

# Presidential Praise in Everett

Boeing is an example of how American companies can compete and win in a global economy, President Obama said in a speech Feb. 17 inside Boeing's Everett factory.

"American workers have never been more productive," the President said. "Companies like Boeing are finding out that even when we can't make things faster or cheaper than China, we can make them better. Our quality can be higher."

"That," said Obama, "is how we're going to compete."

Obama spoke to a crowd of more than 1,500 Boeing employees and about 100 Washington state VIPs gathered in one end of the 40-26 Building, where 787s are assembled. The group included IAM International President Tom Buffenbarger, GVPs Mark Blondin and Rich Michalski, and District 751 President Tom Wroblewski.

Before the speech, Union leaders and District 751 President Tom Wroblewski joined Boeing's top leadership for a meeting with Obama.

The President complimented the union and company leaders for their ability to work together, Wroblewski said, specifically mentioning the recent contract extension vote that guaranteed production of the 737 MAX in Puget Sound.

"We talked about the assembly line and the amount of jobs here," Wroblewski said. "It was nice to be able to talk with him."

District 751 was also a part of the formal program with Union Steward A.C.



President Obama, standing before a 787, complimented the quality products our members build like Air Force One.

Darby introducing Boeing Commercial CEO Jim Albaugh and member Kathleen Hughbanks introducing the President.

Obama started his speech by noting that Air Force One had been built by Boeing workers in Everett 25 years ago. "It's flying smooth," he said. "I get to see your handiwork in action every day."

Obama continued by stressing the importance of re-building American manufacturing. Decades of outsourcing have been "incredibly painful for a lot of families and a lot of communities" and it's not possible for all the jobs lost to foreign competition to come back.

"But that does not mean that we've

got to just sit there and settle for a lesser future," Obama said.

"I want us to make stuff. I want us to sell stuff," he said. "When we make stuff and we're selling stuff, that creates jobs beyond just this plant. It raises standards of living for everybody."

To do that, Obama proposed specific revisions to U.S. corporate tax laws.

"Right now, companies get tax breaks for moving jobs and profits overseas," he said. "If you're a business that wants to outsource jobs, that's your choice, but you shouldn't get a tax deduction for doing it. That money instead should be used to cover moving expenses for companies that are deciding to bring jobs back home – that's who should be getting tax breaks."

Obama also proposed a basic minimum tax for all U.S.-based multinational corporations, tax cuts for American manufacturers – particularly in high-tech

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751 member Kathleen Hughbanks had the honor of introducing President Obama in the Everett plant.

# Machinists Make 777 Better with LOU 28

A team of District 751 Machinists who work on 777s at Boeing has found ways to save the company time and money – plus make their jobs safer.

Their solution? Cut down their footprints.

"If you clean up your mess, things run smoother," said Jared Nishimura, who is part of the Area 51 team.

The Area 51 team installs blankets, deck floors windows and electrical systems in the aft sections of 777s. They're one of the first groups to work inside the aft sections once they arrive inside the Everett factory.

They were also one of the first groups to embrace the Team-Based Business Improvement processes outlined in Letter of Understanding 28. LOU 28 is a provision in Boeing's contract with the Machinists Union committing both sides to finding ways to improve production processes.

Part of the problem, said Ken Staab, the team leader, was that the floor grids in the 48 section were getting badly scuffed by the workers as they walked across them doing their work.

Boeing was providing boot socks, in an effort to save the sealant that covers the beams. But the boot socks themselves were a problem: to provide traction, the bottoms of them were covered with tiny plastic beads that came off

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# Al Seifert: Losing a Tool & Die Legend

Nearly two months after Pearl Harbor was bombed, Al Seifert began his career at Boeing in January 1942. That career spanned nearly 70 years and ended with Al's passing on Feb. 20.

Throughout his career, he was recognized for his excellence, ingenuity and the tremendous impact he had on those around him.

"Al loved working at Boeing, that was his hobby! He was really looking forward to his 70th year of seniority with Boeing this July," said Dan Meddaugh who worked with Al for the last 10 years. "If someone was working on a special project and ran into trouble, Al could always figure out how to make it. He was always a firm union supporter."

"Al was usually the first one in our shop and made



Al Seifert's career spanned nearly 70 years at Boeing.



District 751 President Tom Wroblewski (r) meets with new Business Reps Jason Redrup (l) and Rich McCabe at the Everett Union hall to discuss building assignments.

# New Assignments to Better Serve Members

As the Union continues to grow and represent additional bargaining units, District 751 President Tom Wroblewski – working with Union leaders and Business Representatives – has made new assignments to better represent the membership.

"Each week our membership at Boeing is increasing and we now have 40 other contracts to represent as well. I requested an additional Business Representative to ensure we continue to give members top-notch representation and got word it was approved by our International in February," said District President Tom Wroblewski.

The additional rep, coupled with the appointment of Mark Johnson to the new aerospace territory (see story page 6), resulted in the appointment of Rich McCabe and Jason Redrup to the position of Business Rep. In addition,

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751 Organizing Director Jesse Cote (l) reviews aerospace suppliers that have contacted our Union for representation with Loren Guzzone.



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Spokane member has become a local legend in cross country skiing and marathon canoe racing

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# REPORT FROM THE PRESIDENT

## President's Visit Highlights Importance of Manufacturing Jobs

by Tom Wroblewski, District President

Regardless of your personal political beliefs, President Obama's visit to Everett last month was an important event.

By stressing the importance of manufacturing, President Obama made the same arguments that Machinists like you and me have made over and over again for years — that good-paying union jobs like ours support entire communities.

When we spend our paychecks from Boeing — or one of the smaller manufacturing companies whose workers we represent — we generate sales for stores and restaurants and work for every kind of service provider from tax accountants to Harley-Davidson mechanics.

As the President said, high-skill manufacturing workers like us "create jobs outside this factory."

President Obama also correctly



pointed out that low-wage foreign workers often don't provide the same high value as American workers, with our better education, training, skills and motivation.

"We can make things better, the President said. "Our quality can be higher. That is how we're going to compete."

This is also the same argument that we've made in regards to right-to-work-for-less laws and other kinds of union-busting. Yes, unionized companies like Boeing pay more for hourly wages and benefits, but as a result, they attract the best talent.

Manufacturing workers from all across the Northwest see the kind of pay and benefits we've negotiated for ourselves over the years, and they want that too. So now, when Boeing needs to add people to ramp up production, the company is able to pick and choose from the best candidates available, rather than settle for whoever's willing to work for a rock-bottom wage.

I think most of us also would agree with

the President's ideas about outsourcing. Current federal tax laws, if you can believe it, actually reward U.S. companies that send jobs overseas by allowing them to deduct some of the costs related to that from their corporate taxes.

President Obama wants to end that and instead give tax incentives to companies that bring work back to America.

That seems to me to be a no-brainer, and whoever gets elected President this fall should pursue this kind of tax reform.

The President, of course, made his remarks in the 40-26 Building, where 787s are assembled. It's too bad we couldn't take him next door afterwards to see the 1,000<sup>th</sup> 777 in final assembly.

Machinists Union members in Everett were preparing to deliver that 1,000<sup>th</sup> 777 as I wrote this. Everyone who has ever worked on that program deserves to be congratulated. The 777 family is the fastest-selling widebody passenger jet in history, and much of its success can be traced back to the efforts of Machinists

who have made improvements to the fabrication and final assembly processes over the years.

That process has received a significant shot in the arm in the past few years, as Boeing and our union have worked together to implement Letter of Understanding 28, which is part of our collective bargaining agreement with the company.

As you can read elsewhere in this month's *AeroMechanic*, the LOU 28 process is making it possible for shop-floor teams to come up with new and better ways to do their jobs.

Sometimes these improvements can be as simple as replacing cheap imported boot socks with higher-quality American made products that don't create a mess someone else has to clean up.

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## Machinists Honored for Role in Landing 737 MAX

District 751 leaders continued to receive recognition for the role we played in ensuring the 737 MAX would be built in Renton.

The latest acknowledgement came on Feb. 22, at the Governor's Executive Mansion. Governor Chris Gregoire, in conjunction with the Washington Aerospace Partnership (WAP), held a celebration commemorating a "new day for aerospace" — thanks to our contract extension, which triggered the announcement the MAX would be produced in Renton.

This event was to thank the collective efforts of Washington business, labor and government leaders to build the next generation of Boeing 737's in Washington.

Like the WAP, the event brought together leaders from across the state in labor, business, education, elected officials, and economic development and acknowledged the statewide effort that is

aimed at ensuring Washington state remains as the center of excellence for aerospace manufacturing decades into the future.

Governor Gregoire thanked the Machinists and Boeing for the historic agreement that landed the MAX, and thanked the Aerospace Partnership for its successful efforts on the MAX initiative. Representatives of IAM, SPEEA, and Boeing all spoke to what we have achieved, and we can now achieve if we continue working together.

751 Administrative Assistant Jim Bearden spoke on behalf of the Machinists. "By working together and changing the dynam-



Business Rep Tommy Wilson and Governor Gregoire talk about the future of the Renton facility now that the 737 MAX will be built there.

ics of the relationship between the Machinists Union and The Boeing Company, we believe we have helped secure a stronger future for this state."

He added that the Machinists have been striving to not only sustain aerospace jobs, but grow them — at Boeing and at the 600 suppliers — regardless of whether they are union or non union.

He also emphasized the need to invest in K-12 and higher education to ensure we have enough trained aerospace workers to fill the jobs we are creating for the future. To accomplish that, we must work together.

Aerospace has long been a cornerstone of our economy and landing the 737 MAX ensures a brighter future for thousands of aerospace workers — and strengthens our collective legacy long into the future.



751 Administrative Assistance Jim Bearden spoke at the Governor's celebration for the 737 MAX and emphasized the need to invest in education to ensure we have trained workers for the future.

## Next Steps in First Contract Negotiations at URS JBLM

In February, Machinists Union leaders held their first meeting with the member negotiating committee for URS JBLM. The committee was selected by their peers in January to be part of the first contract negotiations after the 350 employees voted in favor of joining the union in December.

At the meeting, discussion focused on the role of the internal committee and the goal for them to be advocates in the workplace. Discussion also centered on methods to best represent and communicate with the members. As with any first contract, the goal is to improve the standard of living through contract negotiations and that is our main focus.

In March, these URS JBLM members, along with the Union negotiators

Jon Holden, Tommy Wilson, Joe Crockett, Jim Bearden, and Jesse Cote, will attend an intensive week-long training session that will include drafting

contract language for proposals, building future surveys for the group and other important steps in the negotiation process.



Union leaders meet with the shop floor URS JBLM negotiating committee to discuss next steps in the process to secure a first contract for the workers.

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# Analysts Predict Steady Aerospace Growth for Northwest

December's agreement between the Machinists Union and Boeing was the most-significant aerospace event of 2011, eclipsing even the launch of the 737 MAX, aerospace analysts said.

"It's transformational," said Richard Aboulafia, a noted industry analyst with the Teal Group in Virginia. "It's terrific."

Aboulafia was the keynote speaker at the Pacific Northwest Aerospace Alliance's annual conference in Lynnwood, Feb. 6-8. The alliance is an industry group for aerospace suppliers in Washington, Oregon and British Columbia.

The alliance presented the company and the union with its highest honor – its Chairman's Award – to recognize the significance of the contract agreement (see boxed story below right).

The deal with the union opens the door for Boeing to achieve a significant edge over Airbus in the next decade, Aboulafia said. The surge will start soon, he said, with a flood of new orders for the 737 MAX, which will be built in Renton under the terms of the contract extension.

The analysts said he's projecting steady growth in demand for new airplanes through 2014. There will be a slight dip in 2015-16, as airlines stop taking current-model 737s and A320s in favor of waiting for their replacements – the 737 MAX and A320Neo.

But by 2017, with the new jets in full production, Boeing and the rest of the industry should see a second upswing in production that will probably last another four or five years.

Aboulafia dismissed challenges to Boeing from Canada's Bombardier and China's Comac in the single-aisle market.

Bombardier's CSeries jet "looks like a good product but the market isn't acting like it looks like a good product," he said. And the new Chinese jet "looks more like science fair projects than anything else."

Airbus and Boeing will maintain their market dominance, Aboulafia said. And for Boeing, a major reason will be the fact it has a highly skilled Puget Sound workforce to rely upon.

"In terms of the virtues of an experienced workforce, there's a lot to be said for keeping it here," he said.

"This is an industry that doesn't seem

particularly amenable to the low-cost, low-skill manufacturing solution," Aboulafia added. "This is still an industry that favors high-skill, high-wage labor."

If all goes well, Boeing could end up with a 56-percent market share in commercial jets by 2021, Aboulafia said. But to do that, several things must go Boeing's way, including the ramp up of the 737 and development of the MAX.

In addition, the 787 must deliver on its performance promises, and Boeing must unsnarl its still-tangled global supply

ward on the so-called 777-X, he said, and "there's a good chance it's going to be great."

Not every analyst was as upbeat about



Speaking at the PNAAC Conference, Aerospace analyst Richard Aboulafia hailed our contract extension as transformational.

the region's long-term aerospace future. Michel Merluzau, an analyst with G2 Solutions in Redmond, said the new labor-management relationship was the most-significant development in the industry in years, but added he still expects Boeing will look to shrink its footprint in Puget Sound.

The key, he said, will be where Boeing decides to build the wings for the updated 777, which we believe will be composite. "Tell me where the next autoclave is."

And analyst Scott Hamilton with Leeham Group in Issaquah said if Boeing's production rates keep climbing as projected, the company could "outgrow the facilities here, which would mean they'd have to go someplace else."

But Aboulafia called the new Boeing-Machinists relationship something that significantly reduces the chance of the company leaving Washington for good.

## Machinists/Boeing Honored for Delivering 737 MAX

The IAM and Boeing have been honored for the landmark deal that ensured the 737 MAX will be built in Renton.

The Pacific Northwest Aerospace Alliance presented its Chairman's Award to the Union and Boeing at the organization's annual conference Feb. 7 in Lynnwood.

The award commends the IAM and the Company for "reaching an accelerated and unprecedented management-labor agreement."

In December, members of District 751 – and our fellow Machinists in Portland, Oregon, and Wichita, Kansas – ratified a four-year contract extension with Boeing that included a commitment to keep final assembly of Boeing's newest 737 model in Renton. In addition, parts fabrication work done in Puget Sound and Portland would remain in place.

"This is a very significant event," said PNAAC President Kevin Steck. "It's fantastic. It means a lot to our area, and the industry in general, and we wanted to recognize it."

Steck is vice president in charge of Atlantic Composites – an EADS subsidiary – in Kent.

District 751 President Tom Wroblewski accepted the award on behalf of the union, while Boeing's Vice President in charge of marketing, Randy Tinseth, accepted for Boeing.

"We are all proud of what we accomplished in December," said Wroblewski. He called the contract extension "a turning point for the relationship between Boeing and the Machinists Union."

But more than that, Wroblewski added, the agreement "shows the need for labor, business, elected officials, education and the



The Machinists Union and Boeing received the Chairman's Award from the PNAAC for reaching the landmark agreement that delivered the 737MAX to the region. Above: Boeing Vice President Randy Tinseth (l) and Dist. 751 President Tom Wroblewski accept the award.

chamber of commerce to work together for a common goal of good jobs."

The union is committed to working cooperatively to grow the aerospace industry in Washington state, he said, whether that means more jobs at Boeing or at any of the more than 600 suppliers in the state.

"The fact is the larger we can build the aerospace cluster here, the better for all of us," Wroblewski said. "Working together, we all win."

## Hopkins Honored as "Women of Valor"

Laura Hopkins – the executive director of the Aerospace Joint Apprenticeship Committee (AJAC) and a member of Local 751-F – was one of eight women honored by U.S. Sen. Maria Cantwell at her annual "Women of Valor" luncheon Feb. 22.

Hopkins was honored for her work with AJAC, which is creating new opportunities for Washington state residents in one of the state's fastest-growing industries – aerospace.

"We're honoring women who have helped create a lot of jobs in Washington state," said Cantwell. "We



Senator Maria Cantwell (l) honored 751-F member Laura Hopkins with a "Women of Valor" award for her work as executive director of the Aerospace Joint Apprenticeship Committee.

have to invest in education and job training. We have to invest in small business."

"Laura has done an outstanding job opening up opportunities for young women and men in our state who want lifelong careers in aerospace," said Jesse Cote, a District 751 staff member who is on the board of directors for AJAC. "She deserves the recognition."

AJAC's goal is to train the "next generation of master mechanics and master machinists," Hopkins said during a presentation at the Pacific Northwest Aerospace Alliance Conference. "Not only to know how to push a button, but why there're pushing that button."

To do that, AJAC is helping companies match promising young candidates with the most-experienced and skilled workers at more than 90 aerospace suppliers across the state. That's critical, as again Baby Boomers prepare to retire, leaving a gap in manufacturing knowledge.

"We'll help you capture the skills of your go-to people," Hopkins said. "Everybody has those four or five people who they're just terrified will walk out the door."

Hopkins' honor came as AJAC, which is strongly supported by District 751, prepares to launch its new Mobile Training Unit this spring.

AJAC's MTU, as it is known, is a 53-foot long trailer packed with a range of training tools, including CAD, CAM and HAAS simulators, an advanced metrology lab, 3-D prototyping technology and a coordinate measuring machine.

The trailer was designed with the idea that both community colleges and small aerospace suppliers statewide needed more equipment to train workers in inspection techniques.



L to R: Dist. 751 President Tom Wroblewski presented PNAAC scholarships sponsored by 751 to Travis Garman and Hunter Coulombe at the PNAAC Conference in February.

## Scholarships for Stronger Aerospace Future

Three Washington state college students are getting help training for careers in aerospace thanks to District 751.

The union sponsored scholarships for three students: Hunter Coulombe of Edmonds Community College, Travis Garman of Everett Community College and Terri Watson of Spokane Community College.

District President Tom Wroblewski presented the scholarships at the Pacific Northwest Aerospace Alliance's annual conference Feb. 7 in Lynnwood. The union was the PNAAC's top scholarship sponsor for 2012. PNAAC officers worked with the state's community colleges to pick the scholarship winners.

"Our union is committed to aerospace worker training and education, because having a highly skilled workforce is Washington's competitive advantage," Wroblewski said. "I'd like to congratulate the winners and wish them luck in their careers."

# Members Celebrate 1,000th 777 Milestone Throughout the Region

As this month's *AeroMechanic* went to press, Machinists in Everett were getting ready to deliver the 1,000<sup>th</sup> Boeing 777 to Emirates airline.

"This is a significant milestone for Boeing, its customers and the workers in Everett," said District 751 President Tom Wroblewski. "Congratulations, especially to all the Machinists whose hard work has made the 777 program so successful."

Across Puget Sound, shops have been celebrating the milestone. In late November, the Frederickson site Skin & Spar team celebrated their 1,000th delivery of wing parts to the 777 program while Composite Manufacturing celebrated delivery of the 1,000th empennage mid January.

The first 777 – a 777-200 model – rolled out of the Everett factory in April 1994. Since then, it has achieved a number of industry honors and milestones. It has been named the favorite airplane of airline passengers several times, and a 777-200LR holds the record for the longest commercial jet flight without refueling: a trip of 11,664 nautical miles from Hong Kong to London in 2005.

The success of the 777 family crushed the competing Airbus A340 in the market. Last year, Airbus announced it was canceling the A340 because of a lack of orders.

In contrast, Boeing ran up new orders for 200 777s in 2011. As of January, Boeing had a backlog of 373 777s.



The Frederickson site Skin and Spar team celebrated their 1,000th delivery of 777 wing parts in November. Upper right: Thank you banner presented.



photo by Jessica Oyanagi

But starting in early 2013, Boeing plans to increase production to a record 8.3 planes a month in order to meet the strong demand for the jets. The 777 looks to have a strong future beyond the current backlog.

Media and analyst reports say that union engineers at Boeing are working on plans for a new family of 777s, tentatively identified as the 777-8x and 777-9x, to replace the current -200ER and -300ER models. The goal is to bring them to market before 2020.

Among the options being studied, according to the reports, are larger wings – potentially made of composites. New wings, new engines and weight-saving measures are aimed at cutting fuel burn by 10 to 15 percent.

In addition, Boeing is rumored to be in early stages of studying an extreme-long range 777-8LX that would be able to fly non-stop from London to Sydney with enough passengers and cargo to be profitable. That plane would



Members are preparing the 1,000th 777 for delivery to Emirates airline.

potentially enter service with airlines after 2020.

"The success of the current-generation of 777s has a lot to do with the skill of the Machinists Union members who build them," said Wroblewski. "Over the years, they've found ways to make final assembly go better, to build the planes more quickly and with less cost.

"I've no doubt a new generation of 777, built by the same highly skilled workers here in Puget Sound, would be just as successful," he said.

## Management Stalls Hytek Progress in Talks

The Machinists Union has filed several Unfair Labor Practice (ULP) charges with the National Labor Relations Board (NLRB) against Hytek Finishes in Kent. The charges are based on multiple violations of the National Labor Relations Act (NLRA), which gives employees the right to form a Union, and sets standards of behavior for the employer and the Union to operate under.

"The IAM tried very hard to not file charges against Hytek. We waited until the very last second, hoping to get a contract without involving the NLRB," said Kevin Cummings, the IAM Grand Lodge Rep who is leading the negotiating team for the union. "Unfortunately, the company is more interested in stalling and ignoring the workers' issues."

The 165 workers at Hytek voted in

August to join the Machinists Union and District 751. Negotiations for a first IAM contract started in October. The workers perform metal processing operations such as chrome and nickel plating, which involves exposure in handling hundreds of toxic and carcinogenic chemicals and materials. The Union has made worker safety a major issue of the negotiations, and is convinced that there is plenty of room for improvement in this area.

Hytek is a subsidiary of Bellevue-based Esterline Corp. and is a supplier to Boeing, Lockheed and Bell Helicopters, among others.

The union alleges that Hytek committed some serious violations by coercing and discriminating against union activists. In addition, since the talks started, Hytek managers have violated numerous provisions of the NLRA that say companies cannot make unilateral changes in workplace policies, practices, procedures or working con-

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Past Local C Presidents Chuck Craft (l) and John Lopez Jr. were recently honored.

## Presidential Plaques

In February, Local C took time at their monthly meeting to present past Local C Presidents with commemorative plaques thanking them for their service to the Local Lodge. Business Rep Chuck Craft and John Lopez, Jr. received standing ovations for the leadership they provided during their terms as Local C President.



Union negotiators review proposals for a first contract with Hytek and discuss management stalling tactics, which prompted the Union to file unfair labor practice charges.

## Machinists Make 777 Better with LOU 28

Continued from page 1

easily, leaving "little dots everywhere," Staab said. "They were almost like little balls of Styrofoam."

As a result, it was taking between eight and 11 hours to clean each plane once the Area 51 team was done, time spent vacuuming up the tiny white dots and resealing the scuffed beams – at a cost of about \$42,000 per airplane.

The LOU 28 process allowed the Machinists to begin brainstorming their own solutions to the problem. They found two.

For starters, what about some sort of easily installed and quickly removed protective barrier to cover the exposed floor grid? After some searching, the team found a rubber-backed felt that they could cut to fit. The felt covering protects the grid from scuffing – and it's safer to walk on.

"It's just a simple thing we do," said Staab. "It takes us about an hour to do and it saves some guy 11 hours."

Each roll of felt costs \$122, but given the amount of time saved by using it, Area 51's managers calculate that they're saving the company \$78,000 a year by using it, which represents a 456 percent return on the cost of the felt.

The felt was just the beginning, Staab said. "It got our minds working," he said. "Everybody started bringing up stuff."

Like what to do about those boot socks and their tiny white dots? Some Machinists started wearing their boot socks inside out, but that created its own safety problems, given that the non-skid material was now on the inside.

Once again, the Area 51 team did a little research, and they found a higher-quality – and American-made – boot sock they could use instead of the cheaper imported ones.

That eliminated the white dot problem entirely – and it improved safety.

From there, the Area 51 team has gone on to experiment with a wide range of other time-saving and safety-improving tools and processes: including things like new carts that hold clips, seals and tapes needed to install insulation blankets; and a new blanket-installation tool that means they no longer have to bring step ladders inside the plane – they can work from the floor, which is faster and safer.

"Doing the one project and the whole LOU process kind of opened our eyes," said Nishimura. "We get better quality



777 Area 51 first shift team that implemented new ideas that made their jobs easier and safer, as a result of LOU 28.

and better safety."

The Area 51 team isn't the only one that has embraced the new process and found ways to improve their work processes, said Ray Baumgardner, the District 751 Business Rep who represents hourly workers on the 777 line. Many other teams have made big gains, he said.

But they are "one of the most-successful teams so far," Baumgardner said. His counterparts in Boeing management agree. "This team stands out," said Tom Carlson, who is the 777 manager overseeing the Area 51 team.

It only makes sense to let Machinists drive improvements in Boeing's production process, he said. "This is where your expertise is at, and unless you listen to your experts on the floor, you're not

going to get there."

That, he admitted, "is a real shift in culture on the management side."

While Boeing will profit directly from the improvements, Machinists say they're finding benefits too.

Boeing plans to go up in rate on the 777 line next year, from seven planes a month to 8.3. With the new processes in place for Area 51, "when we get to that point, it's going to be less stressful for all of us," said Shana Settle, a Machinist who is part of the group.

And in the meantime, the changes have led to improved morale, which makes it more enjoyable to come to work each day, the Machinists said.

"There's been more positive energy," Settle said. "People want to succeed."



# Graduates Honored As 'Masters of Their Trade'

On February 10, seven individuals were honored for their commitment to continual learning and successful completion of the rigorous IAM/Boeing Apprenticeship Program. The program sets the bar high and pushes participants to rise to the top of their trade.

For the seven graduates, their hard work and dedication earned them the right to be called "journeyman" in their respective trades: Cellular Manufacturing Machinist Sinh Nguyen; Composite Manufacturing Technician Chanvisak Tep; NC Spar Mill Operator Jon Kuebler, and Industrial Electronic Maintenance Technicians Mark Dolan, Chris Fawcett, John Kandior and Joel Vainikka. Each made tremendous sacrifices and commitment to complete the program.

Tep had the distinction of being the first graduate of the Composite Manufacturing Technician, which is one of the first such certifications in the U.S.

Most people are unaware of the rigorous schedule and standards these members endure to finish the program. These dedicated individuals put in more than 8,000 hours in four years that includes rotating plants, learning a new machine every few months, attending 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 to name a few.

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

While top officials from both the Union and Boeing spoke, the highlight of the evening was the presentation of the Arnie Durrall Achievement Award, which is named after a former Boeing employee who spent over 40 years as an apprenticeship-related instructor. Jon Kuebler received the award for being the graduate receiving the highest marks in

both shop work and classroom work over the life of the program.

Graduate Chris Fawcett was one who spoke on behalf of the graduates. "When I signed up for this program, I didn't realize what it entailed and

how many things can happen during that time. Some of us got married, some divorced, some had babies and three lost a loved one near and dear to them, including my mom but together we got through it," Chris said. "I want to thank everyone who helped with the trials and tribulations and supported us along our path. We will take all this tribal knowledge with us going forward, since we are networked in all the shops we worked in throughout the program. It was a hell of an experience. I have been with Boeing 25 years, but the last five years are the most treasured."

Chris Fawcett spoke on behalf of the graduates.

Chan Tep, who has worked in manufacturing his whole life, also addressed the crowd as a graduate. He talked about how intense the program was and much tougher than his years at the University of Washington. He thanked all who helped along the way. "Most of all I want to thank my union brothers and sisters on the shop floor who were willing to teach me every day," Tep said. "A foundation for success has been set for us by apprenticeship committee members who are willing to put in their time and do the work and commit the resources to help us. There was always someone to help me. Most of the committee members graduated from an apprenticeship and continue to give back because the people who came before them laid the foundation for the future. We are grateful they con-

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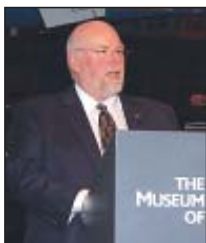
Graduates honored at this year's banquet L to R: Sinh Nguyen, Chan Tep, Jon Kuebler, Chris Fawcett, John Kandior and Mark Dolan. Not pictured but honored: Joel Vainikka. These individuals completed the intense 8,000 hour program in what is often referred to as the "first four-year degree."



Chris Fawcett spoke on behalf of the graduates.



Chan Tep also spoke for the graduates and thanked our members for sharing their skills.



District 751 President Tom Wroblewski congratulated the graduates.



IAM International President Tom Buffenbarger encouraged the graduates to share what they learned with others and recruit more into the program.



## 2011 Apprentice Graduates

Top row L to R: Mark Dolan, Chris Fawcett.

2nd row L to R: Jon Kuebler, John Kandior.

3rd row L to R: Joel Vainikka, Chan Tep.

Bottom: Sinh Nguyen.



Graduate Jon Kuebler (2nd from right) was presented the Arnie Durrall Achievement Award for receiving the highest marks in both the classroom and shop. L to R: Sherrie Williams, Mike DePew, Kuebler and Bill Chrisman.

## Presidential Praise in Everett

Continued from page 1

fields – and help for companies that relocate to economically distressed areas.

“Congress should send me these tax reforms,” he said. “I’ll sign them right away.”

Obama also called on Congress to reauthorize the U.S. Export-Import Bank. That’s a federal agency that provides loan guarantees to help foreign buyers get financing to buy from U.S. manufacturers.

The recent order of 230 737s from Lion Air of Indonesia is a great example of how the Export-Import Bank can help Boeing win business overseas, Obama said.

The President said he had created a Trade Enforcement Unit to investigate unfair trade practices overseas. “American workers ... can compete with anybody,” he said. “You will out-work anybody, as long as the playing field is level.”

Obama said the U.S. government needs to continue to invest money into basic research in science and technology. Many of the 787’s systems build upon technology developed by NASA engineers, he noted.

“We’ve got to support this kind of cutting-edge research,” Obama said. “We need to maintain our innovative edge, so that jobs and industries take root right here in the United States.”

Boeing has hired 13,000 people na-



Union leaders and Boeing CEO McNerney applaud the President’s plans for the Export-Import Bank.



751 Steward A.C. Darby introduced Boeing Commercial CEO Jim Albaugh.

tionwide in the past year – including 5,000 new workers in Everett, and the President called the company “a great example of what American manufacturing can do in a way that nobody else in the world can do it.”

America needs to do more of this, Obama said, “but to keep it going, the last thing we can afford to do is go back to the very same policies that got us into this mess in the first place. We can’t go backwards to an economy that was weakened by outsourcing, bad debt and phony financial profits.

“Above all,” Obama concluded, “we’ve got to renew the values that have always made this country great: hard work, fair play and shared responsibility. These are not Democratic values or Republican values. These are American values.”

## Johnson Appointed to New Aerospace Territory

A District 751 officer who worked for more than 25 years at Boeing in Puget Sound will now be one of the union’s top negotiators with aerospace companies across North America.

Mark B. Johnson will be a representative for the IAM’s new Aerospace Territory, said International President Tom Buffenbarger.

In his new role, Johnson will help lead a new IAM territory that’s focused on the needs of aerospace industry workers across the United States and Canada.

Johnson had been a Business Representative for District 751 since 2004, first at Renton, then at Auburn.

The Aerospace Territory is headed by Mark Blondin, a former District 751 president who was recently named general vice president overseeing the territory.

Blondin said Johnson is joining a team that “contains” some of the most capable, talented and formidable union representatives the IAM has to offer.

“We intend to be very aggressive in pursuing organizing leads,” Blondin said, “and just as aggressive protecting the hard-won pay, benefits and pensions of our existing members.”

Johnson’s been a Machinists Union member since he first hired on at Boeing in 1977 as a facilities maintenance mechanic in Auburn. Union membership was optional at that time, Johnson recalled, but “I joined the union the first day.”

He became a union steward, then an officer of Local 751-C, where he was lodge president prior to becoming a Business Rep. He also served on the District’s Executive Board and Legislative Committee.

As a Business Rep, Johnson has taken part



Mark Johnson (l), who served as 751 Business Rep since 2004, has been appointed to the new aerospace territory.

in the last three rounds of contract talks with Boeing, including the recently concluded negotiations for a four-year contract extension. He has also been part of the union bargaining team for contract talks at Triumph Composites and GKN.

“I’m very excited,” Johnson said. “This new position means I’ll have even more opportunity to help our membership, both at District 751 and at all other Boeing sites.”

District 751 President Tom Wroblewski called Johnson’s promotion “another proud moment” for the District. “I wish Mark much success on his new assignment and look forward to working with him in his new role.”

## Al Seifert: Losing a Tool & Die Maker Legend with Nearly 70 Years

Continued from page 1

coffee for the crew,” Dan added. “Beyond his tremendous talent for his job, he always liked to talk about stocks, family get-togethers at Lake Chelan and trips with his lovely wife.”

Al was a legend among tool and die makers – renowned for his ability to take a concept for a problem-solving tool from paper to fully realized product. He was an invaluable resource to his co-workers and was continually training people and offering ways to do their work faster or better.

Al’s quiet pride as a tool and die maker earned him prominence and a reputation for excellence among his coworkers. He was actively involved in the fabrication and tool design of all Boeing’s 700 series aircraft, beginning with the Boeing B-17 through to the 787 Dreamliner. His personal efforts

contributed to three patents – for both products and processes. Those patents are among many achievements that Al modestly always declined to discuss and would downplay it with “I just enjoy figuring out how to make things.”

Several times, Boeing tried to persuade Al to join management, which he did for one stretch, but Al chose to return to “the bench” with his lathes, presses, and mills, and, later robots. Al’s colleagues reverently cite his common sense, mechanical precision, dry humor, and legendary encyclopedic knowledge as reasons for their mutual high esteem.

“Al trained a lot of engineers who came out of school with good degrees, but didn’t have practical experience. After working with Al a couple times, their drawings seemed to get better,” said Butch Loney, an electrician who collaborated with Al for nearly 25 years.

“I have been here 33 years. The last 10 years or so Al worked with us in our area, A3770-MF, doing manufacturing research and design support. Al had a very high standard for himself and the job he did at Boeing. The level of work he performed was top notch,” said member Frank Milan. “The product he made did not leave the shop until his customer was satisfied, and he knew that it would work.”

“Workers like Al are the reason this region has an aerospace advantage over the rest of the world. His willingness to share his

skills and teach others is key. Al’s work ethic, extensive skills and commitment to excellence are the essence of what makes this region the best and largest aerospace cluster in the world,” said District 751 President Tom Wroblewski.

Like so many others in the region,

Al was part of a true Boeing family – spanning multi-generations. He met his wife, Yolanda, in the shop at Boeing and married her in 1949. Daughter Lorelei had a career and retired from Boeing, and a grandson, Brett, recently joined Boeing and now leads a team on the 747-8 flight line. He is also survived by daughter Desiree (Seifert) Ratallick, son-in-law, Bill Retallick; and two other grandchildren.

He was truly the go-to guy that left an impression on everyone he met. In this age of transience, job-hopping ambition, and shifting allegiances, Al Seifert’s life stands as an example of timeless values: honor, loyalty, patience, and incredible kindness.

Though he accrued many accolades during his 91 years, Al was most proud of his title bestowed by his cherished grandchildren: “Poppy.”



photo by Ed Turner

Throughout his nearly 70 years at Boeing, Al Seifert was the go-to guy to solve problems. He was a legend among tool and die makers and an invaluable resource to his co-workers. Al began his career rigging controls on B-17’s and went on to work on every Boeing 700 series aircraft, including the 787.

Al anticipated his usual return to work after Boeing’s 2011 Christmas break, but fell ill and shortly after he was diagnosed with cancer. Al expected to resume his duties and celebrate his 70<sup>th</sup> anniversary with Boeing later this year. Unfortunately, Al’s tumor could not be removed completely. He spent a month recovering at Highline Medical Center and settled for his final days at daughter Desiree’s home in Snohomish. He, very characteristically, died quietly in a sun-lit living room on the morning of February 20, 2012.

His family wished that you honor Al Seifert by sincerely, perhaps even anonymously, showing your personal appreciation for those inconspicuous yet dependable people in your life who serve and support your own goals and comfort. Your thanks will be his legacy.



Al Seifert met his wife, Yolanda, while working at Boeing. The two wed in 1949 and enjoyed 62 years of marriage. Above at Al’s 65th service year luncheon with Boeing.



# New Assignments to Better Serve Members

Continued from page 1

Loren Guzzone has been appointed to fill an opening in the organizing department created after a retirement at the end of 2011.

The movement presented the opportunity to realign Business Reps assignments. A seventh Business Rep was assigned to Everett, which now has nearly 18,000 members, and other staff assignments were changed to redistribute the work load (see Business Rep assignments below).

While Rich McCabe and Jason Redrup are new to the position of Business Rep, they have been representing members since they were hired into Boeing. Each was serving as a top leader in Local 751-A as Recording Secretary and Local President respectively. In addition, both have been serving as IAM Work Transfer Reps charged with proposing alternatives to convince Boeing to keep work in-house rather than move forward with a scheduled offload. Rich served in that capacity in Renton for the past six years, while Jason served as an Everett Work Transfer Rep for the last five years.

Before becoming a Work Transfer Rep, Rich served as a key Steward in the Renton wing majors for nearly a decade and played an active role on the Renton Site Safety Committee. He was seen as an advocate for workers throughout Renton. He also served as Local A Audit, District Audit, and Recording Secretary, as well as serving on the District Council and Organizing Committee.

Rich has been active in community ser-

vice projects and serves on the Salvation Army White Center Board, as well.

"I am honored for the opportunity to serve the membership as a Business Rep and look forward to meeting the Stewards and members in my new assignment. My primary focus has always been protecting the members' interests and building better communities - whether it be through collective bargaining, contract enforcement, organizing other workers to have a voice or community service," said Rich.

Jason has also been a strong voice for workers most of his life. Since hiring in at Boeing, he has served as a Union Steward, Site Safety Committee, worked his way up through Local A serving as Trustee, Audit, Sec-Treasurer, Vice President and President. Under his leadership, he developed and introduced the "Get Involved in Your Union" Program to welcome new members to the Union and encourage additional participation.

He is a tireless volunteer on community service projects, was top officer and steward volunteer in different years, as well as being named United Way Spirit of Labor Volunteer of the Year in 2004. Jason is active in the Snohomish County Labor Council, an avid legislative volunteer, and a regular volunteer on organizing drives - enjoying the opportunity to bring the benefits of union representation to more workers.

Yet his passion to help others and improve their lives through Union member-

ship began long before he hired into Boeing. He has been a union leader in copper mines in Arizona, an organizer for aerospace companies in the South, helped family farmers save their land, and spoke up for shipyard workers in Seattle.

"I love my new job and am excited to serve the membership. I always considered myself a union activist," said Jason. "I am very honored to take on the additional responsibilities that come with the Business Rep position and look forward to representing the membership."

While Loren Guzzone is new to full-time organizer at 751, he has worked as a Union organizer for many years in different capacities throughout the IAM.

Loren hired into Boeing in 1988 as a storekeeper in Everett and immediately began taking classes to get into the IAM/Boeing Apprenticeship Program. He served as a Steward in Auburn and again when he moved to the Frederickson site.

Loren attended the first IAM organizing summit in 2005 and recognized organizing was his passion. He applied and was accepted into the IAM Grand Lodge Organizing Apprenticeship, which sent him on the road for more than three years, but provided a solid education on running an organizing blitz.

"I got the opportunity to organize under some of the toughest right-to-work laws in the country," said Loren. "When you are organizing a group, it is not just about now, but how you will change their lives for



Business Rep Rich McCabe (l) talks with Paul Gooch in the Everett plant.

generations to come."

Loren is a true believer and that comes across when he meets with workers. He worked one aerospace campaign in Wichita virtually by himself and was able to increase membership by 40 percent in a right-to-work state.

Before Loren came to Boeing, he was part of an organizing drive at a former employer. "The company ran a heavy anti-union campaign and lost by 7 votes - showing the importance of every vote," said Loren. "That provided an internal perspective and opened my eyes to importance of having a union and the possibilities available with union representation."

His most memorable campaign was in Yakima when workers at Filtrona (now Pexco) voted for IAM representation. He looks forward to bringing that same opportunity to workers at other employers.

## New Business Rep Building Assignments

### AUBURN

JOE CROCKETT ..... 17-06, 17-07, 17-10, 17-12, **Joint Base Lewis McChord**

BRETT COTY ..... 17-08, 17-13, 17-45, 17-66, 17-67, 17-68, 17-239, 47-02 (Pioneer), **Spares Distribution Center: 22-01, Training Connections (South Site)**

DON MORRIS ..... 17-04, 17-29, 17-62, 17-64, 17-70, **Frederickson Site: 24-40, 24-50, 24-60**



Brett Coty



Joe Crockett



Don Morris

### RENTON

HEATHER BARSTOW ... 4-04, 4-17, 4-20, 4-21, 4-41, 4-42, 4-45, 4-68, 4-70, 4-71, 4-75, 4-78, 4-79, 4-90, 5-02, (Flight Line: 5-08, 5-09, 5-50, 5-51), 7-207, (Longacres: 25-01, 25-70), **Kent Space Center**

TOMMY WILSON ..... (Final Assembly: 4-81, 4-82), 4-83, 4-86, 10-16, 10-18, (Bellevue: 33-01, 33-03)



Heather Barstow



Tommy Wilson

### EVERETT

RAY BAUMGARDNER ... 40-25, 40-35, 40-37, 777

RON BRADLEY ..... 40-51, 40-55, (Flightline: 45-01, 45-02, 45-03, 45-04, 45-06), **747-8 Cl, 787 Cl, Solid Ground**

CHUCK CRAFT ..... 40-10, 40-11, 40-12, 40-24, 40-26, 40-36, **Forklifts**

JON HOLDEN ..... 40-21, 40-22, 40-23, 40-53, 40-54, **City of Woodinville, Union Home Services, NAS Whidbey**

RICHARD JACKSON ..... 40-31, 40-32, 40-33, 40-34, **Crane Operators, SPC, Training Connections (North Site), BAE**

RICH MCCABE ..... 40-01, 40-02, 40-03, 40-04, 40-05, 40-06, 40-07, 40-15, 40-41, 40-56, **CSCHA**

JASON REDRUP ..... 40-30 **787, ERC 47-76, 7-334 EMC, Everett Factory Service**



Ray Baumgardner



Ron Bradley



Chuck Craft



Jon Holden



Richard Jackson



Rich McCabe



Jason Redrup

### SEATTLE

ERNEST MCCARTHY .... **North Property:** 2-09, 2-15, 3-825, **Plant II:** 2-10, 2-22, 2-25, 2-31, 2-40, 2-41, 2-44, 2-45, 2-121, 2-122, 2-123, **Wind Tunnel:** 2-80, 2-81, 2-83, 2-84, 2-85, 2-87, 2-88, **North Boeing Field Test Sites:** 3-302, 3-306, 3-310, 3-313, 3-315, 3-317, 3-322, 3-323, 3-324, 3-326, 3-333, 3-334, 3-335, 3-346, 3-353, 3-354, 3-368, 3-626, **Transportation:** 3-347, **Paint Hangar:** 3-369, 3-370, 3-380, **Special Tools:** 3-360, **Flight Test/Avionics:** 3-390, **Delivery Center:** 3-800, **Wire Shop/Tire Shop:** 3-818, **Developmental Center:** 9-08, 9-48, 9-49, 9-50, 9-51, 9-52, 9-53, 9-54, 9-60, 9-77, 9-90, 9-96, 9-98, 9-99, 9-101, 9-120, 9-140, **Duwamish Customer Service Center:** 11-14, **Military Flight Center:** 13-01, **Thompson Site:** 14-01, **South Park:** 15-01, 15-30, **Training Connections (Central Site)**

EMERSON HAMILTON .. **Grievance Coordinator; Outbase/Remote Locations**



Ernest McCarthy



Emerson Hamilton  
(Grievance Coordinator)

### EASTERN WASHINGTON



Steve Warren

#### UNION CONTACT INFORMATION - TOLL Free 1-800-763-1301:

|  |   |  |   |  |  |
|--|---|--|---|--|--|
| <b>AUBURN:</b><br>201 A St. SW<br>253-833-5590 | <b>EVERETT:</b><br>8729 Airport Rd.<br>425-355-8821 | <b>RENTON:</b><br>233 Burnett N.<br>425-235-3777 | <b>SEATTLE:</b><br>9125 15th Pl. S.<br>206-763-1300 | <b>SPOKANE:</b><br>4226 E. Mission<br>509-534-9690 | <b>WEBSITE:</b><br>www.iam751.org<br>www.yourpowerinside.com |
|--|---|--|---|--|--|

# Volunteer Efforts Visible Throughout the Region

District 751 Machinists Volunteer Program (MVP) continued to help others throughout the month of February - building wheelchair ramps, preparing and serving meals, and sorting food at the Northwest Harvest warehouse.

751 volunteers are visible every weekend across Puget Sound helping to make life better for area residents.

In February, volunteers got to help the relative of a member. After member Warren "Lyle" Edick's mother-in-law was injured in a fall, she needed a wheelchair ramp at her front and back door before she could return home following rehab. Lyle knew from the Union paper that volunteers regularly constructed wheelchair ramps and put in his request.

The 751 MVPs sprang into action and completed two ramps at the house so she could return to her residence. Prior to the ramp being built, his mother-in-law had to stay with relatives.

In addition, MVPs prepare and serve food at the Tacoma Rescue Mission two weekends each month and at the Everett Gospel Mission two Sundays each month.

All volunteers and their families are invited to take part in the annual MVP

awards banquet on Mar. 24 from 5 to 7 p.m. at the Seattle Hall to celebrate last year's accomplishments and acknowledge the volunteers who made it possible. Awards will be given to the top volunteers in the family, member, retiree, steward and officer categories.

If you would like more information about any of the events or would like to get on the MVP mailing list, please contact Kay Michlik at 206-764-0335 or toll free at 1-800-763-1301, ext. 3335 or by email at kaym@iam751.org.



MVP's spent a Saturday building a ramp at both the front and back door for the mother-in-law of a member so she could return home after being injured in a fall.

Below: Dave Henry, Jason Redrup and Rob Curran frame the ramp.



Glen Howard and his son Caleb were two of the volunteers working on the ramp project.



Above: Rob Curran prepares food at the mission.

Photo right: Dave Henry (r) helps prepare breakfast at the Tacoma mission.



751 volunteers prepare and serve breakfast at the Everett Gospel Mission the second and fourth Sunday of each month.



Helping out at the Everett Mission L to R: Randy Haviland, Roman Yarosh, Chris Louie, Larry Pfeifer, Robert Blain, Darin Bowman and Scott Janacek.

**Machinist Volunteer Program (MVP)  
Potluck & Awards Ceremony  
Saturday, March 24 - 5 to 7 p.m.  
Seattle Union Hall A (9125 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 info, call 1-800-763-1301, ext. 3335.



Photo right: George Braun (l) and Rob Curran package food for distribution at Northwest Harvest.



Photo left: Tom Lindberg prepares food at the Tacoma Rescue Mission.

## IAM/Boeing Safety Corner: Touring EMC

IAM/Boeing Joint Programs North Site recently had the pleasure to conduct an Everett Site Committee Safety Tour of the Everett Modification Center (EMC), 7-334 Bldg during January 2012.

For those not familiar with the Everett Modification Center, it is a Boeing-leased facility located on the south end of Paine Field near the Everett factory where production and travelled work is currently being performed on Boeing 787 Airplanes.

Because this is not a Boeing-owned facility, trying to adapt to building airplanes in this facility from the factory environment has created many unique challenges, among them employee safety. There are approximately 1,700 hourly production workers who work in this facility performing this work across all three shifts.

The EMC has recently introduced a Safety Council that is made up of hourly and salary members such as Safety Focals, Union Stewards, Site Committee Representatives, IAM/Boeing Joint Program Representatives, Production Managers, EHS Representatives and other support personnel and an IAM Business Representative. The Council is very pro-

Russell Countryman was recognized for his safety efforts at EMC. L to R: Lars Espeland, Russell Countryman, Business Rep Brett Coty and John Barnfather.



active in the safety effort and are committed to changing the safety culture.

The Everett Site Safety Committee tour was conducted on January 31, in accordance with Article 16 of the IAM/Boeing Contract. The 787 team at the EMC had nearly 25 hourly employees and production managers in attendance, along with a senior manager and the area Superintendent and 787 Safety Champion to help kick off the tour. The discussion was focused around some of the safety challenges they have faced since moving into the facility, continuous improvement efforts, and their vision of where they hope to go as a program in the

future with commitment from the program leadership.

In addition, starting in 2012 as part of our Tour Process, the Everett Site Safety Committee is recognizing hourly individuals and/or teams that have gone above and beyond in safety and have been recommended by their peers and organization for their efforts.

For the month of January 2012, the Everett Site Safety Committee was pleased to recognize Everett Modification Center, 787 Position D Safety Focal Russell Countryman, for his hard work and outstanding commitment to Safety. Congratulations Russell!

## President's Visit Highlights Importance of Manufacturing Jobs

Continued from page 2

(Weren't we just talking about that?) But in every case, the skill, creativity and every-day wisdom of Machinists Union members like you are saving Boeing time and money - while also making your jobs easier and safer.

I think this will have a financial benefit to you as well.

As you know, the contract extension you ratified in December provides for an incentive bonus plan. As of today, we can't say exactly how that will work - we've still got a couple months left to work out the specifics with the company. But we do know that some of the bonus plan's metrics will include productivity targets as well as safety goals.

So everything we can do, as Machinists, to make production flow more smoothly and our jobs safer will pay off in terms of cash in your pocket - not to mention your jobs will become less stressful and the risk of you getting hurt will lessen.

This is the essence of what the Machinists Union is all about: making positive steps to make the places we work better.



# RETIREMENT NEWS

## February Retired Club Minutes

by Ruth Render,  
Retired Club Secretary

The meeting was called to order on Feb. 13 by President T.J. Seibert. President Seibert then led the attendees in the Lord's Prayer followed by the flag salute and the singing of God Bless America.

**Roll Call of Officers:** All officers were present.

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

**Financial Report:** The January expense report was read by Treasurer Betty Ness. A motion was made to accept the reports as read. **M/S/P.** Betty said a per capita report will be done next month. Mike Keller announced that an audit report was done and everything was in order.

**Health & Welfare:** Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: Thomas Campbell, Howard Lyman, Gladys Mahoney and Don Oliver. Sympathy cards were sent to the next of kin. Helen mentioned that the

family of Orville McKee sent a thank you card. T.J. Seibert announced that former District 751 Business Rep Jim Bostwick recently passed away.

**Birthdays & Anniversaries:** The following celebrated birthdays in February: Isaac Motola, Betty Hutchins & John Pompeo. Calvin & Vera Doss celebrated their 54<sup>th</sup> anniversary. The club sang Happy Birthday.

**Legislative Report:**

Carl Schwartz announced that he, T.J. Seibert, Ruth Render, Betty Ness and Tom Lux will attend the Alliance for Retired Americans (ARA) conference in Las Vegas, Feb 29 - March 2. The Machinists Union retiree conference will also be held in Las Vegas in April. Carl recommended that two delegates be sent to that conference with the cost being covered by the Retiree Club.

Carl also recommended that two additional delegates be sent to the conference and be paid for by the District. President Seibert will seek approval for this.

Carl reported that eight Retiree Club members and Legislative Director Larry Brown met with Representative Adam Smith on February 10 for an hour. They discussed several topics of importance to seniors, including Social Security. Retirees appreciated the time he gave us and will send him a thank you letter. Carl encouraged everyone to contact Smith if you have any concerns or questions.

Carl spoke about the Pacific Northwest Labor History

organization. They will be holding a conference in Tacoma in May. Carl made a motion to contribute \$25 to the organization to help further their work.

Carl announced that the National Labor Relations Board now has a full board and can function to protect workers' rights as intended.

Carl provided copies of a letter that explains the importance of the Medicare and Social Security programs and asked that members pick up a copy and give it to their grandchildren or other younger people to help them understand why these programs are so vital and what is at



L to R: Isaac Motola and Betty Hutchins celebrated birthdays in Feb, while Vera and Calvin Doss celebrated their 54th anniversary.

stake as legislators discuss changes to the programs.

Carl encouraged people to check out the web site of Senator Bernie Sanders. He posts a weekly column on his site and it often touches on senior issues. He also said that Bill Moyers has recently cov-

**Continued on page 11**

**REMINDER: Corned beef and cabbage will be served at noon following the March 12 business meeting. Those wearing green will get an extra piece of cake!**

| 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  | 253-736-2756 |
| 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 |               |              |

### Retirees

Congratulations to the following members who retired from the Union:

- |                    |                     |                       |
|--------------------|---------------------|-----------------------|
| Brent M Barker     | Gerald L Herrington | Mitchell S Purdy      |
| Francis G Bittner  | Robert D Hines      | Daniel A Rathke       |
| Robert J Boyles    | Henry H Huynh       | Ollie M Reeves        |
| Gary L Brining     | Michael J Iacono    | James Robinson        |
| Jeffrey Carty      | Thomas W Johnson    | Michael Romero        |
| David A Charlebois | Terrance J Kartes   | Mona J Ryder          |
| Ronald E Cook      | Edmon G Lacy        | Steven S Saign        |
| Ruth A Cullins     | Alicia E LEMON      | Bradley N Sanford     |
| Thomas C DeCook    | Arthur J Lobb       | Marie M Sanford       |
| William G Ebbbers  | Timothy A McAlvey   | Dennis G Schanzenbach |
| Byron D Elder      | Laura L McDaniel    | Patricia C Sell       |
| Dennis A Engeland  | Daniel E Meddaugh   | Martin R Spotsanske   |
| Richard L Gilliam  | Fern Mickelson      | Thomas V Sullivan     |
| Richard L Gitchel  | Roger W Nelson      | Leonardo S Taggug     |
| Christine M Gross  | Michael S Parshall  | Patricia C Williams   |
| Jeffrey D Hall     | Gary A Peterson     | George E Woodward II  |
| Randy W Hancock    | Ronald R Peterson   | Gary J Wright         |
| Chamroeun Heng     | Bruce A Pound       |                       |



Congressman Adam Smith met with 751 retirees at the Seattle Union Hall recently for nearly an hour to discuss Social Security and Medicare issues, answer questions and ensure he heard concerns from our retirees.

## Smith Meets with 751 Retirees

by Carl Schwartz,  
Retired Club Leg. Chair

On Friday, Feb. 10, a group of our Retired Club members met with Congressman Adam Smith to discuss our concerns about Social Security and Medicare.

Retirees spoke about our concern with the proposed cuts to the staffing of the Social Security administration, which would make it almost impossible for the system to function. Retirees also expressed hope (as noted in the resolution passed at the January Retired Club meeting), that accessible community offices should be kept open. Retirees emphasized the cost of operating all the func-

tions of the system are less than one percent of the tax collected.

Rep. Smith agreed that taking money out of the tax that supports Social Security (for a "back door" tax cut) is not a good idea. Our government does need more revenue, not another cut in income.

Retirees also discussed raising the "cap" on taxed earnings that support Social Security. Rep. Smith noted that the Social Security tax to benefit ratio does favor the lower income wage earners to some degree. Retirees pointed out that raising the "cap" would ensure security of the system for the long term.

The group also discussed the formula  
**Continued on page 11**

## Bostwick Remembered for Caring Nature

District 751 was saddened to learn that Retired Business Rep Jim Bostwick had passed away February 6, 2012 after a long battle with cancer.

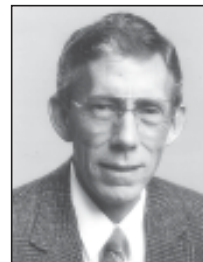
Jim hired into Boeing in 1956 as a mechanic on the B-52 airplane and later became a Flight Control Rigger on the 707, 727, 737 and AWACS programs.

Always liking to help others, Jim became active in the Machinists Union as a Union Stew-

ard to give co-workers a voice in the shop. As he gained experience, he stepped up his union activities and began working his way up through leadership ranks in Local A - starting as trustee and progressing to Vice President and Local A President - a position he held for 10 years in addition to serving on the District Council.

In 1987, Jim was elected Union Business Representative and held the position until his retirement in 1994.

However, beyond his skills as a Union rep and officer, he was also a master carpenter. Jim's favorite pastimes were wood working and cross-stitch. He especially loved giving his projects to family



Jim Bostwick served as Business Rep from 1987 until his retirement in 1994.

and friends. He also enjoyed restoring his classic car and going to car shows.

Retired DBR and Staff Assistant Al Wydick recalled, "I first met Jim when I worked at the Renton plant, and we became great friends. He was a guy that would do anything for you and loved to help others."

"Jim could do any type of carpentry work as well as work on cars - he was very talented. He

was a wonderful friend," Al recalled. "Years after we retired when I moved to Auburn, I wanted to put new cabinets in my mobile home. Jim took a few measurements and built all new cabinets in his basement for my mobile home. Everything fit even though he only took a few measurements, that's just how good he was. He was a wonderful person, a great guy and I will miss him dearly."

After retirement, Jim kept in contact with many by attending 751 Retirement Club meetings on Mondays.

He is survived by Loretta (Kuhl) his wife of 52 years, daughter Eva (Rick) Mathews, son David (Kathy), 9 grandchildren, and 2 great-grandchildren.

# FREE WANT ADS FOR MEMBERS ONLY

## AUTO PARTS & ACCESSORIES

CAB-HIGH FIBERGLASS CANOPY. Fits 1973-1996 Ford long-bed, blue. \$300. 360-829-1938

## BOATS

13 FT SMOKERCRAFT ALASKAN, 15 HP Johnson, Eagle Fish Finder, 47 lb thrust electric bow mount motor and aluminum trailer w/ spare tire. \$2,500 Firm. 425-501-1227

12 FT COLEMAN CROWDAD boat, electric trolling motor, 1 1/2 horse cruise and carry motor and Fred Meyer trailer. Good for lake fishing. 206-242-0272

## COTTAGE INDUSTRIES

HOUSE HUNTING? I can help. Call a licensed real estate broker. Reach Von Provo at 425-359-0165 or [yonprovo@admiralre.com](mailto:yonprovo@admiralre.com). Take advantage of record low interest rates and home prices.

NEED A BUYER for 9 vending machines. Paid \$87k, need \$55k to pay off hospital bills. Most are located Everett and North--all must go. 425-422-8790

HORSEBACK RIDING LESSONS, [www.triplepleasurehorses.com](http://www.triplepleasurehorses.com). Boarding and training available. See website for more info. Packages available - Boeing employee discount. 253-569-4804

DIANA'S CLEANING SERVICE, 17 years in business. Licensed, bonded, insured. BBB and Chamber Member, Angie's List Super Service Award recipient 2011. Got Dirt? We Can Help! 253-631-6032

HOME HUNTING? Call Von Provo at 425-359-0165 or [yonprovo@admiralre.com](mailto:yonprovo@admiralre.com). Take advantage of low interest rates and historic low home prices.

LOSE UP TO 2-5 LBS A WEEK quickly, safely and effectively. Free health coach; learn thru my health program how to maintain that weight loss for life! Call Tracie at 425-308-6641

COLLEGE TRAINED MATH, CHEMISTRY, ENGLISH (including ESL) AND BIOLOGY TUTOR is members' son. Can do middle school up to college, including HSPE, ACT, and SAT. [maifsozu@yahoo.com](mailto:maifsozu@yahoo.com) or 360-805-9868

## ELECTRONICS & ENTERTAINMENT

1980 MIDWAY PAC-MAN COCKTAIL TABLE-style. Works good. One or two can play; fun for the whole family. Asking \$950. 253-373-0755

SILVERTONE TWO-KEYBOARD ELECTRIC CHORD ORGAN. Bought in the 1960's; works great. Original owners manual. \$75 OBO - CASH ONLY. 425-226-2385

## FURNITURE AND APPLIANCES

WHITE WHIRLPOOL TOP LOAD WASHER AND DRYER, \$50 each. Tempur-Pedic twin extra long adjustable massage bed, \$800. Lazy-Boy Rialto recliner-rockers, \$250. Queen size log bed, \$100. 360-652-3650

19 FT LEATHER COUCH w/hobnails - chocolate brown; excellent condition. Paid \$2,000 asking \$400. 253 925 1939

60" REAR PROJECTION TV; great picture, works great. \$200. 253 925 1939

RATTAN CHAIRS (2), good condition, includes ottoman. \$100. 253 925 1939

HARDWOOD LARGE OVAL TABLE, blonde wood; paid \$500 asking \$75; heavy w/leaf. 253 925 1939

DOWNSIZING - complete living room suite, couch, love seat, two end tables, entertainment center, 3 matching lamps (one table, two hanging). \$1,000 for all. (Allergy note - one cat household. 425-641-5567 evenings 6 - 9 pm

## 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. 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 16th**

ANTIQUEDRESSERS - must see. Some in great condition, some need tender care. Best offer takes. CASH ONLY. 425-226-2385

MOVING - MUST SELL heavy-duty bunk beds. Like new, two new mattresses. \$100. 253-473-2624

BOOKCASES - 6' tall, 5 shelves, light colored. Very good shape. \$50 each or all 3 for \$125. Also have 2 stackable dark-color bookcases with sliding glass doors, 5+ shelves. \$100 and \$150 each. 253-875-7944

BUNK BEDS, good shape, older nice wood. Mattresses hardly used. \$200. 253-875-7944

## HOUSING

KONA, HAWAII OCEANFRONT condo, enjoy spectacular views from lanai, 2BD/2BA condo, pool, Jacuzzi, DSL, see [www.banyantreecondo.com](http://www.banyantreecondo.com) for more info, \$1025-\$1175/wk. Boeing discount pay for taxes. Sleeps 4. 206-938-9214.

OCEAN SHORES FULL OWNERSHIP CONDO. Ocean front \$119,000. Call Lorna Valdez cell 360 581 1383 (Windermere)

3 BDRM HOME IN BURIEN. Family room with cozy wood stove. Rec room and wine cellar in basement; detached garage with workshop. Level fenced 1/3 acre. \$164,500. 206-243-4790.

COME TAKE A SPRING BREAK! 1 bdrm beach front cabin on Hood Canal features shorebirds, shellfish, sealife and scenic peace and quiet. Find us on Facebook, search Sisters Point Cabin. 360-275-6816

## MISCELLANEOUS

BOXES FOR MOVING household goods. Used once, very good, clean condition. 206 932-6141 EVENINGS ONLY

MOTORIZED WHEELCHAIR, bought in 2000. Works great, used in nursing home. \$2,500 OBO - CASH ONLY. 425-226-2385

ANTIQUE WOOD WALL CLOCK, battery-operated. Excellent condition. \$75 OBO - CASH ONLY. 425-226-2385

PELLET STOVE, freestanding, Lopi brand. \$750. 253-840-5552

CUISINART GC-17N GRIDDLE GRILL CENTRO, 1700-watt, 2-tier grill/griddle with rotating skewers. Brand new. \$90. email [maifsozu@yahoo.com](mailto:maifsozu@yahoo.com) or call 360-805-9868

10 LITTLE WOOD BOXES, 9" x 12" x 3", great little drawers, etc. \$2.00. Collector shoebox, cardboard, holds 9 pair, real neat, has sayings on it, \$20. 253-852-6809

CUB INTERNATIONAL TRACTOR manual of general contents, fuel system, steering, etc., 9 sections electrical, \$25 OBO. 253-852-6809

EUREKA STYLE F & G disposable dust bags for upright vacuum cleaner (16) for \$10. 253-852-6809

10 FT METAL HAND BRAKE, Pro II by Tapco, in great cond. \$1,000. 253-852-6809

20 GALLON CANS w/lids, clean. \$.15 cents each. 253-852-6809

26 PAIR plus warm jeans, men's and women's, for quilting. \$15. 283-852-6809

MEN'S SWEAT JUMP SUITS by Buck and Buck designs for assisted and nursing home, etc., zips up in the back, 1 cotton polyester new rust color, \$30, 2 navy and royal, \$30 each, large, worn about two weeks, very good condition. 253-852-6809

COVERALLS, grey strip size 42 short, 1 regular length, good condition, \$20 each. 253-852-6809

PORTABLE ROLLING CART, with liner (white), folds for easy storage for groceries, laundry, etc., 18" high-17" square, \$20 like new. 253-852-6809

COLLECTIBLE CHANDELIER, all brass with printed flowers, 6 electric bulbs, plus big bottom one. \$150. 253-852-6809

NATIONAL PRESSURE COOKER instructions, recipes book, for modern guide for home cooking. \$5. 253-852-6809

PLATE GLASS SHELVING, 6, 17 x 23.5, \$5 ea. 253-852-6809

HAPPY BIRTHDAY WINDMILL, 21.5" high, candles to keep windmill turning, 18" x 18" for all birthdays, over 100, 0-9 some double, \$100 OBO. 253-852-6809

NIKKEN MATTRESS, Kenkopad deluxe, thick all new material, consisting of polyurethane foam 100%, queen 60x80, 6" thick, the Kenkopad deluxe represents the summit of excellence in sleep technology, much more than a mattress, this is a sleep system, very clean and in good condition. \$600. 253-852-6809

MEMORY FOAM PAD, queen size, 60x80, 4" thick, used 2 years, very good condition. \$100. 253-852-6809

1 NIKKEN KENKOPAD, the thinner style that goes over your mattress, featuring a thick layer for added softness, offers portable version of the Kenkopad Deluxe without sacrificing the important features and benefits. \$300 each, new in original boxes, queen size. 253-852-6809

HOUSE PLANTS, purple heart rooted in water - free. Other house plants \$3 to \$25. 253-852-6809

1979 SPORTCOACH MOTORHOME window screens for driver window and table side screen, \$20 both, good cond. 253-852-6809

MARBLE PIECES, 41, 15.5" x 21.5" and 21" x 12". \$10 OBO. 253-852-6809

## PROPERTY

ONE-HALF ACRE, TREES, AIRSTRIP, boat dock, clubhouse, piped water, power available. Secluded, build your own hideout. Contact any broker. Center Island lot 133. [kramer3@post.com](mailto:kramer3@post.com) 206-799-2656

PROPERTY SALE, 6206 Melrose, Everett WA 98203. Near Boeing. House needs work. Call 206-799-1183 for more info.

GREAT 6.32 ACRES with lovely trees. In the country but close to all amenities. Electricity in the street. DOT terms. \$95,800. 360-435-2430

ENJOY TROPICAL LIFESTYLE IN THE SUNSHINE STATE. Canal front double lot 100 x 125, Lehigh Acres, FL. Easy access to SW Florida Int'l Airport, beaches and golf courses. 2011 taxes - \$86. \$10,500. 425-822-1393

TWOSIDE-BY-SIDE CEMETARY PLOTS for sale. Garden of Good Shepard at Washington Memorial Park. \$2,400 each, today's value \$3,900. 360-275-3903

## RECREATIONAL VEHICLES

BREATHABLE RV COVER. Fits to 26 ft. \$30. 206-762-4732

## TOOLS

HAVE SEVERAL MACHINIST DIAL GAUGES, micrometers, depth indicators and acc. for sale. Also amateur radio and DC power conv. Serious offers only. 253-503-9112

7.5 KW GILLETTE GENERATOR, new, in box. Honda engine, two-wheel dolly kit, manual transfer switch, power inlet box, 5' power whip cord, manual. Home-electronics safe. \$2,000. 206-722-6848

## VEHICLES

1993 SUBARU LOYALE WAGON 4X4. Mechanic Special. \$950. 360 668 5063

1990 CHEVY SILVERADO 4X4 short bed, runs and drives, cosmetically challenged. Good dump truck. 169,273 miles. \$1,200 OBO. 206-940-9225

1997 AUDI A6 QUATTRO, V6. Lots of recent work. 150,863 miles. Call for details. \$3,000 OBO. 206-940-9225

2002 HYUNDAI ACCENT GL, 4-dr auto, 88,363 miles. Overdrive is slipping, red w/ grey interior. Call for details. \$1,500 OBO. 206-940-9225

2003 CHEVY TRAILBLAZER. Runs good, damaged driver's door. U-fix price \$3,800. Also have 3 truck tires, 35x12.5x16.5, fair amount of tread. \$25 each. 253-875-7944

Circle One:

- ANIMALS
- BOATS
- TOOLS
- HOUSING
- AUTO PARTS & ACCESSORIES
- ELECTRONICS & ENTERTAINMENT
- FURNITURE & APPLIANCES
- RECREATIONAL VEHICLES
- MISCELLANEOUS

- PROPERTY
- RECREATIONAL MEMBERSHIP
- SPORTING GOODS
- VEHICLES
- COTTAGE INDUSTRIES

Ad (25 word limit. Please print) \_\_\_\_\_

Phone (or Address) \_\_\_\_\_

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

Name \_\_\_\_\_ Clock Number \_\_\_\_\_

Address \_\_\_\_\_ Shop Number \_\_\_\_\_

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is March 16th!



# Accepting the Oath of Office



District President Tom Wroblewski (l) administers the oath of office to Local F District Council Alternates Hazel Powers (center) and Prinnie Stewart.

Photo right: Joint Programs Administrator Stosh Tomala (l) administers the oath of office to Local A Audit Paul Schubert.



Photo left: Business Rep Ernie McCarthy (l) administers the oath of office to Local C Educator Bob Belles

## Notice of Nomination & Election for District Vice President

To the fill the vacancy for the unexpired term of District Vice President, the Union will hold nominations for the position at the April 10, 2012 District Council meeting to be held at the Seattle Union Hall, 9125 15th Pl S, Seattle, convening at 5:30 p.m.

To be eligible for nomination, members must be a seated District Council delegate as well as meeting all the "Qualifications of Candidates" listed in the District By-laws and the IAM Constitution.

**Election Day.** If more than one person is nominated for the position of District Vice President on April 10, an election will be held on May 8 from 5 a.m. to 8 p.m. at the following Union offices:

- Auburn:** 201 A Street SW
- Everett:** 8729 Airport Rd.
- Renton:** 233 Burnett N.

**Seattle:** 9135 15th Pl S  
**Spokane:** 4226 E Mission St.  
**Absentee Ballots.** Absentee Ballots will be furnished upon written request to the Dist Sec-Treasurer. Such requests for absentee ballots must be received **no later than 30 days** before the election. Members must qualify under the provisions of the IAM Constitution.

**For Locals A, C, E & F:** Direct absentee ballot requests to: District Secretary-Treasurer, 9125 15th Pl. S., Seattle, WA 98108 - either delivered in person or by mail.

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



Retirees met with Congressman Adam Smith to discuss Social Security and Medicare. L to R: Bill Schiefer, Mike Keller, John Guevarra, Diane Kezele, Congressman Smith, Carl Schwartz, T.J. Seibert, Helen Lowe, and Tom Lux.

## Smith Meets with 751 Retirees

**Continued from page 9**  
 used to calculate the cost-of-living adjustments to Social Security – noting that seniors generally have medical costs that are not factored in.

Retirees also touched on medical drug costs and the expiration of patents on

some drugs. Making generic drugs available would lower costs significantly. The group had a good exchange with Rep. Smith and are grateful he gave us a chance to voice our concerns face-to-face. He listened and answered our questions and is in our corner.

## Retired Club Minutes

**Continued on page 9**

ered pertinent topics such as the national debt on his TV show.

### Good and Welfare:

John Guevarra spoke about the IAM Activist Center alerts on the web site of the IAM&AW International office [www.goiam.org](http://www.goiam.org). Each week they cover issues that are important to all of us and make recommendations to contact legislators to let them know where you stand. A few recent suggestions were: tell Congress to protect workers' rights and pass a "Clean" FAA bill; tell Congress to reauthorize the U.S. Export-Import Bank and tell the House to adopt a stronger Buy America Act.

Tom Lux spoke about the upcoming labor history conference in Tacoma and said he would provide more information at next month's meeting. He also said that the display cabinets in the union hall lobby have been changed to honor Black History month. In March they will be updated to honor Women's History month.

Helen Lowe said she has done quite a bit of research about the Medicare "donut hole" and provided informational handouts at the meeting. You can also go to [www.medicare.gov](http://www.medicare.gov) or call 1-800-MEDICARE for information about the closing of the coverage gap.

Robin Guevarra acknowledged Tom Lux has been a real asset to the Retiree Club and now that he is retired his work has just begun.

**President's Report:** T.J. Seibert spoke about the meeting with Representative Adam Smith. He hopes Rep Smith understands where we are coming from. Among other things Rep Smith had different ideas about a formula for "scrapping the cap." A discussion about "scrapping the cap" followed.

**Unfinished Business:** None

**New Business:** None

**Adjournment:** Meeting adjourned at 11:50 p.m.

## Money Management Workshops

The Union regularly offers Personal Money Management Seminars for anyone who wants a comfortable retirement or has other financial goals such as your child's college education or a new home. It is never too early or too late to start planning. Learn about your VIP options, how to maximize your Boeing pension options, about tax favored investing and proper asset allocation, calculate your post-Boeing income and examine creative budgeting. Check the schedule below and register for the workshop of your choice.

**751 Everett Hall, 8729 Airport Road**  
 Mar 14th April 11th May 30th June 14th  
 11:30 a.m. to 1:30 p.m. AND 2:30 pm to 4:30 pm

**751 Seattle Hall, 9125 15th Pl. S.**  
 Mar 8th April 12th May 17th June 28th  
 Noon to 2 p.m. AND 3 pm to 5 pm

**751 Auburn Hall, 201 A St. SW**  
 Mar 13th April 10th May 29th June 12th  
 Noon to 2 p.m. AND 3 pm to 5 pm

To reserve a seat for any location, contact Money Management Educators at 888-223-8311 or email [mmpepugetsound@mmeducators.org](mailto:mmpepugetsound@mmeducators.org)

## Management Stalls Hytek Progress in Talks

**Continued from page 4**

ditions while negotiations are underway.

In addition, the union alleges that the company is stalling in order to frustrate progress in negotiations, which would also be a violation of federal labor law.

Despite the company's tactics, the union has come forward with proposals that actually would have helped Hytek managers run their plant more effectively, Cummings said.

On Feb. 10, the IAM presented a plan to streamline Hytek's complex employee classification system and standardize the pay structure.

At the time, that proposal seemed to have created a breakthrough, Cummings said. Hytek's negotiating team committed to bringing back a counterproposal at the next bargaining session and hinted they thought a deal was near.

Instead, Hytek hired another law firm to address the NLRB charges. At the next negotiations session, the Union was amazed that, rather than discuss substance, they were sub-

jected to a series of complaints by one Hytek lawyer complaining about the other lawyer's fees.

"We have bent over backwards to understand their business needs, but Hytek has not come to the bargaining table with the same spirit," Cummings said.

The union will keep fighting for a better system for pay and promotions, and to get rid of the system of favoritism that provides a better living to relatives and friends than the rest of the workforce, he said.

"Your IAM negotiating team has heard you loud and clear, and we are not interested in accepting a system that is not fair and transparent," Cummings told the Hytek Machinists.

The union is also fighting hard to make improvements to the Esterline corporate health care package that is "driving too many of you to the poor house," he said.

"We thank you for your patience and your determination," Cummings told the Hytek workers. "We will not give up, and in the end we will get a contract that rewards your hard work and dedication."

## Take Part in Local F Unity Bowl

Strike up a good time with food, fun, friends and prizes while raising money for the Union's Machinists Non-Partisan Political League (MNPL).

**Sunday, April 29 from 1 to 4:30 p.m. Glacier Lanes**

**9630 Evergreen Way, Everett**  
 Any IAM 751 member, family or supporter may participate. Trophies will be awarded to high score and those who "tried." \$50 per bowler (includes bowling fees, shoes, dinner and prizes). Lane sponsorships are also available. We'll have fun to spare...so sign up today!

For more information, contact Mitchell Christian at 425-308-6895 or Paul Veltkamp at 425-463-6138.



# EASTERN WASHINGTON

## Bauer: Athletic Excellence All Year Round

Mention cross-country skiing in Spokane and you're likely to hear about Local 86 member Deb Bauer. For more than two and a half decades she has been dominating local and regional competition, and she has also been a champion in national and international events.

Yet her zest for competition and quality is not limited to snow sports. When she is not training on the Nordic trails, Deb is busy competing in marathon canoe racing where she has also won numerous events around the country.

As a First Article Inspector at Triumph Composites Systems, Deb strives for excellence in all aspects of her life. At work, her skills help dissect and decipher new parts – from the material used down to the configuration of the part. Throughout her 21 years at the facility, she has managed to compete in national and international competition for

both cross-country skiing and marathon canoe racing – often moving to second shift to step up her training regiment. In the winter she skis five or six days a week – often at night using a headlamp, and she trains with the same intensity during the other seasons.

Her drive, determination and enthusiasm have led to year-round training that includes competing in triathlons. "It works out great that cross country skiing and marathon canoe racing have offsetting seasons that never overlap. You finish one season and start the next," said Deb. "Both require upper body strength and use the same muscles so they really complement each other."

On Mount Spokane, Deb is somewhat of a local legend, where she has won the women's division of the annual Langlauf 10K competition 19 times – including the most recent race held on Feb. 12. She hopes to get her 20<sup>th</sup> Langlauf victory next year – keep in mind this race draws nearly 300 skiers. On Jan. 15, she was the overall woman's winner at the Gunnar Haggen 30K classic at Snoqualmie Pass – another grueling race she has won many times.

Whatever the weather conditions, Deb is usually ahead of the competition – taking on the elements and often entering multiple races at the bigger events.

Growing up in West Virginia, she was always athletic and ran track in high school. After graduation, her dad got her involved with marathon canoe racing, which she still enjoys today. During a marathon canoe race, she met her future husband, Nick. On their honeymoon, they traveled west to visit their brother-in-law and never went back.

Once in the Northwest, her enthusiasm for sports grew and turned into a

family past time. Winning is in the family (both hers and her in-laws), as her husband, nephew, brother-in-law and sister-in-law have all won various competitions – on the snow and the water. Her father and brother are also good athletes that have won various competitions. In fact, family is the reason she is so dedicated.

She was proud to enter "The Great Greenbrier Race" a triathlon held in Marlinton, West Virginia, where she raced in the family class with her brother and father and won it overall. The race consisted of running, mountain biking and canoeing – again a testament to her strength and endurance.

"My husband Nick is my regular training partner. He has really helped me achieve many of my accomplishments and is also a very successful athlete in both skiing and canoeing," said Deb. "It certainly helps to marry into a family that is supportive and competitive. A lot of our family gatherings usually have something to do with sports."

While she has won many races in various sports, a few stand out in her memory. In the 1998 World Masters Cross-Country Ski Championships in Lake Placid, New York, Deb brought home many awards: 1st in the 4x5 Relay; 2nd in the 10K Classic, 2nd in the 30K skate and 3rd in the 15K skate. For those events, she not only beat out national racers, but also the best from Germany, Italy, Russia and other countries.

In 1997, at the Master's National Cross County Ski Championship in Anchorage Alaska, she finished 1st in the 5K classic, 2nd in the 10K skate and 2nd in the 30K skate. While in Alaska that year, she also competed in the 50K "Tour of Anchorage" and finished fifth. "That was a hard week of racing," she recalls.



Deb Bauer has won numerous cross country competitions at the regional, national and international levels.

In 1994, she took a month off work to train for the Olympic Trials in Anchorage where she finished 12<sup>th</sup> place. In addition, she had multiple top five finishes in the American Ski Chase Series races (50K).

Over the last 25 years, Deb has also had numerous top 10 finishes at Marathon Canoe National Championships, including several second and third place finishes. Last year in Michigan, the top three teams were together for about 2.5 hours for the national championship, but she ended up missing the win by only 10 seconds.

In recent years, Deb has also taken up skijoring – a sport that incorporates her athletic snow dogs into the competition – getting even more of her family involved in her athletics. This unique sport is a cross between mushing and cross-country skiing. On March 3, she will take part in the "Paws and Poles" race at 49 Degrees North near Chewelah.

In May, Deb will be part of the Lean Mean Machinists Team in the annual Bloomsday Run – a chance to proudly represent our Union with her outstanding athletic ability. Whatever the competition, she is sure to give 100 percent of her effort and ability to be the best she can be.



Deb also competes in skijoring with her snow dogs, Kolka and Buck.



Deb with her father William Samples (l) and brother Tom (r) won The Great Greenbrier Race - a triathlon combining running, mountain biking and canoeing.



Deb Bauer finished third in the Marathon Canoe National Championship last year in Michigan.

## Trainers Refresh Course to Keep It Real

Hanford's environmental cleanup workers carry out some of the most dangerous work in the world. As a result, they are required to take an eight-hour HAZWOPER course that contains some of the most demanding training requirements of any safety, health or environmental regulations.

Thanks to the creativity of the six peer trainers from various unions and crafts, the training is never the same. They serve not just as trainers, but curriculum developers as well. These highly skilled trainers use hands-on exercises, computer-based training, small group activities, lecture and other blended learning techniques to drive home the HAZWOPER training. They recently met to revamp the course for this year.

Machinist Pat Goble has been a HAMMER instructor

for 13 years and he likes the idea of workers keeping other workers safe. When he is not in the classroom, he serves as a mentor for peers working side-by-side with them in the workplace.

"We rewrite the eight-hour refresher course each year to keep it fresh. Throughout the year we look at events that happened here and other places and look at lessons learned from other sites to create a unique scenario for the class," said Pat. "We take the objectives we are required to cover and figure a different way to do the class while still meeting the objectives."

"I enjoy teaching and continue because I have known people who were hurt or injured. If we can prevent that, then I have succeeded. I worked as a mechanic 14 years before coming to Hanford and know at other places the pressure to just get it done, but here you have to pay attention to safety – especially when it comes to chemicals," Pat added. "Who knows what would happen without the training. When new people enter the class, you can see the light come on and they understand the potential consequences – then you know you have made a difference."

HAMMER is recognized as a center of excellence for developing safe and skilled workers and responders, thanks to trainers like Pat.



Revamping annual safety training for workers at Hanford peer trainers L to R: Allen Wilhelm, Pat Goble, Mike Crockett, Scott Downing, Rod Nelson, Scott Kelkar, and Rob Winingar.



Staff Assistant Ken Howard (l) congratulates Jack Clinton on his retirement.

## Retirement Recognition

Machinists Union leaders recently honored several members as they retired from the Union. Staff Assistant Ken Howard honored Local 1951 member Jack Clinton at his retirement from Pexco and thanked him for his service as a Union Steward.

In Wenatchee, Local 1123 Vice President Barry Wright (l) congratulated member Joe Gates who recently retired from Alcoa.

Barry Wright (l) thanks Joe Gates for his years of service as he retired from Alcoa.

