

DISTRICT 751 AERO MECHANIC

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Union Assists Putting Vacation Back on the Books

In today's hectic world, we all know how important time is – especially vacation time away from work. Thanks to assistance from Union Steward Scott Hallstrom, 751 member Michelle Wright not only got her vacation calculation corrected at Boeing, but received four weeks additional vacation on the books.

"I was thankful the Union was there to help," stated Michelle. "I can't be the only person who was impacted by this type of mistake. I hope to educate others who have been rehired or recalled to double check their calculation formula for benefits to ensure they receive the benefits they are entitled to under our contract."

The problem occurred when Boeing's TotalAccess failed to use her correct seniority date to calculate her vacation benefits after she was rehired in late 2006. Rather than using her seniority



L to R: Business Rep Joe Crockett, Steward Scott Hallstrom and Michelle Wright discuss how TotalAccess incorrectly used her rehire date to calculate vacation benefits. With help from the Union, she received four additional vacation weeks on the books.

date of November 1996, TotalAccess used her last hire date of September 2006, which is her company service date and the date she became eligible to receive vacation hours.

Michelle originally inquired about the calculation method immediately after receiving her first vacation benefits. At

that time, TotalAccess insisted the amount was right. While she thought the vacation hours were too low, she accepted the answer and didn't pursue it any further.

Recently, when a co-worker heard her talk about how much vacation she received, he pointed out that her calcula-

tion had to be wrong because he had received more vacation hours and had less time in at the company.

Again, Michelle tried to handle the issue on her own. She asked TotalAccess to put in writing her total hours worked for the year and explain their calculation method for her benefits. She was alarmed to see they had her earning vacation at one hour for every 17 hours worked (the minimum amount) rather than one hour for every 13 hours worked.

Rather than trying to get it corrected on her own, she turned to Steward Scott Hallstrom for assistance. He took the documentation to Human Resources and

See page 2 for instructions to carryover unused vacation at Boeing

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Open Enrollment for Health/Dental Care at Boeing - Nov. 4 - Dec. 3

Employees at Boeing represented by IAM 751 will be asked to select their health and dental insurance coverage for 2011 during the annual enrollment period, which runs November 4 through December 3. Any changes employees make during open enrollment will go into effect on January 1, 2011. You will receive detailed information in the mail from Boeing and can make benefit plan changes through your TotalAccess account online or by phone.

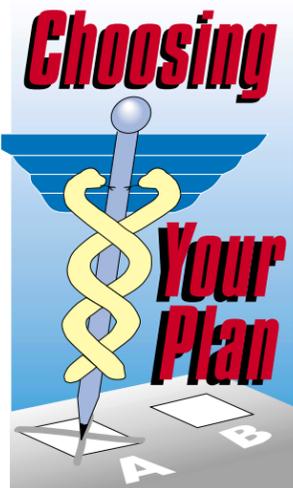
If you don't take action during the open enrollment

period, your current benefit choices will continue automatically and the new monthly contributions will apply.

IAM members at Boeing in Puget Sound can choose from the following medical plans:

- Selections CCP
- Group Health Co-operative HMO
- Traditional Medical Plan (TMP)

Keep in mind that our contract with Boeing spells out your health care benefits, including deductibles,



See page 6-7 for important information on health care options

office co-pays and prescription coverage so there is no change to these out-of-pocket costs.

Because our contract calls for members to pay the difference between the no-cost plan and their chosen plan, even though health care costs have gone up more than inflation, member's monthly premium cost for Selections in Puget Sound has dropped and those choosing Group Health will have a slight increase.

2011 contribution rates for Puget Sound (which are the difference in price between the low-cost plan and the other plans) are noted in the table below:

Monthly Contributions for Selections as of 1/1/11

Employee only:	\$18.13
Employee + spouse:	\$36.26
Employee + child(ren):	\$36.26
Family:	\$54.39

Monthly Contributions for Group Health 1/1/11

Employee only:	\$57.64
Employee + spouse:	\$115.28
Employee + child(ren):	\$115.28
Family:	\$172.92

751 members at Boeing in California have the choice of either Kaiser Permanente HMO (Boeing pays monthly contribution) or the Traditional Medical Plan at \$40.17 for employee only; \$80.34 for employee + spouse or employee + child(ren); \$120.51 for family (monthly contributions for Traditional in California decreases slightly from 2010 rates).

In addition to selecting your health plan for the coming year, this year's open enrollment also involves several other changes enacted as a result of the new Federal health care law and ongoing mental health parity laws – with the most significant provision being expanded eligibility provisions for children (see story on bottom of page 6).

Another change in the coming year to keep in mind: BlueCross BlueShield of Illinois will be the new service representative for plans administered by Regence.

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

In an effort to help members make an informed

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Decline of Unions Bad for America, Report Says

The top 74 wage-earners in America – including several of the billionaires here in Washington state – earned as much money as the bottom 19 million lowest-paid working Americans in 2009.

That's according to newly released data compiled by the Social Security Administration, which also found the typical wage-earner saw his or her annual pay fall by nearly \$253 last year, to \$26,261 – meaning half of all working Americans were paid less than \$505 a week.

Yet among the top tier of wage earners, the average pay was \$518.8 million in 2009 – or \$10 million a week.

“Overall, since Reagan's election in 1980, the bottom 90 percent of Americans have seen their incomes go nowhere.”

David Cay Johnston,
Economic Writer

The bottom line, according to economic writer David C a y

Johnston at www.tax.com, is that government policies that have favored the rich while attacking labor unions have shattered the middle class and turned America into a nation of have's and have not's.

Johnston called the report “the latest, and in this case quite dramatic, evidence that our economic policies in Washington are undermining the nation as a whole.”

Johnston attributes policies ushered in under President Reagan for the massive redistribution of wealth that has allowed “huge economic gains piled at the very top, along with much lower tax burdens.”

“We have enabled ‘free trade’ that is nothing of the sort, but rather tax-subsidized mechanisms that encourage American manufacturers to close their domestic factories, fire workers, and then use cheap labor in China for products they send right back to the United States,” Johnston

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Strength in Numbers

Coordinated bargaining with all Penske locations delivers new 4-year contract **12**

Global Aerospace Alliance

Aerospace unions from around the world organize on a global scale **5**



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REPORT FROM THE PRESIDENT

Boeing CEO Says Good Things, but What Will Company Do?

by Tom Wroblewski,
District President



We've all heard a lot of speeches this fall, as the political campaigns revved up into high gear in the run-up to last week's election. But I want to talk about two speeches you probably didn't hear about that could nonetheless end up being very important to members of this Union.

The first was Boeing CEO Jim McNerney's speech to the International Metalworkers Federation (IMF) in Seattle.

As you'll read on page 5 in this month's *AeroMechanic*, the IMF is a global association for unions that represent aerospace manufacturing workers in North America, Europe, South America, Asia and Australia. The Seattle meeting was chaired by our International President, Tom Buffenbarger, and he invited McNerney to speak.

You can imagine my surprise when the Boeing CEO admitted that the company, in his words, had "gone too far" when it came to outsourcing the 787. Mr. McNerney also admitted that the company had "lost control" of the Dreamliner, "both at the supply chain and the engineering level."

"With the benefit of 20/20 hindsight," he said, "We'd have done more of it ourselves."

Now that's not news to any of you in Everett who've been struggling for nearly three years now to fix the problems caused by all the global partners and get the 787 flying. You know it better than anyone.

But it was significant to hear McNerney say that in a room full of aerospace union representatives, the very people whose jobs have become poker chips in Boeing's international outsourcing game.

Chicago does seem to be learning from this fiasco. Mr. McNerney told me point-blank that more 787-9 work would be coming back in-house, both in terms of production and engineering. And last week, *The Seattle Times* quoted Boeing executives saying they plan to start with the 787-9's horizontal stabilizer, which is now built in Italy.

Mr. McNerney also talked about our 2008 strike – and for once he didn't try to blame all the 787's delays on it. Instead he seemed thoughtful. "Last time around there were some honest differences of opinion, but we also didn't interact effectively."

He said he wants to "produce a long-term relationship" with the IAM and SPEEA, and he pledged to "work very hard to do that."

Again, none of that is news to any of us who were here in 2008, and who remember how the company aggressively pushed proposals that would have raised your health care costs, gutted new-hire retirements and eliminated thousands of union jobs. To say that Boeing didn't "interact effectively" with this union and its members is a huge understatement.

Still, it was significant to hear him say that he and top management had made mistakes in their dealings with Machinists.

There were a couple of reporters waiting outside to ask me questions after the speech. What did I think, they asked? I'll

tell you what I told them – Mr. McNerney said a lot of good things that day, and he certainly seemed to have left the door open for an improved relationship.

But what matters more is what he and his Chicago gang *does* between now and the summer of 2012, when we next sit down at the bargaining table.

They certainly aren't off to a good start, not with last month's news that Chicago has decided to jack up insurance costs for non-union workers everywhere in the company – everywhere except Charleston, that is. The announcement came with the not-very-subtle assertion that unions like ours will have to take similar health-care cost increases in our next contracts.

The company is also playing coy with the 787-9 work, suggesting that it take it to Salt Lake City or Winnipeg, instead of doing the logical thing and bringing it here, where it has workers and facilities in place.

Then, in the next breath, Boeing announced an \$837 million profit for the most-recent quarter, and bragged to Wall Street that 2011 will be even more profitable, because it will deliver more commercial airplanes next year – thanks, I might add, to the skill and dedication of District 751 Machinists.

In his speech to the IMF, Mr. McNerney talked about his desire to keep Boeing's costs down, but was quick to add that "does not mean we need dramatically lower wages ... or that we need dramatically fewer people doing the same thing."

I'm going to remind him that he said that every chance I get, and I'll add this: So long as Boeing is turning profits of

more than \$3 billion a year, I don't see any reason for *any* wage or benefit cuts. Instead, Boeing should partner with us to find ways we can make our already-skilled Machinists even more productive – and then find ways to reward you for the amazing work you do to make Boeing the global aerospace leader.

One of the factors Boeing executives are pointing at as they try to justify the health-care takeaways is the growing competition in the single-aisle jet market, from the Chinese, the Canadians and the Russians in particular.

But as Gov. Chris Gregoire pointed out in a speech last month to an aerospace industry group, those new Chinese, Canadian and Russian jets also represent a great opportunity for us. Each of those programs is in need of the kind

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Union Assists Putting Vacation Back on the Books

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was able to not only get her four additional weeks, but money as well since you can only carry two years' worth of vacation on the books.

"Immediately I wondered how many others this has happened to who didn't question their vacation hours," Michelle added.

"This could be affecting other rehires since vacation is based on seniority not your company service date or most recent hire date. With so many people working so much overtime, vacation time becomes

even more precious. It is worth the time to ask TotalAccess to put in writing your work hours for the year and calculation method for your benefits," stated Steward Scott Hallstrom. "Once Boeing HR was alerted to the problem, they immediately corrected it for Michelle."

"This is a process that used to be handled internally by Boeing employees, but has been outsourced to TotalAccess," stated Business Rep Joe Crockett. "Because it is a 'third party' provider, it is that much more intimidating and frustrating for members to not

only verify a problem, but to get it corrected. If after checking with TotalAccess members believe their calculation is wrong, they should contact their Union Steward with the documentation, who can then elevate it to the proper HR to get it corrected."

Keep in mind, this type of mistake could also impact any rehired members who may have received a CAM for attendance because they didn't have time to cover their absence as a result of an error by TotalAccess that shorted them their benefit amount.

Know Your Boeing Contract: 8.4(d) Vacation Carryover

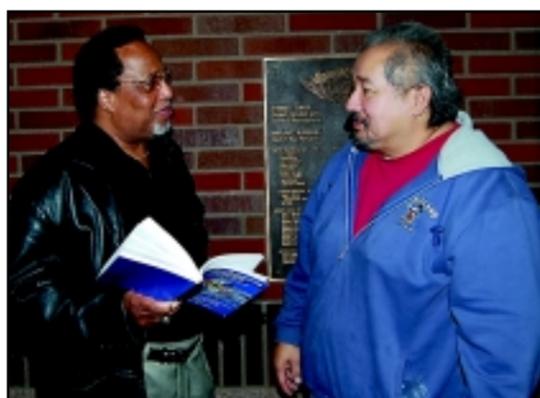
Time off from work is one of the most valued benefits of our Union contract. As our lives get busier and more overtime is worked, vacation time becomes even more important.

In order to ensure you have the maximum vacation credits on the books, members working at Boeing should be aware of 8.4(d) on page 40 of the contract book.

At Boeing, unless you take action to carryover unused vacation credits, you will automatically receive pay in lieu of any unused vacation credit after reaching your next eligibility date.

Business Reps and Stewards have regularly heard from members who reach their eligibility date without taking action – only to have their vacation credits received in pay and wanting to get them back on the books to use at a future date.

In order to carry over vacation, the



Business Rep Emerson Hamilton (l) and Local C President John Lopez hope to educate members to go through TotalAccess if they want to elect to carryover unused vacation hours.

contract states at least 10 working days before the employee's next eligibility date, the employee must put in writing a request (through Total Access) to carryover vacation hours.

Once an employee elects this exception to carryover vacation, that election

will remain in effect. In other words, it is an action you need to only do once and that will become your default with any unused vacation.

Vacation credits that are carried over must be used during the next eligibility year. Once you have elected to carryover the credits, pay in lieu of those carried over vacation credits will not be allowed until the end of the eligibility year following the year in which the carryover election is made.

All payments in lieu of vacation shall be made at the employee's rate in effect on the employee's current vacation eligibility date, including shift differential where applicable.

So if you want to keep that unused vacation on the books to use later, contact Total Access by phone or online and make the election to carry over your unused vacation.

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

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POLITICAL ACTION

Volunteers Represent Union at Rally in Washington

Labor union activists from all across America took part in the "One Nation, Working Together" rally on the Capitol Mall in Washington, D.C., but none of them traveled farther than the 16-member delegation of District 751 Machinists.

The group, led by District 751 President Tom Wroblewski and Secretary/Treasurer Susan Palmer, carried the banner for Northwest Machinists at the event, which drew more than 175,000 progressives to the steps of the Lincoln Memorial on Oct. 2.

The rally attracted wide support from labor unions and from other members of the progressive movement.

Speakers addressed the need to elect candidates who will support progressive causes—improving the economy through smart government investments in technology and education, supporting justice and equal rights for all, ending the costly war in Afghanistan and rebuilding America's middle class.

"It was finally a coalescing of the civil rights movement and the labor movement," said Local 751-A Vice President Wilson 'Fergie' Ferguson, who was part



District 751 political activists pose in front of the union's Civil Rights Committee banner alongside the Reflecting Pool at the Lincoln Memorial in Washington D.C. Fifteen members attended the "One Nation Working Together" rally at the memorial on Oct. 2.

of the District 751 group. "Such a coming-together is long overdue," he said. "We have a common cause."

The group also attended a morning rally organized by the International Association of Machinists and Aerospace

Workers at Washington's RFK Stadium before the day's main event on the mall. The event was in support of "U-Cubed" — Your Union of Unemployed — which is a support and political action group organized by the IAM&AW to give a voice

to unemployed workers, who have been ignored or marginalized.

"The U-Cubed rally was really well-done," said Paul Veltkamp, Local 751-F Recording Secretary. "The speakers were really inspirational and informative."

The fact that District 751 Machinists traveled from across the continent to attend the rally attracted a lot of attention, and a steady stream of rally participants stopped by to have their pictures taken under the banner of the union's Human Rights Committee, which proudly proclaims that "An Injury to One is an Injury to All."

"It was important that we show solidarity from the Pacific Northwest," said Local 751-E Recording Secretary Dan Meddaugh. "We're all together in one strong effort."

The rest of the group included: District 751 Legislative Director Larry Brown and Union Members Robert Belles, Mitchell Christian, Robley Evans, Pete Hedemark, David Henry, Mike Olebar, Joe Perry, Chris Siegfried, Gary Swartz and Duy Tran.

South Park Getting Its New Bridge

South Park is getting its bridge back, thanks to locally coordinated teamwork and a big assist from U.S. Sen. Patty Murray.

The U.S. Department of Transportation will provide the final \$34 million needed to rebuild the bridge, Murray told local officials and a cheering crowd of South Park residents on Oct. 15.

The bridge project will create construction jobs, and preserve jobs in South Park's retail core, said Murray. "This is exactly the type of project that the Tiger II grants should fund."

The Tiger II grants Murray referred to are part of a federal stimulus fund designed to help pay for "shovel-ready" infrastructure projects that will put people to work.

Among the bodies that have committed funds, King County is putting up \$30 million, the state of Washington \$20 million, city of Seattle \$15 million and Port of Seattle \$5 million. The remainder is coming from a variety of regional, state and federal transportation agencies.

Murray's leadership was key to the effort, said King County Executive Dow Constantine. "She counseled us that we'd have to work together and pool our funds.

Murray did the rest, said Seattle Mayor Mike McGinn. "Without her leadership we wouldn't have this bridge, so thank you, Patty Murray."

The South Park Bridge is vital to the neighborhood



Senator Patty Murray delivered news that the U.S. Department of Transportation will provide the final \$34 million needed to rebuild the South Park bridge. The news was met with cheers.

that surrounds District 751's Seattle Union Hall. Before the old bridge closed this past summer, more than 20,000 vehicles crossed it each day, including hundreds of Boeing Co. trucks headed to and from the company's facilities at Boeing Field, as well as thousands of Boeing employees.

Constantine said the plan is to put the project out for bid this fall, with construction set to start next spring. The goal is to have the new bridge open by May 2013, he said.

Local A President Shares Stage with Clinton

It's one thing to get up in front of a room full of your union brothers and sisters to speak. But when your audience includes a former U.S. president and a U.S. senator campaigning for re-election, the stakes get higher.

That's what Local 751-A President Jason Redrup learned in October, when he was one of the speakers at a campaign rally for Sen. Patty Murray. Former President Bill Clinton was the headline speaker at the event, which drew more than 2,200 people to the Flying Heritage Collection at Paine Field.

"It was a lot different from anything I've ever done," he said. "I was flattered they asked me, and it was great to get a chance to stand up before a big crowd and talk about things from a Union member's perspective."



Local 751-A President Jason Redrup speaks at a Patty Murray campaign rally in Everett that also featured former President Clinton.

Redrup focused his remarks on Murray's support for Boeing's bid to win the U.S. Air Force refueling tanker contract.

"In 1996, I was hired on the 767 line," he told the crowd. "I can attest to the skill, dedication and can-do attitude of the workers who build and support the 767. We have generations of experience that no one can match."

In the Senate, Murray has been a strong supporter of Boeing and the Machinists Union, he said, "fighting to make sure that the best aerospace workers in the world build a new tanker for our brave men and women serving in the military.

"They deserve the best," Redrup said, "and the best tanker is one that is built right here in Washington state."

Decline of Unions Bad for America, Report Says

Continued from page 1

wrote. "This has created enormous downward pressure on wages, and not just for factory workers."

Combine that with "government policies that have reduced the share of private-sector workers in unions by more than two-thirds," Johnston continued, "the net effect has been disastrous for the vast majority of American workers."

That's bad for America, Johnston argued. "Less money earned from labor translates into less money to finance the United States of America," he wrote. And that means the nation has less to invest in education, research and infrastructure needed for tomorrow.

Overall, since Reagan's election in 1980, "the bottom 90 percent of Americans have seen their incomes go nowhere," Johnston concluded. "Add in today's decreased number of jobs, and all this data add up to policies that can be described with one word: failed."

The Wage Gap Widens

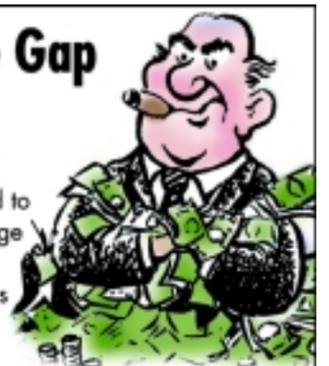
While the wealthiest Americans continued to get richer, the average U.S. wage-earner saw his or her wages drop last year.

• The top 74 wage-earners in America -- including several of the billionaires here in Washington State -- earned as much money as the bottom 19 million lowest-paid working Americans in 2009

• The typical wage-earner's annual pay fell by nearly \$253 last year, to \$26,261. Yet, among the top tier of wage-earners, the average pay was \$518.8 million in 2009 -- or \$10 million per week!

• Government policies have reduced the share of private-sector union workers by more than two-thirds.

Source: Social Security Admin.



COMMUNITY SERVICE

751 Sweetens Halloween in White Center

Children in White Center had a happier Halloween – and could have a sweeter Thanksgiving, Christmas and Easter – thanks to the efforts of District 751 Machinists.

On Oct. 29, a team of union Business Reps and officers filled up the back of a one-ton pickup with candy that had been donated by members and delivered it to the Salvation Army of White Center in support of their annual Halloween party.

The Salvation Army hosts the event each year as a safe alternative to trick-or-treating in one of King County's rougher neighborhoods.

The Union collected close to 1,000 pounds of candy, said Auburn Business Rep Mark Johnson, who headed up the donation effort.



Business Reps Tommy Wilson and Joe Crockett help Rich McCabe unload close to 1,000 pounds of candy donated for the White Center Salvation Army Halloween carnival.

Based on previous candy drives, this amount should be enough to provide candy for the Halloween Party and the Salvation Army's next several holiday events, Johnson said. "This helps them out in a hard time, especially now when the economy's the way it is."

Stewards in Renton earned top honors in a contest among themselves to see who could collect the most candy, bringing in just over 400 pounds, said Business Rep Joe Crockett.

Check our YouTube channel – www.YouTube.com/IAMBuildingCommunity — for video of Machinists delivering the candy to the Salvation Army in White Center.



Majors Kathy (standing front) and Maynard Sargent (far right) of the Salvation Army's White Center Corps accepted the generous candy donations from 751 L to R: Joe Crockett, Chuck Craft, Tommy Wilson, Mark Johnson and Rich McCabe.



Recent volunteers at the Tacoma Mission included Clark Fromong, Tom Lindberg, J.D. Anderson, Rob Curran, Harold Thompson, Jeff Rose and Tony Pouliot.

751 Volunteers Have a Mission

District 751 volunteers regularly make a difference at both the Everett Gospel Mission and Tacoma Rescue Mission.

751 volunteers take over the kitchen both the second and fourth weekends every month at the Tacoma Rescue Mission (Saturday and Sunday) from 6 a.m. to 8 a.m. – preparing and serving meals

to the hundreds of clients.

Our volunteers also staff the Everett Gospel Mission from 7 a.m. to 9 a.m. the second and third Sundays of each month.

This is just another way our Machinists Volunteer Program continually helps build a better community and give back to those who are less fortunate.



Tom Lindberg and Rob Curran prepare breakfast at the Tacoma Mission.



Jeff Rose helps in the kitchen.



Vennie Murphy gets ready to cook sausage at the mission.

Helping Out With the Home Team Harvest

Machinists Volunteer Program members are stepping up their support of the annual KING 5 Home Team Harvest Food Drive.

This year, District 751 MVPs will collect donations of canned and other non-perishable food at Local Lodge meetings in November. Local Lodges are also contributing cash to the effort, with the goal of presenting both a sizable check and a van full of food to Northwest Harvest on Dec. 4.

"We've always had volunteers help out with Northwest Harvest and the KING 5 food drive," said District 751 MVP Committee Chairman Robley Evans. "But this year, with so many people out of work, it's really important for all of us to step up and do more. This is also a great opportunity for us to show the community that Machinists are committed to making our home towns better."

The Home Team Harvest is sponsored each year by KING-TV in Seattle. All the food and money collected is given to Northwest Harvest, which reports that demand for its services is up 21 percent this year, due to high unemployment. Roughly one out of every seven Washington residents is receiving food stamps, the agency reports.

To meet the need, KING-TV has set a goal of collecting enough cash and food to provide 2.7 million meals during this winter's campaign. That would represent an increase of 1 million meals over its previous one-year record.

As always, the MVP Committee is looking for volunteers to help load donations into Northwest Harvest trucks during the annual event. For information on how to volunteer, call Kay Michlik at the Seattle Union Hall, 206-764-3335.

Salvation Army Bells Will Be Ringing

751 volunteers are again taking over Salvation Army Bell Ringing buckets around Westlake Mall the evening of Friday, December 3rd from 6 p.m. to 8 p.m. Volunteers should meet at the Starbucks at the corner of 4th and



Pine at 5:45 p.m.

The event coincides with the annual Figue Pudding Caroling Competition and makes for a very festive evening and a great way to kick off the holiday season.

751 Makes Strides for Breast Cancer

Team 751 again had a presence on the streets of Bellevue this year at the annual Making Strides for Breast Cancer Walk on Sunday, October 10. Pouring rain didn't diminish the spirit or determination of Team 751 volunteers who understand that the event is so much more than just a walk. Each step is personal and each donation helps save lives.

Team 751 members, outfitted in umbrellas, boots and rain gear, gathered for

a group photo before heading out on the three-mile, non-competitive walk. Some volunteers arrived early and served as route marshals to help with the event.

Marissa Donnell accompanies her mom, Debbie, every year on the walk no matter what the weather.



Steward Alex Karooiannis didn't let rain deter him from taking part in the walk.



Team 751 volunteers didn't let rain dampen their spirits as they took part in the Making Strides for Breast Cancer walk on Oct. 10.

Join Our MVP E-Mail List

If you would like to be added to the Machinists Volunteer Program distribution list to receive a monthly email listing upcoming volunteer events, please email kaym@iam751.org and note you are interested in getting the notification of events.

Global Aerospace Unions Vow to Build Union Power

Unions representing aerospace workers around the globe met in Seattle last month and agreed to work more closely together to address the increasingly multinational nature of the aerospace industry.

"The aerospace industry is organized on a global scale, and the time for the world's aerospace unions to organize themselves on a global scale is long overdue," said Tom Buffenbarger, the International President of the International Association of Machinists and Aerospace Workers.

Buffenbarger spoke at the International Metalworkers Federation global aerospace workers conference, which was held in Seattle on Oct. 6-7. The IAM&AW hosted the conference, which attracted nearly 100 delegates from unions representing aerospace workers in North America, Europe, Asia, South America and Australia.

During the conference, delegates discussed dangerous trends in the aerospace industry, including outsourcing and the use of temporary, precarious and contingent workers. The delegates committed to working more closely to ensure that the benefits of this globalized industry are passed on to workers.

The delegates also discussed efforts to counter anti-union activities, promote the development of union-to-union networks, build partnerships and negotiate international framework agreements.

Participants agreed that the first step towards better cooperation in dealing with transnational corporations is the development of trade union networks in such companies and their supply chains. It was agreed that Airbus, Boeing and Rolls Royce would be the first targets for network development. The aims of the networks will include sharing information on collective bargaining and negotiating international framework agreements.

At the end of the conference, delegates adopted a statement that announced their commitment to building an IMF global aerospace union alliance that will match the global aerospace industry and combine their collective union power to negotiate better pay and work-



IAM International President Tom Buffenbarger called for a global aerospace union at the International Metalworkers Federation's Aerospace Workers Conference in Seattle where delegates traveled from North America, Europe, Asia, South America and Australia.

ing conditions for aerospace workers worldwide.

"The work to create global aerospace

unions should begin right now," said Buffenbarger, who made the proposal for the closer alliance. "We have an

opportunity as well as an obligation to the millions of aerospace workers worldwide to make this effort."

McNerney Addresses Global Union Conference

The Boeing Co. went too far with its 787 outsourcing scheme and plans to bring more work in-house in the near future, Chief Executive Officer Jim McNerney told representatives of aerospace workers' unions at a meeting of the International Metalworkers Federation in Seattle on Oct. 7.

"We lost control of it, both at the supply chain and engineering level," McNerney said. "With the benefit of 20/20 hindsight, we'd have done more of it ourselves."

McNerney also said he wants a better relationship with unions that represent the workers who build his company's products.

"I want to find better working relationships," he said. "I don't want another strike. It's not what I wish for at all."

In his prepared speech to the conference, McNerney stressed free trade and the need for Boeing to remain globally competitive in the face of new challenges. He said that Boeing's drive to increase efficiency and productivity had allowed the company to remain profitable, despite the well-publicized problems with the 787 and 747-8, and said that will have to continue.

"There is a direct link between driving competitiveness today and investments in the future," McNerney said.

But labor relations and outsourcing issues dominated the question-and-answer session that followed.

Responding to a question from District 751 President Tom Wroblewski, McNerney was frank in saying "we went too far" when it came to designing the 787 business model, and said that Boeing would do less outsourcing on the 787-9 derivative. "More of the engineering is back in-house, and more of the production is coming back in-house," he said.

However, McNerney was clear that he sees outsourcing as a part of Boeing's future.

"We are already deployed very globally," he said. "In the short term there will be a little more done in the United States, but the global stance will not change."

"I don't see us building 777s in China," McNerney added. "But will we use Chinese capabilities as part of accessing their market? As part of developing a 777? Yes."



Boeing CEO Jim McNerney addresses IMF delegates and 751 Reps and Staff.

McNerney stressed his desire to keep Boeing's costs down, but added that "does not mean we need dramatically lower wages ... it does not mean dramatically lower benefits."

Instead, Boeing must continue to press for "steady progress on efficiency and productivity," which he says will free up cash for further innovation.

"We will win because our workers are more efficient, because our engineers are more creative and because our airplanes can do things that the others' can't," McNerney said.

In terms of labor relations, McNerney said Boeing must improve its communication with its unionized

Continued on page 11

Boeing Forklift Drivers Are Among Best in Washington State

District 751 members have proven their skills in a different arena – bringing home high individual and team honors from the annual Washington State Forklift Rodeo competition.

Mike Weinman, a forklift driver who works at Boeing's Plant 2 in Seattle, finished second in the statewide contest, which was held in Spokane this year. Weinman combined with Joe Henry from Renton and Ralph Albrecht from Everett

to form a Boeing team that also brought home a second-place award.

"Our guys did great," said Mark Ribich, a Boeing manager who organizes the company's entry in the competition each year. "It goes to their skills as forklift operators."

This year's winning team came from VersaCold Cascade in Lynden. The individual champion was Ron Cochran, who works for Foss Maritime in Seattle.

Each year, forklift operators from around the state compete in local and regional competitions, leading up to the state championship forklift rodeo, which is held each fall in conjunction with the Governor's Safety Conference. Each competition involves a timed obstacle course that operators must navigate. They are penalized for



The 751 team from Boeing consistently is a top contender in the statewide forklift rodeo. L to R: Ralph Albrecht, Mike Turek (Boeing Director of Licensed Transportation), Joe Henry, and Mike Weinman.

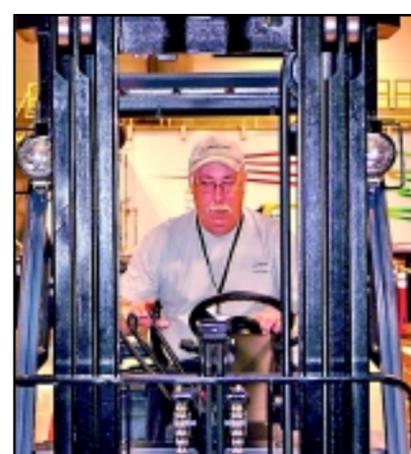
knocking over cones or hitting obstacles.

Teams from Boeing – made up of District 751 members – have consistently been among the winners at the annual competition, and Weinman is a former state champion. Last year, the Boeing team beat VersaCold to win the 2009 state title.

"It's really impressive to see our District 751 forklift operators compete at the rodeo," said Business Rep Tommy Wilson, who accompanied the group to the event. "It takes a lot of skill and years of practice to do the things they do, both in the contest and at work every day."



Joe Henry maneuvers the course during a timed run.



Ralph Albrecht picks up a load.

CHOOSING YOUR HEALTH/DENTAL PLANS AT BOEING

Open Enrollment for Health Plans at Boeing Nov. 4 - Dec. 3

Continued from page 1

decision, representatives from the medical, dental and vision plans will be available at each November Local Lodge meeting to answer questions regarding the various plans. In addition, Boeing Benefits staff will also be onsite in the Everett and Renton Employee Service Centers (in the factories) on the following dates from 7:30 a.m. to 4 p.m.:

- Everett: Nov. 8 and Dec. 1
- Renton: Nov. 11 and Dec. 2

An annual enrollment information packet has been mailed to each member's home. There are many online tools on the "Your Benefits Resources" website to help you in reviewing your plan choices. You 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. Again, if you don't take action during the open enrollment period, your current benefit choices will automatically continue and the new monthly contributions will apply. However, even if you are not planning to make a change to your benefits, take this opportunity to:

- Review your Health Care Cost Summary (review of out-of-pocket costs)
- Estimate your medical costs for next year
- Compare plan details (on the web)
- Research hospitals and providers
- Ensure you have enrolled all eligible dependents (including adult children as allowed under new federal law).

From inside Boeing, log on to <https://my.boeing.com>, click the TotalAccess tab. Under Tasks and Reminders go to the "Your Benefits Resources" web site.

Outside Boeing go to www.boeing.com/express.

Logon with your TotalAccess Password and your BEMS ID or Social Security number. On the My Boeing Express home page, click TotalAccess, then under Tasks and Reminders, go to the "Your Benefits Resources" web site.

Remember: You must have your Boeing TotalAccess Password to enroll online, at home or by phone. If you've misplaced it, log on to Boeing TotalAccess, click My Profile, then click Display TotalAccess Password. For a password reminder by mail, you can request your password by calling Boeing TotalAccess at 1-866-473-2016. Hearing-impaired callers can access TTY/TDD services at 1-800-755-6363. Enter your BEMS ID number (or Social Security number), select Password Administration from the menu and follow the prompts.

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.

COMPARING THE PLANS FOR PUGET SOUND

Service/Care	Traditional	Selections CCP	Group Health HMO
Puget Sound Employee monthly contributions required	Effective 1/1/11-12/31/11	Effective 1/1/11-12/31/11	Effective 1/1/11-12/31/11
Employee only	\$0	\$18.13	\$57.64
Employee & spouse	\$0	\$36.26	\$115.28
Employee & children	\$0	\$36.26	\$115.28
Employee, spouse & children	\$0	\$54.39	\$172.92
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
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	1-888-802-8776 www.bcbsil.com/boeing	1-888-802-8776 www.bcbsil.com/boeing	1-888-901-4636 or www.ghc.org

Things to Remember

- ◆ Employees have a special opportunity to add eligible adult children under age 26 to their medical and dental plans, if those children are not eligible for coverage through their own employer. **Becomes effective 1/1/11.**
- ◆ Make changes via web outside Boeing at www.boeing.com/express, click TotalAccess or inside Boeing at <https://my.boeing.com> - click on 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: Selections CCP, Traditional Medical Plan, Group Health HMO
- ◆ Dental Choices for Puget Sound - Washington Dental Services Incentive Plan or Washington Dental Services Prepaid Provider Plan
- ◆ Review enrollment materials, examine co-pays and out-of-pocket expenses, check list of network providers.
- ◆ Every employee will get a confirmation of enrollment statement. It is important that you check to be sure you and your dependents are on the correct health and dental plan. If it is not correct, you must call the Boeing Service Center through Boeing Total Access and make any corrections within 21 days from the statement date.

Overview of Health Care Law Impact at Boeing

Dependent Coverage Extended to Age 26

The following changes are the result of the new health care law (Patient Protection and Affordable Care Act) and **become effective January 1, 2011:**

Expanded Eligibility Provisions for Children: Probably the most significant change our members will realize as a result of the new health care law involves eligibility rules for adding adult children up to age 26.

During open enrollment this year, your child is eligible to be enrolled for health care/dental coverage until the end of the month in which they turn age 26, provided that those children are not eligible for coverage through their own employer.

Prior to the health care reform, our contract provided coverage for unmarried children, who were under age 25 **AND** were dependent on you for principal support. With the new law, many children who were previously dropped from coverage (due to the principal support clause) may again be



eligible to be added to your medical and dental plan during open enrollment.

The previous rules for adult children (natural, adopted or step children) to be eligible for your health care have been virtually eliminated with the new law. Under the reform, the child:

- does not need to be dependent on you for support,
- does not need to live with you,
- does not need to be a full-time student, and
- does not need to be unmarried.

Keep in mind: You **MUST** enroll your eligible adult children during the 30-day open enrollment period to obtain coverage.

Active employees may add dependents

through TotalAccess either online or by phone. Retirees can **ONLY** add dependents by calling TotalAccess at 1-866-473-2016.

Transplants: Under the Traditional Medical Plan and Selections CCP, specified dollar limits will not apply.

Removal of annual dollar maximums on preventive care: Boeing will eliminate the annual limit on preventive care for all medical plans.

Removal of lifetime maximum: Boeing will eliminate the lifetime maximum benefits (the total a plan would pay in benefits during a person's life) for all plans in 2011. This means plans will have no lifetime dollar limit on the value of total plan benefits. A participant who previously exhausted the lifetime maximum under a Boeing plan may re-enroll in that plan during the upcoming enrollment period.

Selections CCP No Longer Requires a Primary Care Provider: Your provider may continue to coordinate your specialty care, or you may self-refer to a specialist. Boeing made this change; it was not a result of the new health care law.

Boeing 'Spinning the Truth' on Health Care

The Boeing Co. is trying to mislead its unionized employees over the potential for increased future health care costs, said District 751 President Tom Wroblewski.

"It's flat-out wrong for anyone to assume that Boeing will ram huge health care increases down our throats in 2012," Wroblewski wrote in an email to his members. Executives in Chicago are "trying to spin the truth, and I'd like to set the record straight."

"The great advantage to having a union and a collective bargaining agreement is that we can say 'no' to unreasonable demands from our employers," he wrote. "And clearly, any move that would take hundreds of dollars each month out of your pockets is unreasonable."

Wroblewski's letter was in response to the news that Boeing's Chicago gang have decided to dramatically increase the amounts that non-union workers companywide are being forced to contribute to their health insurance.

The Union is committed to maintaining quality health care benefits for its members, Wroblewski said. "You're first-rate workers and we won't accept a second-class deal."

CHOOSING YOUR HEALTH/DENTAL PLANS AT BOEING

Get more value from your health care with Group Health

In this current economic climate, getting a good value is more important than ever. Especially when it comes to your health care. At Group Health, we believe in giving you more for your health care dollar. So you can rest assured you're getting a great value.

Group Health Cooperative is your local, community health plan; we started in Washington state and are here to stay. After more than 60 years, our commitment to Washington residents has never wavered. With more than 900 doctors practicing with Group Health Physicians at 26 Group Health Medical Centers locations, and nearly 9,000 contracted community providers. This is the plan that puts a priority on convenience, ease-of-use, and personalized care.

Is Group Health the right plan for you?

One thing you should be able to do with confidence is choose your health plan. That means having the information you need to make the right decision. So take a look at Group Health. See how it stacks up to the competition and the special and unique services it offers.

Only Group Health:

- Has the "Highest Member Satisfaction among Commercial Health Plans in the Northwest Region," according to J.D. Power and Associates*
- Is rated "better-than-regional average" in 13 of 19 quality care measures, from prevention to diabetes, in the Puget Sound Health Alliance Community Checkup
- Is the best health plan in the nation as ranked in the September 2009 issue of a



Group Health has the "Highest Member Satisfaction among Commercial Health Plans in the Northwest Region," according to J.D. Power and Associates.

leading consumer magazine.

Save time and get the care you need under one roof

When you receive Group Health Medical Centers care, you can visit your doctor, walk down the hall for a lab test or X-ray, and pick up your prescription on the way out. Everything's in one place, under one roof. More time for you, less time running all over town.

Your entire health care team is all on the same page, able to access your medical record online, in an instant. This coordinated, dedicated teamwork is the essence of what sets Group Health apart from the fragmented fee-

for-service world.

Doctors who want to spend more time with you

The doctors with Group Health Physicians design their practice to make it easier for them to spend more time with you and deliver the quality care you deserve. If this is the kind of relationship you want with your doctor, maybe it's time to try Group Health.

Online services that make your life easier

At our 26 clinics, you have advantages some other plans just don't offer.

- E-mail your doctor
- See your online medical record and test results
- Request appointments online to fit your schedule
- Get an after-visit summary for a written review of your doctor visit

Save time, save money

All Group Health members can get 24/7 advice from our Consulting Nurse helpline, with a doctor on-site to make sure you're getting the answers you need. Another great benefit is our Rx refills by mail with no-charge delivery. Simply order online at ghc.org

Remember, not all health plans are alike. These are just some of the many reasons that Group Health is in a class by itself. And why so many of your coworkers have made the smart decision to become a Group Health member. Maybe the time is right for you, too. For more information visit ghc.org or call Group Health at 1-888-901-4636.

*Group Health received the highest numerical score among commercial health plans in the Northwest region (ID, OR, WA) in the proprietary J.D. Power and Associates 2010 U.S. Member Health Insurance Plan StudySM. Study based on 33,986 total member responses, measuring 11 plans in the Northwest region (excludes Medicare and Medicaid). Proprietary study results are based on experiences and perceptions of members surveyed November-December 2009. Your experiences may vary. jdpower.com

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Different Name, Same Great Service: BlueCross BlueShield of Illinois is Now Administering Two Medical Plans

Effective January 1, 2011, BlueCross BlueShield of Illinois will be administering the Traditional Medical Plan and Selections Plan for the IAM 751, which were previously through Regence.

BlueCross BlueShield of Illinois is excited to offer the same benefits that IAM 751 has been receiving from Regence with a few minor enhancements. In hopes of making the transition as seamless and easy as possible, BlueCross BlueShield of Illinois and Boeing will be there along the way to answer any questions.

What this means for you?

On January 1, the same vast network of doctors and hospitals will be available for the members of IAM 751 under BlueCross BlueShield of Illinois that Regence previously offered. Until January 1, members enrolled in the Traditional Medical Plan and Selections Plan will continue to use their same ID Cards when seeking care. After January 1, it will be important to use the new ID card that will be mailed to your home. TMP members will for the first time receive an additional Medco Rx card. We anticipate mailing these cards before the end of December. We ask that everyone log on to the Total Access website and verify that the mailing address is correct to ensure delivery of the new ID Card.

The members of the Traditional Medical Plan and Selections Plan will have a few minor benefit enhancements effective January 1, including the elimination of the Lifetime Maximum on care a member can receive.

The members of the Selections Plan will no longer have to name a Primary Care Physician (PCP) or get



For more info visit. www.bcbsil.com/boeing.

a referral to see a Specialist. While it is important to still utilize a PCP, members will now be able to access the custom website www.bcbsil.com/boeing to locate a specialist in network for treatment.

For all plans, coverage for dependents will be extended to age 26, where they will be eligible to receive coverage until the last day of the month in which the 26th birthday occurs.

For any service received prior to December 31, you should continue to use your Regence ID Card. If there are any questions surrounding a claim incurred before January 1, you should continue to reach out to Regence at 1-800-422-7713. For services received on January 1 or after you should present your new ID card and contact the BlueCross Blue Shield of Illinois Member Services at 1-888-802-8776 regarding any questions. A fully dedicated Customer Advocate will be present to answer your question.

BlueCross BlueShield of Illinois is committed to making the transition as easy as possible. A representative will be present to answer questions at the IAM 751 Lodge meetings during annual enrollment in Seattle the following dates and times:

- Nov. 3: 11 a.m. and 5:30 p.m. for Local E
- Nov. 4: 6 p.m. for Local A
- Nov. 10: 6 p.m. for Local F
- Nov. 11: 10:30 a.m. for Local A and 6 p.m. for Local C
- Nov. 12: 10:30 a.m. for Local F
- Nov. 18: 10:30 a.m. for Local C

If you have a question during the November 4 through December 3 annual enrollment, you can always call Boeing Total Access 1-866-473-2016 or access the Boeing BlueCross BlueShield of Illinois custom website at www.bcbsil.com/boeing.

QUESTIONS ON THE PLANS? Representatives from each plan will be available at all November Local Lodge meetings at the Seattle Union Hall. In addition, Boeing Benefits staff will be onsite in the Everett and Renton Employee Service Centers on the follow dates from 7:30 a.m. to 4 p.m.

- Everett: Nov. 8 & Dec. 1
- Renton: Nov. 11 & Dec. 2



BlueCross BlueShield of Illinois

Experience. Wellness. Everywhere.®

New Service Representative for Traditional Medical Plan and Selections

BlueCross BlueShield of Illinois (BCBSIL) will be the new service representative for the Traditional Medical Plan and Selections CCP starting January 1, 2011. While the benefit levels and co-pays of your medical plans remain the same as outlined in our contract, Boeing has the right to select the service rep to administer the plans.

Important Points About this Change:

- **Doctors and Hospitals:** BCBSIL will use the same network of "Blues" doctors and hospitals as Regence. Because doctors and hospitals sometimes move in or out of the network, participants should check that their providers are still in the network.

Under Selections CCP, employees no longer need a primary care provider, and they do not need to obtain a referral for specialist care.

- **Customer/participant services:** Medical claim processing and customer service will be handled by BCBSIL (888-802-8776).

- **ID Cards:** Employees currently enrolled in the Traditional Medical Plan will receive two new ID cards in the mail (one for medical coverage from BCBSIL and one for prescription drug coverage from Medco), along with participant information, contact phone numbers and website details.

Employees currently enrolled in Selections CCP will receive one new ID card in the mail (for medical coverage from BCBSIL) along with participant information, contact phone numbers and website details. NOTE: You will continue to use your current Medco prescription card in 2011.

For more prescription drug information now, visit www.medco.com/boeing for the formulary and other details.

- **Benefit claim-filing deadline:** Under Selections CCP, the time limit to file a claim will be 12 months.

- **Hospice care:** This benefit no longer will be subject to hourly limits (daily or otherwise) for respite care.

USA Sports Shoot Was a Blast for All

The Second Annual Union Sportsmen's Sporting Clays Shoot began with a bang at the Summer Sportsmen's Association on October 21. The event attracted 76 participants from various unions throughout the region.

Once registered many participants took advantage of the free shooting lessons provided, before getting a safety briefing and heading out onto the course.

Teams of four shooters spread out over a wooded course consisting of 10 stations, where they blasted clays coming at a variety of angles, speeds and difficulty, including the tricky "bounding rabbit."

Teams consisted of both seasoned and novice shooters, blasting clays in friendly competition. Secretary-Treasurer Susan Palmer tried out the shotgun she won at last year's shoot. Retired Business Rep Jackie Boschok was one of the first-time shooters while Health and Benefits Rep Garth Luark showed his skill by hitting an impressive 10 for 10 clays at one of the stations.

To make the scoring more competitive with the skill level, the event used Lewis class scoring, which gave everyone a chance at placing, without doing handicap scores. The top three teams in



Taking part in the event: L to R front row: Jackie Boschok, Susan Palmer, Jay Carterman, Garth Luark, Adam Keck, Don Morris, Stosh Tomala, Dave Swan. Back row L to R: Rich McCabe, Jon Holden, Ron Bradley, Leon Wroblewski, Jim Bearden, Tom Wroblewski, Joe Crockett, Don Fike and John Carter.



Photo above: Business Rep Joe Crockett hits a clay while Business Rep Ron Bradley sends the next target flying.

each of the three categories took home trophies.

Scott Wealth Management Group, which works with Guide Dogs of America and the Machinist Union, captured the overall title as the winning team again this year.

In Class B, the District 751 team consisting of Jay Carterman, Dave Swan, John Carter and Stosh Tomala captured first while the 751 team of Tom Wroblewski, Garth Luark, Jim Bearden and Jon Holden took home the third place trophy.

Shooters warmed up with a hot barbecue lunch while the scores were tallied. Then participants had a chance to win many of the great raffle prizes various sponsors had donated.

The event raised \$28,500 through shooter registration, sponsors, and prize raffles. That money will go right back into making the USA an even greater value for union member, while helping support the Theodore Roosevelt Conservation Partnership's efforts to guarantee all Americans a place to hunt and fish.



Don Fike takes aim while Rich McCabe watches intently.



Taking first place in the Lewis Class B category L to R: Jay Carterman, Dave Swan, John Carter, Stosh Tomala.



The third place team in Lewis Class B consisted of L to R: Garth Luark, Tom Wroblewski, Jim Bearden and Jon Holden.

Everett Community College Offers Course to Prepare for A&P Test

Everett Community College is offering a series of classes that can help prepare District 751 members to take the Federal Aviation Administration's mechanic's certification test for an Airframe or Powerplant rating – or combined an "A&P" rating.

This A&P Test Prep Program is comprised of three oral and practical exam prep courses, plus a written knowledge test prep course. Classes are offered at EvCC's Paine Field Aviation School and will be held starting Nov. 18 and running through Dec. 8. The cost for all four is \$1,630.

Keep in mind Joint Programs Education Assistance will pay for the course up to the \$2,500 annual funding limit per employee. You will need to apply using the online EA application at www.iam-boeing.com or see a Joint Programs Advisor by calling 1-800-235-3453.

Grade 9 mechanics at Boeing can receive an additional \$1.12 an hour pay premium if they hold both the airframe and powerplant ratings.

To be accepted into the classes, students must have:

- A passing score on the Written

Knowledge Test, or concurrent enrollment in the WKT Prep course;

- A signed 8610 form for Airframe, Powerplant or both
- English-language proficiency
- Photo identification

Students must enroll in the General Knowledge course and either Airframe, Powerplant or both. However, those who already possess a rating in either Airframe or Powerplant are not required to enroll in the General Knowledge course.

Schedule for the next classes is:

- **Written Knowledge Test Prep** – 7:30 a.m. to 4:30 p.m. Nov. 18 & 19 (\$145 fee)

- **General Knowledge, Oral and Practical Exam Prep** – 7:30 a.m. to 4:30 p.m. Nov. 29 & 30, and 7:30 to 11:30 a.m. Dec. 1 (\$495 fee)

- **Airframe, Oral and Practical Exam Prep** – 12:30 to 4:30 p.m. Dec. 1 & 7:30 a.m. to 4:30 p.m. Dec. 2 & 3 (\$495 fee)

- **Powerplant, Oral and Practical Exam Prep** – 7:30 a.m. to 4:30 p.m. Dec. 6-8 (\$495 fee).

For details, go online at www.everettcc.edu/aerospace, or call 425-267-0150.

2011 IAM Scholarship Competition

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

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

Awards to Children of Members are:
College: \$1,000 per academic year. All awards are renewable each year, until a bachelor's degree is obtained or for a maximum of four years, whichever occurs first.

Vocational/Technical School: \$2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

Eligibility for Competition

Any applicant must be either--

- an IAM member, or
- the son, daughter, stepchild or legally adopted child of an IAM member.

Child of a Member Applicant--

- Must have one living parent with two years of continuous good-standing membership up to and including the clos-

ing date of February 25, 2011;

- Must be planning to graduate during the winter or by the end of the spring 2011 school year (i.e., normally a high school senior);
- Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;
- Will be eligible if the parent died after the son or daughter entered high school, if the parent had two years of "continuous good-standing membership" at the time of death;

• A "continuous good-standing membership" is understood to be a period of membership during which the member continuously has paid monthly dues uninterrupted by withdrawal cards;

- The IAM member must maintain continuous good-standing membership throughout the life of the award.

For information on rules of eligibility or to obtain an application form, visit www.goiam.org/iamscholarship.

NOTE: Completed Application Packets must be postmarked no later than February 25, 2011.

Obtain an IAM Scholarship application and guidelines online by visiting www.goiam.org/iamscholarship

Boeing CEO Says Good Things, but What Will Company Do?

Continued from page 2

of high-quality components produced by aerospace suppliers in Washington state, at companies like Triumph Composites in Spokane and Pexco in Union Gap, where District 751 Machinists work.

The governor said she's working hard to provide opportunities for Washington state suppliers to win contracts to supply parts for those jets.

We support that effort. This union is

committed to growing Washington's aerospace industry, and we're ready to partner with anyone to do what it takes to ensure a strong future for aerospace manufacturing, and to win good-paying jobs with good benefits for the workers whose skills make that future possible.

In closing, I'd like to thank everyone who volunteered to support our endorsed candidates and causes in the recent election. I'd also like to thank everyone who

voted, whether you followed your Legislative Committee's recommendations or not.

At a time when corporations and billionaires are free to pour unlimited resources into political campaigns, it is essential that working people like you get involved in the process, and make your voices heard. The only way we lose is if we don't get involved, your involvement does make an important difference, and I thank you for it.

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RETIREMENT NEWS

October Retired Club Business Minutes

by Ruth Render,
Retired Club Secretary

The meeting was called to order on October 11 by President T.J. Seibert.

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

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

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

Communications Report: Ruth Render read the communications. The Tacoma/Pierce County Alliance for Retired Americans requests payment of \$250 for the 6 people who attended. **M/S/P**

President's Report: President T.J. Siebert said it's great to see Al Wydick at the meeting. He also urged members to share the importance of voting in this election with their families and friends. We cannot let Senator Patty Murray lose.

T.J. reported the Christmas Dinner will be on December 13. Invitations will be out in mid-November. Volunteers will be needed to help set-up and clean-up. Please let us know if you can help out.

He also requested that lunch donations be made at the back of the room.



Irene Tilford and Betty Ness were two with October birthdays.

Health & Benefits Report: Health and Benefits Representative Garth Luark spoke about the importance of voting for Senator Patty Murray and voting No on I-1082. If it passes, Initiative 1082 would allow insurance companies that were recently bailed out, most notably AIG, to control Washington State's Workers Comp program. We cannot give them that control. If the insurance companies are granted the right to control this program, they will be able to deny claims at their own discretion. We cannot allow these failed companies to control this important program for workers in our state.

Garth also mentioned that a Union Steward's sister was recently hit by a car. The very next

day when she woke up in the hospital, someone from the insurance company was waiting to talk with her about settling the case. We cannot let companies like this be the sole voice in our Workers Comp program.

Garth reported that open enrollment will take place from November 3 – December 4.

He also mentioned that it has been great to see Al Wydick at the meetings.

Health & Welfare: Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: Harold Eng, Darrell Hopkins, Donald Stevens, Virginia Winkle. Sympathy cards were sent to next of kin.

Helen noted they have a full bus going to Lucky Eagle Casino next Wednesday.

Legislative Report: John Guevarra spoke about the current Friday Alert and the importance of Initiative 1098. He also spoke about the importance of Social Security and the Save Social Security for WA pledge that they requested all Congressional Delegates sign. Maria Cantwell and Patty Murray have both pledged their support.

T.J. mentioned that it has been two years now since Social Security recipients saw a COLA.

Birthdays & Anniversaries: October birthdays included Betty Ness & Irene Tilford.

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

Union Retirees:

Congratulations to the following members who retired from the Union:

Steven Alberts	Cathleen Kushner
Frank Ames	Glenn Lampert
Thomas Beeman	James Martin
David Bettes	Mylee Michaels
Regina Becque	Debra Miller
Mary Berger	Michael
Peggy Blocher	Montgomery
Gerald Boynton	Rodney Nies
Kathleen Boynton	Leona Nicholson
Robert Carignan	Philip Olds
Charles Darielli	Earl Petersen Jr
Ronald Dodge	Ronald L Potts
Marcia Edwards	Gordon Presler
Garland Fonken	Sharlene
Daniel Frankhouser	Qualley-Jonson
Jerald Fretts	Bijan Salimi
James Graham	Kathy Schmidt
Dale Hilt	Barry Seibert
Bud Huffman	Kenneth Slee
Raymond Jagers	Helen Thompson
Joseph Jedberg	Cynthia Waters
Donald Jackson	Francine Wickman
Ray Jackson	Dale Williamson
Jacob Johnson	Ernest Yamamoto
Shirley King	Thomas Yates
Georgianne Kuchman	

Everett Meeting

Everett Retirees Group is moving their November meeting to 11 a.m. on Tuesday, November 16 at the Everett 751 Union Hall (8729 Airport Rd). NOTE: The December Everett retiree meeting is still tentative. Contact the Everett Hall (425-355-8821) following Nov. 16 meeting for details.

RETIRED CLUB OFFICERS		
President	T.J. Seibert	206-329-0160
Vice President	Helen Lowe	206-523-9526
Secretary	Ruth Render	206-324-4055
Treasurer	Betty Ness	206-762-0725
Srgnt-at-Arms	Leroy Miller	206-878-0601
Trustees:	Louise Burns	206-242-5878
	John Guevarra	206-762-3848
	Mike Keller	206-723-4973
Union Office: (1-800-763-1301) or 206-763-1300		

Sentimental Sendoff for Millie

On October 22, Millie Hughes retired from Boeing after 57 years. She has become an icon of sorts in Everett, where she has worked in blueprints since 1968. However, her tenure with Boeing goes back even farther.

Millie originally hired into Boeing in Wichita in 1951 where she worked on the B-52 program for about 14 years. A friend advised her to consider transferring to Everett because Wichita was basically all military programs. She took the advice and moved to Everett in 1968.

She was one of the original "Incredibles" who helped launch the 747 program. She recalled the challenge was to not only build the world's largest commercial jetliner, but to build the world's largest building from scratch at the same time.

One of the highlights of her career was getting to speak at the 1000th 747 rollout back in 1993.

District 751 President Tom Wroblewski thanked

Millie for her years of service and presented her with an IAM gold watch, as well as other union items.

Throughout her career, Millie demonstrated tremendous drive and energy that inspired others. She served as instructor and mentor to others and was a gold mine of resources. Many of those attending became tearful in thinking about Everett without Millie. It was obvious the tremendous impact she made throughout the Everett site over the decades.



Above: Union reps surround Millie Hughes to congratulate on her retirement. Above L to R: Jon Holden, Ron Bradley, Millie Hughes, Richard Jackson, Tom Wroblewski.



Left: Bobbie Metters presents Millie with a book on Boeing as others line up to say goodbye to this special lady.

Retired Club Christmas Party
Monday, December 13th
 11 a.m. doors open - Lunch served at Noon
 \$10 for members & associate members. \$15 for guests
 Purchase tickets by Dec. 6th by calling Shirley (1-800-763-1301, ext. 3312); at
 Retired Club Meetings or by mail:
 District 751 Retirement Club, 9125 15th Pl. S., Seattle, WA 98108



Many 751 retirees attended the Alliance for Retired Americans Conference on Sept. 29.



Below: Economist Dean Baker was the keynote speaker and spoke on the danger of plans to privatize Social Security.

Local Retirees Stand Strong on Issues

On September 29, retirees from all over the state gathered at the 2010 Washington Alliance for Retired Americans Conference. Held at 751's Seattle Union Hall, the conference highlighted the importance of voting in last week's election and discussed important topics like Social Security, Medicare, and pension protection.



Retirees discussed topics like preservation of Social Security and Medicare reform.

A number of speakers took part in the conference, including District 751 endorsed candidate Suzan Delbene, who pledged her support for the preservation of Social Security.

Economist Dean Baker, co-director of the Center for Economic and Policy Research in Washington and author of several books, including "Taking Economics Seriously" was the keynote speaker at the meeting talking about the recession and its impact on seniors. He also cautioned about the dangers of Republican plans to privatize Social Security.

FREE WANT ADS FOR MEMBERS ONLY

ANIMALS

GERMAN SHORTHAI R PUPPIES, parents are AKC registered, 6 male, 6 female, whelped 9-2-10. 425-591-5432

FOR SALE 1 year old neutered AKC/CKC certified Yorkie, all shots are up to date, \$700, must pick up in Yelm. 253-375-2085

AUTO PARTS & ACCESSORIES

EDEL Brock PERFORMER rpm intake manifold for 262-400 Chevy non-EGR engines, brand new, still in box, \$150. 425-359-1272

NEW HONDA CIVIC 14" hubcaps in factory boxes, OEM (original equipment manufacturer) quantity 4, cash only, \$100 for all 4. 206-932-8672

MAG WHEEL 15" x 7" fits 88-89 Beretta GT, \$80 OBO, photo available, call Mike at 206-723-4973

PAIR OF RAMPS, photo available, \$10 OBO, call Mike at 206-723-4973

65 GTO GAS TANK, photo available, \$20, call Mike at 206-723-4973

BOATS

PORTA BOTE, 12', folds to 4" thick boat, includes oars, dolly, anchor, electric motor, and 1-1/2 HP gas motor, \$800. webmbarb@aol.com

COTTAGE INDUSTRIES

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

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

SHORT SALES or traditional transactions, use an experienced, licensed real estate agent. Call Von Provo/Admiral R.E. 425-359-0165

UNIQUE CHRISTMAS and Birthday gifts, personalized story books for children, 35 titles available, got to www.yourbookandmore.com, or send e-mail to yourbookandmore@gmail.com

CONVERT WHOLE LIFE to term insurance, ask me why I did and what the benefits were, more insurance, more retirement income, call Joe 206-819-7924

GO GREEN! get clean, save green, these get clean Shaklee products equal or our perform 22 national brands, call Joe 206-819-7924

FRESH SEAFOOD, local and worldwide selection of fresh seafood, salmon, live oysters, clams, mussels, halibut, lobster, Dungeness crab, king crab legs, smoked salmon, pickled salmon and herring, cod, packaged for travel or shipped anywhere within the USA, located on the corner of Hewitt Ave and W Marine View Dr in Everett. 425-258-1987

ELECTRONICS & ENTERTAINMENT

SELMER SAXAPHONE, tenor, \$1,950. 425-255-1184

MOVING SALE: ACOUSTIC electric guitar with fender amp case and approx 400 hrs of lessons on DVD, \$450 firm. 253-941-3690

THOMAS-CALIFORNIA electronic organ with rhythm section, cassette adapter, head phones and bench, \$500 OBO. 253-941-3690

THOMAS CALIFORNIA electronic organ with rhythm section, cassette adapter, head phones, bench, plus color glo musical library, \$500 OBO. 253-941-3690

AD RULES

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

Deadline For Next Issue Dec. 8th

FURNITURE AND APPLIANCES

INLAID LIGHT OAK sofa table with shelf, H 30 1/2", W 17 1/2", L 48", \$75 OBO. 206-523-9526

BROYHILL ANTIQUE beautiful light oak 2 door china cabinet, \$325 OBO. 206-523-9526

MOVING SALE: DINING ROOM SET: six chairs, two piece china cabinet, \$350. 253-941-3690

COMPACT REFRIGERATOR-FREEZER combination, 3 cu. Ft, great for cabin or rec. vehicle, excellent condition, \$40. 425-432-1339

CAL KING PLATFORM BED w/storage, 37" tall headboard, parkwood, missing right half, six drawer unit, great project for carpenter, \$100 OBO. 253-845-0897 leave message.

ALMOST-FREE CAL KING box spring mattress, like new, king county, call 253-344-1256

WASHER AND DRYER Hotpoint 27" wide, recently rebuilt, \$250 for pair, photos available, call Mike at 206-723-4973

HOUSING

MARYSVILLE OPEN HOUSE, 1-4 p.m. Saturday, Nov. 6. Spotless 3-bdrm 2.5-bath townhouse has remodeled kitchen & baths; listed for \$139,950. See MLS #82153 at Windermere.com. 3% down financing available, OAC.

FOR RENT, 3 BED/2BA house close to Boeing's Frederickson Plant, large yard, huge kitchen with extra cupboard space and recessed lighting, vaulted ceilings, open layout with awesome natural light, large awning in back yard great for BBQs and gatherings, in Bethel School District and close to public transportation, area shopping and dining. For more information, please call BCI Properties at 253-531-1010. Reference 196th Street Court E, Spanaway location. \$1295/month

3 LARGE BEDROOMS, spacious dining and front rooms with wood stove, large rec-room in basement, garage with shop, level, fenced 1/3 acre in Burien, reduced \$199,995. 360-432-2430

3BR/1BA, hardwood floor, nice area, near buses, shopping center. 206-310-9810

FOR RENT, 4 BED/2BA rambler with huge yard, newly remodeled, close to shopping and freeways, minutes from Everett Boeing, \$1375/mo. 206-551-4038

1BED/1BA cabin within walking distance of the beach, needs TLC, Grayland, WA, \$64,000 cash as-is. 360-736-7413

WATERFRONT PENTHOUSE for lease, enjoy sound & Olympic mountain views on Talbot Road, 3 miles north of Edmonds, walk down on the beach, enjoy the tide changes, warm to the fireplace as you look out of the expansive 180 degree view of water, islands & mountains, one 1 BED/1 BA, \$1400/month, \$500 damage deposit, includes all utilities except PUD, available now, NS/NP. 425-776-6948

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

FOR SALE 3BR/2.5BA House on 5 acres, fenced back yard, trails through evergreens, short ferry ride to Boeing Everett, \$285,000. See MLS#105918 at Windermere.

MISCELLANEOUS

HEALTH RIDER ELLIPTICAL exerciser with computerized monitor displays, like new, \$400. 253-922-2013 leave message.

COMPUTERIZED AIROFIT PRO elliptical exerciser, \$75. 253-922-2013 leave message.

MISCELLANEOUS PIECES OF LUMBER, rubber boat, high-lift jack, Honda tiller, lawn mower, Sears 2 HP compressor, rake motor oil, 4 HP Johnson OTB. 425-271-4902

GOLDS GYM 6 month membership for couple valued at \$993.00 - must be redeemed by January 1, 2012 to be valid. \$450 OBO. 253-797-1043

DELTA 10" TABLE saw \$50, dremel scroll saw, 2 speed with light, lots of blades and patterns, \$75, Mt Vernon. 360-333-2012

CHRISTMAS IS COMING! "G" gauge train sets, new and used, priced to sell. 425-778-8635

LIFE FIT X5-XX00-0103-X5 elliptical cross trainer, like new, \$1050 OBO. 253-840-5552.

91 BACK ISSUES FINE Home Building Magazines, \$182 - N. Arlingthorn. 425-422-4908

CORR FIBERGLASS sheets, 1/4" marine plywood. 425-271-4902

1 GALLON GLASS jugs wine, \$1 each. 253-852-0845

6.5 FT CEDAR PINE, revolving tree stand, 600 multi pre-strung lights, \$25. 253-735-1832

BOX OF XMAS decorations, mostly santas, \$20. 253-735-1832

G.E. 2 CYCLE WASHER, runs, \$25. 253-852-5467

TROY BUILT, pony roto tiller, low hours, \$600. 253-852-5467

SNOW/ICE TRACTION SAND, 10 bags, \$2 each. 206-244-2306

TOOLBOX/STORAGE, fits full size pickup, heavy black plastic, \$20. 206-244-2306

OLD 5 GAL GAS cans, 1 army color, 1 red, \$10 each. 253-852-6809

ORIGINAL TOOLBOX with handle/rod across top, 3 ft long, 19.5" wide, 38" long, by 10.5" wide - also use as a planter for flowers, \$5 each. 253-852-6809

ANTIQU E HAND-PUSH CULTIVATOR with 3 tires in the back, \$25 garden ornament. 253-852-6809

ANTIQU E CHANDELIER, brass, flowered, 6 lights, real nice, \$250. 253-852-6809

7 SMALL WOOD BOXES, for planters, \$3 each. 253-852-6809

KEROSENE 5 gal, \$10. 253-852-6809

7 OLD RUSTY hand-saws for decorations, \$1 each. 253-852-6809

3 TOILET TANK lids, white, \$2 each. 253-852-6809

COORS CAN BARRELL, America's fine light beer, 11" wide and 19.5" high, \$10. Texaco barrell, 14.5" wide, 26.5" high, \$5. Valvoline barrell, 14" wide by 26.5" high, \$15. Seahawks barrell, 10" wide, 19.25" high, \$10. 253-852-6809

BLUE PLASTIC SUPPLY CRATE, flip lids, 15" wide, 19.5" long, \$8. Yellow plastic supply crates, flip lids 15" wide, 19.5" long, \$5 ea. 253-852-6809

ALUMINUM STORAGE TRAYS, small and medium, \$1-3 each. Gray plastic cat litter container top and bottom large, \$5. 253-852-6809

STAINLESS STEEL PAN with handles, 17" wide, 23" long, \$20, nice condition. Flat steel cart with 10" wheels, handle very sturdy, moves easily, 23.5" wide, 34" long, \$25. 253-852-6809

ANTIQU E 10 STEEL pieces of horse wagon hardware for attaching to horse harness, \$50. 253-852-6809

BEAUTIFUL HOUSE planters for sale, large blooming African violets, Christmas cactus, orchid cactus, purple hearts, hanging also, \$2-\$50, large variety of plants. 253-853-6809

GREAT SOUND BABY GRAND, upright piano, 1920s-1930s, \$300 offers considered. 253-853-6809

2 DISPLAY CASES, double doors, white oak, 24" high, 4' long, 6" wide, \$50 each. 253-853-6809

SHOP WOOD TOOL CABINET, 53.5" long, 28" wide, 35" high, 4 large divided drawers, 5 smaller ones, very sturdy built, heavy, \$75 OBO. 253-853-6809

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

Ad (25 word limit. Please print).

Phone (or Address)

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

Name _____ Clock Number _____

Address _____ Shop Number _____

Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is Dec. 8th!

PROPERTY

CEMETERY PLOTS – side-by-side Greenwood Cemetery, Azalea Garden, \$6500 for both. 425-255-1184

5 WOODED ACRES just a few minutes east of Arlington, WA, underground power and telephone, just reduced \$49,995. 360-435-2430

REC VEHICLES

1995 AIR STREAM MOTORHOME, 30 foot, 454 gas, new batteries, tires, refrigerator, sleep 5, mileage 38,298, in top condition, \$18,500. 206-323-6829

I MOVE RV TRAILERS, travel trailers, 5th wheels and goosenecks, also cars and miscellaneous cargo. 425-359-5337

SPORTING GOODS

ORIGINAL EXTRA CLIP – for Remington 740 semi-auto .308, \$30. 253-848-3990

EIGHT 8-ROUND 9MM CLIPS for S&W mod 39 pistol, includes 2-clip leather belt pouch, all for \$80. 360-675-6946

TOOLS

7 1/4 INCH CIRCULAR SAW, blades with 5/8 arbor \$1 each OBO. 206-878-0601

ELECTRIC TOOLS all four, \$40. 425-226-6254

VEHICLES

2011 VICTORY CROSS COUNTRY, less than 300 miles, fully loaded with all accessories, fully paid maintenance plan including loaner when bike is in shop, medical issue requires sale. 206-551-5374

1999 DODGE CARAVAN, have all paperwork from Les Schwab for all services performed, color cranberry, firm at \$2700 OBO. 425-271-0741

1971 SPLIT BUMPER 307 V-8 Camaro red/houndstooth interior, all stock, rebuilt engine and transmission, good project car, 2nd owner, 20 years, ask for Dan, \$60,000. 360-387-5083

1989 HARLEY FXLR, black, 62K miles, mukummi carb, saddle bags, 16" sissy, HD owners/parts manual, t-bags, extra Le pera seat, must go, \$7000. 425-238-1658

1993-71 SILVERADO, runs exc, 4x4, canopy, very nice, call for details. 425-530-9810

1999 FORD ESCORT ZX2, 4 cy., 5 speed, runs great, 164,000 miles, red with gray interior, \$1500 firm, call Jerry after 4PM. 253-926-4149

1998 CHEVY TRUCK _ ton fully equipped with air conditioner, in good condition, \$3600. 206-653-7135

1982 BUICK REGAL white, 2 door, V6, auto trans, PS, PB, good tires, new shocks, new head liner, runs great, straight body, 39,698 original miles, \$2500 OBO. 425-745-2237

1987 CHEVY C-10 PICKUP, 350 cu. in. engine, automatic transmission, runs good, 125,000 miles, needs minor body work, \$1900. 253-852-5467

1993 FORD ESCORT, 4 dr, 4 cyl, 5 speed, manual transmission, exc. Transportation, 30+ miles to the gallon, \$1600 OBO. 206-878-7162

2006 FLHTCUI, black, 30K miles, Stage 1, quick disconnect tour pack, extra FLHX seat, HD manual, extra chrome, must go, \$16,000. 425-238-1658

1991 HONDA 5-Sp, \$850. 360-387-5083

1989 FORD PROBE GT, 4 cyl, turbo, 5 speed manual transmission, fast and fun, \$1600 OBO. 206-878-7162

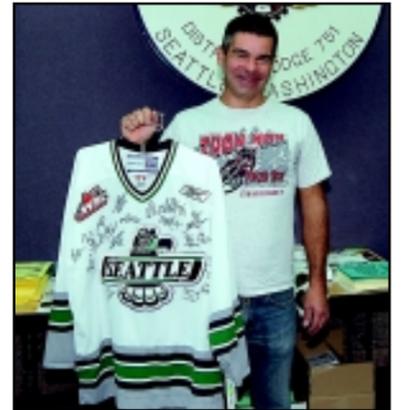
WANTED

WANT TO BUY 1941-1945 WA State license plate. 360-653-6501

WANTED! DOUBLE barrel shot gun, 20 org gauge, functioning or not. 206-824-2428

WANTED SHOT GUN any gauge. 206-242-6905

Just for Attending



Steward Jason Bailey won the autographed Seattle Thunderbirds jersey. Those attending October meetings were entered in the free drawing.

DO PATRONIZE:
The following businesses that employ fellow IAM 751 members:

SUNRISE DENTAL
www.sunrisedental.com

Momentum Marketing
www.momentum-mktg.com

UNION HOME SERVICES

Check them out at:
unionhomeservices.com
or call 1-877-779-0197

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Accepting the Oath of Office

District President Tom Wroblewski (l) administers the oath of office to Local 1951 District Council Delegate Craig Smoot.



McNerney Addresses Global Union Conference

Continued from page 5

work force, quipping “we’re in the bathtub together.”

Looking back on the Machinists’ strike in 2008, he said that “last time around there were some honest differences of opinion, but we also didn’t interact effectively.” McNerney said his goal is to “try to produce a longer-term relationship,” adding that “my pledge is to work very hard to do that.”

Wroblewski noted that McNerney didn’t commit to any specifics, particularly in regards to anything long-term, like where a potential 737 replacement airplane might be built. Those kinds of specifics could make a great difference in

how Machinists union members might view what the CEO had to say, Wroblewski added.

Still, the union president said he was “cautiously optimistic” at the tone of McNerney’s remarks. “He’s left the door open for moving forward.”

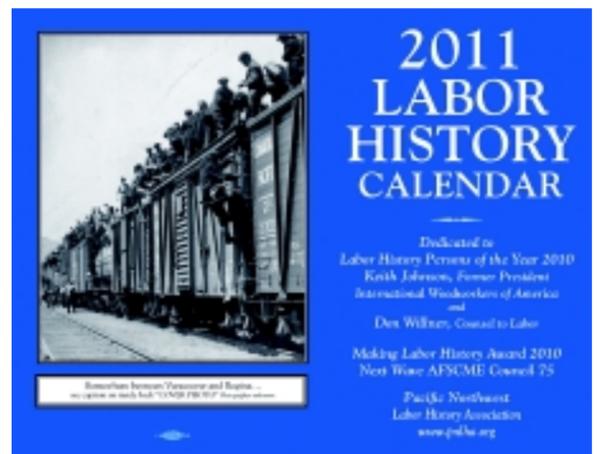
Wroblewski also said he was glad to hear from McNerney himself that “they will be bringing back some work and making better use of our skills and abilities.”

“Our workers here are an invaluable resource that can’t be duplicated anywhere else,” he said. “Boeing would be much better off if it would realize and take advantage of that.”

Labor History Calendars \$5

You can get your labor history all year long by purchasing a 2011 Labor History Calendar for just \$5. Almost every day on this calendar features an event from labor’s history.

The District 751 Labor History & Education Committee has these educational calendars available for purchase at the Local Lodge meetings and the Everett, Seattle, Renton and Auburn Union Halls.



EASTERN WASHINGTON

Solidarity Pays Off for Machinists at Penske

Building on the strength in numbers philosophy, the 10 IAM members working at Penske in Spokane joined together with 55 IAM District 160 members from eight Penske locations in Western Washington to secure a new four-year contract.

This unified effort resulted in members from all locations ratifying the new agreement on Sunday, October 17.

Business Reps Melody Coffman from District 160 and Steve Warren from District 751 understood the importance of working together during the sluggish trucking industries, pension surcharge requirement and the current economic times. The committee made some very important decisions that drove the company to make their last and final offer. This last and final offer was presented to the membership for a vote.

"We worked together with a large negotiating committee covering all the shops in the state of Washington. I'm so pleased with how well our committee investigated and represented each one of the locations at the table," said Warren. "All the members of Penske should be proud of their representatives."

"Considering the economic conditions today, I think we fared pretty well for the most part. The toughest issue was getting the company to pay all surcharges in connection with the Automotive Pension Rehabilitation Plan – the pension surcharge really had our backs against the wall," said Steward Pete Hedemark,



Business Rep Steve Warren (light green shirt) discusses an issue in the Penske negotiations. Steward Pete Hedemark (far end of table) also represented Spokane in the talks. To obtain the best possible contract, the IAM members from Spokane joined with union members from 8 locations in Western Washington.

who sat at the bargaining table. "Preservation of our pension for the next four years without reducing our hourly wage was the most significant feature of the new agreement. We already had a high pension contribution at \$4.20 an hour. It is a lot to ask for an additional \$3.15 an hour to cover the surcharge – and it could have been put on us, but the company is paying the entire amount. That is a lot of money to get into a contract, but protecting the pension was a top priority."

While wages were frozen for the first year, members will receive small hourly wage increases in each of the final three years, as well as getting a \$2,000 net

bonus in each of the first three years.

"By getting the company to pay the taxes, it ensured members take home \$2,000 in their bonus," noted Warren who also represented members at the table. "It was a little different than anything else I had seen."

"To help fund the pension surcharge, we agreed to move from the Machinists Health & Welfare plan to the company plan. Since they are self insured, they pay actuals now and it saves the Company money. Our goal was to maintain benefit levels without shifting a lot of cost onto the employees," said Hedemark.

Beyond just changing health plans,

Union leaders also negotiated a provision that will provide more take home pay. Previously, members paid \$62.77 a week for medical. Under the new agreement, members will pay \$40 a week for the first two years of the agreement.

Revisions were also made to the tool insurance, rules governing vacation use, and removal of discipline records.

"Solidarity with other locations helped us bargain a better contract for our ten members in Spokane. It is a strategy we will continue to use going forward because it brings the best results for both the members and the company," Pete added.



The Machinists Union presence was clear as a helper in the community at the Ranch and Home Halloween event in Kennewick.

Machinists "goody" bags were a hit with the thousands of children attending the SafeT Street Trick or Treat event in Kennewick.



Machinists 'Goody' Bags a Hit for Halloween

The Machinists Union continues to "Build a Better Community" in the Tri-Cities. Members there volunteered to staff a booth and hand out free Machinists Union goody bags at the SafeT Street Trick or Treat Halloween event held at the Kennewick Ranch and Home store parking lot.

Local 1951 President Craig Smoot and his wife, Linda, along with Brad and Karen Davis spent Halloween afternoon handing out thousands of Machinists bags, which included yoyos, frisbees, candy and union educational brochures to the costumed children. More

than 6,000 children took part.

The Machinists Union in Tri-Cities has developed a working relationship with Ranch and Home, which has donated to many of our fundraisers and other events.

"When we were picking up the Traeger BBQ that Ranch and Home donated for our local picnic, the owner mentioned he was sponsoring the SafeT Street Trick or Treat event in the Kennewick store parking lot. He noted that as a non-profit organization, we could have a booth at the event no charge," said Staff Assistant

Ken Howard. "It was a good opportunity to get our name out in the community and brought lots of smiles to local kids."

The Machinists Union had a presence at the SafeT Trick or Treat event with a booth and free giveaways.



Above: Craig Smoot unpacks the goody bags.

Right: Brad Davis also volunteered with the event.



Shawn Wood works on a Petro tanker.

Kenworth Sales Approve New Agreement

Eighteen IAM members at Kenworth Sales in Spokane recently ratified a new one-year agreement.

These talented mechanics keep the new and used trucks sold at their facility in top working condition, but they do much more. They are a full-service shop open seven days a week, covering two shifts to provide maximum service to their customers. They work on all kinds of trucks including Peterbilt, Freightliner, Mack, Volvo and many others. They regularly maintain the fleets for various companies, as well as performing repairs and maintenance for independent truckers.

The Machinists Union has a long history with the shop which predates Kenworth Sales. Local 86 represented mechanics there for years when it was Williams Equipment, prior to the purchase by Kenworth in 2001.



Steward Greg Rash and member Mike Koppel discuss an engine repair.