

## Negotiators Hear Issues Up Close and Personal

In the shadow of Everett’s Boeing plant, the first contract kickoff barbecue began on a cool and windy day. Hundreds of IAM members arrived to meet with the Union representatives who will be negotiating our Collective Bargaining Agreement. The barbecues were an open invitation for members to meet with Union negotiators before the Union’s formal proposal is presented to Boeing on May 9<sup>th</sup>.

Members were able to sit down with District President Tom Wroblewski, Secretary-Treasurer Susan Palmer, all 13 Business Representatives, Joint Program and District Staff to ask questions about the process, the issues and the benefits we are demanding in contract negotiations. Discussions ranged from pensions to the starting pay to General Wage Increases, to health care, vacation and sick leave. Literally every aspect of the contract was discussed. Many members brought their families to the event. At every site, it was clear members agree **“It’s Our Time, This Time!”** – especially after Boeing again posted record profits for the first quarter.

The barbecues, held at the Union Halls in Seattle, Auburn, Everett, Renton, and at the Sportsman’s Club of Frederickson, sought the voices of IAM members. “We’ve been collecting input from our members for the past year,” said Wroblewski. “Although we’ve had

**Continued on page 2**



*Top left: Business Reps Ray Baumgardner and Richard Jackson answer questions in Seattle. Top right: Health & Benefits Rep Joe Crockett talks with Renton members. Bottom left: District President Tom Wroblewski responds to questions on negotiations. Bottom right: Business Rep Jon Holden answers a contract question.*

## Union Continues to Protest Boeing’s Cost Shift on Health Care

The Union continues to challenge The Boeing Company’s plan to switch the no-monthly premium health plan from Selections to the Traditional Medical Plan (TMP) during the May open enrollment period.

The Union has made numerous data requests and sought further explanation of Boeing’s data and interpretation of the contract, in addition to filing a grievance to protest the switch. Boeing is trying to switch from an easy to understand formula to determine the low-cost provider to something that is complicated and not negotiated. While the contract does not specify how the Company will determine the low-cost plan, the bargaining history notes that the lowest-cost plan is to be determined by the plan’s premiums. Now Boeing has designated the Traditional Medical Plan (TMP) as the lowest-cost plan based upon an entirely different set of criteria – and in the middle of a contract, no less.

While the Union fights this issue, members with Selections who want a no-monthly premium plan will need to change to the TMP during the May open-enrollment period (see articles page 4-5). Since negotiations are beginning May 9<sup>th</sup>, the issue may end up getting resolved at the bargaining table.

“This change pits a large portion of our members



*District Secretary-Treasurer Susan Palmer, who chairs the Benefits Committee, answers questions on health care.*

(who already have TMP) against another group. Overall, it shifts costs from Boeing to employees. It should be part of the total negotiated contract package for members to vote on September 3<sup>rd</sup>,” declared Joe Crockett, 751 Health & Benefits Rep who is also serving on the Benefits Negotiating Committee. “It is a way to creep the costs onto our members using an unknown, unexplained and unnegotiated formula, which they hoped would go unchallenged.”

District 751 Secretary-Treasurer Susan Palmer who chairs the Benefits Committee added, “Members didn’t vote on this change. If Boeing wants to make the change, then it can be brought up during negotiations. The Union will not allow Boeing without a fight to force members into a plan with more costs (deductibles and co-pays) simply because they have a new way of calculating their numbers. This change is another way Boeing is trying to dismantle the benefits package Machinists members have earned over the years.”

“Boeing tried to eliminate Early Retiree Medical for new hires last contract, and now they are trying to shift medical costs onto employees during the contract, as well as announcing their intention to go after pensions

**Continued on page 4**



*Business Rep Heather Barstow (l) applauds Debbie Anderson’s choice to invest in Machinists Custom Choices plan, which helped her financially during her cancer treatments.*

## Insurance Pays Off on Cancer Diagnosis

When 751 member Debbie Anderson was diagnosed with breast cancer last fall, she had the reassurance of \$20,000 to help her through her treatments courtesy of Machinists Custom Choices Critical Illness policy. This financial safety net allowed her to focus on her cancer treatments and alleviated any financial stress, which might have resulted from her time off work.

“This is a great benefit. I appreciate the fact that our Union brought this option to the members,” declared Debbie. “Getting the claim paid was easy and stress free. The Critical Illness plan eased the financial pressure on my family by providing a lump sum cash benefit upon diagnosis of cancer. This is one of the best investments I ever made.”

When the Union introduced the Machinists Custom Choices insurance plans last spring, Debbie met with a representative and purchased the Critical Illness/Cancer

**Continued on page 3**



# REPORT FROM THE PRESIDENT

## Company Showed Their Hand in Recent Interviews

by **Tom Wroblewski**,  
District President

I want to start off by thanking all the members who attended the contract kickoff barbecues and gave input to the Union negotiators. It was a great opportunity to have face-to-face interaction with members and hear your issues.

We have been meeting regularly with top Boeing executives/negotiators for months now; however, when Boeing's chief negotiator Doug Kight recently interviewed with local reporters, we got a glimpse of how Boeing is thinking as we begin formal bargaining. This should show every member how serious the upcoming round of negotiations will be with Boeing. While the Company is experiencing record profits – an 828% increase in 5 years (not including Boeing's first quarter profits which are up 38 percent from one year ago) – we will be fighting a battle to secure the gains we deserve, the gains we earned in our contract. **It's Our Time, This Time!**



In talks with reporters, Boeing chief negotiator Doug Kight laid out a proposal to eliminate the Boeing pension plan for new hires and replace it with a 401(k) plan supplemented by a Company contribution.

This proposal is unacceptable. Past, present, future – it doesn't matter. We fight for all of our members equally. We didn't fall for this divide and conquer strategy in 2005, and we won't fall for it this time. If Boeing is using this as a recruiting tool for other payrolls, no wonder they are having trouble enticing people to work for them.

On wages, Doug Kight feels 'at the upper end they tend to be higher than the market.' Apparently, Boeing needs to recognize who is creating their record profits and helping them deliver the 787 – the Machinists Union members. He should also remember that despite soaring gas prices, our members have not had a General Wage Increase since 2004. **Again, It's Our Time This Time!**

Kight also mentioned productivity rewards to the reporters, but stopped short of saying our members should be included in

the Employee Incentive Plan (EIP). The fact is Machinists Union members have done as much or more than any payroll to contribute to the Company's success and deserve to be included in the EIP. Every other payroll received the EIP payments, in addition to wage increases – we should too! Boeing refused to give it to us last time because we would not sell out future members. We will not sell them out this time either.

In the past two negotiations, we have proposed profit sharing, which the Company dismissed. We have made proposals to measure success and ensure our members receive their fair share. That in no way will take the place of general wage increases - in fact Doug Kight has acknowledged that in recent talks we have had with him. We have had 4.5 % total GWI in the past 6 years. In the past, we recognized the fact that the industry was down, but with the current success of the Company we will expect much more in the area of guaranteed general wage increases.

The IAM has a good record of participation in lean activities and we have many other contracts with gain sharing plans that reward members for reduc-

tions in cycle time, saving material, reducing scrap, reducing amounts of perishable supplies, improving the safety record and costs. These programs work but should not replace negotiated raises.

Boeing has also made changes to the health care plans which the Union is fighting – changes aimed to shift costs to our members. Like their pension proposal, it is unacceptable.

Finally, let's not forget Boeing's record profits and backlogs, which they try to downplay so they can talk about reducing costs and benefits to our members. What is Boeing paying in penalties because of their outsourcing of the 787? Perhaps they should have left that work in the hands of the skilled workers who would have built it right to begin with.

Stay united, keep talking the issues in your shop because It's Our Time This Time!

## Members Get Face to Face at Kickoff Events

Continued from page 1

polling and surveys, there is nothing like talking to our members face to face to find out the challenges everyone is facing in this current situation."

Many members asked questions on recent news articles quoting Boeing's lead negotiator as proposing to eliminate the Boeing Pension Plan for new hires. The announcement drew a fierce response from Union leaders and Union members alike.

At the Auburn barbecue Union Steward Aletha Johnson noted, "It is wonderful to get to talk to the negotiators and to see members taking advantage of the opportunity. It is awesome to be able to talk to our leaders one-on-one."

Union Steward Mike Cramer added, "I asked good questions of the negotiators and have information I can share with members in the shop."

Everett Business Representative Richard Jackson stated, "I thought the process was informative. I was excited to see all the new people and help everyone understand how the process works. It was stimulating and encouraging."

At the end of the week, Tom Wroblewski was very upbeat. "This is what it is all about – getting members involved," he said. "It's Our Time This Time."



At the Frederickson barbecue, Susan Palmer listens to a member's concerns on pension and health care.



Business Rep Jimmy Darrah (standing) asks a family what their top issues are in the coming negotiations.



Business Rep Mark Johnson (r) answers members' questions at the Everett barbecue.

## LETTERS TO THE EDITOR

### Thanks to the Union

Dear Member:

I have been a member for 21 years and paid Union dues all that time. Like others, I have heard people complain about paying their Union dues. I for one will never complain about that. I am very happy to have Union representation and want other Union members to know the Union is there to support them. I want to personally thank Business Representative Heather Barstow for not only getting my job back, but giving me my life back.

The entire experience of having a



Mail letters to the editor: 9125 15th Pl. S., Seattle, WA 98108 or e-mail them to [conniek@iam751.org](mailto:conniek@iam751.org)

Boeing paycheck stop was a wake up call. I am a single mother with two daughters to support and realize it is hard in the real world out there.

Business Rep Heather Barstow never gave up on me, always called me back

and really came through. I want to let members know that she is not just doing her job as Business Rep, but doing it well. The situation gave me a new appreciation for my Union.

I also feel lucky to have Union Steward Kenny Smith in my corner! He's always there to listen and follows through to help each and every person who comes to him for help.

Thanks again for great representation from our Union.

Laurie Ballard

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Aerospace Workers**

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## 751 AERO MECHANIC

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# Snohomish County Council Passes Tanker Resolution

751 Union Steward Steve Parsley and IAM Work Transfer Rep Jason Redrup testified to the Snohomish County Council on Wednesday, April 23 to the importance of an American-made, Boeing built Tanker. The Resolution was sponsored by long-time IAM supporter Brian Sullivan and Dave Gossett. The five members of the Council also include Democrats Mike Cooper and Chair Dave Somers, and Republican John Koster.

Jason Redrup, who works on the 767 line, spoke

of the tremendous job losses that will occur without the Tanker when the plane ceases production. Steve Parsley spoke of the service of his son on active duty in the military, and of the 70-year-old relationship between the IAM members and the military men and women who fly Boeing's aircraft.

Each member of the Council spoke eloquently and favorably of IAM, and the importance of securing the Tanker. Conservative John Koster, who was especially moved by the service of Mr. Parsley's son, also thanked Jason "and all the IAM workers on the 767 line who make America proud." The Council passed the Tanker Resolution 5-0. It was a good day made better by our Union Stewards.



Above: Jason Redrup testifies at the Snohomish County Council. Photo Right: Steward Steve Parsley (far left) and IAM Work Transfer Rep Jason Redrup (far right) pose with the Council.



## Memorial Day Honors Trust Between IAM & American Military

IAM 751 is proud to honor our members and the families of staff who are on active and reserve duty, as well as those noble veterans who have served in the military. We at the International Association of Machinists and Aerospace Workers have an intimate connection with our Military.

There is an inherent trust between the American Worker and the American Armed Forces. When our country calls, our members answer. This month, let us recognize and honor the sacrifices made by our American men and women in uniform, and the sacrifices made by their families. Generations of Machinists have been fighting for their country – and they fight still.

Lance Corporal David Gardner is the nephew of Traci Keeney, an employee in the financial office of the IAM District Lodge 751. David, who just turned 20 years old, already has one tour of duty in Iraq with the Marine Corps. Based out of Hawaii, David will be sent back to Iraq for another 9 month tour.

Union Steward John Isaacks, an IAM member based out of Auburn, cradles his newborn daughter in his arms. Jordan, born April 4, 2008, will watch her father return to Iraq in July, when he rejoins the 81<sup>st</sup> Brigade of the Army National Guard. John, an E-4, joined up because he had a lot of friends serving in the National Guard. "This wasn't a decision to support the war," said Isaacks. "It was about supporting my friends already over there." When asked how he feels about leaving behind an infant, John spoke of the security of his IAM Contract. "I'm glad that this will help my family," he said. "The IAM is all about family."

John was referring to the added pay he will receive under the Boeing Company policy that allows active duty to

draw the difference in pay between their military wages and the Boeing pay they received at the time of deployment.

Business Representative Tommy Wilson, a veteran with lengthy military service, is most proud of his brother, Larry Wilson, who, in December, 2003, pulled Saddam Hussein out of the "Spider hole." Larry's image was flashed around the world and hangs proudly, in Tommy's office. Career-Army, Larry is on his third tour of duty in Iraq, but is now worried about his own children who are serving their country in the Army. Tommy's nephew, Jeremy Wilson, is on his second tour in Iraq; his niece, Denise Eaton is on her first. "Although I am worried sick about having three family members in Iraq, the good news is that they are treated so much better than those

guys who served in Vietnam," Tommy said.

The pay differential benefit did not exist for Vietnam-era veterans. IAM Organizer and long-time Boeing employee Ernie McCarthy enlisted in the U.S. Marine Corps in 1969. His military pay, \$45 every two weeks, supplemented the income of \$110 per month his wife received for "Basic Allowance for Quarters" (BAQ). While McCarthy didn't have the current pay benefits of our active duty members, the IAM had secured contract improvements from the early Vietnam draftees. McCarthy, who enlisted at a time when the overwhelming majority of Vietnam-era troops were draftees, served four years.

Federal Law enacted in 1968 under pressure from the AFL-CIO and the IAM led to changes that made sure the jobs of those drafted into military service would be open to returning vets. The law remains today for those who are called up in the National Guard.

Business Rep Paul Knebel had two

years at Boeing when he was drafted in 1965. For a young worker in any decade, seniority is a serious issue, but it was not taken seriously by Boeing. Paul had to start back at zero seniority when he returned after serving his country for two years.

IAM Retiree Robert Mock was just 19 years old when he hired on with The Boeing Company in 1941, and received his first union dues booklet, which noted a rate of \$1.25 per month. His dues book listed the entire benefits section on two pages – the first IAM

Collective Bargaining Agreement being a mere 5 years old. Mock would, like

most able-bodied men, go on to serve in World War II. "I was sent to France," Mock said. "I hated the French and they hated us." Robert, now 87 years old, is active in trying to overturn the tanker deal. "How can we support our military men by sending all our military contracts to France?" he demands.

IAM Veterans are strong in their passion about the Iraq war and

Continued on page 8

## Policy Provides Financial Safety Net

Continued from page 1

cer Coverage policy even though she had not experienced any medical issues. She had no idea her policy would payoff so quickly. Less than five months later, she was diagnosed with breast cancer and had the \$20,000 check within a month of filing the claim.

The Machinists Custom Choices Worksite Benefits program reps will be in Puget Sound the beginning of May to again offer this coverage through payroll deduction to our members. The Life, Cancer, Critical Illness and Disability products were custom made for Machinists and negotiated with features and values based on the size of our national membership. A few of these features include:

- Life insurance is guaranteed with NO health questions.
- The cost of life insurance will never go up and the death benefit will never go down.
- Critical Illness/Cancer Coverage provides tax-free \$20,000 or \$50,000 in cash benefits paid to you upon diagnosis of a covered medical condition.
- Long term disability benefits of up to \$2,000 per month are available on a guaranteed issue basis.
- Life and Disability have a 6-month Strike Waiver of Premium feature; so if you are out on strike, your policy will remain in force up to 6 months without any payment and no payback when the strike is over.

The Machinists Custom Choices Plans are designed to supplement the benefits employees receive through our Collective Bargaining Agreement. Participation in these plans is strictly voluntary (no pressure to purchase) with the cost fully paid by individual employees through payroll deduction. The policies are fully portable, designed for a lifetime, so when you leave work, cost and benefits remain the same but you pay the premium directly to the insurer, just like your auto or homeowners insurance. To schedule an appointment with a Custom Choices rep, call 1-800-763-1301.



David Gardner is on his second tour of duty in Iraq.

## Machinists Union Works for Vets

From the first IAM Contract with Boeing in 1936, veterans have gained greater protections and more access to benefits. In the early 1960s, the United States started placing "advisors" on the ground in Vietnam and drafted Boeing workers lost out on any seniority during their service. The IAM and the Boeing Company helped change that so those returning from military service got seniority and company service for their time in the military.

By the late 60s, the IAM and The Boeing Company agreed to honor those serving by allowing their retirement to accrue. "While we were over fighting in the jungles, the union kept fighting for us," said Ernie McCarthy, E3 Lance Corporal, U.S. Marine Corps (currently a 751 Union Organizer.)

Thanks to encouragement from the IAM, The Boeing Company now pays the difference between what the military provides and what the serving member is paid at the time of deployment. This can be a substantial differ-

ence, but is one that shows that IAM cares about families.

This year, your Union negotiating team continues to work to expand benefits and pay to those on active duty. While declaring their support for the military men and women of America, and reaping billions of dollars in profits from military contracts, The Boeing Company does not seem to believe that active duty IAM members are entitled to the ratification bonus or lump sums and fought paying this bonus all the way to arbitration, where they won. But with the US in the sixth year of the Iraq War and nearly the eighth in Afghanistan, IAM will insist that our men and women who proudly serve and honor the United States be, in turn, honored and paid their share of the benefits we all deserve.

"IAM cares more about the veterans than The Company. We constantly fight for Vets because Veterans constantly fight for US," declared Business Rep Ray Baumgardner, (who served as Aviation Mechanical Structural Petty Officer 3, US Navy.



CHOOSING YOUR HEALTH PLAN

May Is the Month to Select Health Care

Employees represented by IAM 751 will be asked to select their medical/dental insurance coverage during the 2008 annual enrollment period, which runs May 2 through May 22. Any changes employees make during enrollment will go into effect on July 1, 2008. IAM members in Puget Sound can choose from the following medical plans:

- Selections (Regence BlueShield)
- Group Health Cooperative HMO
- Traditional Medical Plan (TMP)

The Union continues to challenge Boeing’s plan to switch the no-monthly premium plan during the May open enrollment period. While the Union fights this issue, those with Selections who want a no-monthly premium plan will need to change to the TMP during the May open-enrollment period. The Union has made numerous data requests and sought further explanation of Boeing’s data and interpretation of the contract.

“This change pits a large portion of our members (who already have TMP) against another group. Overall, it shifts costs from Boeing to employees. It should be part of the total negotiated package and members should vote on it during the contract vote on September 3<sup>rd</sup>. It is a way to creep the costs onto our members using an unknown, unexplained and unnegotiated formula,” declared Joe Crockett, 751 Health & Benefits Rep who is also serving on the Benefits Negotiating Committee.

Boeing switched to TMP to become the no-monthly-premium for non-represented employees in January. The significant difference is the TMP has a deductible and \$15 co-pays. Selections has no deductible and a \$10 co-pay.

2008 contribution rates for Puget Sound are noted in the table below:

Monthly Contributions for Selections as of 7/1/08

Employee only:	\$27
Employee + spouse	\$54
Employee + child(ren)	\$54
Family:	\$81
Monthly Contributions for Group Health 7/1/08	
Employee only:	\$46
Employee + spouse	\$92
Employee + child(ren)	\$92
Family:	\$138

751 members in California have the choice of Kaiser Permanente (Boeing pays entire premium) or Boeing Traditional at \$43 for employee only; \$86 for employee + spouse or employee + child(ren); \$129 for family.

Most employees can also choose between two dental plans: Washington Dental Services Incentive Plan OR Washington Dental Services Prepaid Provider Dental Plan.

An annual enrollment information packet was mailed to each member’s home the last week of April. There are many online tools on the “Your Benefits Resources” website to help you in reviewing your plan choices. You

Union Continues to Fight Health Care Plan Switch

Continued from page 1

for new hires,” Palmer added. “The Company’s push to reduce employee benefits is even more insulting when you look at the record profits Boeing is posting, which our members helped to create.”

Boeing switched TMP to the no-monthly-premium for non-represented employees in January. The significant difference is the TMP has a deductible and \$15 co-pays. Selections has no deductible and a \$10 co-pay. The no-premium language was intended to promote higher quality and lower cost.

The IAM is working in conjunction with other Unions at Boeing to stop this unilateral change, which would shift millions of dollars of medical costs onto employees. SPEEA, the Operating Engineers, Firefighters and Security Guards are also protesting this change. Note: Teamsters at Boeing are not affected because they are on a Teamsters trust medical plan. On May 9th, the IAM presents a comprehensive proposal to Boeing, which kicks off formal contract negotiations. This health care switch will certainly be a topic to address.

COMPARING THE PLANS FOR PUGET SOUND			
Service/Care	Traditional	Selections CCP	Group Health HMO
Puget Sound Employee monthly contributions required	Effective 7/1/08	Effective 7/1/08	Effective 7/1/08
Employee only	\$0	\$27	\$46
Employee & spouse	\$0	\$54	\$92
Employee & children	\$0	\$54	\$92
Employee, spouse & children	\$0	\$81	\$138
Office Visits (network)	\$15 co-pay per visit	\$10 co-pay per visit	\$10 co-pay per visit
Deductible	\$200 individual/ \$600 family - combined network/non-network	None if within network \$400 per individual if non-network used	None
Most other network services	95% after deductible (incl. maternity physician charges)	100%	100%
Network hospital services	95% after deductible	100%	100%
Non-network services	60% after deductible	60% after deductible	Not covered except for emergencies
Vision services	Vision Service Plan (VSP) \$15 co-pay for exam at VSP provider. No change in schedule of benefit for glasses and contact lenses (if using VSP provider)	\$10 co-pay for exam schedule of allowance for glasses & contact lenses	\$10 co-pay for exam; \$140 allowance per pair of glasses or contact lenses
Prescription Coverage			
Retail (up to 34 days)			
Generic	\$5 co-pay	\$5 co-pay	\$5 co-pay
Brand name formulary	\$15 co-pay	\$15 co-pay	\$15 co-pay
Brand name non-formulary	\$30 co-pay	\$30 co-pay	--
Mail Service (up to 90 days)			
Generic	\$10 co-pay	\$10 co-pay	\$10 co-pay
Brand name formulary	\$30 co-pay	\$30 co-pay	\$30 co-pay
Brand name non-formulary	\$60 co-pay	\$60 co-pay	--
For More Information	1-800-422-7713 www.myregence.com/boeing	1-800-422-7713 www.myregence.com/boeing	206-901-4636 or 1-800-901-4636 www.ghc.org

can also learn about your coverage options, access plan comparisons and provider lists, and make changes by going to “Your Benefits Resources” through Boeing TotalAccess. If you don’t take action during the open enrollment period, your current benefit choices will continue automatically. However, even if you are not planning to make a change to your benefits, take this opportunity to:

- Review your 2008-2009 plan options and costs
- Research hospitals and providers
- Ensure that your dependents meet Boeing’s eligibility rules

Study the plans carefully before selecting coverage. Review how different plans affect your out-of-pocket costs. Check lists of network providers to see which networks your doctor is in.

Things to Remember

- ◆ Make changes via web outside Boeing at [www.boeing.com/express](http://www.boeing.com/express), click TotalAccess or inside Boeing at <https://my.boeing.com> - click on the TotalAccess. Or call 1-866-473-2016 and have your TotalAccess Password. Hearing-impaired callers can access TTY/TDD services at 1-800-755-6363.
- ◆ Medical choices for Puget Sound: Regence Selections, Traditional Medical Plan, Group Health HMO
- ◆ Dental Choices for Puget Sound - Washington Dental Services Incentive Plan or Wash. Dental Services Prepaid Provider Plan
- ◆ Review enrollment materials, examine co-pays and out-of-pocket expenses, check list of network providers.



At the Everett barbecue, Health and Benefits Rep Joe Crockett talks with members about issues from the Benefits Committee.



## CHOOSING YOUR HEALTH PLAN

# Look at the Health Plans Administered by Regence Blue Shield

The **Traditional Medical Plan** and the **Selections® Plan**, offered by Regence BlueShield, offer a broad range of benefits to meet your needs. Both plans cover preventive care, prescription medication and vision care. In addition, both plans are accompanied by Regence's excellent customer service via our customer service call center and our public website, [www.regence.com/boeing](http://www.regence.com/boeing), created just for Boeing employees.

The three major differences between the plans:

- As a Selections member, you choose a Personal Care Provider (PCP) to provide your regular care and referrals to specialists. You can choose to see a provider outside the Selections network or see a specialist without a referral. However, in those cases, your out-of-pocket costs will be higher.

The Traditional Medical Plan is a preferred provider organization (PPO) plan. That means you can see any provider you want, and there is no PCP or referral requirement. You can choose to see a provider outside the network for



this plan as well but your out-of-pocket costs will also be higher.

- The Traditional Medical Plan has a medical plan deductible that must be satisfied before benefits are paid. Some services, such as preventive care, outpatient office visits and prescription medications are not subject to the deductible. The Selections Plan has a deductible

but it only applies to services received from providers outside the Selections network or services received without a referral from your PCP.

- The Selections Plan covers care from alternative care providers such as naturopaths, massage therapists, acupuncturists and chiropractors.

The Traditional Medical Plan only

*Regence Blue Shield offers 751 members two choices in the Puget Sound - the Traditional Medical Plan and Selections.*

covers care from acupuncturists and chiropractors.

Regardless of the Regence plan you choose, here are a few more of the additional health care resources that are available exclusively to you as a Regence member:

- **Regence Advantages** – To complement your health plan, Regence has a set of value-added programs that provide you and your family with special savings on items such as hearing aids and fitness club memberships.

- **myRegence.com** – This online resource, for members only, can help you navigate the health care system, advise you in making health care decisions, then reward you for making healthy lifestyle choices. Tools include detailed claims information and an abundance of health and wellness information.

### We are here to help

You can access benefit information 24/7 via our website at [www.regence.com/boeing](http://www.regence.com/boeing) or by calling customer service weekdays from 6 am to 5 pm at 1 (800) 422-7713.

## Do You Have Health Care or Sick Care?

If your health plan hasn't done much lately to keep you healthy, it may be time to change plans. So if you're not a Group Health Cooperative member, take a look at what you may be missing.

### Easy-to-use wellness tools

Who can't use a little extra support to stay on a healthy track? With the Health Profile and Lifestyle Coaching, staying healthy has never been easier. The Health Profile is your personalized online health assessment. Learn where you're doing well and where you can use some help. And if you get care at a Group Health medical center, the color-coded Health Profile report becomes part of your electronic medical record. (Can your health plan do that?) You can also talk to a lifestyle coach to help you make the positive healthy changes you want.

### Personalized outreach

If you receive care at a Group Health medical center, our outreach tools are centered around your personal health history. An annual birthday letter will remind you how to be proactive to maintain your health or prevent illness. Letters are also sent out regarding any health condition you may have. If you have diabetes, for example, you may get a reminder for a check-up. If you're at the age where a certain cancer screening is appropriate, you'll get a letter to make an appointment for that. Everybody's different and every letter is per-

sonalized for the individual.

Your Group Health personal physician may send you a reminder based on your medical record and last visit. For instance, if you come in for a flu shot, your electronic medical record may show that it's time to see how you're doing with your high blood pressure.

We also have "Living with Chronic Conditions" workshops to help you better manage your current health.

Through your electronic medical record, after visit summaries, Health Profile, Lifestyle Coaching, birthday letters, and support groups, Group Health makes it easier than ever to stay healthy.

### Time-saving convenience

Unless you have time to burn, you want your health plan to work for you, not against you. So how about having your prescription ready for you in the lobby at the end of your doctor's visit. Or seeing your test results on your home computer. Or ordering your prescription refill online. Or securely e-mailing your doctor for the advice you need, instead of running in for a visit. This time-saving convenience is yours whenever you get care at your neighborhood Group Health medical center.

Why not choose a health plan that actually gives you a plan for good health during this open enrollment? Visit [www.ghc.org](http://www.ghc.org) to learn more about our services or check out [www.findmoreminutes.com](http://www.findmoreminutes.com) for easier ways



*Group Health offers coverage to enjoy a healthy lifestyle.*

to live a healthier life. And think about Group Health when it comes time to sign up for your health plan. In the long run, it really will make a positive difference.

## Edwards Members Outline Contract Issues for Negotiations

Recently, District 751 President Tom Wroblewski, Secretary-Treasurer Susan Palmer and Business Rep Stan Johnson met face-to-face with our members at Edwards Air Force Base to hear their concerns on the upcoming contract negotiations. While Union Stewards Joe Pengilley and Joe Hartnagel do a fine job representing the membership there, these members appreciated the chance to talk with top Union leadership – especially during a contract year.

Members expressed concern on issues ranging from general wage increases, dental benefits, orthodontic benefits and increased sick leave. One concern unique to Edwards was the fact that members in California are faced with paying higher rates for the Traditional Medical Plan than members in the Seattle area. The Union's Benefits Subcommittee is proposing a change to correct the disparity in premiums for our



*Union leaders met with members at Edwards Air Force Base. L to R: District Secretary-Treasurer Susan Palmer, Steward George 'Joe' Pengilley, Dist President Tom Wroblewski, Steward Joe Hartnagel and Steward Coordinator Stan Johnson.*

members in California.

751-member Jim Bedard noted, "As a new Boeing employee, I was very glad to meet the Union Team and see them spend time here. We are pretty spread out at

Edwards. I appreciate the Union negotiated pay and benefits," noted 751-member Jim Bedard. "Personally for those who have worked here awhile I've got news for you, it ain't getting any better

out there. Count your lucky stars for the package you've worked so hard for and got. I have worked as a government employee and a contractor to NASA and I can say I have never seen better pay and benefits. Thank you all so much."

Jim added, "While I plan to keep updated on negotiations, I feel that our interests will be in good hands after meeting Stan Johnson, Susan Palmer and Tom Wroblewski."

While at Edwards Air Force Base, Union leaders toured the F-22 flight test program courtesy of program manager Mr. Jeff Bishop. Having our members work on one of the most advanced tactical jet fighters in the world is a testament of their skills and expertise.

In addition, union leaders also met members working on the bomber programs (the B-1 and B-52). These members take pride in knowing their efforts

**Continued on page 8**



# Pension Improvements Remain a Priority

At one time, there used to be a simple equation for workers in America: Work Hard = Retire Comfortably

The truth is that while statistics show people are living longer, the ability to enjoy a fulfilling retirement is becoming less and less likely.

The ability to retire comfortably is important. The average age at Boeing is nearly 50. After a lifetime of work, a financially independent retirement is something you deserve.

Yet retirees today are faced with ever-increasing costs. The average Boeing pension benefit only covers a small portion of your current income (and that is only IF you have 30 years of service and do not take a survivor spouse option).

It isn't enough, is it? IAM members identified pension as one of the top issues and feel they deserve a pension that provides a secure retirement. So how did Boeing respond?

Boeing lead negotiator Doug Kight outlined a proposal to reporters which would eliminate the traditional pension plan for new hires and instead offer a 401(K) style plan. It is obviously a divide and conquer strategy to pit the more senior workers against

the new hires or the next generation of workers. It didn't work for Boeing in 2005, and it won't work in 2008.

If Boeing truly wants just a 401(k) style plan, they can try it out on their executives. But if you look at Boeing's proxy statement, the top executives at Boeing all have two defined-benefit pension plans. If that's good enough for them, it's good enough for our members.

With Boeing posting record profits (up 828 percent in the last five years), it's time to improve our pension benefits! Demand they reward our years of hard work and dedication. Young or old, active or retired – It's Our Time, This Time!

**FACT:** The Company did not contribute one cent into the plan from 1997 through 2002. Again in 2006, Boeing did not contribute one penny into the BCERP plan which covers IAM, SPEEA and some salaried employees.

**FACT:** If Boeing had made steady contributions all along, they would not have had to make huge payments in some years.

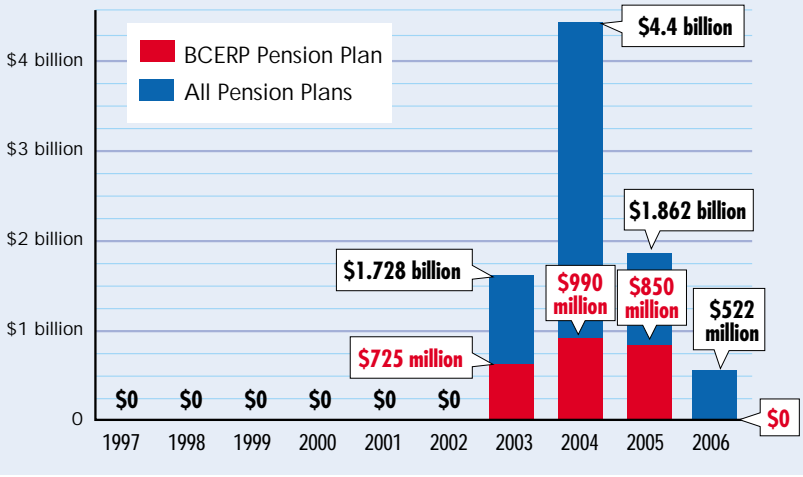
**FACT:** Pension benefits are part of the total compensation package, just like wages. When the Union negotiates a pension increase, it means there is less money for other areas of the contract.

**FACT:** In late October 2007, the Boeing Board announced it would repurchase up to \$7 billion of Boeing stock. A better choice would be to invest in better pension benefits for employees who have made this Company great!

**FACT:** The Boeing Board provided \$22 million in supplemental retirement benefits when CEO James McNerney was hired in 2005. If Boeing has \$22 million for supplemental retirement benefits for just one person, they can provide a substantial pension increase for Machinists Union members.

## Boeing Pension Contributions

Boeing Contributions to BCERP Pension Plan and All Pension Plans, 1997-2006



NOTE: BCERP is the plan which covers IAM, SPEEA and some salaried employees

# Learn More About the IAM National Pension Plan

In the recent survey for the upcoming contract with Boeing, many of you indicated interest in learning more about the I.A.M. National Pension Fund's National Pension Plan as an alternative or an addition to the Boeing Company Plan. Following are some facts to consider.

## Numbers tell a Good Story

The National Pension Plan began in 1960 with a small number of employers and has grown to over 1,750 employers and \$9 billion in assets today. The National Pension Plan has over 113,000 active employees currently accruing benefits and pays over 71,000 retirees and beneficiaries monthly. The Plan is 113% funded under the Pension Protection Act of 2006 (PPA).

## Multi-employer vs. Single Employer Plan

Both the National Pension Plan and the Boeing Company Plan are "Defined Benefit Plans" (DB Plans) meaning you know what your benefit will be at retirement and benefits are paid monthly for your lifetime. There are some key differences between a multi-employer plan, like the National Pension Plan and a single employer plan, like Boeing's, however. Following are some key differences:

Multi-Employer vs. Single Employer Plan		
	Multi-Employer Plans (IAM Nat'l Pension Plan)	Single Employer Plan (Boeing)
Plan is jointly administered by Labor and Management	Yes	No
Employer can terminate plan	No	Usually
Positive investment returns can benefit participants	Yes	Usually lowers company's costs. Profits to stockholders
Employer can recover overfunding	No	Yes – in certain circumstances
Portability	Yes	No
Pension Benefit Guaranty Corporation (PBGC) annual premiums	\$9 per participant (cost included in company's hourly contribution rate)	Minimum of \$33 per participant (could be used for additional pension benefits if cost was eliminated for company)

\*IAM National Pension Plan Annual Report

## Recent Changes in Law "Pension Protection Act of 2006" - Something to Consider

The Pension Protection Act (PPA) was adopted in 2006 partly



in response to a long history of single employer pension plan terminations, like United Airlines and many others. In these cases companies did not fund their plans adequately and ended up terminating their plans and turning them over to the Pension Benefit Guaranty

Corporation which pays a portion of promised benefits in many cases. The new law imposes strict new funding and disclosure requirements for both single and multiple employer plans alike.

Under the PPA, for single employer plans, employers have less control. The volatility of their assets and liabilities increases as well as their funding requirements. Although new funding requirements under the PPA also apply to multi-employer plans, the way a multi-employer plan is designed requires consistent funding and the assets are pooled to benefit the participants only, making multi-employer plans more secure and less volatile. And unfortunately, although the new law is intended to protect DB Plans, for single employer plans the unintended backlash is more companies want to get rid of their DB Plans and offer a Defined Contribution Plan (DC Plan) like a 401(k) Plan as employees' only retirement option.

## Defined Benefit (DB) vs. Defined Contribution (DC) Plan

A Defined Contribution Plan, like a 401(k) plan, is a great supplemental savings plan and should be a part of your retirement portfolio. But they don't make a great stand alone retirement plan for the following reasons:

- You probably aren't deferring enough – if you defer at all
- You can cash-out between jobs instead of rolling your money over
- You can take a withdrawal or loan
- The amount that will be there for you at retirement is unknown and subject to market swings making it difficult to plan
- You bear all the investment risks



With a DB Plan, you don't have any of these problems. The investment risk is shouldered by the plan and does not affect your benefit amount. Market fluctuations over the long haul. You know what you're getting and you cannot access it until retirement.

For employers, getting rid of their pension plan and switching to a DC Plan switches the investment risk to the employee. Also, and rightfully so, they can now focus on their business rather than running a pension plan.

## Comparing the Benefits: Boeing vs. IAM

### Pension Plan

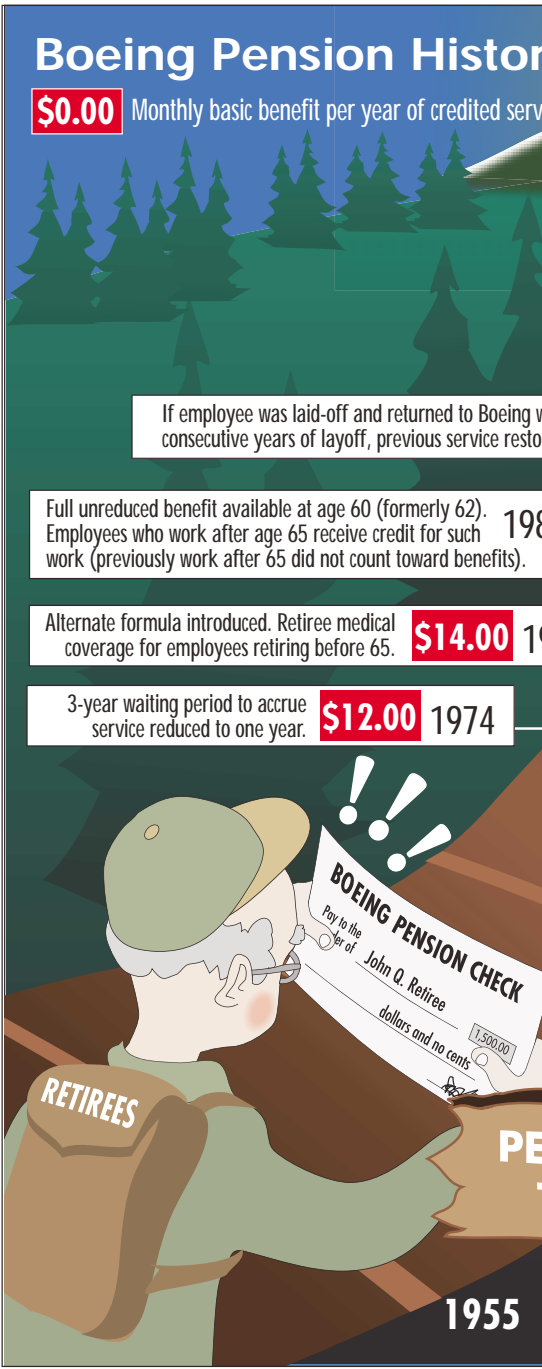
Although the Boeing Plan is fundamentally a good plan, currently well-funded, the National Pension Plan offers improvements, as follows:

- Less Hours of Service required under the National Pension Plan
- Unreduced benefit at any age with 30 years of Creditable Service
- Lower age reduction for early vested deferred benefits (you leave Boeing but retire later)
- No age requirement for disability pension – only for disability under Social Security definition – must be unable to perform your job in collective bargaining agreement
- Lifetime benefit with 60 certain guaranteed payments for single participants
- Preretirement Death benefits for single employees

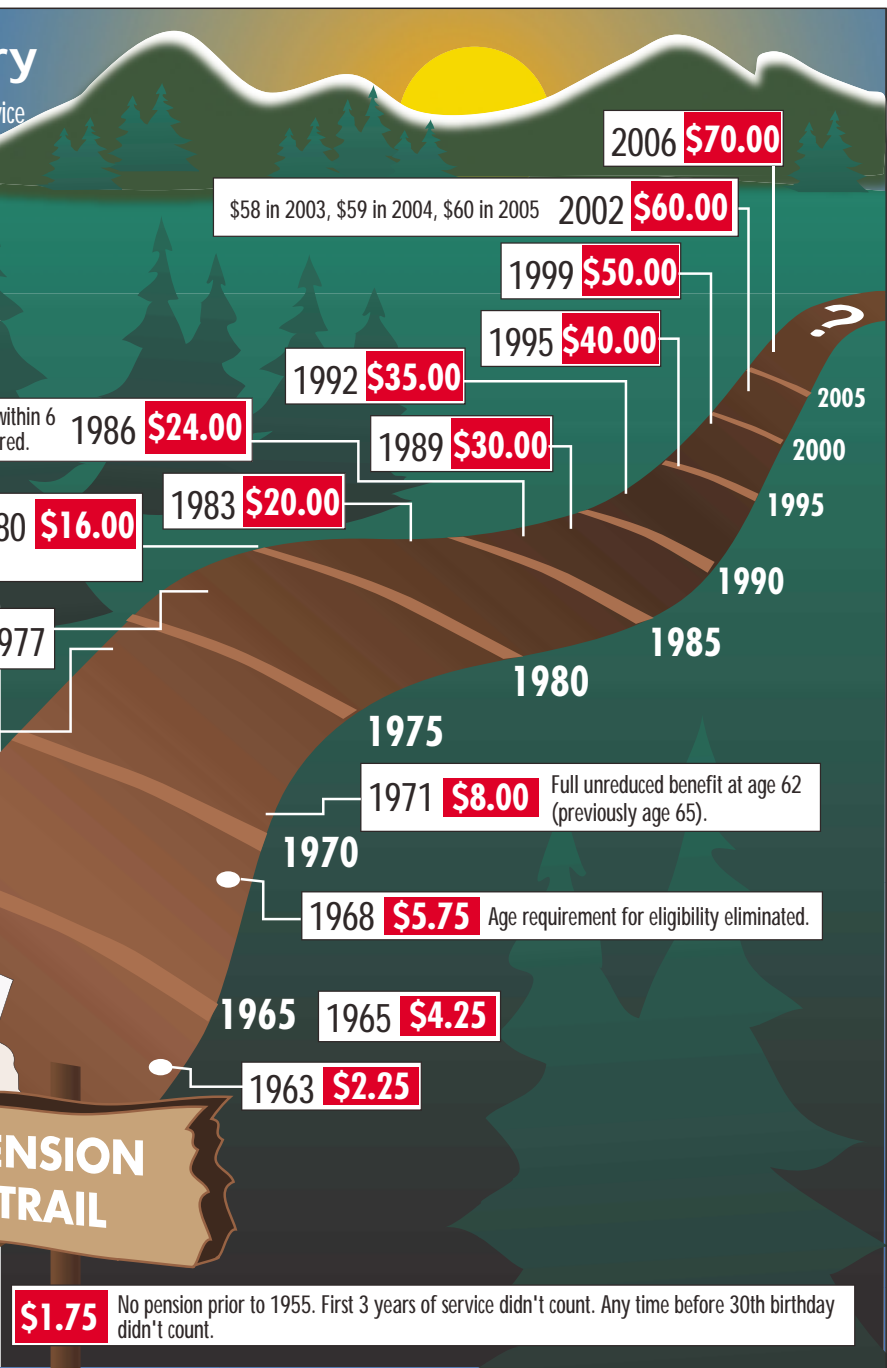
## Pension Power: By the Numbers

Nearly \$9 billion	Marketing value of assets
1,750	Contributing employers nationwide
113,000	Active participants
71,000+	Retirees and beneficiaries
Sixth	Largest multi-employer fund in the USA
\$342 million	Paid out benefits in 2006
47	Years of growth, integrity, security, success

\*IAM National Pension Plan Annual Report







**Lower: Average Return on Investments through 2006**

5 years	10 years	15 years	25 years
+11.72%	+11.70%	+12.28%	+13.25%

ension Plan Annual Report

not impact your  
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**National**

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Credited Service\*  
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oyees (in addi-

tion to married participants)

- Lump Sum Preretirement Death benefits

The Basic Benefit offered in the Boeing Plan is \$70 per month per year of service. For an employee with 30 years of Credited Service, this provides a normal pension benefit of \$2,100.00 per month. According to the 5500 Forms filed with the IRS by the company for the 2005 and 2006 Plan years, the company contributed \$9.19 per hour, per employee for the 2005 Plan year and nothing for the 2006 Plan year. (The company contributed \$4.95 per hour, per employee for the 2003 Plan year; the Form for 2004 was not available at this writing.) If you average the company's cost over the three known years, the company paid an average of \$4.71 per hour, per employee. A contribution rate of \$4.70 per hour provides a benefit value of \$169.19 per month, per year of Credited Service in the National Pension Plan. Or, conversely, the Company's cost to continue the current multiplier would be \$1.60 per hour (provides \$70.09 per month per year of Service). However, please note that groups of over 10,000 employees must be actuarially studied to determine if the standard benefit levels apply.

**Best of Both Worlds**

For an employer, a multi-employer plan, like the National Pension Plan, offers the ease of contributing to a 401(k) without the administrative burden. For employees, a multiemployer plan like the National Pension Plan offers increased security. As the anticipated effects of the PPA come into focus this year, well-funded multi-employer plans like the National Pension Plan are more than ever the best option for providing reliable pension benefits.

\* **The National Pension Plan will recognize time under the Boeing Pension Plan to qualify you for these benefits, however, the amount of your benefit would be based on time in the National Pension Plan.**



# Existing Retirees Need an Increase

Could you live on your current income if it were frozen until the year 2035? Our retired members are asked to do just that. District 751 has hundreds of members who have been retired since the early 1970's and 1980's - yet they have seen virtually no change in their pension since the day they left Boeing.

Since 1989, Boeing has refused to offer any increases to current retirees. COLA for retirees is a priority issue in this round of negotiations - for both active and currently retired members.

Perhaps the most telling way to illustrate the importance of a good pension is to hear from a few of our retirees.

Art Edwards worked 40 years at Boeing before retiring in 1986. He felt fortunate to have worked his Boeing career without a lay-off or break in service, which ensured every year counted toward his pension. Even with 40 years, he has to live on \$814.60 per month. He has watched his buying power deteriorate over the 21 years since he retired and hopes Boeing will use some of their tremendous profits to enhance pensions for those who built the Company.



Art Edwards

Art noted, "With Social Security and my Boeing pension, there is not a whole lot left to live on. Some years my Social Security increase is smaller than the increase to my insurance premiums — which means I actually have less to live on. It's time Boeing increased pensions for existing retirees."

Perry Sherman hired into Boeing at 19 years old and worked for 43 years until he retired in 1983. His monthly pension is \$960 per month because he doesn't get the Medicare supplement.



Perry Sherman

Leroy Miller put in 33 years at Boeing before retiring on September 1, 1988. He received a one-time increase in 1989 and ever since has had to live on \$913 per month in return for his 33 years of hard work and dedication. From that \$913 a month, he purchases a Medicare supplement

for \$170.45, and another \$25.50 for prescription coverage (not including the co-pay for his prescriptions). His wife Helen, worked 11 years at Boeing in salary, and collects \$179 per month, which barely covers her Medicare supplement of \$170.45 plus \$25.50 for prescription coverage.



Al Menke

Al Menke had 31 years with Boeing when he retired in 1987 at age 60. His pension is \$912 per month. However, he pays \$400 per month for him and his wife to have a Medicare supplement. That \$400 each month for Medicare takes a huge bite out of their pension.

"The Medicare supplement is \$4,800 for us — and that is each year. That's a lot of money when you are retired," Al noted.

District 751 President Tom Wroblewski and Benefits Chair Susan Palmer have been working closely with retirees to explore strategies to pressure Boeing into doing the right thing for the retirees who made the Company successful. Certainly getting members on the shop floor to talk about increases for existing retirees will help raise awareness.

District President Tom Wroblewski has been working with the retirees to coordinate their efforts and is also working on changing the law. Tom noted, "By law, we cannot force the Company to bargain for current retirees. It is an issue we have been trying to change in Washington, DC. Since it is unlikely to get the law changed by the negotiations, we must find new ways to pressure Boeing into doing the right thing and allowing the retirees to share in the Company's prosperity — rather than be struggling to get by. Boeing should be embarrassed by the way many of their retirees are forced to live."

## Increases for Those Already Retired

Contract yr.	Explanation of increase												
1965	An additional \$1.45 per year of credited service												
1971	\$1 per year of service increase												
1977	An additional \$2 per month for each year of credited service												
1980	Those retired prior to 1/1/78 receive greater of \$1 per year of credited service or 1% of their retirement income times the number of years since their retirement date												
1989	The greater of \$1 per year of credited service or a percentage calculated at right:												
	<table><tr><th>Retired</th><th>% Increase</th></tr><tr><td>Pre-1983</td><td>15%</td></tr><tr><td>1983</td><td>12%</td></tr><tr><td>1984</td><td>9%</td></tr><tr><td>1985</td><td>6%</td></tr><tr><td>1986</td><td>3%</td></tr></table>	Retired	% Increase	Pre-1983	15%	1983	12%	1984	9%	1985	6%	1986	3%
Retired	% Increase												
Pre-1983	15%												
1983	12%												
1984	9%												
1985	6%												
1986	3%												

\* NOTE : Last increase was 19 years ago

## Questions from the Shop Floor

Each issue of the *Aero Mechanic* throughout the negotiation process will feature questions raised at shop floor meetings — as another way to improve communication with members.

**Q** When will negotiations be formally opened?

**A** The contract opener will be held in Seattle at the Machinists Hall on May 9th, 2008. At that time, the Union leadership will produce a comprehensive contract proposal to the Company. Proposed changes to existing language will be presented this meeting.

**Q** How can I help in the negotiation process?

**A** Participate in discussions, shop floor meetings, rallies, surveys and other events showing solidarity. Wear your contract t-shirts on Wednesday in unity with your brothers and sisters. Talk strong about the issues on the shop floor because solidarity works.

**Q** Does the Union have attorneys at the bargaining table?

**A** Yes. The Union always has and will continue to utilize the best labor law firms in the country - before, during and after formal negotiations.

**Q** What are some of the top issues from the Union leadership's perspective?

**A** Given the feedback from the membership — pensions, health care, dental, vision, job security, GWI, EIP, entry level wages, retiree medical, team leader, vendor activities are just some of the many issues members have identified are going to be of great importance to our members. We want to provide our membership with language on these issues they can support. It is vital that we do not let the Company divide our newest members from our more senior members. We all need to support each others' issues to be successful. It's Our Time...This Time!



# ECF Contributions Really Add Up

It all adds up. Members of the Employees Community Fund of Boeing Puget Sound (ECF) have contributed over \$500 million to help people in need in their local communities. The fund began in 1951, a joint effort of management, unions and employee organizations. From eight members it grew to be part of the world's largest employee-owned and -operated charitable fund and continues to touch the lives of Boeing employees, their neighbors, friends and families.

"It's huge," said Grace Holland, Boeing Materials Parts Control Organization Core Expediter for the 767 program, and current Puget Sound ECF board president. "Hitting this milestone represents the incredible commitment the employees and retirees have to the community. Thousands of people have benefited from their generosity."

## Thank you for supporting our Employees Community Fund!

In May, co-workers will be presenting information in crew meetings about how employees can help the community by contributing through the Employees Community Fund (ECF). ECF is a separate nonprofit organization formed as a way for employees to pool their money to help the community. Donations go to health and human service organizations in the local community to help people needing a hand, including co-workers, family members and friends.

Whether you decided to give through ECF or through other means, thank you for making a difference in our communities. Your generosity means more to people than you may ever know. Please log on to [my.boeing.com](http://my.boeing.com), click on TotalAccess, select My Community Giving and make the choice to help others. For more information, visit the Employees Community Fund Web site at [http://community.web.boeing.com/nwregion/ei\\_ecf.cfm](http://community.web.boeing.com/nwregion/ei_ecf.cfm)



Photo courtesy of Boeing media  
**ECF Board President Grace Holland (l) accepts a proclamation from the Governor's staff in honor of ECF's half billion dollar milestone.**



funded some innovative pilot programs. One of them was the Crisis Clinic, a suicide prevention agency that in 1964 pioneered the idea of providing immediate mental health help by phone. In 1972, an ECF grant to the King County Fire Chiefs Association got a mobile, fully-equipped emergency medical unit rolling – an idea that eventually spread all over the country.

From the beginning, The Boeing Company contributed clerical help, space for meetings, money for membership campaigns and other overhead so that every dollar went to a non-profit agency in the community. That's still true today.

As computer technology improved, employees were able to designate where they wanted to direct their dollars – but most still choose to pool their funds with other employee gifts to make the biggest impact on the communities in their region.

Employees at Boeing sites all over the world can join the ECF and can give a fixed amount from each paycheck, with a minimum of five US dollars, or a fixed percentage beginning at .05 percent.

"Now we're passing the torch to younger employees," said Puget Sound board president Grace Holland. "A lot of these younger employees benefited from the fund as they were growing up, through agencies like the YMCA or Boys and Girls club, and didn't even realize it. It's definitely a tradition we want to continue."

## Honoring Our Veterans this Memorial Day

Continued from page 3

about supporting the troops. "We need to wake up to the reality that is here. There are a lot of young people in this war," said Tommy Wilson. "We are burying thousands of young kids, and it's just wrong."

One veteran, who did not want to give his name said, "A lot of people who do come back are scarred for life and we need to care for them, not throw them to the curb like we did with those who suffered in Vietnam".

"I'm glad that things have changed so the public supports those who serve. With the Company, I'm not so sure," said Ernie McCarthy. "The Boeing Company slogans say their employees are family; however, the Company wants to screw a military hero out of getting a \$3,000 bonus."

"The Aerospace Machinists have been fighting and dying for this country for more than 70 years," said IAM 751 District Lodge President Tom Wroblewski. "We rise in salute to all the military men and women serving our country now, in the future, and in the past."

## Solidarity at Edwards AFB for Contract

Continued from page 5

of modifying and testing these 'warbirds' have a direct impact on the future performance, which are a vital part of protecting our soldiers and are a cornerstone for the foundation of peace throughout the world.

Union leaders also talked to members working on the ABL (Airborne Laser), who utilize their skills and expertise to help maintain one of the worlds most cutting edge weapons systems of the future. Our members at Edwards Air Force base are a highly dedicated/professional group working closely with the customer to ensure that the best possible product is delivered.

Members at Edwards agree – It's Our Time This Time and stand united in their effort to secure a good contract.

## Seventh Annual Flight for Sight - Fun Run, Walk & Jog on June 7th

The seventh annual Flight for Sight - Fun Run, Walk and Jog, to benefit Guide Dogs of America, will start at the Everett Boeing Activity Center (6098 36th Ave. W) on Saturday, June 7th. Participants can choose from three options:

- 1 mile walk course;
- 5K (3.1 miles) run/walk course is flat and easy or
- 10K (6.2 miles) run/jog only course is challenging.

Arrive at the Everett Activity Center for registration any time after 8 a.m. on Saturday, June 7th.

- Runners start at 9:30 a.m.
- Walkers start at 9:45 a.m.
- Course closes at noon.

For more info, visit [www.iam751.org/funrun.html](http://www.iam751.org/funrun.html) or call 1-800-763-1301, ext. 3335.

**Saturday, June 7th**  
**Everett Boeing Activity Center**  
**(6098 36th Ave W)**

### Three Options:

- 1 mile walk course
- 5K walk/run (flat & easy)
- 10K run only (challenging)

**5K & 10K runs start at 9:30 a.m.**  
**1-mile walk begins at 9:45 a.m.**



## Giving Back: Russ Wise Featured in ECF Video

By Kathrine Beck

"When I was a kid, if you ran away, you were on the street on your own," says 30304 mechanic Russ Wise of the Boeing 787 program in Everett, Wash. "I ran away twice, and the second time I never went home. I had great parents, but it took me some time to realize that!"

Wise's difficult teen years have inspired him to reach out to today's teens, and others needing help, through the Employees Community Fund of Boeing Puget Sound (ECF). "Now that I'm older and that I've done very well in The Boeing Company, I really appreciate the opportunity to pay back and help these kids," he says.



**751 member Russ Wise is featured in an ECF video**

Wise was chosen as one of three spokespersons for the Fund in a recent video named, "I am ECF" to be shown at crew meetings across Boeing Puget Sound locations and on the Boeing Web.

It's part of this year's campaign aimed at letting Boeing employees know how the Fund works, what it does and how they can sign up. The Fund pools employee charitable gifts made through payroll deductions and distributes them to community non-profit agencies.

In the video, Wise visits Cocoon House, an Everett facility supported by ECF that provides homeless youth with a stable home environment, guidance and support. "It was fun to be in the video," says Wise. "I had a good time interacting with the kids."

In the video, Wise also makes a pitch to his fellow Boeing workers, telling them that "ECF is the most effective way I know of giving back to my community ... There's times I received help from others in my life and so giving back to the community really provides a lot of satisfaction to me."

"We have a board of trustees with union representation," he later explained off camera. "They find out where the need is greatest and where our money will have the most impact. It helps everyone—kids, seniors, people with emergent needs, people in the middle class, Boeing employees. It's important that we have a good solid healthy community for our kids to grow up in."

The Employees Community Fund of Boeing Puget Sound and other Employees Community Funds around the enterprise together make up the largest employee charitable giving organization in the world. Participating employees give regular amounts through payroll deduction in amounts as small as five dollars a paycheck.

The pooled funds are administered by the elected board of trustees who visit community agencies to make sure the money goes where it can do the most good. The Boeing Company is not involved in administering the Fund, but it does provide office space, clerical and bookkeeping help, and covers other expenses so that one hundred percent of employee gifts go to community agencies.

Wise is also featured in an ECF poster that's part of the campaign. He says he's glad to help get the word out to fellow employees because he says ECF provides, "the best value for your dollar."

IAM District 751 endorses ECF, and has played an active part in its work since the Fund's founding in 1951. Since then, Boeing employees have contributed more than \$500 million dollars to their communities.

**Download a registration form at [www.iam751.org/funrun.html](http://www.iam751.org/funrun.html)**

**Here's how you make a difference - Raise Pledges.** Set your goal. Talk to co-workers, neighbors, and relatives about sponsoring your walk or joining you in the walk. Make it fun by identifying your "pack" with signs, jackets, hats and clever costumes! Make all checks payable to: IAM District 751/Guide Dogs of America. Turn in pledges at the walk/run. Any pledges you do not have by the day of the walk need to be gathered ASAP after the walk and mailed to: Flight for Sight Fun Run, 9125 15th Pl. S., Seattle, WA 98108

**Where does the money go?** Guide Dogs of America was founded by Machinists Union members. It's mission is to provide guide dogs free of charge, to blind and visually impaired individuals from the U.S. and Canada so that they may continue to pursue their goals with increased mobility and independence. Guide Dogs of America is a 501(c) non-profit organization. For more information, visit [www.guidedogsofamerica.org](http://www.guidedogsofamerica.org).



# RETIREMENT NEWS

## April Retired Club Minutes

by Ruth Render,  
Retired Club Secretary

The meeting was called to order by Vice President T.J. Seibert.

**President's Report:** Vice President T.J. Seibert reported President Al Wydick is out of town. The Retiree Club Picnic will be July 13, 2008 at Woodland Park.

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

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

### Business Representatives Report:

Business Representative Emerson Hamilton talked about the Renton plant, which is busy with work on the Navy Poseidon 8A program. For the past few years, there have been 80 to 100 new-hires at orientation each week.

Emerson reminded everyone about the Contract Kickoff BBQs. The Negotiating Committee will be there to hear your concerns about the contract – we want to get your feedback.

Business Representative Ron Bradley spoke about solidarity and the need to educate our new members.

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

**Health & Welfare:** Helen Pompeo gave the report. A moment of silence

was observed for the following deceased members: Joyce Amoe, Kenneth Anderson, Bruce Ball, Morgan Davis, Patricia Deinas, Willie Grant, Violet Honea, Robert Jannsen, Pamela Mattila, Harold Perry, Melain Peterson, John Rake, Francie Russell, Richard Schultz, Patricia Sutter, Verrol Taylor, John Ulrich, Richard Vanderlinden, Nellie Weidman and George Zacker. Sympathy cards were sent to the next of kin.

**Legislative Report:** Carl Schwartz reported stimulus checks will be mailed in May. As long as you file your taxes, you will receive a rebate check. Don't forget to file – even if you don't owe anything this year.

The State Convention for the Alliance for Retired Americans will be held soon. Watch for dates of the conference, which was postponed from the original May 12th date.

Carl encouraged seniors to protest McCain's plan to privatize Social Security and the Tanker Decision. A Resolution from the 751 Retirees Club is being put together to pledge support for the Congressional effort to reconsider the decision to award the contract to EADS.

Gene Hoglund spoke about the Alliance for Retired Americans Conference – held March 24-26. He and Betty Ness attended this event in Las Vegas. It was a very educational experience with lots of good information at the meetings and many guest speakers.

751 Legislative Director Larry Brown thanked the Retiree Club for their efforts on the Tanker. The Machinists are currently working on an ongoing program to get this decision turned around. The International has made this a priority for all Local Lodges and Districts to contact their Congressional delegation.

Larry introduced Cindi Laws and asked that anyone willing to support the Tanker effort sign up with her to volunteer at upcoming

events so your voice is heard. We need to de-fund this.

Larry also spoke about Governor Christine Gregoire's Campaign Kick-off events this week. Governor Gregoire understands and appreciates the issues important

to working people as well as retirees. She comes from a working class background, and understands workers' issues – and values their importance.

Recently, the Governor allotted \$3 million for a new Aerospace Apprenticeship Program that will help keep the industry strong in Washington State.

Tom O'Brien spoke about retirement issues. He has known DBR Tom Wroblewski and Larry Brown for a long time and what they say they are going to do – they will do. You can count on them to support our issues.

After some correspondence with the District about retiree concerns, Tom Wroblewski requested that Tom O'Brien meet with members of the Negotiating Committee to discuss retiree concerns. He spoke about the need for a COLA for retirees. Tom Wroblewski, Susan Palmer and Larry Brown listened to the concerns and are committed to making sure retirees have a voice.

Betty Ness reported on the ARA Conference that she attended along with Gene Hoglund. She thanked the District for sending them to the conference. There was a lot of information provided and it was a very good experience.

**Birthdays & Anniversaries:** Birthdays this month were Marla Gines, Carl Olsen and Don Ivanhoe.

**New Members:** Carl Olsen retired in July of 1993 and is now a member of the Retiree Club.

**Good and Welfare:** John Guevarra



Several Mondays a month retirees gather to play bingo at the Seattle Union hall.

spoke about fast-track legislation, which supports companies in South America that are slaughtering workers who try to organize. Please call your legislators and tell them to oppose fast-track legislation. That number is (866) 338-5720.

Tom O'Brien talked about the Local Lodge elections coming up. The District needs volunteers and he asked that retirees set aside some time to help with this. It's a great way to support our district – and to share retiree issues with members coming in to vote. It costs a lot of money for the Local Lodges to hold these elections and retiree volunteers can help offset that cost with just a little bit of time. The times that most help is needed are during the lunch hours and shift change.

Tom also talked about the Contract Kickoff BBQs. These are taking place at every location so come out and share your concerns with the Negotiating Committee. They want to hear from you.

Tom said that the Locals also need to be made aware of retiree issues. He spoke to Local C last week, but we need retirees to report on contract issues for retirees at Local A, F and E meetings.

Last, Tom reminded the club that no aircraft delays were ever a result of IAM members. We need to make sure that the Company knows that work on these planes needs to be kept in-shop.

**Old Business:** None.

**New Business:** Recording Secretary Ruth Render introduced Jerry Ingram,

Continued on page 11



Leroy Miller enjoys bingo at the Retired Club.

## Calendar

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

• Everett Retirees Group meets at the Everett 751 Union Hall (8729 Airport Rd), the fourth Tuesday (May 22nd) of every month at 11 a.m.

• 751 Retired Club Picnic - Monday, July 14, Woodland Park, Stove 6. Mark your calendar now and plan to attend.

• **NOTE:** Alliance for Retired Americans Conference previously announced for May 12th has been postponed. Watch future papers for the new date.

## Senior Politics:

### 2007: A Very Good Year to be a Pharmaceutical CEO

The current economic downturn has yet to reach the CEOs of the nation's largest pharmaceutical companies. Some annual paychecks, according to the AFL-CIO's newly-released study of executive compensation: Abbott Laboratories, \$31.9 million; Johnson & Johnson, \$29.6 million; Wyeth, \$24.1 million; and Merck, \$19.3 million. "At a time when millions of Americans are struggling to afford their prescriptions, we must educate our fellow retirees about why drugs cost so much," said Alliance President George J. Kourpias. The study used data from the Securities and Exchange Commission.

### Co-Payments for High-Priced Drugs Rise Beyond Reach

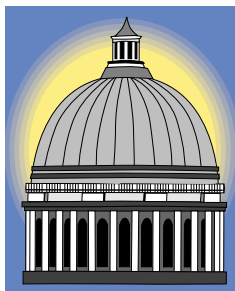
A new insurance company pricing system for prescription drugs means seriously ill patients are being burdened with massive bills. According to a recent report by The New York Times, more and more providers are requiring patients to pay thousands of dollars for expensive

medications that may halt or slow the progression of serious diseases. Under the new structure, beneficiaries no longer pay a fixed price, such as \$10, \$20 or \$30, to fill a prescription, regardless of the medication's actual cost. Patients are instead charged 20% to 33% of the total drug cost, which can run as high as thousands of dollars per month. As there are no generic

versions of the prescriptions available, the choice is between paying the exorbitant prices or going without crucial medications. Often called Tier 4, this system has quickly spread from the Medicare drug plans where it originated. While five years ago Tier 4 was rare to nonexistent in private plans,

ten percent now have the drug category, with some plans even requiring higher co-payments for the most expensive prescriptions in a Tier 5. These tiers now are now the fastest-growing plans in private insurance.

"The sickest patients have enough on their plates without adding new financial worries," said Ruben Burks, Secretary-Treasurer of the Alliance. "This trend is bad not just for seniors, but for society in general."



## Union Retirees:

Congratulations to the following members who retired from the Union:

Wayne Anderton  
William Bader  
Fred Barker  
John Birchard  
George Boswell  
Eugene Cabral  
Robert Davey  
Michael Harry  
John Hinton  
James Junior  
George Kapinos  
Kyung Lee  
Christopher McGuire  
Alexander Ortiz  
Randy Stratton  
Ronald Ward  
Gary Wilbur  
Peter Winchester

Congrats to the following who retired in Eastern Washington:

Earle Bassett III, Triumph  
Thomas Clapham, Rabanco  
Kim Clark, Grand Coulee Dam  
William LaFountain, ASC Mach Tools

Albert Greco, Triumph  
Jerry Scharberg, Rabanco  
Steven Smith, ASC Machine Tools

### RETIRED CLUB OFFICERS

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







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

COLLECTOR SOUVENIR BELLS, about 94 from United States and cities, some countries. Varied sizes in metal & ceramic. Nice collection. Sell only as set, \$400 for all. 425-432-6134

KING SIZE SHEET SET, white cotton-linen, includes flat, fitted and 2 King pillow cases, 14.5" deep corner pockets on bottom sheet, new. \$25. 425-432-6134

ES GERMAN LANGUAGE COURSE on 2 cassette tapes and Guide Book for 90 minutes of guided greetings and conversations for travel & entertaining. Exc. cond. \$35. 425-432-6134

FLASHLIGHT RADIO, with siren & blinker, small in size and uses 4 AA batteries (not included). Electro Brand, Model 357C. New cond. \$10. 425-432-6134

FLASHLIGHT TOOL KIT, all-in-one. Has spotlight, twin blinking lights & reflectors, with a build-in 13 pc. tool kit. Operates on cigarette lighter power adapter (included) or uses 4 "C" batteries (not included). Measures 15"L x 7"H x 4"D. New cond. \$20. 425-432-6134

(2) BLACK CD/DVD DESKTOP HOLDERS. Has 2 side rails with middle poles, each hold 20. Measures 12"L x 6"W x 1 1/2"H, new cond. \$5 each. 425-432-6134

DECORATIVE CD WOOD STORAGE BOX, inside is green felt w/2 dividers, hinged top. Handpainted, has gold base w/checkered green border w/pink roses & purple violets in middle of box. Measures 19"L x 5"W x 7"H, good cond. \$12. 425-432-6134

TRADITIONAL FACE MASK, handmade from Bucharest, Romania. Made with multi colors of yarn, burlap & other materials. Used on winter festivals. Measures 20.1" x 15"W, good cond. \$60. 425-432-6134

(6) MARTINI OR DESSERT GLASSES, made of acrylic. Tops are pink with clear stems. Measures 8"H x 8.25"D. New cond. \$25/set. 425-432-6134

(3) SILK POTTED HYDRANGEAs in blue lavender with green leaves, 20"H x 16"W. Incredibly life-like large blooms. Good cond. \$22 ea. 425-432-6134

ENCYCLOPEDIA OF CREATIVE COOKING is a complete A to Z of cooking guide. With 2,000 recipes, 800 full-color photos in 797 pages. Nice. \$33. 425-432-6134

HAVE THIS NUMBER HANDY in case you need a tow – let me know. Fast service – affordable prices! Also free removal of junk cars. 206-412-6510

COLLECTOR: A huge shoe box filled with asst. pens and pencils collected from many states and businesses. \$25. 253-735-1832

WILTON CAKE DECORATING YEAR-BOOKS from 1978 to 2000, \$7 ea; B&G 1983 Creative Cake Decorating Book, \$7; (4) Wilton Celebrate Books, \$9 ea; 1978 Wilton Pattern Book, unused, \$7; Wilton Cake Decorating Home Study Course, manual and pages only, comes with (2) cake decorating practice boards and sheets, \$15. All in very good cond. 425-432-6134

BOEING 727/737 BELT BUCKLE, 2 1/4 x 3 1/2, \$35. (2) Seattle Totems hockey pucks, \$35 ea. FREE wheelchair, no seat. 425-226-7252

FREE Buck wood fireplace insert. You haul! All papers included. 360-568-3669 leave msg

(9) PRE-HUNG BIRCH DOORS – 4-30" hollow core; 1-30" solid core; 3-24" hollow core; 1-31 1/2" hollow core. (3) 4' slider closet doors & (1) 24" pocket door. \$150. 253-845-6575

CHAIR – STAIR – ELEVATOR, goes up 15 steps. Bruno brand, SRE 155 Electra Chair Ride II. \$1,000. 360-829-5430

7 PIECE BEDDING SUITE, JC Penney Home Collection, in box. Lovely soft green. Comforter used 3 month. Decorative pillows still sealed. Oversized Queen. \$65. 425-226-8247

MOM & POP SHOP, Est. 1960, revenue \$386,000 to \$550,000. 5 acres. 3 BDRM apt., good family business, rural Kansas. Boating, hunting, fishing. Asking \$225,000. 620-637-2384

EATONVILLE – 9 acres of evergreens and year-round creek with Mt. Rainier view! 2-3 acres semi-cleared for new custom home. Corners flagged, perc passed for septic, electric and phone to property. Off paved country road; new homes in area. Price reduced to \$239,000. 253-848-1118

BEAUTIFUL COUNTRY ACREAGE off Mt. Hwy. 7 near NW Trek. Land to build custom home with room to spare. 9 acres, cedar and fir trees, year-round creek, Mt. Rainier view from NE corner. Corners surveyed, perc passed 2007, power & phone in (area of nice, new homes). Call 253-848-1118 for more info.

1.75 ACRE, 230' x 330" West Olympia, WA. Amenities close, paved road-frontage, all utilities to center of property including gas, septic, design perc avail. \$225,000. Call for info at 425-277-8708

ACREAGE – California, San Bernardino County: 1.61 acres, \$54,000; 7.5 acres, \$95,000; 40 acres, \$295,000. Near highway, developing area, Edwards Air Force Base. 253-732-9660 or email – juliemortega@gmail.com

## REC MEMBERSHIP

MEMBERSHIP FOR SALE: Eagles Nest Resort, nationwide use for all campgrounds. Large RV spaces, trailer hookups, cabins, hot showers, washer/dryer facilities, large lodge, indoor swimming pool, game room, hot tub, and fireplace. Enjoy camping at its best year-round! Paid \$5,000, will take \$2,500 for lifetime membership. 360-874-8178

THOUSAND TRAILS, NACA & Leisure Time Resorts. Resorts of distinction nationwide, you pay closing cost. \$2,500. 253-925-5738

## REC VEHICLES

WANTED: Honda Trail 50/90/110 cc, good condition, reasonably priced. 360-568-8818

## SPORTING GOODS

WANTED TO BUY: Guns and gun parts, as a restoration hobby, especially old double barrel shotguns. 206-824-2428

(2) SETS OF PRESTIGE GOLF CLUBS, his and hers, and all extras. \$350 OBO. 253-941-3690 or 253-347-2778

1,000 ROUNDS of custom hard-cast bullets, .45 cal. 200 GR SWC, \$75. RCBS Model 5.0.5 reloading scale, new, \$15. 253-845-6575

## TOOLS

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

BLACK PLUNGER DIAL INDICATOR, .200 range/dial type .001. Made by Central Tool Company. Was \$115.90 in 2000, with case. \$60. 253-852-6809

UNIVERSAL BEVEL PROTRACTOR, 7" x 12" with case and acute angle attachment. Was \$323 in 2000. \$161.50. 253-852-6809

METRIC DIAL CALIPER, .02 – 6", Craftsman, in case. \$40. Tool cabinet, Dorman heavy duty for screws, nuts, springs, thermicals. 8 drawers w/dividers. 34"L x 13"W x 17"H. \$50. 253-852-6809

FLAT 4" OMEGA VISE, heavy duty, new in box. \$34. Scythe, a tool with a long handle, 59" long w/single edged blade 25". Used in cutting tall grass or grain, old. \$40. 253-852-6809

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

(2) SMALL CHAIN SAWS – 1 gas/1 electric. Both for \$60 OBO. 253-941-3690 or 253-347-2778

DRILL PRESS, Eagle power tools, 12-spd., heavy duty. Model 15-550. \$75. 425-226-8247

## VEHICLES

1998 3/4 TON DODGE RAM 4x4, one owner, 35K miles, babied! Camper and tow pkg, V-10 mag. engine, reg. cab, 8' bed. Wired for 5<sup>th</sup> wheel and cab over camper. Extra clean! \$16,000 or trade for clean sports car. 360-249-4432

1993 CHEVY SILVERADO 1500 custom king cab, 41,842 miles. \$4,500. 425-277-8708

1972 FORD F100 PICKUP, V-6, C4 trans. rebuilt, 1968 motor, step side, project vehicle, mostly body/bed, some rust. Call 253-841-2344 for more info.

1981 CHEVY CHEYENNE side step truck. Runs, auto, good project truck. \$1,750. 425-432-9387

1965 VOLKSWAGEN, blue. No fenders, bumpers to put on, body in good cond. \$550. 206-722-6967

1993 YAMAHA TW200. Exc. shape, perfect for offroad. Dual sport with WA license. 4,400 miles. \$1,500. 253-265-0982

SUZUKI HARDTOP 2-DR, exc. cond. in and out, runs great. Economical, new brakes, tires great. \$2,800. 206-618-5304 or 206-546-3247

1988 FORD BRONCO, EDDIE BAUER EDITION, newer 33" tires. \$3,000 OBO. 253-531-6809

2004 JEEP CHEROKEE LIMITED EDITION, 4WD, 6 cyl., black. 70,000 miles, heated seats, moon roof, loaded. Newer brakes, tires, sharp. \$17,950 OBO. 206-948-2257

1929 CHEVY COUPE, 350 – turbo 400. All power, tilt wheel, show car. \$25,000. Call for details. 360-600-3178

FORD 390 with 5-spd. stick trans. Rebuildable 302 with auto trans, overdrive trans. 1984 Ford pickup front clip with radiator. Call 253-843-1977 for more info.

1973 OLDSMOBILE 98 CLASSIC 2-DR COUPE. 153,000 mi, power steering/brakes/windows, A/T, AM/FM radio, 455 rocket engine. Great cond. \$1,500. 206-772-4749

1988 FORD RANGER 4X4. Runs great, lots of things new on truck, tires, brakes, ball joints, muffler, newer motor and auto trans. \$1,700. 253-306-4947

# Local C Golf Tournament July 19th

The 17th annual Local C Golf Tournament to benefit Guide Dogs of America will be held Saturday, July 19 at Foster Golf Course. The cost will be \$80 per person, which covers green fees, cart rental, tournament t-shirt, prizes and a buffet at the end of play. **The \$80 tournament fee will be waived for any individual turning in \$125 in donations to Guide Dogs.** The scramble format tournament will have a shotgun start at 7:30 a.m. for all golfers. Prizes will be awarded to the



first, second and third place teams. Individual prizes will be given for longest drive, KP and 50/50 honey pot. All other prizes will be raffled off at the end. Deadline to enter is June 20th.

If you have questions or would like to volunteer, contact one of the following tournament co-chairs: Spencer Graham on 206-251-9021; Hole sponsorship Tony Curran on 206-280-7536. If you would like to donate prizes, please contact Mark Johnson on 253-833-5590.

# Administering the Oath of Office

*Business Representative Brett Coty (l) administers the oath of office to Local F President Garth Luark at the April Local F meeting.*



## April Retired Club Business Meeting Minutes

Continued from page 9

the Granddaughter of retired member, and former "Rosie Riveter," Josie Dunn. Jerry spoke about her grandmother and how proud she is to be the granddaughter of a former "Rosie." All of the retirees have done so much for our country, thanks to you all.

Ruth then introduced Rosanne Lawson whose been helping the Club for over a year now. Rosanne is working on a project with a Professor at the University of Washington and requested a moment to speak about it.

Rosanne thanked the Club for the chance to speak about her project. Currently, she is working to compile and document the his-

stories of retired union members. This started last year when she helped to organize an event at the UW welcoming three former "Rosies" to campus to talk about their experiences during the war. Now, she is doing undergraduate research studying the different generations within the labor movement and would love the opportunity to interview anyone interested. She said that she will come to the homes of interviewees, and will take as much time as you are willing to give her. If you would like to share your history and help Rosanne with this project, please contact her in the Legislative Department at (206) 764-0305.

The meeting adjourned at 12:10 PM.

## 2008 Golf Tournament Entry Form

Group Contact: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Shirt Size (circle one) S M L XL 2X 3X

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Shirt Size (circle one) S M L XL 2X 3X

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Shirt Size (circle one) S M L XL 2X 3X

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Shirt Size (circle one) S M L XL 2X 3X

**Entries will not be accepted unless full payment is received by JUNE 20th.**

Turn in \$125 in donations to waive entry fee or return checks for \$80 per player payable to: Spencer Graham, Local C Golf Tournament, 9125 15th Pl. S, Seattle, WA 98108



# Volunteers Make a Difference Throughout Year

Unless you have been there helping out with the projects, it's hard to imagine what a difference Union members and their families have made in our community over the last year. Over 594 different individuals volunteered over 6,438 hours on the various projects in 2007. Nearly two projects a week were completed by 751 members throughout the region.

On Saturday, April 19th, the Machinists Volunteer Program (MVP) held its annual potluck banquet as a thank you to the members and their families that step forward and participate in these important community projects. Special thanks to Jason Redrup for assembling a brief slide show highlighting the various volunteer activities in 2007 - everything from wheelchair ramps to road cleanups.

While everyone was applauded for their efforts, awards were given to the top three volunteers in the member, steward and officer category (see chart at right). Family members who have helped with projects were also honored.

MVP Chair Garth Luark presented a very special award to Nicholas Oen, who put in 44 hours on MVP projects in 2007. "Nicholas became a regular at our events and knows enough to probably chair the committee. He has really blossomed, which is credit to his mom (DeeDee), who is a Steward in Everett," Garth stated.

The highlight of the banquet was the presentation of the "Bill Johnson True Trade Unionist Award" to Dave Henry. The award is given to an individual who goes above and beyond the call of duty as a Union member or volunteer and gives up what little time they have for the benefit of others. Dave is the type of person who will volunteer any time he hears there is a need. In fact recently, despite having a high fever which landed him in the hospital, he helped build a wheelchair ramp for a 751 retiree who had been confined to his house for the past three years. That is the character of Dave Henry.



District President Tom Wroblewski and Secretary-Treasurer Susan Palmer thanked those who won top awards for their community service work. Top L to R: Susan Palmer, Ray Miller, Chris Louie, Joe Kinsella. Front L to R: Tom Wroblewski, Debbie Anderson, David Henry, Garth Luark, Cliff Goetsch, and Vennie Murphy.

### Top Volunteer Awards

The people listed below were recognized for their volunteer efforts throughout 2007.

#### Stewards

- 1st Vennie Murphy
- 2nd Chris Louie
- 3rd Michael Cummins

#### Officers

- 1st Garth Luark
- 2nd Sandra Oxentencko
- 3rd Cliff Goetsch

#### Members

- 1st Debbie Anderson
- 2nd Bruce Bob Anderson
- 3rd Ray Miller & Joe Kinsella

Congratulations to our winners!



Nicholas Oen received a special award for 44 hours of community service in 2007 and poses proudly with his mom Steward DeeDee Oen.



District President Tom Wroblewski (l) and MVP Chair Garth Luark (r) present Dave Henry with the True Trade Unionist award for his dedication to helping others. Dave continually goes above and beyond to help others.



Family members recognized for their volunteer work included L to R: Ann Wroblewski, Nate Oen, Courtney Craft.

# Grand Lodge Convention Outlines Path for Next Four Years

In May, members will be voting on delegates to send to the Grand Lodge Convention this fall. Yet many members have requested more information on the convention and the process.

The Grand Lodge Convention convenes every four years with IAM delegates elected from every Local Lodge throughout the U.S. and Canada. These elected delegates ensure each member has a voice at the Grand Lodge Convention.

Prior to the Convention, each local elects a Resolutions Committee to propose and review changes to the IAM

Constitution. The Resolutions Committee then reports back to the Local Lodge for a vote on the proposed changes.

The purpose of the Grand Lodge Convention is to consider and take action as necessary on changes to the IAM Constitution. The IAM-Constitution is the established rules that govern our Union. Among other things, the IAM Constitution guarantees your right to nominate and elect your officers, vote on contracts and participate fully in every aspect of your Union. The Constitution also provides enforcement mechanisms and, if necessary, penalties to make sure the membership's rights are respected. Convention delegates debate and vote on resolutions and amendments to the Constitutions that have been proposed by Local Lodges or the Executive Council. They also hear membership appeals to decisions by the International President.

Over the years, top political and social figures from the U.S., Canada and all parts of



Jon Holden spoke in favor of a resolution at the 2000 Grand Lodge Convention to increase strike pay.

the world have addressed IAM Grand Lodge Conventions.

Our elected delegates must work as a team to network and lobby other delegates at the convention for maximum effect to support the positions, which have been passed at each local lodge. Delegates this year will carry your concerns on the dues proposal and vote the will of the membership as expressed by Local Lodge resolutions. In short, our Grand Lodge Convention delegates will shape the future of this Union.

### Recent G.L. Convention Action

- 2004** - Increased weekly strike benefits from \$125 to 150 per week.
- 2000** - Increased weekly strike benefits to \$115 1/1/01 and to \$125 1/1/03.
- 1996** - Extended strike benefits to members recalled or hired to work less than three months prior to a strike.
  - Eliminated limit on outside earnings to collect strike benefits.
  - Created Women's Department
  - Authorized creation of computerized nationwide job bank.
- 1992** - Allowed 'automated methods' to identify members rather than dues books.



Tom Plummer speaks in favor of a resolution at the 1996 Grand Lodge Convention.