic
Rose Laffoon, a 50-year 751 member, had over 70 people at her home for the Democratic caucus. In the past, she never had more than 12 attend.

High Turnout for Democratic Caucuses

Thousands of citizens exercised their right to take part in selecting the next Democratic U.S. Presidential candidate by participating in the Democratic Precinct Caucuses held on Saturday, February 7. Over five times the normal turnout showed for this event – demonstrating the widespread concern with the current administration and the economy of this country.

751 had over 100 members and stewards participate in the selection process – with many taking part in the caucuses for the first time and getting elected as delegates. Long lines stretched from the doors of the precinct meeting places all around the state.

751-retiree Rose Laffoon has hosted presidential caucuses in her home since 1992. When Rose retired in 1985, she moved to Shoreline and decided to get involved in politics to meet others in the area. Like in years past, Rose dutifully posted signs about the caucus time and location throughout her neighborhood, as well as calling area residents to encourage their participation. However, this year she saw a dramatic difference. In the past, 12 people might show up, but this year she had over 70 people in her house – making it challenging to accommodate the crowd.

Rose exclaimed, "I was excited to see so much interest in the race this year. I hope it will translate into higher voter turnout in the General Election. The caucuses at my house spurred a lot of debate, and I saw many people change their minds after listening to other voters. People were definitely determined to turn out this year."

751 member Samuel Long reported, "There were hundreds who attended my caucus at Brier Terrace Middle School. I will be attending the Legislative caucus May 1 as a John Kerry Delegate."

751-A Educator Jay Groh noted, "I not only attended my caucus, but wound up being the recording secretary for the joint meeting of eight precincts and had a great time doing it. Out in sleepy, conservative little old Carnation, Washington, 154 people packed into the Sno Valley Senior Center. I am an alternate to the 45th Legislative District Caucus and to the King County Democratic Convention."

Thanks to all who participated. Republican Presidential Caucuses will be held on March 9. For more information, visit www.wsrp.org.

Stewards Offer Options that Saved Member from Medical Layoff

Continued from page 1

Following the meeting, the Stewards interviewed members and checked the work in the area against Joe's medical restrictions. As in every shop, the work assignments within the same job title vary considerably – making it possible

to find numerous work packages Joe could easily perform.

Next, the Stewards met with second level management and proposed several different job options that would keep Joe on the payroll. Management supported their recommendations and passed the

ideas on to the Boeing medical panel.

Yet the Union assistance didn't end there. Joe was cleared to return to work on December 23, which meant he was entitled to the holiday pay. When he mentioned to the Stewards that the holiday pay was not on his paycheck, they immediately corrected that problem as well.

Business Representative Emerson Hamilton noted, "Ken and Jared did an excellent job representing the member. They investigated the work in the area, offered viable alternatives, and followed through to ensure he remained on the payroll. The Stewards' efforts ensured that a 24-year member did not have to go searching for a new employer at this point in his career."

Steward Ken Inglet reported, "It was hard to imagine that their premise for the

medical layoff was based on an eye condition he was born with (myocular vision). They claimed the work statement had changed, and he could no longer perform the determining duties. This is an employee who has 24 years with Boeing. Never before had his vision been an issue, and it shouldn't have been an issue now. Because I work in the shop, I knew there were plenty of assignments he could and had performed in the past. Instead of providing just one option, we offered several – making it tough to justify not placing him in one of those assignments."

Joe added, "Without the Union, I would be on medical layoff. It was great to have such competent Stewards, who knew what jobs were available and could put together a viable solution."

Business Rep Emerson Hamilton (center) congratulates Stewards Jared Moschkau (l) and Ken Inglet on their efforts that saved a member from medical layoff.



What Is the Grand Lodge Convention?

Every four years, a handful of 751 Union members are elected to represent our concerns at the “Grand Lodge Convention.” Most members probably never give it much thought and assume it is just another convention. Yet it sets policies and procedures to guide our Union.

What is the Grand Lodge Convention?

The Grand Lodge Convention and our elected delegates have a very important job. These individuals will make



At the 2000 Convention, 751-F delegate Kevin Mims wrote a resolution regarding international trade and worker's rights that passed unanimously.

changes to the IAM Constitution, which outlines the structure and rules guiding this Union. In short, these individuals will shape the future of the Union and debate the programs and develop policies that will guide us in the years to come.

How Delegates Are Selected

Each Local Lodge is entitled to convention delegates based on their membership figures. Delegates are nominated at the April Local Lodge meetings and elected on the day of the May Local Lodge meetings (see notification below). All members in good standing with at least one year of membership are eligible to run as delegates.

How Convention Action Impacts Members

At each Convention, the top priority of 751 delegates has been increasing the strike benefits. The weekly strike benefits, and the rules for distributing them, are governed by the IAM Constitution. While the Constitution also dictates a number of other policies directing the Union, the strike benefits are what is near and dear to every member that has walked the picket line.

Delegates to the 2000 Convention succeeded in getting incremental in-

creases to the strike benefit. Prior to that the last increase was at the 1988 convention when benefits went from \$75 per week to the \$100 a week. District 751 convention delegates were instrumental in getting those increases approved.

How Members Can Provide Input

Members are encouraged to submit suggested Constitutional changes (forms are available at any of the Union offices beginning in April). Each Local Lodge convenes a committee to review any suggested Constitution changes from their Local Lodge members. Each Committee then approves/disapproves recommended changes. The Committees then compile a formal request to Grand Lodge no later than 90 days prior to the convening of the Convention. Deadline for resolutions to be submitted to Grand Lodge is June 20.

What We Accomplished in 2000

A few of the resolutions passed at the 2000 Convention:

- Weekly strike benefits increased to \$115 effective 1/1/01, and \$125 effective 1/1/03.
- Issue a combined notice of nominations and elections 60 days prior to election, including absentee ballots
- Allow International President to

modify Local Lodge election procedures, under extraordinary circumstances, to provide members an increased opportunity to participate.

- Require all Local Lodges to affiliate with AFL-CIO state organizations & central labor councils.

- Combine Conductor-Sentinel positions and recommend each appoint a Local Lodge Communicator and Local Lodge Educator position.



Cheryl Peterson was one of the 751 delegates at the 2000 Convention that rose to speak in favor of increasing strike benefits.

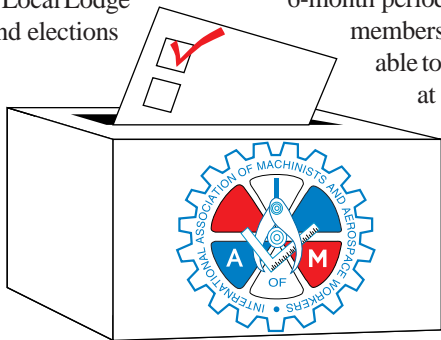
Nomination/Election Schedule for 2004 Grand Lodge Convention

Nominations and elections shall be made for Grand Lodge Convention Delegates and Grand Lodge Convention Alternate Delegates as described below in the table - (nominations in each first Local Lodge meeting in April, 2004 and elections in each first Local Lodge meeting in May 2004), pursuant to Article II, of the IAM Constitution.

NOMINATION QUALIFICATIONS:

According to the IAM Constitution, delegates to the Grand Lodge Convention must be a member of the Local Lodge or of a Local Lodge affiliated with District 751 for one year at the time of nomination. This qualification shall not be required of a member working at the trade transferred to a Local Lodge with the approval of the International President or Executive Council.

Every delegate to the Convention of the Grand Lodge shall be free from delinquencies of any nature to the Grand Lodge, and at the time of nomination and for six months prior thereto working at the trade. The qualification “working at the trade” shall not apply to members who are salaried full-time employees of any Local Lodge,



District Lodge or Grand Lodge, a council, conference, the AFL-CIO or the Central Labor Council, nor shall it apply to members who experienced a layoff during the

6-month period prior thereto, or to members who have been unable to obtain employment at the trade because of a strike, lock-out, discrimination or temporary physical disability or to members who are retired on pension and

paying full dues, whether or not they hold a retirement card or an exemption card.

Candidates are encouraged to have attended at least 50% of the meetings of his/her Local Lodge during the 12-month period ending the day of nominations.

NOMINEES ACCEPTANCE:

All nominees, who are nominated at the meeting must sign an acceptance card for the position nominated for, and it must be returned to the Recording Secretary of their Local before the close of that meeting. Any member not in attendance, who wishes to be nominated to the position, shall submit a signed letter to the Recording Secretary of the appropriate Local stat-

ing they wish to be nominated for the position and that they officially acknowledge acceptance of the nomination. The letter must set forth the candidate's name, properly spelled and their card number, with their own handwritten signature and the position for which they will accept nomination/acceptance (since it must be signed, e-mail notification is not accepted).

Such letter should be sent to the appropriate Local Recording Secretary at the address indicated below:

Locals A, C, E & F: 9125 15th Pl. S., Seattle, WA 98108

Locals 86, 1951 and 1123: 4226 E. Mission, Spokane, WA 99202

The letter must be received prior to the end of the nominating meeting.

ELIGIBILITY TO VOTE:

All members in good standing, members whose dues are paid through the month of March, 2004 or retired Union members, are eligible to vote in their respective Local Lodge election.

ABSENTEE BALLOTS:

Absentee ballots shall be issued in accordance with the IAM Constitution. In order to qualify for an absentee ballot, ONE of the following conditions must be met. Member:

1. Must reside more than 25 miles from the designated ballot place; or

2. Must be confined with verified illness; or
3. Must be on vacation; or
4. Must be on official IAM business approved by the Union; or
5. Must be on approved employer travel assignment outside the area; or
6. Is on Reserve Military Leave; or
7. Is on qualifying family leave.

Any member entitled to receive an absentee ballot shall make a written request, stating the reason. An absentee ballot request must be mailed singly, or personally delivered by the member, not later than 10 days before the election to the following locations:

For Locals 751-A, 751-C, 751-E & 751-F: Auburn - 201 “A” St. SW; Everett - 8729 Airport Road; Renton - 233 Burnett Ave. N.; or Seattle - 9125 15th Pl. S. Office hours are 8 a.m. to 5 p.m. (NOTE: Auburn, Everett and Renton offices are closed for lunch from noon to 1 p.m.)

For Locals 86, 1951 and 1123: 4226 E. Mission, Spokane, WA 99202 (Office closed for lunch from 1 to 2 p.m.)

If you have any questions on nominations, absentee ballots or the election, call Secretary Treasurer Bruce Spalding at 1-800-763-1301, ext. 3310.

LOCAL	NOM DATE	LOCATION	POSITIONS TO BE NOMINATED	DATE/TIME	ELECTION LOCATION
751-A	April 1 6 p.m.	Stewards Meeting Hall 9135 15th Pl S, Seattle	8 Grand Lodge Convention Delegates 3 Grand Lodge Convention Alternates	May 6 5 a.m. to 8 p.m.	Auburn: 201 A St. SW Seattle: 9135 15th Pl. S. Everett: 8729 Airport Rd. Renton: 233 Burnett Ave. N.
751-C	April 8 6 p.m.	Stewards Meeting Hall 9135 15th Pl S, Seattle	8 Grand Lodge Convention Delegates 3 Grand Lodge Convention Alternates	May 13 5 a.m. to 8 p.m.	Auburn: 201 A St. SW Seattle: 9135 15th Pl. S. Everett: 8729 Airport Rd. Renton: 233 Burnett Ave. N.
751-E	April 7 5:30 p.m.	Stewards Meeting Hall 9135 15th Pl S, Seattle	1 Grand Lodge Convention Delegates 1 Grand Lodge Convention Alternates	May 5 6 a.m. to 7 p.m.	Seattle: 9135 15th Pl. S.
751-F	April 14 6 p.m.	Stewards Meeting Hall 9135 15th Pl S, Seattle	8 Grand Lodge Convention Delegates 3 Grand Lodge Convention Alternates	May 12 5 a.m. to 8 p.m.	Auburn: 201 A St. SW Seattle: 9135 15th Pl. S. Everett: 8729 Airport Rd. Renton: 233 Burnett Ave. N.
86	April 8 7 p.m.	4226 E. Mission Spokane, WA	2 Grand Lodge Convention Delegates 1 Grand Lodge Convention Alternates	May 13 Noon to 7 p.m.	4226 E. Mission Spokane, WA
1123	April 1 8 p.m.	Aluminum Trades Coun. 180 Rock Island Rd. East Wenatchee, WA	1 Grand Lodge Convention Delegates 1 Grand Lodge Convention Alternates	May 6 8 p.m. until close of meeting	Aluminum Trades Council 180 Rock Island Rd. East Wenatchee, WA
1951	April 6 7:30 p.m.	1305 Knight St. Richland, WA	2 Grand Lodge Convention Delegates 1 Grand Lodge Convention Alternates	May 4 noon until close of meeting	1305 Knight Richland, WA

IAM/BOEING JOINT PROGRAMS



The Renton Quality Assurance QTTP Advisory Committee, consisting of hourly employees and first line management, review a power point presentation of suggestions for potential training to be delivered to employees in their organization.

Members Drive QTTP Services Offered

No one knows your job as well as you do, and no one knows what training would help you do your job better than you do. With that philosophy the IAM/Boeing Quality Through Training Program (QTTP) has organized two more Skill Advisory Committees in the central Puget Sound area.

Curt Thorfinson and Gary Cotton, QTTP representatives, have worked diligently in Renton and Seattle to pull together some highly motivated and dedicated hourly IAM members and first line supervisors. The committee members are charged with identifying train-

ing needs, enhancing the skills of hourly workers, and working with QTTP to identify best-practice methods of delivering training.

The Renton Quality Assurance Advisory Committee represents both the 737 and 757 programs in wings and final assembly. One of the main jobs of committee members is to communicate with the other inspectors in their area to truly represent the voice and needs of the shop floor.

The PSD (Propulsion Systems Division) Advisory Committee represents a cross section of hourly skills in that shop. In addition

to working with the Advisory Committee, QTTP is assisting in the development of an Employee Development and Resource Center, and pulling together a Training Council to coordinate required training within production schedules. There is also a QTTP Career Advisor on-site a couple days a week.

It is felt that the input from the shop floor along with the support of senior management will ensure the success of these two committees.

Stu Campion, an hourly member on the PSD Committee noted, "Not only is this an opportunity for all IAM members to use this training and skill building to become more efficient at work, but also to take their new found education home to improve their personal lives as well."

Special thanks to those who stepped forward to serve on the committees:

PSD Committee: Scott Salo, Stu Campion, Chuck Eaton, Phil Pearson, Leo Dudley, Sharon Zimmerman, Barb Stewart, Curt Thorfinson and Gary Cotton.

Renton members: 1st Shift: Mark Pelton, Janet Beard, Elaine Ball, Dave Daughterty, Barry Shook, Laurie Benak, Tammy Humphrey, and Curt Thorfinson. 2nd Shift: Kevin Mims, Bill Malone, Paul Snape, Bill Fritz, and Gary Cotton.



At the initial meeting, PSD Advisory Committee members offer suggestions on ways to better meet employee training needs.

Conference Aims to Share Information/Increase Safety

Addressing safety problems, sharing solutions, expanding knowledge and communicating successes and failures brought Workplace Services and Equipment Services Safety Monitors together for the first of three day-long training sessions to be held this year.

Sponsored by SSG, SHEA, and the Health and Safety Institute (HSI) and hosted at the Seattle Machinists Hall, the meeting started with a presentation by Terry O'Brien of Workplace Services and Larry Monger on the status of the Company's multiple energy source placarding initiative. These placards, the design of which must be agreed to by the Union, will be placed on all equipment with multiple sources of energy. This is an effort to ensure that all equipment is totally de-energized before maintenance is performed.

Other activities included a presentation on "Being a Safe Person" given by Ray Clouarte of Argus Pacific. Additionally, a challenge to design and build new Lockout Boards for the HSI Mobile Training Lab was raised. Open to all Workplace Services and Equipment Services employees, the board designs are due at the next meeting, to be held at the Seattle Hall on June 25. By bringing employees together from throughout the region, they were able to share information and the best practices to increase safety. Any questions or comments can be directed to Minde Sunde, HSI Union Program Manager 425-393-9291.



Photo above: Renton Union Steward Otis Williams goes over materials available to make equipment maintenance procedures safer in the plant.

Left: Workplace Services and Equipment Services employees from across Puget Sound gathered to address safety problems, share solutions and expand communication.

Volunteer

751 members continue to make a difference in the community by participating in the Union's Volunteer Recognition Program (VRP) activities. Recently, 751 volunteers built a wheelchair ramp for a retired electrical union member in West Seattle and another ramp in Puyallup for a former Union Steward and retired 751 member. Both families were very appreciative.

In addition, 751 continues to serve meals at both the Everett Gospel Mission (2nd Sunday of each month at 7 a.m.) and the Tacoma Rescue Mission (4th Sunday of each month).

Thanks to the following for working on recent projects.

Everett Mission: Mark Blondin, Brandi Bruscus, Greg Campos, Gary Caya, Francis Cheever, Kathy Fairbanks, Jeremy Fisher, Robert "Gus" Gustavson,



751 members working hard on a wheelchair ramp for a retired member.

Job Shadow

On March 25, Union members can make a difference in a young person's life by spending half of one day with a "student shadow" from a Puget Sound area high school. IAM 751 Union members are encouraged to participate in this Job Shadow Day. It's a great opportunity to introduce young people to career opportunities and what it's like to belong to a labor union.

Students in grades 9 through 12, beginning to Junior Achievement who have completed a pre-visit assignment, are eligible to participate. In addition, 9th through 12th grade children or relatives of Boeing employees can shadow their parent or relative by completing the pre-visit assignment.



Erica Benitez (l) listens to Carlton Turner, an Auburn manager, during year's Job Shadow Day.

COMMUNITY SERVICE

ers Improve Life for Others

Randy Haviland, Maureen Hoff, Lee Huntzberger, Bonnie Lewis, Gerry Miller, Steve Parsley, Jason Redrup, Harvey Ritland, John Saywers, Stephanie Saywers, Don Shove, Dan Swank, Sandy Torfin.

Tacoma Mission: Gary Boulch, Vennie Murphy, Joseph Qualls, Barb Stewart, Stosh Tomala

Puyallup Ramp: Heather Barstow, George Braun, Mike Burleson, Mike Burleson, Jr., Howard Churchill, Chuck Craft, Ed Lutgen, Nick Lutgen, Rick McKinney, Vennie Murphy, Brian Pankratz, James Trimble, Douglas Young.

West Seattle Ramp: Bruce Bob Anderson, Phil Hicks, Jon Holden, Garth Luark and Duane Roope.



751 volunteers recently spent a Saturday building a wheelchair ramp at the home of a retired 751 member.



Gus Gustaveson helped with kitchen cleanup at the Everett mission.



Volunteers serve food at the Everett Gospel mission the second Sunday of every month.

Volunteer Recognition Program Potluck Banquet & Awards Ceremony

Saturday, March 20th - 5 to 7:30 p.m.- Seattle Union Hall

Bring family and friends for this fun -filled evening that recognizes the members who so willingly volunteer their time. Bring a hot dish, salad or dessert – the Union will provide the meat and beverages. RSVP to 206-764-0340

'Boost' A Good Cause - Join ECF Booster Team

Puget Sound area unions have pulled together again to help promote the Employees Community Fund (ECF). The purpose of this ECF Union Team is to get more union-represented employees interested in becoming boosters or get involved in other ways to support this year's campaign.

Each site is looking for volunteers to serve as ECF boosters during the two-week campaign (May 3-14). Boosters will thank co-workers for past community support, answer questions about ECF, and ask for contributions via payroll deduction. Training will be provided (no experience is necessary). If you can't commit to the full two-week period, shorter periods can be arranged. See chart below for Boeing Booster contacts for the various sites. Representing IAM on the ECF Union Team are: Renton - J.C. Zaratkiewicz; West Corridor/Kent (Seattle) - Paul Knebel; Frederickson - Tommy Wilson; Auburn - Emerson Hamilton; Everett - Jackie Boschok.

Contributions go to help people needing services of local community nonprofit health and human service organizations. For more info, visit <http://community.web.boeing.com/nwregion/> and click on booster information or call the appropriate contact.

Site	Contact	Phone
Auburn/Frederickson	Christine Sterba	253-653-9160
Everett	Beanetta Roberts	425-750-0204
East Corridor	Ron Blomster	425-957-5338
Kent	Sandra Brown	253-657-0208
Renton	Yvonne Plata	425-237-7872
West Corridor	Barb Foley	206-655-1265



From left to right: Jackie Boschok, 751 Business Rep; James Williams, 751 Union Steward; Bob Rommel, SPEEA Contract Administrator; Dave Pearson, SPEEA Council Rep; and Rey Lobo, 751 Union Steward.

Job Shadow Hosts Needed

Job Shadow Site Focals

ett	Kysa Herrera	kysa.r.herrera@boeing.com
on	Jeff Sykes	jeffery.e.sykes@boeing.com
Side	Penny Kahn	penny.s.kahn@boeing.com
urn	Dave Peeples	david.r.peeples@boeing.com
erickson	Teri Hochstein	teresa.l.tranholt-hochstein@boeing.com
Corridor	Teri Hochstein	teresa.l.tranholt-hochstein@boeing.com
	Bill Rienstra	william.b.rienstra@boeing.com

Employees who host their relatives also must apply. The limit to the number of job shadow hosts will vary by site.

Those who would like to host a Junior Achievement student or their relative for this experience should apply online at: <http://community.web.boeing.com/nwregion/jobshadow>. Application deadline is March 1.

Each student will spend four hours observing and asking questions during the job shadow. This event is designed to help students with career planning by providing a real-world experience in the workplace.

Union Steward Tony Perry, who has signed up to participate, noted, "I want to be involved with Job Shadow Day because I believe today's kids are our future, and I would enjoy showing them our manufacturing processes and stress the importance of our jobs in this state and what they represent."

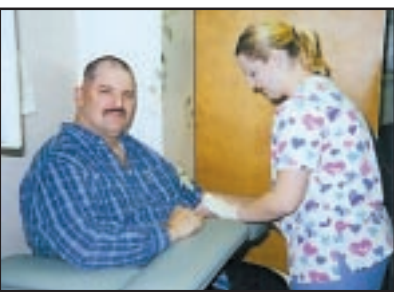
Mentoring high school students for a day is a fantastic opportunity for employees to show leadership in their community. IAM members are encouraged to participate and share their knowledge with the next generation.

'The Bison' Downs Doughnuts to Help Co-Worker

Members in Everett are working together to raise money to help a Union brother during his time of need. Kent Pohren, an Everett mechanic, has been off work since last April battling brain cancer and will be out for some time more. After the surgery, he now has a 50 percent chance of survival.

Union Steward Ray 'The Bison' Meduna (who is a Pro Competitive Speed Eater) will put his eating skills to use to raise money for Kent and his family with a Doughnut Eating Fundraiser on March 5 at 8:30 p.m. on KISW radio 99.9 FM.

Ray noted, "Kent has exhausted almost everything they have to survive. What impresses me with Kent is that he is an excellent father to his three young children, a good husband and a very good



Members in Everett are promoting a fundraiser to help Kent Pohren in his battle with brain cancer.

worker in the Final Body Join 767/747 area for many years. I'm asking for a \$1 pledge for every doughnut I eat in 99 seconds or give a one time donation."

Ray's aiming for 15 doughnuts, which would be world record pace, but his real

goal is to raise a substantial amount of money for Kent.

People can make pledges on the radio on March 5 or Ray has flyers circulating around the plant. Members can also make a pledge sheet and gather donations. Simply keep track of the pledges, collect the money and return it to the address below.

People can mail donations to:

Kent Pohren Fundraiser, Skagit State Bank, P.O. Box 1040, Mt. Vernon WA 98274

For more information contact Ray at 360-424-7280 (home) or 425-342-5088 (works 2nd shift).

Ray is hoping that the entire community will get behind the effort and noted, "This is about people helping people and the Pohren Family are good people."

Jerry Beckendorf Community Service Scholarship

Children of Union members in Pierce County have an opportunity to earn a unique scholarship for their community service efforts – the Jerry Beckendorf Community Service Scholarship.

Jerry was a long-time community leader who retired from United Way of Pierce County after working 15 years as the United Way and Pierce County Labor Council's Labor Liason. His commitment and efforts to build a better community have made an impact in the lives of countless people. The Jerry Beckendorf Community Service Scholarship encourages future generations of union activists and volunteers by recognizing outstanding student volunteerism.

751 Business Rep Paul Knebel, who worked closely with



The scholarship is a way to honor Jerry Beckendorf.

Jerry Beckendorf, noted, "The scholarship was a nice way to honor Jerry's work over the years, while promoting young people to get involved in community service. So many of our union members already bring their children along when they volunteer for community service projects."

The Beckendorf Scholarship application must be returned by March 16, 2004. You can obtain a scholarship application online at www.uwpc.org/partners/beckendorf.htm or at any of the Union offices.

If you need more information on how to apply for the Jerry Beckendorf Community Service Scholarship, please contact Emma Faidley at (253) 597-6237 or emmaf@uwpc.org

Monger Earned Respect with Years of Commitment

As February drew to a close, the Union said goodbye to a dedicated individual who made Union service a top priority for over three decades. Larry Monger retired after serving 15 years as a Business Rep.

During that time, he saved many members' jobs, protected members' rights on a daily basis, enforced the contract, negotiated meaningful language, promoted safety, offered support and advice to countless members, as well as volunteering for community service projects – all with the goal of improving the quality of life for others.

It was this goal to make life better for others that drove him in both his business and personal life. Beyond his extensive Union activity, Larry has also been very active in his church and in the 32nd District Democrats.

After being appointed as Business Rep in January, 1989, Larry quickly learned the ropes by getting a huge assignment area in the rapidly expanding Everett site. At that time Everett had 19,000 hourly employees and only three Business Reps – making it a daunting challenge for even an experienced Rep.

As with everything else, Larry jumped in with both feet and went to work. He has been on Union negotiating committees for every contract since 1989 and served on the original negotiating committee that created HSI and QTTP. His commitment earned him the respect of both members and Stewards. Regularly, Larry worked late into the evening – documenting various grievances, conducting investigations and returning countless phone calls. This steadfast work ethic and attention to detail landed him the Grievance Coordinator position in 2001. Just last year, when asked if he remembered any of the Stewards who worked on the 777 line when they started production in the early 1990's, he somehow was able to produce the Steward roster for that area and time.

Safety was another issue Larry believed was essential to improving the quality of work life for members. He served as District Safety Coordinator from 1995 until 2001, but his passion for safety started much earlier. Larry served many years on the District Safety Committee, was on the Governing Board for the IAM/Boeing



Upon retirement, Larry Monger and his wife Jeanne plan to travel the country, as well as spend more time with their two daughters – Cindy (who lives in Bellingham) and Janice (who lives in New York).

Health and Safety Institute and was Site Focal to the Everett Safety Committee. He also served several years on the Governor's Executive Safety and Health Advisory Board.

Yet Larry's Union service began long before he became a Business Rep in 1989. He served as Local C President, Union Steward, Local C Sentinel, Local C Trustee and Grand Lodge Convention Delegate. He was also active on numerous committees including Contract Study Committee,

Legislative Committee, Bylaws Committee, Subcontracting Review Committee, and the E. A. Review Board.

Upon retirement, Larry and his wife Jeanne plan to travel the country and visit old friends along the way. Their travels will include a stop in New York to visit their daughter Janice, who works at the George Billis Gallery. In addition, he hopes to spend additional time with his daughter Cindy, who recently graduated from Western Washington University.

Stevens Retires After 25 Years as President

As Local Lodge 86 officers accepted the oath of office in January, Rolin "Steve" Stevens proudly administered the oath rather than taking it. For the past 25 years, Steve has served as President of Local 86 – providing stability and leadership for the Spokane Local. With his retirement from Cummins Northwest, he also retired from Union office. Yet his presence will be felt for years to come.

Steve first joined the Machinists Union in 1973 when he went to work at Cummins Northwest. He immediately became active in the Union. In fact, he was nominated for an office before he could accept a position because of the one-year membership provision. As soon as his one year of membership was completed, he was elected Trustee and then moved on to Recording Secretary. In 1979, he won his first term as Local Lodge President, and has continually served in that capacity since that time.

Steve noted, "In my first elections as Local Lodge President, I won by one or two votes and that is when we had to run for election every year."

As he demonstrated his leadership and became more well-known to Union members, the election margins of victory grew until he basically ran unopposed in the final elections.

In an effort to get additional Union members involved, Steve purposely chose not to be the Steward in his shop, although he did serve on the Union negotiating committee for several different contracts.

Yet his service to the membership goes far beyond

holding Local Lodge offices. Over the years, Steve served on the Executive Board of the Spokane Labor Council, Executive Board of Washington Machinists Council, Grand Lodge Convention Delegate, Trustee of the Metal Trades Trust (which provided health care to various Union contracts), as well as being elected Vice President of District Lodge 130 (before the merger with 751). In addition, Steve worked on all kinds of organizing drives and filled in as Business Rep for Eastern Washington for three separate time periods, which included negotiating several contracts. Steve was also very active in the political arena, helping on various campaigns, getting out the vote and attending the Democratic Convention as a delegate.



Rolin 'Steve' Stevens (l) retired after serving over 25 years as Local 86 President. Above: He reviews records with Steve Warren, the newly elected President of the Local.

Steve noted, "My most memorable moment with the Union was swearing in my son as a member when he went to work at the Spokane Boeing plant."

His Union contribution won't end with his retirement. He is looking forward to organizing a Retiree Club for Local 86, which would operate similar to the one in Seattle. In addition, he will devote more time to his hobbies – raising miniature horses and collecting and restoring old antique tractors.

One thing is certain, Steve's dedication and commitment has made a tremendous impact on so many lives.

Priceless Jewels

Continued from page 2

one issue with the way that African Americans were consistently given low scores on their periodic evaluation sheets. African Americans, per her recollection, were never promoted during that time. During the war years when Mrs. Armstrong started, she was assigned to work the skins and the countersinking of parts. She received just two weeks of training. Whenever she needed help or additional training, the men would, without reservation, come to her aid. If there was something to lift or carry that was obviously too heavy for a woman, the men were there to help.

Both Esther Donahue and Pearl Armstrong simply stated that the men at Boeing out on the shop floor would treat the women accordingly. They always carried themselves as ladies, and that is how their male co-workers treated them.

It is somewhat a shame that the era that came alive to the needs and requirements of a nation, has given way to the effortless attempt to gather to ourselves a notion of self importance. The common goal of victory did for a time put the human and individual agenda of racism and sexism down. It was one brief moment in history when we all had to work together for the greater good of all. That environment is descriptive of the statement "The Whole Is Greater Than The Sum Of Its Parts". This statement must be held in some esteem because no one of us is greater than all of us.

This is why it is so desperately important that we look at our history as a Union, and as a Company, and be thankful that workers over half a century ago did put aside petty concepts, idiosyncrasies, and illusions about one another and were able to work together for the collective good of the common masses – namely liberty and justice for all. A free country is not free until all can live in the peace and harmony we all desire.

Officers Accept Oath of Office



Retired Local 86 President Steve Stevens (r) administers the Oath of Office to Local 86 officers (l to r): John Kofol, Doug Way, Bill Nikkola, Paul Wonch, Mike Blashill, Steve Warren and Andy Cashion.



Business Rep Jerry Shreve (l) recites the Oath of Office to Local E Officers (l to r): Local E Audit Les Crawford, Local E Trustee Howard Riser and Local E Trustee Guerdon Ellis.

RETIREMENT NEWS

February Club Minutes

by Mary Wood,
Retired Club Secretary

At the February 9 business meeting, Al Wydick called the meeting to order at 11 a.m. The Lord’s Prayer was said followed by the flag salute and the singing of “God Bless America.”

Roll Call of Officers: All officers were present, except Al and Cherie Menke. Minutes were accepted as printed.

Communications: Read a letter from IAM Director of Retiree Department Maria Cardone on the importance of getting retired members involved in the Presidential election. Encouraged all to step forward and volunteer to help in this critical election year.

Financial Report: The Financial Report was accepted as read.

New Members: The Club welcomed Irene Bogh as a new member.

Health & Welfare: Ill brothers and

sisters this past month included: Albertha Mayfield, Fred Deacon.

A moment of silence was held for the following members who have passed away: Grace Barry, Rudolph Braycich, Monica Candee, Eugene Cummings, Bernard Di Vincenzo, Franklin Earp, Conrad Forness, Stephen Gibson, Hazel Jones, Janina McGinnis, Robert Quigley, Gordon Rowe, John Schafer, Herbert Sohm, Madeline Vandercook, Merlin Wallace, Ora Whitney. Sympathy cards were sent to the families.

Calendar of Events:

- March 1 Prosser T-Board Band
- March 8 Business Meeting
- March 15 Video
- March 22 Bingo - pot luck
- March 29 Pie Day

Good and Welfare:

Merla Gines suggested that we make an effort to get people registered to vote. One suggestion was to take a couple of blocks in our neighborhoods. She will have the forms available at the Retired Club Monday morning get togethers. Remember, if you have moved, you need to send in a change of address.

The next Retired Club bus scheduled to the Lucky Eagle Casino is on April 21. For more information, contact Betty Ness at 206-762-0725.

Business Rep Susan Palmer, from the Women’s Committee, announced the upcoming Work-



Those attending the 11 a.m. Monday Retired Club Meetings at the Seattle Hall are treated to a free lunch at noon every week.

ers’ Rights History Conference on Saturday, March 27 from 10 a.m. to 4 p.m. at the Seattle Union Hall. The conference is sponsored by the Human Rights Committee, Women’s Committee and Labor History Committee and will feature distinguished speakers including IAM International President Tom Buffenbarger. The title of the conference is “Rosie’s War – The Fight for Workers’ Rights!” Each committee will lead a workshop to examine and discuss the history of workers’ rights from three different points of view. In addition, we will have informative speakers, entertainment, information from other labor groups, and a special presentation by International President Tom Buffenbarger. \$10

registration fee is waived for retirees. Lunch is included.

Tom Lux reported the Labor History Committee has a new photo board in the hall.

Unfinished Business: None.

New Business: None.

Birthdays & Anniversaries: The Club celebrated the following February birthdays: John Pompeo, Charles O’Sullivan and Doreen Graham. February anniversaries included: Al and Toni Morzenti (54 years), Cal and Vera Doss (46 years, Harold and Dortha Dalisky (42 years), Charles and Marion Ramey (50 years).

Adjournment: Adjourned at 11:55 a.m.

RETIRED CLUB OFFICERS		
President	Al Wydick	253-815-9601
Vice President	Alvin Menke	206-772-1482
Secretary	Mary Wood	206-243-7428
Treasurer	Betty Ness	206-762-0725
Srgnt-at-Arms	Jim Hutchins	206-772-5331
Trustees:	Merle Bogstie	206-725-3831
	Louise Burns	206-242-5878
	Cherie Menke	206-772-1482
Union Office: (1-800-763-1301) or 206-763-1300		

Retiree Participation is Key to Election Success

by Carl Schwartz,
Retiree Legislative Chair

Most of us have seen the February 7 Washington State Democratic caucus results:

- Kerry 49% Dean 30%
- Edwards 7% Clark 3%
- Kucinich 8% Uncommitted 3%
- and Al Sharpton less than 1%

To those who participated in the caucus – joining a RECORD 200,000 Democrats in our state – you are part of grassroots democracy. Remember that next come the District and County meetings – the second steps in our system.

The Republican party caucuses will be held on March 9.

Rose Laffoon, a long-time member of 751-F, was featured with a nice article and picture on the Democratic caucuses in the Sunday, February 8 Seattle Times.

One of our members pointed out the State Legislature was considering a bill to require some type of test for seniors to drive when they renew their driver’s license. It will not be voted on this session, but we need to be aware that this type of legislation is being thought about. We all want safe and competent drivers on our roads, but we can question the need for more or “special” requirements based on your age alone.

We have received a report from our National Alliance for Retired Americans on the Prescription Drug Plan passed by Congress. The report points out that, among other things, people now paying up to \$4,000 a year for prescriptions will pay MORE under the new Plan (see chart right).

Alliance Slams Misleading Medicare Ads

The Alliance for Retired Americans

is demanding a halt to the Bush administration’s misleading advertising campaign to promote the new Medicare prescription drug law.

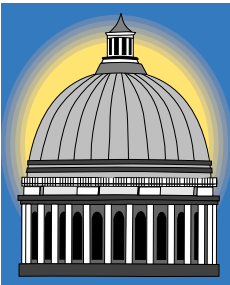
The taxpayer financed campaign, entitled “Same Medicare—More Benefits” will spend more than \$12 million to sell a program the Alliance has called “hopelessly flawed.”

“The use of these ads by the Bush administration to ‘rebut criticism’ of the fatally flawed Medicare drug law is nothing but pure propaganda designed to distort the facts and further confuse seniors,” said Alliance Executive

Director Edward F. Coyle. “It’s proof that those who choose profits over people will stop at nothing in their continued drive to shortchange seniors in favor of rewarding HMO’s, drug companies and wealthy special interests.”

Again, to those that participated, or will participate in the caucuses, thanks for your efforts. This year, as we all know, will see possibly the most important elections of our lives – not only

for President of the United States, but Congress and all the state officers also. And we will be part of the decision process!



Picking Seniors’ Pockets

The following are estimated out-of-pocket costs for Medicare beneficiaries under the new "Medicare Reform"

Your current annual drug costs	What YOU pay out-of-pocket under new plan	
\$100	\$589.74	Up \$489.74
\$250	\$713.59	Up \$463.59
\$500	\$819.67	Up \$319.67
\$1,000	\$1,031.84	Up \$31.84
\$2,000	\$2,314.72	Up \$314.72
\$3,000	\$4,012.08	Up \$1,012.08
\$4,000	\$4,104.47	Up \$104.47

Figures are projected for the year 2007 and based on an estimated \$35 monthly premium, \$250 deductible and beneficiary co-insurance payments of 25 % of the cost of prescriptions between \$250 and \$2,250; 100% between \$2,250-\$5,100; and 5% above \$5,100 – the catastrophic limit. Figures also factor in an expected 17% annual increase in drug costs (the average the last two years).

Retirees

Congratulations to the following members who retired from Boeing:

- Roger Argyle
- Dean Bixler
- Floyd Black
- Neal Cantrell
- Gary Capitan
- Laureen Carlson
- Barbara Deseranno
- Mark Fennell
- Cicelia Glaholt
- Victor Guerra
- Richard Hagerty
- Jerry Hayes
- George Hernandez
- Barbara Houston
- Keith Kinunen
- David Knight
- Johnnie Lacy
- William Lain
- John Larson
- Edwin Maxwell
- Ralph Mensching
- Richard Meyers
- Paul Moody
- Beausejour Pierre-Antoine
- Frank Pogany
- Salvador Patriarca
- Thurman Reedy
- James Robbins
- Bruce Schauss
- Billy Sidell
- Michael Sorensen
- Violet Stumpf
- Cheryl Swan
- Marlena Teague
- Philip Truell
- Ronald Welch

Local 1123 - From Alcoa: Henry Parkins, John Harmon, Greg Cackler.

Joseph Bouillon from Grand Coulee.

Local 1951 - From Fluor: Jackie O’Dell, Willie Groce, Harold Byers.

Local 86 - From Triumph: Lynda Orsburn.

FREE

WANT ADS

FOR MEMBERS ONLY

ANIMALS

APPALOOSA YEARLING COLT – Registered, few spots leopard. Stud prospect \$2200. 4-yr old Appaloosa gelding - Ready to train \$800 or trade for good children’s horse. 360-458-7784

TACK TO YOU – New horse equipment and supplies at discount prices/low overhead. Call 253-884-6688 or email luderpv@earthlink.net

COCKATIELS - hand-fed and tame, orange-faced \$45; white-faced \$50; albino \$60; peach-faced lovebirds \$45; baby chinchillas \$75; button quail \$10 each; hedgehog \$75. 253-839-2159

FINCHES – babies and young adults. Zebra finches \$6; Society finches \$10; crested Society finches (mop heads) \$12. Puyallup 253-770-8069. No calls after 8 PM.

AUTO PARTS & ACCESSORIES

TWO GOODYEAR H78-14” belted polyglass studded snow tires on rims, 5-holes. Gen Motors cars \$40 OBO. Like new. 425-228-6903

CAR ALARM WITH 2 REMOTES. Brand new! Can flash park lights, disable starter, lock & unlock doors. Includes siren, impact sensor, LED, manuals \$45. Warranty. Installation available. 253-826-4378 or 206-755-7782

GLASSLITE CANOPY – 1999+ Chevy short box, dark blue, carpet, lights, box clamps, rear slider. 1-year old \$1200. New. 253-922-6291

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

PARTING OUT COMPLETELY – 1999 Toyota Tacoma- truck totaled. Extended cab, 4X4, V6. Many usable parts- not drivable \$1500 OBO. 206-579-3202

3800 V6 COMPLETE ENGINE with AC, PS, alter auto trans. Rack still mounted in cradle. Less than 90K miles out of ’89 Pontiac \$300. 509-276-6001

CALL FOR ALL YOUR UPHOLSTERY NEEDS – 206-551-4701

(2) STUDDER SNOW TIRES – P155-80R13 \$30; (2) studded snow tires P185-75R14 \$30. 253-839-1037

CAR ALARM W/KEYLESS ENTRY. New in box. 2remotes, siren, impact sensor, etc. Can flash park lights, disable starter, more. All manuals included. Lifetime warranty \$60. Installation available. 253-826-4378 or 206-755-7782

BOATS

77 BAYLINER MONTEGO 3350 Sportfish. Like new, radar fish finder, gen set, heat, 2 staterooms. Full up galley, shower, twin engine \$42K. 206-972-1888

’89 EVINRUDE – 6 HP, two-stroke, OB, medium shaft, propped for use as a kicker motor. Starts right up and runs well. 206-276-3784

2002 EASYRIDER 15’ graphite kayak. 28 pounds makes it maneuverable, stable and fast! Rudder, paddle and many extras. Used twice. Paid \$3300, will sell for \$1995. 360-321-2142

BOEING BOAT CLUB seeking new members. Group cruises, parades, Commodore balls, and reciprocal discount overnight moorage at many marinas. Small yearly dues. www.seabacs.org. Walt 253-852-4781

COTTAGE INDUSTRIES

THE PAMPERED CHEF – earn free kitchen tools by hosting a kitchen show today. Also, learn some great new recipes. Call Debbie 360-793-9679

WANTED: HOME OWNERS or fist time homebuyers! NOW is the time to refinance or purchase while rates are low! Call Jerome at Wash National Mortgage 206-574-0598, ext 22

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

AD RULES

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

March 10 Deadline for next issue

TACK TO YOU – New horse equipment and supplies at discount prices/low overhead. Call 253-884-6688 or email luderpv@earthlink.net

COLORFUL LAP QUILTS or stroller/car seat quilts. Large adult bibs. Large hospital gowns. Snap sides- no open rear-end. 253-639-5178

LET A UNION BROTHER help you buy or sell your next home. Call Dan 425-280-6954 or email danieltorres@johnlscott.com

ARE YOU TIRED AND SLUGGISH? Now there’s a new liquid nutritional supplement called SeaSilver. For more info log on to www.myseahealth.com/fredvittetoe/retail.html or call 1-877-903-3663

SNACK WIZARD VENDING SERVICES- have various type candy/soda machines available for placement in your business. I service and fill machines weekly. No cost to you! Sheila 253-670-3188

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

ELECTRONICS & ENTERTAINMENT

DELL 350 MZ COMPUTER – Windows 2000, Word 2000, games, 56K modem, keyboard, mouse \$200. 14” monitor \$30; 17” monitor \$40 extra. 425-335-4667

CD-ROM DRIVE – Newcom 16x, used but in good condition. Asking \$20. 425-432-6134 (10 AM – 8 PM)

CAR ALARM W/KEYLESS ENTRY. New in box. 2remotes, siren, impact sensor, etc. Can flash park lights, disable starter, more. All manuals included. Lifetime warranty \$60. Installation available. 253-826-4378 or 206-755-7782

XEROX COPIER – 5203, compact with carrying handle. Has black toner cartridge. Measures 28.6” W x 13.9” D x 3.9” H. Weighs 15 lbs. Exc cond. \$95. 425-432-6134 (10 am – 8 pm)

CAR ALARM WITH 2 REMOTES. Brand new! Can flash park lights, disable starter, lock & unlock doors. Includes siren, impact sensor, LED, manuals \$45. Warranty. Installation available. 253-826-4378 or 206-755-7782

NEW/USED pool tables for home. Pool balls, lights, sticks, cover. Will recover pool tables, move, set-up & level. 253-638-0008

FURNITURE AND APPLIANCES

ROUND DINING ROOM SET – with 4 chairs. Maple with leaf. 42” x 60”. Make offer. 360-657-5342

KITCHEN AID OVEN/STOVE – drop-in type, self-cleaning, 4 cast iron burners on black glass top and black oven front with window. Works and looks like new \$130. 253-631-4125

MAPLE COFFEE TABLE w/drop leaves. Beautiful finish. From 1940’s \$125. 425-255-7963

BARCALOUNGER – lounge chair with rocker and swivel. Recliner, blue, good condition, no tears \$75. 425-255-7963

DESK – cherry wood with brass handles. Excellent cond, drawers on both sides including middle (7 total). 24” x 48” \$50. 425-255-7963

TABLE LAMPS – black with gold trim. Large pair. New \$25. 425-255-7963

LARGE WOODEN DRESSER – 60” x 20” with mirror 48” x 32”. Exc cond, blonde wood, 9 large drawers. Must see! \$125. 425-255-7963

BURL WOOD COFFEE TABLE \$50. 253-631-5657

HEAVY-DUTY WHIRLPOOL WASHER – white “Resource Saver”. Energy Star super-capacity plus. Fine shape. Used 4 years by two adults. Kent West Hill \$200. 253-854-6592

MOVING SALE – Carrera marble base with glass top coffee table and matching end table \$395 OBO. Black, mirrored, lighted stereo cabinet and bar \$900. Sofa- hunter green, real leather \$650 OBO. Like new. Was the fancy furniture that nobody could use. 425-486-7187

CALL FOR ALL YOUR UPHOLSTERY NEEDS – 206-551-4701

CHINA HUTCH entertainment center. Must sell. 360-897-9991

1996 KENMORE REFRIGERATOR, top freezer. 19”H x 21”D x 27”W. Refrigerator 38”H x 25”D x 28”W. Never any problems \$300. Cost \$649. 425-226-5491 in afternoons

UPRIGHT EUREKA VACUUM cleaner. 12 AMP, used once. Hepa filter \$130. Powerful 15” brush and attachments. 253-946-4963

BRAND NEW GAS KITCHEN PLATE and hood (almond) \$300 for both – never installed. Brand new washer & dryer – white, never used \$400 for both. Child’s bed and mattress with matching toy box for ages up to 8 \$50. 206-772-1752

FRIGIDAIRE 4-BURNER natural gas cooktop- very clean \$50 OBO. Dresser mirror 18 x 26, natural finish. New bath sink faucets. 425-255-1804

HOUSING

FOR RENT: 5th and Wells downtown Renton. 3 BDRM with gas heat, full basement. Near Boeing plant & very accessible to downtown Renton. Call Godfroy Realty 206-725-4900.

2 BDRM/1 BATH rambler. Whole house has been updated, kitchen and bath. Greater Seattle location by Boeing Field. \$200,500. Excellent lot expansion. 425-204-8764

WANTED: ROOMMATE – Lake Stevens. Must have income, references, clean and responsible to share house \$700. Rent a room \$300 PLUS utilities. Deposit is negotiable. 206-579-3202 or 425-226-8598

FOR SALE: Great view home. 4 BDRM/3 BATH home built in 1985. Double-car garage, view of Lake Washington and Space Needle downtown. 10 minutes to Boeing plant. Has two kitchens and gas fireplace. 206-772-1752

NORTH CAROLINA retirement dream. Stately, spacious, lovely grounds, pecan trees, river, and coastal beaches close by. Leon 910-654-3210 (Mayor of Cerro Gordo, NC)

LATE 1979 24’ x 56’ mobile home in family park. 2 bdrm/2 Bath, fireplace, appliances stay. Close to Everett Boeing plant and shopping. Space rent \$555. \$32,500 OBO. 425-353-0564

PERFECT HAWAIIAN GIFT – graduation, wedding, anniversary, birthday. 7 or 14 nights in beautiful Kauai. Oceanfront beach, pool, lanai, kitchen, 2 bedroom \$75/night. 360-297-8468

FOR SALE: 3 BDRM/2 BATH – 1750 sq ft in country (but close to town). Newer paint, Pergo flooring in kitchen and halls, garden space and out buildings. Near Snohomish (3 minutes); Everett plant (20 minutes). 360-568-4839

ATTN POTENTIAL HOMEOWNERS and retirees – Now is the time to take advantage of the great housing market. For retirees, have you considered “reverse mortgage”? Don’t make another mortgage payment, let the lender pay you back each month! For more info, call 425-228-8411 or visit marcel@cachecreekmortgage.com

ARE YOU DUE FOR AN INSURANCE review? Assure your assets are fully protected with a free Farmer’s Friendly review. Call today! Randy 425-330-9558

LOOKING TO BUY A HOUSE? NO \$\$\$ for down payment! Never have to pay back! Call now for an experienced team in Down Payment Assistance Programs. Jerome – ext 22 & Jr. – ext 27. 1-877-447-7700

MISCELLANEOUS

MISCELLANEOUS-SIZED INSULATORS - \$50 takes all. 425-255-7963

BREAD BAKERY by Panasonic. Excellent condition. Have all books for machine \$25. Renton area. 425-255-7963

BLACK POWDER MAILBOX and fancy post. New \$20. 425-255-7963

WINE BARRELS – great for patio chairs \$10. 425-255-7963

COLLECTIBLE CERAMIC BELLS – states and cities. 88 total for \$200 OBO. Collectible spoons – 48 states and cities, some sterling silver \$100. 253-735-1832

MOTOR – 9.9 HP Johnson with gas tank \$600. Car-top carrier \$20. Basketball system \$30. All good condition. 206-355-7056

Circle One:

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Ad (25 word limit. Please print)._____

Phone (or Address) _____

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

Name _____

Clock Number _____

Address _____

Shop Number _____

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is March 10th!

Union Efforts Brings \$22,000 to Retiree

Thanks to Union efforts, Pat Chambers received retirement payments of \$22,000 and is now receiving his monthly retirement checks from Boeing. Pat appreciated the efforts Union Business Rep Ernie McCarthy went through on his behalf in straightening out a long-line of miscommunication and paperwork errors.

When Union Business Rep Ernie McCarthy received a call from Pat questioning his status with Boeing, he immediately launched an investigation. He discovered Pat was on medical layoff effective February 27, 2001. However, when Pat turned age 70 (in April 2003) that triggered automatic retirement checks (per federal law). Yet the matter was more complicated. Pat had moved to Moses Lake and filed an address change that the Company had somehow failed to register. Therefore, the initial retirement check was returned with no forwarding address. In addition, Pat had not signed any retirement paperwork, which is needed to enroll his wife in retiree medical.

Upon further research, Ernie learned that since Pat was over age 65 at the time of layoff, he was also eligible for back retirement checks to March 2001 (the month following his layoff). Those back payments amounted to \$22,000.

Pat noted, "The Union really came through for me. Ernie lit a fire under the Boeing Retirement Office to get me the money I had coming and straighten out the paperwork nightmare. In less than a week, Ernie had worked



Business Rep Ernie McCarthy's efforts brought Pat Chambers \$22,000 in back retirement checks.

through the mess and ensured Boeing issued a check in the proper amount."

Unfortunately, the issue went beyond just retirement checks. Pat paid COBRA for his wife's medical coverage for 18 months – costing him hundreds each month. If he had opted for retirement, he could have simply paid the \$20 a month co-pay for virtually the same coverage. Ernie is still working to resolve that issue and hopefully get Pat reimbursed for some of that expense.

Pat is still shaking his head at how little information

Boeing shared with him when he left the Company. He had suffered an on-the-job injury, which left him on light duty work for some time. In February, 2001, he had a brief meeting with second shift personnel in his area (his HR was in Auburn, even though he worked in Everett) that resulted in his medical layoff. No explanation of available options for retirement, medical, etc. was ever offered, nor was retirement paperwork ever discussed.

After the layoff, Pat lived on his VIP and began making expensive monthly COBRA insurance payments when his medical ran out six months later. He called Boeing insurance a couple times during this period and was alarmed when one representative told him he was on medical layoff and another said he was retired.

Pat noted, "When I got conflicting reports on my status, I immediately called the Union and asked for their help. Ernie did a great job and is still working to resolve some of the medical issues."

Ernie added, "It is a real shame that no one was there to guide him through available options. It could have saved him a lot of money and frustration if someone had only spent a little time explaining the various options and ramifications. Communication could have solved this at the time of his layoff rather than working to get him money after the fact."

New Kitting Process Revamps the Daily Grind

Continued from page 1

pletely gone to outside vendors for this work. CTSC now offers one-stop shopping for cutting tool integration kits, and word is spreading on their success."

The kitting process was first developed in May 1999 to support the Renton Gemcor Line. Based on lessons learned from these first kits, CTSC approached several shops in Auburn and Frederickson about the benefits of kitting their areas. These customers quickly recognized the advantages and signed on. The Renton Moving Line/Final Assembly areas are the latest to take advantage of this CTSC service. Portland, which has developed a similar Kanban system, is considering how to implement the service after visiting the shop this past December. Now, CTSC has set its sights on attracting Everett's business. (Keep in mind that CTSC kits will not replace the emergent regrind shops in Everett and Renton).

Like any new process, the conversion to kitting required a lot of trial and error and is still an evolving process – with new procedures being implemented on a regular basis. In the past, shops would order some tools from CTSC and others from outside vendors. There was no coordination on ordering, delivery, recycling and regrinding of dull cutters, which created a lot of waste, special orders, and larger inventories at the shop floor level.

In moving to a full-service shop, CTSC employees first go out and talk to the machine operators who will need the kits. They get them to agree on standard tools that everyone buys into. This step alone

saves the Company millions of dollars simply by standardizing area operating procedures and minimizing the number of tools being used and reducing custom orders.

Next CTSC determines what tools they can make in-house and what parts need to be ordered from outside. They design a kit containing both in-house and vendor parts and develop a custom delivery system using hourly employees to get kits directly to the machine operators. Many times it is our toolroom clerks or MPRFs that deliver the kits to the point of use rather than the traditional method of having the mechanics come to the toolrooms.

Specialized kits contain precisely the tools needed for that particular job and are delivered right to the workers that need them. Rather than tossing the dull tools into a large bin that must later be sorted or thrown out, kits now have slots to return dull tools so they can be resharpended. This will potentially eliminate the need to spend approximately \$2 million per year on special cutting tools that typically get thrown away by greatly increasing the recycling of tools. It is another cost savings and just one of the improvements CTSC employees have developed.

Other innovations to improve the kit assembly and inventory process include visually controlling and color coding the box kits. Two-sided, laminated delivery labels are used over and over again. One side directs it to the appropriate machine shop, and the flip side returns it to CTSC for restocking. In addition, individuals performing the sharpening and grinding



Larry Smallwood (l) shows Business Rep Tommy Wilson one of the kits assembled in CTSC. The kitting and accompanying services prevented CTSC from being offloaded and saved hourly jobs.

have been cross-trained so they can fill all parts of any particular kit – rather than simply doing only one part of a kit. This provides more continuity in the workflow and variety for the workers. Yet CTSC also offers accompanying services outside vendors can't – like troubleshooting.

Ron Bullis, who has worked the grinding area for years, noted, "Communication is a big factor. If operators have a problem, they can call, e-mail or send a handwritten note. I will help find a solution and make sure any other kit scheduled for delivery contains the new tools so the problem doesn't resurface. Under the old system, there might be a number of the wrong tools in the toolroom, and it would take time to use up the remaining inventory so the problem would not be corrected immediately. Also, when new materials are introduced, we help the mechanics find the type of tool that will work best."

Machine Operator Ron Medina, praises the new system. "CTSC offers far more than just a regrind service. I used to spend two to three hours a week ordering and restocking my cutters; now I spend five to ten minutes once or twice a week. I can see what is missing with just a glance. This system forces you to communicate with each other. It has saved \$1.5 million in inventory cost for our shop; in the past, we had almost four months of extra inventory, but never had the right inventory."

Supervisor Todd Carroll, who was instrumental in implementing the original Renton Gemcor kits, stated "If we weren't doing the full service including kanban kitting, we would probably have at least 20 less people on the payroll. We have been bringing in toolroom clerks to help fill the kits as our workload in-

creases. Every area that has opted for our services is satisfied. For Gemcor operators in Renton, once the elements of the kits were perfected, they were able to reduce a portion of their overtime by more efficiently running their machines. We promote best practice and have applied for two cutting tool patents that have been developed internally with our own people."

Sherrie Williams stated it has taken time for people to adjust. She added, "By nature, people resist change. While many are now performing different functions, the good news is they are still working. Whether they are putting the kits together instead of working a toolroom or delivering the parts to the operators, it is about finding ways to keep work in-house. In the end, the kitting will result in more hourly work and more productive machine and assembly operations – making it a win-win situation."



David Bond resharpens a tool for one of the 1000 kits prepared at the CTSC in Auburn.

Ron Bullis (l) explains to IAM Work Transfer Reps Sherrie Williams and Larry Kuebler how the kitting process has improved communication with machine operators and improved efficiency.

