

# Proven Performers Ramp Up Rate in Renton

With the skills and expertise of our members, Boeing again increased production on the best-selling 737 airplane to 35 a month in mid October.

The rate increase was marked by a ceremony in the 4-20 building in Renton where members demonstrated the teamwork that has enabled such an impressive production rate by loading chords and webs manufactured by the Boeing Fabrication division into the company's newest automated spar assembly tool. The parts were then joined to make a spar, the main support structure for the wings.

Business Rep Joe Crockett addressed

*Business Rep Joe Crockett applauded the work of our members and emphasized the best place to build 737s in Renton.*



the crowd at the ceremony. "Last year this Union celebrated 75 years of representation. We believe firmly there is no other place in the world that should be building 737s than right here in Renton," said Crockett.

"The workforce is ready. We want to work together – the union and company. This 'can do' workforce can accomplish great things like we have done for the last 76 years. We look forward to the next 76 years. Now, let's get it done."

Marty DesLaurier, who was the first



Members from the Renton factory applaud, as 751 members load the chords that signal the rate increase to 35 737s per month on October 18.

driver of the new automated tool that built the first spar at the new rate has spent 15 years building 737 wings.

"I think it is a challenge and very exciting. We are the only ones who can do it," said DesLaurier. "We have the experience to accomplish it and go for-

ward. Boeing is supplying the right materials, and we have the right manpower."

Making the rate increase even more impressive is the fact that the machines are new, the process is different and this was only the third spar built in this new

Continued on page 8

## Testifying to Ensure Trained Workers for the Future

The United States must improve the quality of its public education and vocational training systems if it is to retain its global leadership in aerospace, one of District 751's senior officers told members of Congress.

"We need to start making serious investments in our schools, and in other workforce training programs, like apprenticeships," said Jim Bearden, who is the administrative assistant to the District President.

"Having this kind of workforce is essential to our nation's future," he said. "If we don't have enough trained workers to meet the demand, America will lose its position as the world's leader in aerospace."

Bearden was one of the experts who offered testimony at a U.S. Senate field hearing convened by Sen. Maria Cantwell on Oct. 24 in Seattle. The Senate's Committee on Science and Transportation met to discuss aerospace workforce issues.

He stressed the need to revive vocational education programs in the nation's public schools.

"Over the past 15 years or so, our schools have promoted the idea that everyone needs to go to college, to get a four-year degree and become a software engineer or a banker," Bearden said. "That's a shame. It's possible to make a good

living as a manufacturing worker in America, without going to a four-year college."

But to be successful in an aerospace manufacturing job, young workers need a mix of physical skills – like being able to operate both simple and complex tools – plus a solid background in science and math.

"Geometry and trigonometry in particular, but also beginning calculus," Bearden said. "They need to understand principals of physics, metallurgy and electricity, and the new composite technologies."

Specifically, the union leader called on Congress to:

- Increase funding for vocational education in public schools and at local community and technical colleges;
- Encourage a "rebirth" of manufacturing apprenticeships; and
- Improve the quality of math and science education nationwide.

Congress should take action quickly, Bearden said. America can no longer ignore the need to train young people for manufacturing careers, Bearden said.

"Ninety-nine percent of our children will never become investment bankers or Wall Street financiers,"

Continued on page 3



Senator Maria Cantwell chaired the Senate Aviation Hearing in Seattle.

*Jim Bearden (far left) testified for 751 on the Senate Aviation hearing concerning aerospace workforce issues and urged Congress to commit to funding schools and apprenticeships.*



## Health Care Open Enrollment Month at Boeing: Nov. 9-Dec. 2

Employees at Boeing represented by IAM 751 will be asked to select their health and dental insurance coverage for 2012 during the annual enrollment period, which runs November 9 through December 2. Any changes employees make during open enrollment will go into effect on January 1, 2012.

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

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

**If you don't take action during open enrollment, your current benefit choices will continue automatically and the new monthly contributions will apply.**

2012 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 1/1/12	
Employee only: .....	\$13.27
Employee + spouse: .....	\$26.54
Employee + child(ren): .....	\$26.54
Family: .....	\$39.81
Monthly Contributions for Group Health 1/1/12	
Employee only: .....	\$67.66
Employee + spouse: .....	\$135.32
Employee + child(ren) .....	\$135.32
Family: .....	\$202.98

Continued on page 4

### Reaping Rewards of First Contract

URS members at Whidbey see benefits of Union membership as contract provisions pay off

2

### Rehires Revive Seniority

Union ensures members benefit from seniority previously earned

6



### Inside Index

President's Message .....	2	Want Ads .....	10
Political Action .....	3	Community Service .....	11
Health Plan Info .....	4	Eastern Washington .....	12
Retirement .....	9		

## REPORT FROM THE PRESIDENT

# Machinists Meet Challenges in Renton and Statewide

by Tom Wroblewski,  
District President



In October, Boeing's Renton factory held a ceremony that kicked off the start of the company's ramp-up to produce 35 - 737s a month.

It's an amazing thing to think about. When I was a Business Rep in Renton, not even 10 years ago, we thought it would be an accomplishment to deliver 14 planes a month on a regular basis.

But for the past several years – thanks to the efforts of Machinists Union members here in Puget Sound, in Portland and in Wichita – we've been able to deliver record numbers of 737s. These planes have an average price tag around \$80 million apiece, and we're delivering more than 30 of them each and every month.

And by the time all proposed production ramp-ups are complete, we'll be delivering 42 planes a month from Renton – which is three times the rate we thought was high, just a decade ago.

This record of success is remarkable. It goes to show all the good things that happen when Boeing partners with you, its most skilled employees. You are the most reliable performers across the entire Boeing enterprise, and you deserve the lion's share of the credit for the company's success.

You are also the No. 1 reason why I believe Renton is by far Boeing's best

option for a final assembly site for the 737Max. I've made that point in meetings with Boeing leadership, and I promise you I will continue to do all I can to ensure the 737Max stays in Puget Sound.

Renton, of course, is not the only place where production rates are going up. Over the next two years, Boeing has discussed possible rate increases on the 747, 777 and 787 programs, and we know we are poised to begin building 767 tankers for the U.S. Air Force.

As the demand returns for aerospace production, we've got to be ready for it. That's why I've directed union staff to work together with Boeing and Washington state education officials to improve workforce training at all levels: high school, community college and apprenticeships. Officers from your union testified before Congress on the need for more money to improve our schools and rebuild our workforce training system. We also partnered with the Aerospace Joint Apprenticeship Committee and the rest of Air Washington on a grant that is pumping \$20 million into aerospace workforce training statewide.

It's a big challenge, but it is one we must meet for our future and the future of Washington. The challenge is compounded by the fact that Washington state is looking at yet another \$2 billion budget shortfall, as a result of the lagging economy. This is after very deep cuts to education, that Gov. Gregorie

and the legislature made last session. To avoid raising taxes or even closing tax loopholes for corporations not paying their share, Gov. Gregoire is proposing big cuts to schools and colleges – at just the very moment that we need to be spending more to prepare workers for this vital industry.

On the issue of investment in education, Boeing and your union are united, because it's in everyone's interests to make sure that the next generation of Washington aerospace workers are world-leaders, like the ones who came before.

But our new workers pose some challenges for our more-experienced members. Many of these newcomers have minimal manufacturing experience. Classroom training is necessary, but it is not sufficient. We, collectively, need to take new workers under our wings to ensure they're getting valuable on-the-job training and proper safety training. The training our experienced members provide to newcomers is essential to our success.

And, while there are many things to teach, safety should be our No. 1 priority each day; that's one of the primary reasons manufacturing workers formed unions generations ago, to have the strength to negotiate safety improvements.

It'll also be a challenge for us as a union. We need to make sure that our new members – most of whom have had little experience with trade unions – understand what our role is and what our principles are.

Because the fact is, companies like Boeing don't give good pay and benefits to their workers willingly. The things we enjoy today – health care, retirement, living wages – aren't gifts. Our pay and benefits were won at the bargaining table by those who came before us, often at great sacrifice.

It's our task as union members to work in solidarity to make sure that the people who come after us have every advantage that we had – and if we can, we must make things better.

As 2012 approaches, I urge each of you to join me in an effort to respect our shared past, and protect our mutual future. Working together as a union, we can ensure that Boeing – and its union workforce – will remain successful for generations to come.



Members working at URS Whidbey are smiling at the benefits of joining the Machinists family and having a Union contract. Above some of the members joined Union leadership earlier this year for a celebration shortly after the workers voted to have IAM Representation.

## URS Whidbey Members Reap Rewards

District 751 members who work for URS Federal Support Services Inc. at Whidbey Island Naval Air Station are reaping the rewards of their first union contract.

This month, nearly 250 URS workers will get the 3 percent raises spelled out in the contract they ratified with the company in July. The group had voted to join the Machinists Union in December 2010.

In addition to the 3 percent raises, workers in five specific job classifications are getting an additional \$1 an hour. They'll get similar dollar-an-hour increases in each of the next two years, to bring their pay up to the area wage determination – the standard pay rate for people who do their kind of work in Western Washington, as calculated by the federal government.

Before joining the union, the URS workers were paid based on the national wage determination, which is lower than the area market rates of pay.

The pay raises will begin during their Nov. 11 pay period, said Jon Holden, a

District 751 Business Rep who helped them negotiate their first contract.

The URS workers at NAS Whidbey also began accruing sick leave as of Nov. 1. Prior to their union contract, they had no sick leave benefit, Holden said. They have also locked in a vacation schedule with carryover and payout that some non union sites recently lost.

Things like that show "it's clear we needed union representation," said Greg Ringelstetter, a URS employee at Whidbey who was part of the unionization effort. "This collective bargaining agreement will change a lot of the wrongs that had plagued our workforce for way too long."

Some of the benefits had already kicked in. For example, URS workers on TDY – temporary deployments away from NAS Whidbey – now receive eight hours of standby time during their regularly scheduled shifts to preserve their work week when necessary. Travel time to and from the TDY assignment was

also addressed and improved.

And some are still to come. The pension plan, for instance, starts on Jan. 1.

The Whidbey URS workers have been assigned to District 751's Local A. They're planning a celebration with union staff and Local A officers for Dec. 3 in Oak Harbor, to celebrate the success of their unionization effort and first contract.

"Through their hard work and solidarity, the URS workers at Whidbey were able to win better wages, pensions and health care," said Holden. "Collective bargaining works, and that's something worth celebrating."

The new Machinists Union members do maintenance on EA-6B Prowlers and EA-18G Growlers flown by the U.S. Navy.

"The URS workers do a job that's essential to maintaining America's might," said District 751 President Tom Wroblewski. "I'm proud to have them as part of our union."

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

**Tom Wroblewski**  
President, Directing  
Business Representative

**Jason Redrup**  
Vice President

**Susan Palmer**  
Secretary-Treasurer

**Clark Fromong**  
Sergeant-at-Arms

**Tommy Wilson**  
**Heather Barstow**

**Don Morris**

**Ray Baumgardner**

**Richard Jackson**

**Mark B. Johnson**

**Jon Holden**

**Brett Coty**

**D. Joe Crockett**

**Ron Bradley**

**Emerson Hamilton**

**Charles G. Craft**

**Steve Warren** (Eastern WA)

**Ernest McCarthy**  
Union Business Representatives

#### Union Offices:

- 9125 15th Pl S, Seattle; 206-763-1300
- 201 A St. SW, Auburn; 253-833-5590
- 233 Burnett N., Renton; 425-235-3777
- 8729 Airport Rd., Everett; 425-355-8821

• 4226 E. Mission, Spokane  
(509) 534-9690 or 1-800-763-1305

Toll-free to Seattle from:

Nationwide 1-800-763-1301

Tacoma 253-627-0822

Hotline: 1-800-763-1310

Web site: [www.iam751.org](http://www.iam751.org)



### 751 AERO MECHANIC

**Connie Kelliher, Editor**  
**Bryan Corliss, Editor**

Member of The Newspaper Guild,  
CWA #37082

District 751 AERO MECHANIC (ISSN 0894-7864, USPS 008-660) is published Monthly except Bi-monthly in December/January by Aerospace Industrial District Lodge 751, 9125 15th Pl. S., Seattle WA 98108. \$3.50 of the annual dues goes toward a one-year subscription to the Aero Mechanic. \$4 per year for non-members by District Lodge 751, International Association of Machinists and Aerospace Workers, AFL-CIO, 9125 15th Pl. S., Seattle, WA 98108. Periodicals postage paid at Seattle, WA. POSTMASTER: Send address changes to District 751 Aero Mechanic, 9125 15th Pl. S., Seattle, WA 98108



## POLITICAL ACTION

# King County Aerospace Alliance Aims to Keep 737Max

King County leaders have united in an effort to show Boeing why Renton, which has been home to the 737 for more than 40 years, is the best possible home for the latest version, the 737Max.

On Oct. 19, King County Executive Dow Constantine announced the formation of the King County Aerospace Alliance in an effort to strengthen the local aerospace industry and bolster the region's chances to keep the new plane.

The alliance is part of a statewide campaign, spearheaded by Gov. Chris Gregoire, called Project Pegasus. District 751 has been an active partner in the project and serves in the alliance as well – providing valuable information on workforce issues, workforce training, available skills and other pertinent data.

The alliance is focusing on three areas: training aerospace workers, identifying industrial lands for Boeing suppliers, and clearing regulatory obstacles.

Taylor Washburn, who heads up Project Pegasus, sees the county's efforts as "sharpening their pencils" for the 737Max competition. But Washburn does not



A broad-based coalition of government, labor, business and education leaders comprise the new King County Aerospace Alliance, which is focused on ensuring the 737Max is built here. Alliance members gathered at the kick-off event adjacent to the Renton Boeing site, which currently produces 35 737 airplanes a month.

view it as hurting other parts of the state; he says it helps the state compete overall.

"If every region in the state doesn't stay on its game, we don't keep the position we presently have in aerospace," Washburn said.

"The stakes are high so we can't be complacent," said

District 751 Political Director Larry Brown, who serves as 751's voice in the alliance. "We believe that every advantage is here in Washington state and want to make sure everyone knows how important these jobs are to our state. We want to be sure Washington state remains the largest aerospace cluster decades from now."

## District 751 Joins Fight Against Bad Deals

In October Congress approved three "free trade" agreements (FTAs) despite intensive protests from workers across the country. District 751's Legislative Committee, along with Political Director Larry Brown, visited the nation's capitol and called on the Washington delegation to oppose these agreements that will eliminate thousands of U.S. jobs.

The deals passed with South Korea, Colombia and Panama just one day after the Senate rejected even allowing a debate on President Obama's jobs bill.

Every member of Washington state's congressional delegation — Democrats and Republicans alike — voted in favor of the deals. The lone exception was Rep. Jim McDermott (D-Seattle), who voted "yes" on the Korea and Panama FTAs, but opposed the Colombia deal. Reps. Jay Inslee, Rick Larsen, Norm Dicks, and Adam Smith were among just 31 Democrats to vote "yes" on the Colombia deal.

"These flawed trade deals — with South Korea, Colombia, and Panama — are the wrong medicine at the wrong time," AFL-CIO President Richard Trumka said recently. "Working people know what too many politicians apparently do not: these deals will be bad for jobs, workers' rights and our economy."

A majority of Americans believe that

FTA's have hurt the country, while only 23 percent support approving more of them.

The Economic Policy Institute predicts that the trade deal with Korea alone could cost nearly 160,000 American jobs.

"A deal with Colombia is not just bad policy, it's immoral," Trumka said. "Colombians who try to organize to lift their families out of poverty are often murdered with impunity. Just last year, 51 trade unionists were assassinated. Would we pass a trade agreement with a country where 51 corporate CEOs had been murdered?"

Or would Washington state Congressional delegates vote for the Columbia FTA if it had been one let alone 51 of theirs had been murdered?



IAM International President Tom Buffenbarger flanked by union members speaks against the free trade agreements.



Lobbying against the free trade agreements L to R: Dave Henry, Gary Swartz, Roy Wilkinson, Pat Bertucci, Larry Brown and Paul Veltkamp.

## \$20 Million to Train Future Washington Aerospace Workers



A \$20 million grant from the U.S. Department of Labor will help Washington's aerospace training institutions to "help people get working and ensure employers have the employees they need," says Laura Hopkins (right), the director of the Aerospace Joint Apprenticeship Committee. AJAC is part of Air Washington — a group of community colleges and aerospace worker training centers — that got the grant, which was announced Oct. 15. U.S. Sen. Patty Murray (center) was at South Seattle Community College, along with U.S. Sen. Maria Cantwell (not pictured).

## Testifying to Ensure Trained Workers for the Future

Continued from page 1

he said. "Investing in vocational education programs that teach math skills and provide hands on access to the newest technology will ensure America can compete in the high tech manufacturing world of the future. It makes sense not only for our students — who can turn their education into a middle class job — but our country as well."



751 Rep Jim Bearden stresses that schools no longer provide young people training for manufacturing.

## Boeing: Union and Company are United to Provide a Trained Workforce for the Future

Boeing and District 751 are working closely together to "ignite the excitement and unleash the passion" of young Washington residents who are considering careers in aerospace, a senior company manager told a Congressional committee.

It's essential for Boeing to have a deep pool of well-trained aerospace workers to draw from, if it's to continue to be a world leader, said Michael Greenwood, a senior manager for Boeing Commercial Airplanes' aircraft manufacturing and quality team.

"Boeing's highly skilled workforce is a key asset to developing and delivering the world's greatest aerospace products," Greenwood said. "It is clear that our people are our strategic advantage."

Greenwood was among the industry experts who spoke during a Senate field hearing in Seattle on Oct. 24. U.S. Sen. Maria Cantwell led the hearing.

Boeing and District 751 are "clearly aligned" when it comes to working together on workforce development issues, Greenwood told Cantwell and the committee.

"Together we are partnering in the public sector, concentrating on outreach activities geared towards the K-12 classroom," he said. "Our goal is to ignite excitement about manufacturing and aerospace, and to encourage our young people to consider careers in these fields."

To do that, Boeing, the union and state education leaders are scheduling classroom visits and meetings with vocational skills centers and guidance counselors.

Their message, he said, is that aerospace manufacturing offers Washington's young people a range of "exciting careers that will provide them with living wage jobs for years to come."



Testifying for Boeing Michael Greenwood (l) reported the union and Boeing are partnering to inspire young people to pursue aerospace manufacturing careers.

# CHOOSING YOUR HEALTH PLANS AT BOEING

## Health Care Open Enrollment Month at Boeing: Nov. 9-Dec. 2

Continued from page 1

751 members at Boeing in California have the choice of either Kaiser Permanente HMO (Boeing pays monthly contribution) or the Traditional Medical Plan at \$45.25 for employee only; \$90.50 for employee + spouse or employee + child(ren); \$135.75 for family (monthly contributions for Traditional in California increased slightly from 2011 rates).

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.

Keep in mind that our contract with Boeing spells out your health care benefits, including deductibles, office co-pays and prescription coverage. There is no change to these out-of-pocket costs.

You should have received detailed information in the mail from Boeing and can make benefit plan changes through your TotalAccess account online or by phone.

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 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.

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](http://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,

Service/Care	Traditional	Selections CCP	Group Health HMO
<b>Puget Sound Employee monthly contributions required</b>	Effective 1/1/12-12/31/12	Effective 1/1/12-12/31/12	Effective 1/1/12-12/31/12
Employee only	\$0	\$13.27	\$ 67.66
Employee & spouse	\$0	\$26.54	\$135.32
Employee & children	\$0	\$26.54	\$135.32
Employee, spouse & children	\$0	\$39.81	\$202.98
<b>Office Visits (network)</b>	\$15 co-pay per visit	\$10 co-pay per visit	\$10 co-pay per visit
<b>Deductible</b>	\$200 individual \$600 family - combined network/non-network	None if within network \$400 per individual if non-network used	None
<b>Most other network services</b>	95% after deductible (incl. maternity physician charges)	100%	100%
<b>Network hospital services</b>	95% after deductible	100%	100%
<b>Non-network services</b>	60% after deductible	60% after deductible	Not covered except for emergencies
<b>Prescription Coverage Retail (up to 34 days)</b>			
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 (Mail Service (up to 90 days))	\$30 co-pay	\$30 co-pay	--
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	--
<b>For More Information</b>	1-888-802-8776 <a href="http://www.bcsil.com/boeing">www.bcsil.com/boeing</a>	1-888-802-8776 <a href="http://www.bcsil.com/boeing">www.bcsil.com/boeing</a>	1-888-901-4636 or <a href="http://www.ghc.org">www.ghc.org</a>

### Things to Remember

- ◆ Make changes via web outside Boeing at [www.boeing.com/express](http://www.boeing.com/express), click TotalAccess or inside Boeing at <https://my.boeing.com> - click on 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
- ◆ Review enrollment materials, examine co-pays and out-of-pocket expenses, check list of network providers.
- ◆ Dental Choices for Puget Sound - Washington Dental Services Incentive Plan or Washington Dental Services Prepaid Provider Plan
- ◆ 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.

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, select Password Administra-

tion 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.

## Selections/Traditional Plan. More Access. More Information.

In 2011 BlueCross BlueShield of Illinois was named the service representative for the Traditional Medical Plan and Selections Plan for Boeing's IAM 751 membership. For 2012, you will have the same two great plans through

Both Selections and Traditional have a Mobile Provider Finder app for smart phone.



BlueCross BlueShield of Illinois. While your plan design will remain the same, the ways for you to gather information critical for one's care and the locations to receive treatment will continue to grow.

### Consumer Tools

BlueCross BlueShield of Illinois is proud to provide you with a number of Consumer Tools. Blue Access for Members (BAM) is a secure web service that provides members a variety of features such as: the ability to check the status of claims, the ability to print a temporary ID card and to chat online with customer service. Also with BAM, you can sign up to receive paperless explanation of benefits. BAM is accessible through the Boeing custom website, [www.bcsil.com/boeing](http://www.bcsil.com/boeing). Coming soon, we will be releasing a new and improved provider tool, called the Integrated Provider Finder. The new Integrated Provider Finder will provide important cost, quality, and member feedback information within the search results so you can be more informed when selecting a doc-

tor. You will also be able to rate your own doctors using the Zagat Member Feedback Tool. If you are on the move, you can use the Mobile Provider Finder Application, available for the iPhone, Android, and on the mobile web. You can also use the mobile web to view your ID card and check the status of your claims through mobile BAM.

Continue to check [www.bcsil.com/boeing](http://www.bcsil.com/boeing) for upcoming tool enhancements and roll-outs throughout 2012.

### Network Update

Our commitment is to provide you with broad access to quality health care services. BCBSIL is pleased to announce that as of September 1, U.S. HealthWorks Medical Group is now a network provider for Washington members. U.S. HealthWorks provides readily accessible and immediate urgent care services to the Puget Sound area as an affordable alternative to the ER when your injury or illness is non-life threatening or when you are unable to meet with a primary care physician. Please check the Boeing

custom website at [www.bcsil.com/boeing](http://www.bcsil.com/boeing) to find a U.S. HealthWorks location near you.

Please call BCBSIL Boeing Member Services at 1-888-802-8776, should you have any questions or concerns. Additionally, a representative will be available to answer your questions at the IAM 751 Lodge meetings in Seattle during the following dates and times:

- November 2, 11 a.m. for Local E and 5:30 p.m. for Local E
- November 3, 6 p.m. for Local A
- November 9, 6 p.m. for Local F
- November 10, 10:30 a.m. for Local A and 6 p.m. for Local C
- November 11, 10:30 a.m. for Local F
- November 17, 10:30 a.m. for Local C

If you are unable to attend the on-site meetings, but still have questions regarding the November 9 through December 2 Annual Enrollment period, please call Boeing Total Access 1-866-473-2016 or access the Boeing BlueCross BlueShield of Illinois custom website at [www.bcsil.com/boeing](http://www.bcsil.com/boeing).



## CHOOSING YOUR HEALTH PLANS AT BOEING

### Conversation Promotes Change & Improves Access at Group Health

A constructive, two-way conversation is the best way to effect change in health care today. That's why Group Health Cooperative wants to hear from you about what works and what doesn't in health care—all in the name of improving health care outcomes.

It's these conversations that drive continuous improvement at Group Health. Because of this kind of feedback, Group Health is among the best in the region when it comes to giving members ways to access care, as well as ensuring that they get same-day care if needed—either by phone, e-mail, or in person (up to 30 minutes with a doctor) at any of Group Health's 25 clinics.

#### Mobile access for members

Group Health members have been consistently vocal about wanting convenient ways to access their care. Recently, Group Health introduced a new tool for members: A mobile app for iPhone and Android smartphones, for care on the go. If you're a member, here's what it can do for you:

- **My Care:** If you're registered with MyGroupHealth for Members (the member website), and get care at Group Health Medical Centers, you can use the app to make appointments, e-mail your medical team, see lab and test results, review after-visit summaries, get routine care reminders, check immunization history, and see your allergies and health conditions.
- **Settings:** Set your preferred Group Health clinic, map home and work locations, and choose whether to store a login to use the My Care features.
- **Symptom Checker:** For common health issues, answer a few questions and get suggestions about what to do.
- **Consulting Nurse:** A direct line to professional medical advice, 24/7.



Group Health members can now access their care with using a new mobile app for smartphones to provide care on the go.

- **Locations:** See maps and directions to our medical facilities and look up addresses, phone numbers, and hours.
  - **Wait times:** See lab and pharmacy wait times at Group Health Medical Centers.
- A physician network that works**
- Group Health consistently hears that the quantity and quality of Group Health Physicians is impressive, as is the care provided. Recent accolades drive that point

home:

- Group Health Physicians (with more than 1,300 doctors, including more than 500 specialists\*) earned the Acclaim Award from the American Medical Group Association, marking the first time a medical group has received this prestigious award on its first try. The award recognizes their integrated system of care that allows for seamless communication among health care providers, more time for doctors to spend with patients, and improved patient experiences.

- In their 2011 "Top Doctor" issues, these five magazines ranked 99 Group Health Physicians as the best in their fields: *Seattle, Seattle Metropolitan, Spokane/Coeur d'Alene Living*, the *Eastside's 425*, and *Consumers' Checkbook*.

#### Coverage others don't offer

When it comes to improving access, no other plan choice offers more coverage for domestic partners of Boeing employees than Group Health. If you're unmarried and living with your partner of the same or the opposite sex, you can get powerful coverage for the one you love, including maternity care. Keep in mind that Group Health is the only plan that covers all domestic partnerships.

#### Choose Group Health

Many Group Health members are vocal about how much they love their doctor, and about how having their care and coverage tied together simplifies everything. If you're already a member, there's nothing you need to do this open enrollment season. If you're not yet a member, now is a great time to become one. Either way, visit Group Health on Facebook or at [choosegrouphealth.org](http://choosegrouphealth.org) to see what people like you are asking and join the conversation.

\*OIC Provider Network Form A

### Access Filings Online with New Hourly Union Employee Requested Transfer Tool

Changes at Boeing enable members to use the new Hourly Union Employee Requested Transfer tool online to submit filings.

As of Oct. 21, IAM members at Boeing will no longer need to submit hardcopy forms when filing for job changes. Employees will now go online and use the Employee Requested Transfer Tool, located on the TotalAccess portal within the Boeing intranet.

"After being here 23 years, I can see we've come a long way since the carbon copies," said Scott Hallstrom, Union Steward in the 737 wing line in Renton. He was able to preview the tool on Oct 18.

As a result of this streamlined and simplified change, employees can now handle their own filings including work location changes as well as Category A rights (surplus/layoff conditions) and Category B movements (promotions). Employees also will be able to revise or



Steward Scott Hallstrom from the 737 wing line in Renton previews Boeing's online Employee Requested Transfer Tool in the factory on Oct 18. "It is much easier. You can see it at the time, print it out and have an electronic copy so you don't ever lose it."

remove existing filings for Category C employee requested transfers.

Although employees will now be able to make many filings online, employees will continue to work with an IAM/Boeing Joint Programs Career Advisor to file new Category C Employee Requested Transfers.

As part of this change, employees represented by the IAM will be able to see all active filings online in TotalAccess beginning Oct. 21.

"By filing online, you know it has been done and don't have to wait for someone else to send it back to confirm it has been filed," said Hallstrom. "You can see it at the time, print it out and have an electronic copy so you don't ever lose it."

Additional benefits associated with implementing the Employee Requested Transfer Tool include reducing errors in handling filings and diminishing risk of contractual non-compliance.

To access this tool, click on the hourly Employee Requested Transfer Tool in TotalAccess from your work or home computer. The link is under the "My Career" heading. To use the tool, call TotalAccess at 866-473-2016 or use the Online Form to submit a question. If you do not know your TotalAccess Password, click on the Display my TotalAccess Password link when you are on the Boeing network.

### New Website Promotes IAM/Boeing Apprenticeship to Non-Boeing Employees

The IAM/Boeing Joint Apprenticeship Program has launched a new external website.

The site is designed to promote apprenticeship opportunities to those who may be interested in a high-skilled manufacturing career at Boeing.

Those interested can visit <http://www.iam-boeing-apprenticeship.com> to learn more.

### Food Drive Continues

District 751's annual food drive to support KING-TV's Home Team Harvest food drive continues this month. The annual food drive supports Northwest Harvest.

The union's MVPs started this year's drive in October – a month earlier than normal – and have already collective a few hundred pounds of food at union halls in Auburn, Everett, Renton, Seattle and Spokane.

The extra effort this year is due to increased hunger in Washington state. In September, a U.S. Department of Agriculture report said that the number of Washington families living in hunger nearly doubled between 2008 and 2010, to the point that nearly one in four Washington children now lives in a family that struggles to put food on the table.

MVPs from District 751 regularly volunteer to serve meals at rescue mission in Everett and Tacoma, and they also help sort food at Northwest Harvest's warehouse in Kent.



Effective October 21, hourly members file Category A, Category B, and Category C filings online. Members can access this tool by clicking on the hourly Employee Requested Transfer Tool in TotalAccess from their work or home computer.

# Rehires Revive Seniority Thanks to Union Contract

The strength of just a few words in a Union contract recently ensured three 751-members received credit for decades of seniority – showing once again that it pays to be Union. Thanks to Article 14.4 of the IAM/Boeing contract, Bruce Brown, Curtis Counley and Rodney Rosier all have seniority dates in the late 1980's rather than 2011.

This 20 plus years of seniority benefits the members in a number of ways, but most importantly by providing additional protection from future layoffs.

Most members return to Boeing from layoff by exercising their Category A or recall rights. However, for members who get hired after their Category A rights expire, Section 14.4 of the contract becomes a very important paragraph.

All three members were thankful to have assistance from the Union in restoring their seniority. While each situation was unique, the common factor was their separation from the active payroll did not exceed the amount of seniority at the time of layoff plus the amount of seniority accumulated while on

Category A (recall status).

"We hope to educate members and Stewards on 14.4 of the contract since it doesn't apply to a lot of people. However, for those affected, it is very important," said Business Rep Heather Barstow, who helped Counley and Rosier regain their seniority. "This is a perfect example of why the Union contract is so important. Without this language, these members would have been treated as a new hire – as though they had never worked at Boeing before."



Rodney Rosier (r) thanks Business Rep Heather Barstow for helping ensure his proper seniority was restored per Article 14.4 of the contract.

"Thanks to the Union contract, these members benefited from their years of seniority they had already earned before they were laid-off," said Business Rep Joe Crockett, who worked the issue for Brown. "In addition, the seniority will allow them to accrue vacation more rapidly and provide more opportunities for promotion."

Boeing had proposed eliminating this language in the offer that was initially rejected in 2008. The language was restored in the final agreement that members approved on November 1, 2008 and is valuable as more members are getting re-



Business Rep Joe Crockett (l) informs Bruce Brown he will retain the seniority already earned before he was laid-off after applying 14.4. Rather than a 2011 seniority date, Brown now has a 1986 seniority date.

hired after their recall rights expired.

After applying 14.4, Bruce Brown has a seniority date of September 1986. He was within a few months of being ineligible for the clause.

"I appreciate the Union's help in restoring my seniority. Within a few days of calling the hall, Business Rep Joe Crockett had corrected the matter," said Brown. "It is great to have my seniority restored so I have more protection from future layoffs – especially since I am in tooling."

Rodney Rosier originally hired into Boeing in 1989. He rehired in July 2011 to a different job. When talking with co-workers about his previous time at Boeing, they suggested he contact the Union to see if any of his seniority would apply.

"Business Rep Heather Barstow fixed the situation right away, which is great. I have been laid-off twice so it was nice to reclaim seniority, which will hopefully keep me on the payroll until I retire," said Rosier. "It highlights the importance of having a Union contract – without it I would simply be a new hire. I have put a lot of years in and am glad to get credit for it."

Curtis Counley is also pleased to have his original 1988 seniority date restored with assistance from Union Steward John Lopez and Business Rep Heather Barstow.

"I wasn't going to say anything and didn't bring it up right away after rehiring.

Co-workers suggested I talk to the union, and Steward John Lopez was very helpful," said Counley. "It was simple, but wonderful news."

Counley had wrestled with whether to reapply at Boeing because he had a secure job with room to grow at another aerospace company in the area.

"I most likely would not have reapplied to Boeing if there had not been a pension involved. Now regaining my seniority makes it even better," he added. "I appreciate the help from the union and cannot stress enough the importance of members talking to their Steward if they feel there might be a chance to regain their seniority. The Union changed my life in a positive way. I will always be grateful for all the people who helped and the caring attitude they displayed."

Members who believe 14.4 might apply to them can provide their Union Steward with a copy of their work history, which includes: hire-in date, layoff date and re-hire data. Keep in mind 14.4 does not apply if you turned down a recall offer, accepted lump sum layoff benefits or quit Boeing.

For those impacted, this section of the contract is invaluable and is simply a matter of documenting your history to show your time on the payroll and recall rights are longer than time off the payroll. Another benefit of Union membership.



L to R: Steward John Lopez, Business Rep Heather Barstow, Curtis Counley and Steward Bob Belles. Counley appreciated Union assistance that ensured his previous seniority was restored – thanks to the efforts of Lopez and Barstow. Belles has helped numerous other members with the same issue. The Union hopes to educate others on language in 14.4 to ensure proper seniority is credited.

## Union Helps Members Get Vacation Credit Corrected

At Boeing, paid time off becomes even more precious as production rates increase and overtime escalates. Members Linda O'Leary and Derick Brice, who work in 787, appreciate the value of union membership even more after Union Steward Joel Hetland ensured their vacation credits were corrected.

As a result of Joel's effort and with assistance from Business Rep Brett Coty, each member not only got their vacation calculation corrected from receiving one hour for every 17 worked to one hour for every 13 worked, but also received nearly four weeks additional vacation on the books or in payouts (since there are limits to how much vacation can be carried over).

"I am so thankful the union was there to help. I thought something was wrong since I rehired in 2007. I had asked HR and TotalAccess several times about the vacation calculation. I thought we were talking about 1-17 hours versus 1-16 hours so it wasn't that much of a difference," said Linda. "After talking to Joel, I discovered I should have been earning 1 for 13. That is huge! I would have given up without the union. I can't say enough about how the Union helped in this matter."

The problem occurred when TotalAccess used their last hire dates of 2006 and 2007 to calculate vacation benefits rather than their seniority dates of 1996 and 1997.

Both Linda and Derick saw an article in a previous union paper describing a similar situation that was corrected for another member. Both had already questioned the calculation method numerous times, and the TotalAccess and HR personnel assured them each time that their vacation and sick leave was being calculated correctly, even after the story in the union paper was brought to their attention. However, both members still believed the calculation was wrong.

When they couldn't get it fixed on their own, each of them turned to Steward Joel Hetland for help. Both members saw immediate results that changed their calculation, added time to the books and delivered backpay for vacation time they should have been receiving.

"As a Steward, Joel has done a great job representing the members when it comes to issues of seniority and ensuring proper vacation credit. He really puts in the extra effort," stated Business Rep Brett Coty.



With help from the union, both Derick Brice and Linda O'Leary got their vacation calculation corrected resulting in nearly four weeks additional credit since they rehired. L to R: Derick Brice, Steward Joel Hetland, Linda O'Leary and Business Rep Brett Coty.

"Members can contact TotalAccess to request an audit of their vacation/sick leave credit over a specified time period."

Brett added, "When we elevate these issues to Workforce, they quickly correct the situation and ensure the member is compensated correctly from their first day back on the payroll."

"If we didn't have the Union to fight for us, we would simply have to accept their answer. I have worked non-union and union jobs and would take a union shop any day. The union is fighting for us every day," said Derick. "Someone paved the way to make it better for us. Each of us should do our best to keep it for the next generation coming in so they will be able to take care of their families."

Linda has already used the additional vacation time to her benefit.

"I took vacation during what would have been work time, visited QTTP and got my green lights turned on before the experience rules change so my ERT is already on file. I have talked about doing it for a long time, but the last thing I wanted to do after a long day of work was struggle through the ERT system," said Linda. "I wouldn't have filed my ERT without the additional vacation time on the books."

Other members who have been rehired or recalled should double check their calculation formula for benefits to ensure they receive the benefits they are entitled to under our contract.



# Continued Progress Toward First Contract at Hytek

Negotiations between the Machinists Union and Hytek Finishes to secure a first contract for the 172 members in Kent continued to make progress in October and early November.

The union presented a comprehensive proposal covering issues members had identified and spent extensive time clarifying and explaining the proposals so the company would have an understanding of each. To date, conditional tentative agreements have been reached on several standard articles. The company and union

continue to exchange proposals on a number of issues. Additional bargaining sessions were scheduled as the paper went to print.

"The IAM wasted no time and were very prepared and professional in their delivery of what we described as important to us," said IAM member Jay Lang, who serves as a member representative. "I think the tone of our negotiations sessions are good, although it is apparent these wouldn't be easy. What I do know is the more members we have participating in the process, the better off all of us will be in the end" said Lang.

Paul Elliott, the other member representative at the table, was optimistic both parties will come to agreement. He said, "I noticed our union side representatives were very prepared with everything — having a professional, detailed response to any questions the company representatives had was impressive."

"Our goal is to negotiate a good contract that



Formulating union proposal to address issues at Hytek L to R: Jay Lang, Paul Elliott, Ed Lutgen, Kevin Cummings, Heather Barstow and Jesse Cote.

addresses the concerns of this membership and provides for a long-term relationship. We want Hytek to grow and this membership to share in the benefits of that growth," said IAM Grand Lodge Rep Kevin Cummings. "I want to thank this membership for their support. The company needs to hear your voice. The key is our solidarity."

After the November 1 meeting Jay Lang said, "There was movement in several areas, but there is still a lot of work to be done. I am pleased with the progress so far. Our committee has put in a lot of hard work and have done a good job of responding to

company positions."

Thanks to the following who comprise the Union side of the bargaining table: Grand Lodge Rep Kevin Cummings, Organizing Director Jesse Cote, Business Reps Heather Barstow and Chuck Craft, Staff Assistant Ed Lutgen, member representatives Jay Lang and Paul Elliott, and Suzan Merritt, negotiations support.

"I am very happy that we are deep into specifics of the contract. We aren't exactly where we need to be yet, but together we will get there. The stronger we are, the more we stand as one, the better this contract will be," Elliott said.



Reviewing Hytek's latest proposal L to R: Chuck Craft, Kevin Cummings, Heather Barstow and Jay Lang.

## Grievance Wins Sick Leave Payout at JBLM

District 751 members working at Joint Base Lewis-McChord have shared in the settlement of a grievance filed by the IAM.

Under an agreement with their former employer, DynCorp International, the union members received pro-rated payouts for the sick leave they had on the books when DynCorp lost its contract to maintain C-12 aircraft for the U.S. Army and National Guard.

The workers now are employed by L-3 Communications, which took over the contract from DynCorp in November 2010.

The agreement means cash payments for roughly 200 former DynCorp employees nationwide, including those at JBLM. Individual payments varied widely — based on how much sick leave each Machinist had built up and other factors — but the overall payout was over \$74,000.

"Sick leave isn't something a company gives to a worker, it's something that a worker earns," said IAM Aerospace Coordinator Ray Moffatt. "Our members had earned that time off from DynCorp, and when the company lost the contract and our members weren't able to use it, it was only right for the company to cash them out. That's why we filed the grievance, to ensure our members got fair compensation for their work."

The JBLM Machinists who belong to District 751 are in the first year of a four-year contract with L-3 Communications, which they ratified in December 2010.



Business Rep Tommy Wilson (far left) meets with District 751 members who work for L-3 Communications at JBLM and recently received pro-rated payouts for sick leave they had on the books when DynCorp lost its contract to maintain C-12 aircraft.

Under the new deal, they saw raises of \$2.10 an hour this year. They are in line to receive wage increases of 3 or 3.5 percent in each of the remaining years of the agreement.

The District 751 members working for L-3 do maintenance on U.S. Army C-12 Hurons, which are twin-engine turbo-prop planes used for light cargo and pas-

senger transport and medical evacuations. Most carry eight passengers.

"Our members at L-3 are highly skilled specialists who do important work for our nation's military," said Tommy Wilson, the District 751 Business Rep who represents them. "They deserved a contract that recognized their contributions to our country, and they earn every penny of it."

## 751 Active in International Human Rights Conference

IAM human rights activists, women's rights activists, community service activists and young workers enjoyed phenomenal speakers, guests and workshops focused on learning how to improve conditions in the workplace, community and nation at the 2011 Inaugural International Human Rights Conference.

751 had a strong presence with both our Human Rights and Women's committees attending. The goal of the event was to embrace diversity in the house of labor from human rights and women's rights to issues facing younger workers and issues in our communities.

Workshop topics included the history of human rights in the IAM, working families, organizing, diversity and social media.



Some of the 751 delegates attending: L to R: Monica Bretana, Duy Tran, Wilson Ferguson, Dave Swan, Chuck Fromong, Tom Wroblewski, Joe Perry, Emerson Hamilton, Sherrie Williams and her daughter, Shayla Bechtle.

Left: District 751 received an award for its support of the first International Human Rights conference. L to R: District Sec-Treasurer Susan Palmer, Business Rep Emerson Hamilton and Dist. President Tom Wroblewski



## 2012 IAM Scholarship

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the U.S. 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:** 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 closing date of February 24, 2012

- Must be planning to graduate during the winter or by the end of the spring 2012 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 rules of eligibility or to obtain an application form, visit [www.goiam.org/iamscholarship](http://www.goiam.org/iamscholarship). **NOTE: Completed Application Packets must be postmarked no later than February 24, 2012.**

Obtain an IAM Scholarship application and rules online by visiting [www.goiam.org/iamscholarship](http://www.goiam.org/iamscholarship)

# Proven Performers Ramp Up Rate in Renton

Continued from page 1

configuration with the new technology. "The start of spar assembly today demonstrates the progress the 737 team has made," said Beverly Wyse, vice president and general manager of the 737 program. "This is part of the series of rate increases to meet the customers' demands for the most popular airplane in aviation history."

Boeing has taken a three-fold approach to prepare for the rate increases on the 737 program. The company is making production processes more efficient by working with employee process improvement teams, increasing the production capacity with capital investments such as a new wings system installation line in the Renton factory and making



Union and company leaders were on hand to congratulate the members who loaded the first chords. L to R: Vice President of Operations Eric Lindblad, Business Rep Joe Crockett, Director of Wings Mark Blakely, and the Machinists team loading the chords Steward Lloyd Wilson, Steward J.D. Anderson, Jim Schaller, Jeff Armstrong, Gary Prottengeyer, Ron Jutte, Larry Freeman, Martin DesLauriers.

the site footprint more efficient by moving some production areas, expanding others and decommissioning outdated equipment. At every step our members

are the key to the program's success and a demonstration of why the 737Max should be built in Renton.

Director of wings Mark Blakley ac-

knnowledged the contribution our members make, saying, "This team has done an outstanding job to be prepared. It is exciting and challenging times. No one wants to be asked – instead you take the initiative and get it done."

The automated spar assembly tool used to build the first spar is the ninth such machine at the Renton factory, drilling about 1,700 holes and inserting fasteners to make the spar. The tool increases the 737's wing-building capacity and is an example of one of many facilities changes happening at the Renton site to increase capacity and prepare for rate increases.

The 737 production rate will increase to 38 airplanes a month in the second quarter of 2013 and to 42 airplanes a month in the first half of 2014 – something Boeing could only accomplish with the skilled and experience workforce of 751 members in Renton.

*Machinists Union members work as a team in Renton to load chords into the automated spar assembly tool to produce 737 wings. Renton is the model of efficiency as it moves to 35 airplanes a month with the goal of getting to 42 planes a month in 2014.*



The 747-8 Tool Construction/Manufacturing Services: Git-R-Done took the Everett Site Award. A steady stream of people visited their booth to hear about their innovations. Look for a feature of their efforts in the next Aero Mechanic.



As part of the celebration at Yakima-Valley Tech, attendees got to tour the shop to see the new manufacturing training up close and talk to students about their future.

## Teamwork Event Sparks Ideas

Innovation and ideas were flowing as employee involvement teams showcased their efforts at the Everett Team Appreciation Day event on October 19. By sharing what worked in their shops, employees hoped to spark additional ideas to work more safely, efficiently and successfully for the benefit of the company and the workers.

Thousands of Boeing employees from throughout the Everett site took the time to walk through the exhibits, which ran in conjunction with Lean-Fest.

Following awards were presented:

- Everett Site Award:** 747-8 Tool Const/Manufacturing Services: Git-R-Done.
- Team Leadership Award:** 777 System Installation Door Team
- People's Choice:**
  - 1st - 777 ASM Automation
  - 2nd - 777 FBJ People Council



787 Front Runners was a favorite.

- 3rd - 787 Front Runners
- Most Creative:**
  - 1st - 787 SM Employee People Team
  - 2nd - 787 High Flyin OA's
  - 3rd - 777 Wire We Here



Larry Schend displays some of the 777 door team successes.

Congratulations to all the teams for their great work. Look for a story on the Git-R-Done team efforts in next month's Aero Mechanic.

## Union and Company Chart Flight Plan for Washington Aerospace

Continued from page 12

discussed increased production for nearly all of its commercial aircraft models.

At the same time, over the next five to seven years, roughly a third of District 751's 30,000 members will reach retirement age, said Jim Bearden, the district Administrative Assistant who took part in the Yakima event.

In addition, Bearden said, key aerospace suppliers – like Triumph Composites in Spokane, Pexco in Union Gap and Hytek Finishes in Kent – are also going to need new workers.

To prepare tomorrow's workforce, IAM/Boeing Joint Programs is working with Boeing managers to establish the training classes statewide. And working with groups like AJAC – the Aerospace Joint Apprenticeship Committee – they're also trying to get the attention of young people trying to figure out what they're going to do once they graduate.

"We're trying to get the message out," said Holland. "Being a mechanic is a ca-

reer."

One way of spreading the word is a new video, which includes an interview with Laura Hopkins, a Local F member who is AJAC's director. In the video, she talks about how many young people go to college and end up getting degrees they can't use.

Why not go to a trade school or apprenticeship instead, she urges in the video. "There are lots of options in the trades," she says. "If you have a trade, you can always get a job."

The video emphasizes the fact that aerospace mechanics use cutting-edge technology to build state-of-the-art airplanes. "We're trying to make it cool," said Jesse Cote, a District 751 organizer who is chairman of AJAC's board of directors.

After being exposed to machine shop work at Yakima Valley Tech, Malesich says he wants a career in manufacturing. "I certainly do," he said. "I hope to have my own shop someday."



# RETIREMENT NEWS

## October Retired Club Minutes

by Ruth Render,  
Retired Club Secretary

The meeting was called to order on October 10 by President T.J. Seibert.

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

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

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

Betty reported the expense to send people to Washington, D.C. came out of the per capita fund. She also mentioned that she moved some money from one account to another because Bank of America now charges \$11 per month if the balance goes below a certain amount. A couple of club members suggested checking at BECU, which Betty will investigate. Ruth Render mentioned she has a Bank of America credit card with fraud alert and was notified recently that someone tried to make a charge on her account. Ruth recommended checking your bank statements on a regular basis.

**Business Report:** Business Representative Joe Crockett read the report.

**New Members/Visitors:** T.J. introduced new member Carolyn Hubbard and said he was glad to see that Al Wydick was feeling well enough to attend the meeting.

**Health & Welfare:** Helen Pompeo reported she did not have a deceased report this month.

**Birthdays & Anniversaries:** The

following celebrated birthdays in October: Betty Ness, Henry Hendrickson and Mary Seibert.

**Legislative Report:** Carl Schwartz reported that more information about the Alliance for Retired Americans convention in Washington DC in September can be obtained by checking out the ARA website or reading the article in the October *AeroMechanic*.

Carl reported that evidently the anti-health care people are gearing up the anti-Obama (and anti-health care legislation) campaign. Big ads in the Seattle Times and a glossy mailer from Congressman Dave Reichert have the same anti-health care message with some off-the-wall statistics included. Carl pointed out there is no substance to the figures.

Carl spoke about next month's elections and the importance of voting and suggested looking at the recommendations listed in the October issue of the *Aero Mechanic*. He said the local officers on the ballot do impact us in many vital areas so it is important to vote. He also said to pay particular attention to the state initiative campaigns.

John Guevarra spoke about the NLRB case between Boeing and the union. He came across a cartoon that illustrates how management is at war with the workers. John also spoke about a League of Women Voters voting tool in addition to a Reader's Digest tool called "Behind the Grades" which can be used to evaluate political candidates. Both tools were handed out to everyone at the meeting.

**Good & Welfare:**

John Guevarra spoke about the Fri-



Celebrating birthdays in October at the Retired Club meeting were L to R: Mary Seibert, Henry Hendrickson and Betty Ness.

day Alert and encouraged everyone to read it.

Helen Lowe said she went to the Museum of Flight for the special free day for Boeing employees/retirees. She said she was in a flight simulator with a pilot and the pilot crashed the plane.

Ruth Render thanked Dean Dickinson for bringing all the beautiful flowers that he grew and placed in vases on several of the tables in the room.

**New Business:** President Seibert stated that last month nominations were held for the officer positions. Four positions had nominations with no opposition. However the Vice President office had two nominations so last month he asked Jim Hutchins to make preparations for a vote at the October meeting. T.J. introduced both candidates Helen Lowe and Lucia Rohm and then asked Jim to come forward to announce the

results of the vote. Jim reported that Helen Lowe won the election.

T.J. thanked all the candidates for their dedication and the help they give to the club. He also thanked Jim for running the vote. Mary Seibert thanked T.J. for his dedication and T.J. responded saying, "Now you know why I married her. It has been 47 years and she still likes me."

Robin Guevarra thanked District 751 for its support of the Retired Club and thanked Kay Michlik for her assistance with the minutes. Ruth Render and T.J. also thanked Kay for her help.

**President's Report:** President Seibert reported the new officers will be sworn in during the January 2012 Retired Club meeting.

He also noted that Al Wydick taught him everything and continues to do so.

**Adjournment:** A motion was made to adjourn at 12:05 p.m. **M/S/P**

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
Srgrnt-at-Arms	Leroy Miller	253-736-2756
Trustees:	Louise Burns	206-242-5878
	John Guevarra	206-762-3848
	Mike Keller	206-723-4973
Union Office: (1-800-763-1301) or 206-763-1300		

### Retired Club Christmas Party Monday, December 12th

11 a.m. doors open - Lunch served at Noon

\$10 for members & associate members.

\$15 for guests



Purchase tickets by Dec. 5th  
at Retired Club Meetings or  
by mail: District 751 Retirement Club,  
9125 15th Pl. S., Seattle, WA 98108



### Union Retirees:

Congratulations to the following members who retired from the Union:

Robert C Black	Victor M Plaza
Marvin B Burnett	Thomas W Rhodes
Bruce A Burns	Willie Rhodes Jr.
Ronald A Cosman	Abel Rios Jr
George L Cuvreau Jr	Jose A Rivera
Glenn A Davies	Debra L Roberts
Angelo Desimone	James R Rutherford
Bruce C Elson	Kenneth E Sams
John T Franson	Kenneth Schneider
Shawn E Fulk	Luanne J Seek
Rolando G Herrera	Ronald D Seelye
Marty A Koetje	Chong S Sullivan
Judy McGaughey	Roger A Temple
Pamela L Mcghee	Mark A Whitmore
James G Miller	

**NOTE: November 14 Retired Club Business Meeting is moved to November 7.**

## Scrap the Cap Rap Goes Inter-Generational

By taking part in an effort called "Just Scrap the Cap," Washington Alliance for Retired Americans members have found a way to reach out to a different generation. Working with Social Security Works Washington and The Economic Opportunity Institute, they are circulating a clever rap video with lyrics suggesting a situation in which a mother and father have to move in with their adult son after endless cuts to their Social Security benefits. It is available at <http://bit.ly/qDYWKC> or visit the 751

webpage at [www.iam751.org](http://www.iam751.org).

The video is a creative, inter-generational way to educate the public and features retired 751 staff Ron McGaha. Please share it with your children and grandchildren.

Don't think Social Security cuts affect you? Think again. Because if Social Security is cut, your parents might be movin' in. Here's the deal: everyone pays Social Security taxes on the first \$106,800 they earn, which means most people pay Social Security taxes on their whole paycheck. Since \$106,800 is the cap (unless Congress acts to change it), a whole lot of wealthy people don't pay a dime in Social Security taxes on most of what they make

Here's the reality: Social Security would pay full benefits forever – not just to us, but to you, and even your kids (hint, hint) – if millionaires simply paid the same Social Security tax rate as most people. Heck, we could even afford to improve Social Security benefits a bit.

Social Security's trust fund has a \$2.6 trillion surplus right now, which is enough to pay everyone's benefits in full for another 25 years. So Social Security isn't going broke.

Tell Congress no cuts to benefits - Just Scrap The Cap.



## Retired Business Rep Gene Duran Passes Away

In October, retired Business Rep Gene Duran passed away. He was elected Business Rep in 1980 and served in that position until he retired in 1995.

Gene began at Boeing in 1956 as an inspector and almost immediately became active in the Union – serving as Union Steward. He became active in Local F getting elected to Conductor in 1960, as well serving as Educational Chair in 1959, on the Bylaws Committee in 1962, on the Contract Study Committee in 1968. He worked his way up through the officer ranks in

Local F until serving as Local F President and District Council Delegate.

He was active for many years at Legislative Conferences and lobbying on worker issues in Olympia and Washington, D.C., was elected Grand Lodge Convention delegate, and served on numerous committees.

In addition to serving on various negotiating committees for Boeing contracts, Gene also negotiated two contracts for members at South Snohomish Community Transit in the late 1980's.



Gene Duran

# FREE WANT ADS FOR MEMBERS ONLY

## AUTO PARTS & ACCESSORIES

LIKE NEW, 4 studded snow tires, mounted on steel rims, 5 hole, asking \$300. 253-537-4242

AIR FITTER from intake "septre" multi-sizes pd. \$15, asking \$6.00. 253-925-1939

SONY XPLD amplifier, XM-2002-gtr, 1200 watt, good condition, \$200, sell 4 \$50. 253-925-1939

2 SETS EACH TRUCK TIRES, will fit Chevrolet Avalanche, Silverado, Tahoe, size tires are P-165/70R16 for 1 set, and P165/70R17 another set, tires are Firestone & Goodyear, will take \$250.00 a set. 253-691-0420

4 15x7 CHEV RALLY WHEELS, trim caps, rings, off 1976 El Camino, \$500. 253-839-2500

## COTTAGE INDUSTRIES

AFFORDABLE PROFESSIONAL PHOTOGRAPHY. Studio J Images is a local photography company offering professional HOLIDAY, wedding, anniversary, engagement, pregnancy, family, baby, graduation, and specialty photography. All digital packages available or design your own package. Flexible, reliable, and eager to be a part of your event or special occasion. Ask about our SPECIAL FOR MACHINISTS MEMBERS. More information and slideshows at <http://studiojimages.net/> or call Beth at 402-730-8663.

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

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

RETIRED TOOL GRINDERS from Auburn Shop, meet for lunch 2nd Wednesday of every month at Old Country Buffet in Federal Way at 11:00 AM.

ALLURE BOUTIQUE - couture consignment for women, now accepting consignments, grand opening November 12, 7304 Lakewood Drive W., Lakewood, WA. 253-472-0141

LOOKING FOR A HOME, or a first time home buyer? Interest rates very low and lots of homes available to choose from. Call Von Provo at 425-359-0165. Licensed broker.

## ELECTRONICS & ENTERTAINMENT

VISCERAL & FIRST PERSON mech. Simulation that comes with command center called Steel Battalion, excellent condition, \$125. 253-925-1939

SERGER SEWING MACHINE, Husqvarna, used once, 2 books with it, paid \$750, sell for \$150. 253-925-1939

## FURNITURE AND APPLIANCES

LEATHER, BURGUNDY loveseat and couch, both recline at seat ends, good condition, paid \$3500, asking \$300. 253-222-2939 call after 4:30 PM

OAK ROLL-TOP desk, in good condition, asking \$300, will deliver if not too far. 253-691-4021

## HOUSING

3BD RAMBLER WITH BASEMENT, spacious dining and living rooms, with cozy wood stove and new carpet, rec-room in basement, garage with shop, level 1/3 acre in Burien, reduced \$169,921. 360-435-2430

### 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. 2**

HOME FOR SALE, real nice, Palm Harbor, 1550 sq. ft., 4 years old, 3BD/2BA, 2 car c/p shed, \$65000. 480-654-8840

BEAUTIFUL 3 bedroom home, many out buildings, on 6.6 acres, Soap Lake, WA. 509-750-1277

KONA, HAWAII direct oceanview condo in heart of Kona, watch spinner dolphins from condo, 1BD/1BA, pool, underground parking, Boeing discounts, mention ad, 425-591-9818" <http://www.vrbo.com/315920.big>, 425-591-9818

LAKE CUSHMAN vacation home, couple blocks to boat ramp, picnic area, dock, swimming and fishing, loft, two bathrooms, laundry, nice deck and shed, newer home, \$219,950. 253-740-6843

HOUSE FOR RENT by Normandy Park, Burien, 3bd/3ba, split level, close to shopping and schools, first month rent, damage deposit \$1400. 206-229-7921 leave message.

## MISCELLANEOUS

HOLIDAY CRAFT BAZAAR, October 8, November 5, and December 3, 24825 Stonewood Drive, Mount Vernon, 10AM to 6PM.

1992 HUSKY ROSEBOWL football signed by Don James, Mark Brunell and Dave Hoffman, make offer. 253-887-8187

787 DREAMLINER COMMEMORATIVE first delivery wine bottle, Dunham Cellars, make offer. 253-887-8187

LOTS OF PRINCESS HOUSE crystal in original boxes, some no longer available, 40% off original retail price. 360-459-3147

BRECKWELL PELLETT STOVE, includes 15' double-wall chimney pipe, hearth, manual, thermostat, 19 bags of pellets, everything you need for installation, \$2000. 360-651-0902

BOONEBUCKLE for sale, certificate #4227, solid jewelers, bronze, Daniel Boone, anniversary for \$50. 253-845-0119

HOT TUB, 5x7, will hold 4 people, excellent condition, has been kept inside, \$1000 cash OBO. 253-838-7772

REPAIR AND/OR parts for Gibson Tractor. 509-697-6844

OXYGEN CONCENTRATOR, new condition, slightly used, great for EWOT training/therapy, maximum output is 10LPM of pure oxygen flow. 425-330-5437

3 RAIN BARRELS, spigots, and cross-overs, already in, \$60. 253-630-5120

MTD YARD MACHINE, chipper-shredder, 5HP, \$150. 253-630-5120

10 LITTLE WOODEN BOXES, 9"x12"x3", great little drawers, etc. \$2.00 253-852-6809

COLLECTOR SHOEBOX, cardboard, holds 9 pair, real neat, has sayings on it, \$20. 253-852-6809

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

EUREKA STYLE 7 & G disposable dust bags for upright vacuum cleaner (16) for \$10. 253-852-6809

10FT METAL HAND BRAKE, pro II by Tapco, in great cond, \$1000. 253-852-6809

HOUSE PLANTS, various kinds, rooted in water and potted, \$3 to \$25, very nice and healthy. 253-852-6809

PLATE GLASS SHELVING, 6, 17 x 23.5, \$5.00 ea. 253-852-6809

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

26 PAIR plus warm jeans, men's and women's, for quilting, \$15. 253-852-6809

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

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

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

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

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

1/2 GALLON GLASS JARS with twist lids for canning or storage, 15 for \$10. 253-852-6809

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

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

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

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

## PROPERTY

5.3 ACRES OVERLOOKING the valley, underground electricity and phone, septic and well area, good building site, backing the forest, Arlington, \$55,321. 360-435-2430

ONE PLOT IN garden of flowers, Greenwood Memorial Park, make offer. 206-766-8657

OCEAN SHORES, oceanfront, full owner-ship condo, \$119,900. 360-581-1383

TWO SIDE-BY-SIDE cemetery plots in Washington Memorial Park in Sea-Tac, rock of ages section, level area/easy access, \$3250 each, both for \$6000. 253-332-2285

## RECREATIONAL MEMBERSHIP

MEMBERSHIP with Leisure Time Resorts, has numerous campground resorts in Washington and Oregon, membership includes resorts of distinction, to access hundreds of resorts across nation. 425-255-0337

## REC VEHICLES

2005 26FT NORTSHORE trailer, clean, slide out, many extras, large rear bath, sleeps six, \$17000. 425-413-9656

1984 ALPENLITE LOW PROFILE fifth wheel, 26ft-8ft w, \$6000. 253-630-5120

## VEHICLES

1985 ALFA ROMEO spider, runs and drives good, 101,998 miles, good tires and soft top, current tabs, \$2500 OBO. 206-789-2269

2009 SCION TC, release series 5.0, \$15000 will include extended warranty and maintenance plan, number 729 out of 2,000 produced. 253-691-4021

## FREE

1000 LB EAZ-LIFT hitch, free! 206-762-4732

## WANTED

LOOKING FOR 1986 Dodge - 66 F.I. 2 door. 425-745-8909

WANTED: Home brewer's apprentice learn to brew and help the old man brew all grain lager, payment in beer. 253-840-8119 before 9PM

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

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

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

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

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

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

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Dec. 2nd!



## COMMUNITY SERVICE

# 751 Volunteers Have a Mission to Help Others

District 751 MVPs were busy in October, with a number of community service projects aimed at making our home towns better places to live.

Machinists Volunteer Program members:

- Spent every Wednesday night helping sort food at the Northwest Harvest warehouse in Kent;
- Served Saturday and Sunday breakfasts on two weekends at the Tacoma Rescue Mission, while also serving Sunday breakfasts twice at the Everett Gospel Mission;
- Took part in the Making Strides Against Breast Cancer walk in Bellevue on Oct. 9, with some participating as walkers while others volunteered along the walking course;
- Cleaned up the Benson Highway near Kent on Oct. 3 as part of District 751's on-going Adopt-a-Road project.

As the year winds down, union volunteers are gearing up for two of the MVPs largest annual events: bell-ringing for the Salvation Army at Westlake Mall in Seattle on Dec. 2, and the KING 5 Home Team Harvest food drive to benefit Northwest Harvest on Dec. 3.



Above Team 751 volunteers at the Making Strides Against Breast Cancer walk on October 9.



Left: Each year Steward Debbie Donnell and daughter Marissa walk in the breast cancer event.



Preparing meals at the Tacoma Rescue Mission L to R: Vennie Murphy, George Braun, Rob Curran, Tom Lindberg and Jim Kakuschke.



Machinists regularly help out at the Northwest Harvest Warehouse on Wednesday. Photo Left: Rob Curran and Vennie Murphy. Photo Right: George Braun



Machinists literally delivered tons of candy to White Center Salvation Army to help with their Halloween event. L to R: Wilson Ferguson, Maynard Sargent, Rich McCabe and Ron Coen.

### 751's Sweet Delivery

Halloween was a little sweeter for kids living in White Center, thanks to the generosity of 751 members. The recent candy drive resulted in over ten grocery carts full of candy.

"Our members are so generous. When I told members in Renton, the wing laydown shop alone gave \$305 in cash," said Local A Recording Secretary Rich McCabe who helped deliver the candy. "Local A Vice President Wilson Ferguson contributed \$50 and so many others made monetary contributions to ensure there were plenty of treats for the kids."

Thanks to all who contributed.

Photo right: To ensure volunteers have the proper tools to construct wheelchair ramps, Terry 'Caveman' Henderson donated four impact power screw drivers, four extra batteries with charger and assorted bits. L to R: Larry Parker, Terry 'Caveman' Henderson, Monica Kenney, and Business Rep Heather Barstow.



### Helping Project Homeless

When Project Homeless Connect in Pierce County sponsored an event to help homeless in the area, they knew where to turn for help - District 751's Machinists Volunteer Program.

"I was amazed at how fortunate we were to have your volunteers help. We counted 1,783 individuals attended Project Homeless Connect - 283 more than we expected," said Valerie Pettit, who was the volunteer coordinator for the project. "We really couldn't have done it without you. We received so many compliments about how friendly and helpful all of the volunteers were at the event."

Project Homeless Connect provides a starting place on the journey back to safety, stability, health and hope. When people enter, they were greeted by friendly volunteers, offered a hot meal, and asked to identify their top three needs. Onsite services included basic medical and dental care, access to education, employment and benefit systems, mental health and chemical dependency assessments, flu shots, hair cuts and much more - all under one roof!



Helping with the handouts: L to R: Rob Curran, Tom Lindberg, Clark Fromong, Chris Louie and Wilson Ferguson. Other 751 volunteers not pictured: Vennie Murphy, Dave Henry, Dave Hopkins and George Braun.

### Derby Delivers \$\$ for MNPL

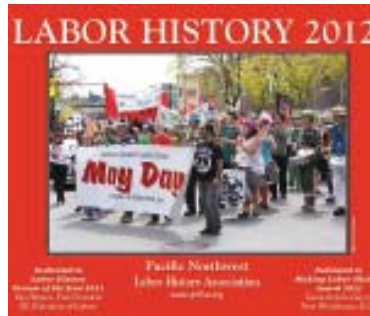


Local C Fishing Derby Organizers Don Fike and Business Rep Mark Johnson present Secretary-Treasurer Susan Palmer (far left) and District President Tom Wroblewski (far right) with a check for \$4,200. Derby winner Lee Gotti (2nd from right), a retired member accepted his trophy and had his name engraved on the "Big Fish" display for the Union lobby.

### Labor History Calendars \$5

You can get your labor history all year long by purchasing a 2012 Labor History Calendar for just \$5. Almost every day on this calendar features full-color photos of 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

## Union and Boeing Chart Flight Plan for Aerospace

For high school senior Kyle Malesich of Selah, the new manufacturing skills class at Yakima Valley Technical Skills Center is "probably the finest course I've taken."

But for the aerospace industry, Malesich's favorite class is on the flight path to the future.

"We want to make sure our grandkids are up to the challenge," she said. "If we can get these skills back in the schools, we'll be able to provide the skilled labor that the aerospace industry needs," said Grace Holland, a District 751 member who's a program administrator for IAM/Boeing Joint Programs.

Holland was part of a District 751 delegation that took part in a celebration of the launch of Yakima Valley's materials and manufacturing program in October.

The program is a joint effort of Boeing, the state Office of the Superintendent of Public Instruction, local Yakima Valley schools and District 751. It's a first-of-its-kind effort to teach basic machine shop and manufacturing skills to high school juniors and seniors.

The goal, said Ken Mayhak, a 45-year machine shop operator, is to help the high school students learn basic skills so they can "get their certification and then go over to Boeing and make a good living."

The Yakima Valley program is a pilot; once the curriculum has been estab-



The Machinists Union and Boeing partnered on the effort that brought Yakima Valley Tech a new manufacturing skills center. At the press event, Machinists Union and Boeing officials said they hope to inspire students to seek a career path in aerospace manufacturing.

lished, the partners plan to launch a similar program at Sno-Isle Tech Skills Center, which is in Everett, across the street from the District 751 hall, and a short walk to Boeing's Everett factory gate.

That's still in the future, said Craig Dwight, the skills center's director said "We're just in the baby steps in this."

Malesich, and Mayhak's other students, showed off their shop to the visiting Machinists Union delegation, as well as representatives from Boeing and some of the 17 Yakima County school districts that send students to the skills center.

Mayhak's students work in a small shop, learning basic skills like measuring, grinding and welding. They learn how to keep drill bits and tools stored properly.

And they drill.

"They practice drilling every day," said Dwight. Mayhak is requiring them to successfully drill 1,000 holes accurate to .001 inches – one one-thousandth of an inch – before they graduate.

The training has to be good, said Yakima School District Superintendent Elaine Beraza. "We don't want to over-produce low-skill workers."

The first group has 11 members in it. Yakima Valley Tech – and the state as a whole – will need to produce a whole lot

more, if Washington is to produce enough skilled aerospace workers to fill the expected demand over the next decade.

Dwight said there are 34 community colleges in Washington that teach vocational skills, along with 17 high school-level technical skills centers like Yakima Valley. Each one could graduate 100 trained aerospace workers a year, but even that number may not be enough.

Boeing is ramping up rates on the 737 line to previously unheard-of levels, and has

**Continued on page 8**



Kyle Malesich is excited at the opportunities presented by the new manufacturing program at Yakima Valley Tech.



751 Organizer Jesse Cote (second from left), who also serves as chair of AJAC, tours the shop. 751 has been a strong promoter of school-to-work programs geared toward aerospace.



Machinists at Hanford site receive the keys to the new machine shop. L to R: Rich Alvey, Josh Wright, Chris Siegfried, T.C. McDowell (supervisor) and Rick Caulfield who supervised the building of the new shop.

### New Machine Shop at Hanford

Machinists Union members working at the Hanford Site recently opened a new machine shop, which will make doing their jobs a lot easier. The new shop was built using funds from the American Recovery Act.

"We desperately needed the shop to do our jobs," noted Machinist Chris Siegfried. "I have been on a soap box for about the last six years telling anyone who would listen about this issue. For over a year, we worked just out in the open. Then we worked out of a hut for five years. Now we are excited to have this state-of-the-art facility."

The shop has a hot work area for cutting and welding, a mechanic area, and a seal changing area where the door gaskets are changed because of the radioactivity of the material and hazardous waste.

Since Chris had been the one most active in promoting the new shop, it was only fitting he got to cut the ribbon officially opening the new shop.

Machinist Chris Siegfried cuts the ribbon to the new machine shop on the Hanford site.



## Members Unanimously Ratify Two Contracts

District 751 members who work at two companies maintaining Spokane-area buses have ratified new contracts this fall.

Six Machinists at Durham School Services ratified a two-year contract, while the five Machinists working for First Transit ratified a three-and-a-half year deal.

The Machinists at Durham maintain Spokane School District buses, while the First Transit Machinists maintain buses run by the Spokane Transit Authority and the private St. George's School in Spokane, as well as paratransit vans operated by Kootenai County in Idaho.

Both groups unanimously approved their contracts in September. It is the second contract for both units, whose members are part of Local 86 in Spokane.

Union Stewards at both shops described bargaining as tough, with their companies facing spending cuts by their customers – local governments – who themselves face



Members from First Transit meet with Business Rep Steve Warren to get information on negotiations. L to R: Duane Schmidt, Stan Walgren, Steward John Carbury, Business Rep Steve Warren and Jason Moore.

budget shortfalls.

"The best thing about our contract is we all still have jobs," said John Carbury, the Steward for First Transit.

But despite that, negotiators for the union and the company were able to reach a deal that "we were comfortable going back to our guys with," he said.

The same was true at Durham, said Steward Joe Marek. "They were still willing to negotiate and we got a couple things out of it."

At Durham, all workers will see 45-cent-an-hour raises in each year of the contract. The company also granted a work boot allowance and insurance for lost tools.

At First Transit, wages will go up 8 percent over the life of the agreement, plus workers will see increases in the allowances for boots and safety glasses and a new tool-replacement allowance.

Business Rep Steve Warren thanked the members at both shops for their support. "Even with the tough economic times, we were able to make gains in several important areas," he said.



Negotiations for members at Durham School Services resulted in a new agreement ratified unanimously. L to R: Steward Joe Marek, Business Rep Steve Warren, and company negotiators Carl Schmidt and Kirk Tosenruege.