

DISTRICT 751

AERO MECHANIC

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Union Secures 787 Large Cargo Freighter Work

When the 747 Large Cargo Freighter (LCF) delivers the first 787 sections to the Boeing Everett Plant early next year, the aircraft will be serviced by District 751 Flight Line members. 787 leadership awarded this work package, which will result in approximately 20 new jobs to the Everett Flight Line, after an extensive study was completed with equitable results for all parties.

751 forklift drivers/Motive Equipment Operators (MEO) will deliver the parts into the factory after they have been unloaded from the LCF plane. This will mean additional work for our MEO drivers.

Over the last eight months IAM Work Transfer Site Representatives Richard Jackson and Don Fike worked with the membership to create alternative pro-



District President Mark Blondin (1) and Business Rep Stan Johnson (3rd from right) meet with Everett flight line employees and MEO drivers to discuss the 787 Large Cargo Freighter work our members will perform.

posals to secure the work. It was 787 leadership's decision to pursue a split statement of work based on the expertise of our flight line members and the flexibility and skill of our forklift drivers.

The only role the vendor will play is minimal – actually unloading the cargo to a storage rack.

To service and maintain the LCF, specialized five-man crews comprised

of a Team Leader, Electricians, Mechanics, Avionics Technicians, and Quality Assurance will be allocated to cover all three shifts five days a week. Additional

Continued on page 2



District President Mark Blondin (1) and Steward John Scofield (2nd from right) meet with Jobs Committee members Stan Johnson, Tom Wroblewski and Emerson Hamilton on the PCO Job Combinations.

Combinations Bring Upgrades and Better Chance for Recall

A job combination, that has been a long-time coming, was implemented in August in the Parts Control Organization (PCO). Thanks to efforts by the Jobs Committee, an agreement was reached to upgrade and combine the grade 2 entry level jobs to grade 3 in the following job families:

- 614 - Material Process Requirements Facilitator (MPRF)
- 607 - Factory Consumables Handler
- 611 - Shipping/Dist Facilitator

Immediately upon implementation on August 4th, 62 members working in the 61402 job were upgraded to a grade 3 position.

Yet many other members will benefit from this combination as well. Over 400 laid-off members in the 61402, 60702 and 61102 will now have recall rights to the Grade 3 job, which greatly enhances their chances of being recalled.

Timing of the combination was important to ensure that Grade 2's on layoff would have rights to the grade 3 job before Boeing began hiring off the street. If the combination had not occurred, Boeing would not have been contractually bound to offer Grade 3 positions to the Grade 2 employees on layoff and could have hired off the street. Obviously, the Grade 2's who have

Continued on page 12

More Improvements to ERT System

Work Experience Now a Factor in ERT Minimum Requirements

Employees who have held a given job for 365 consecutive days within the last six years may now be able to fulfill some Employee Requested Transfer (ERT) minimum requirements using their Boeing work experience. All requirements are established by Skill Teams and Subject Matter Experts in various jobs. Starting September 1, 2006, work experience will be applied toward meeting the minimum set of requirements (classes) in the Category "C" ERT Process. External licenses, degrees, or certifications will still be required.

The agreement to allow work experience credit stems from a Lean Workshop conducted earlier this year as a result of feedback from employees and managers regarding the Category "C" ERT Process. This cross-functional workshop included IAM 751 Union Representatives, Union Stewards, employees, management, Skill Team Representatives, IAM/Boeing Joint Programs, QTTP Career Advisors, LTD (Learning, Training, and Development), and Hourly Workforce. The goal of the workshop was to review the entire Category "C" ERT Process, which was initiated in 1999. Ex-



751 Member Dan MacNeill reviews how work experience will enhance his opportunities in the ERT system with QTTP Advisor Jodale Brinkley.

pected outcomes were to map the entire process, identify and document process improvements, and to improve end user satisfaction.

"The changes being made, and that will continue to be made in the ERT process, will greatly benefit our

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Business Rep Ray Baumgardner (1) thanks David Syson for his work in correcting a Cat A violation.

Back Pay for Cat A Violation

The Union continues to work for members – even after they are laid-off. Union Steward David Syson demonstrated this when he worked a misassignment issue that not only brought a member back from layoff, but also provided the laid-off member 30 days' back pay.

The situation arose when Union Steward David Syson was told a mechanic was doing work which should have been performed by an MPRF. It occurred in a remote area that was not normally visible. Upon learning of the situation, David immediately investigated the matter, verified the mechanic was misassigned, and then approached management with the facts.

The manager acknowledged it was a misassignment and agreed to get an MPRF to perform the work. Yet David didn't let it end there. He pushed to get one of our laid-off members recalled to increase the headcount in the MPRF job and insisted on getting 30 days' back pay to compensate the laid-off member for the Category A (recall) violation.

The Company did the right thing, reassigned the mechanic, recalled

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Appropriate Assignment

Members collect for overtime violations

12

VOTE
in the Primary Election
★ TUESDAY ★
SEPTEMBER 19th
▶ See Voting Recommendations, page 3 ◀

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REPORT FROM THE PRESIDENT

Union Efforts Bring Some Positive Results at Boeing

by Mark Blondin,
District President



This month we had a couple of successes at Boeing. The Jobs Committee, chaired by BR and Grievance Coordinator Tom Wroblew-ski and manned by Business Reps Stan Johnson and Emerson Hamilton, continued working to resolve an issue that has been around for some time. There have been many grievances involving Grade 2 MPRF's performing Grade 3 MPRF work. In fact, during the past negotiations, the Company admitted they could not effectively manage the work assignments and proposed upgrading the Grade 2's working in the factory. Unfortunately, they did not want to respect the rights of the Grade 3's on the Category A list—some of whom were senior, and your Union could not agree with this. In addition, we could not leave the laid-off Grade 2's hanging as the Company moved to a complete Grade 3 operation.

After many discussions, the Jobs Committee was able to secure an agreement that is beneficial to all. The 62 Grade 2's in the factory were upgraded to Grade 3. As of September 22, all 275 Grade 3's will be back on the payroll from layoff. In addition, the over 400 Grade 2 Cat A's will have recall rights to

the Grade 3 jobs. Great work, Jobs Committee!

In addition, through the hard work of Don Fike and Richard Jackson, who are the Union's Work Transfer Reps in Everett, we were able to secure work on the Large Cargo Freighter. IAM members on the flight line will maintain and service that aircraft while it is on Paine Field. Just as important, IAM MEO drivers will move the parts to the factory. Another success for the Everett Work Transfer team!

I would also like to compliment the Jobs Committee, as well as the flight line workers, for the continued dialogue and exchange of ideas as the new field job combinations and upgrades are implemented. This exercise has been a great example of getting all the potential problems involved in a job combination on the table, with major input from the affected members, so that the potential problems can be solved or averted.

In September, there are some positive changes to the Employee Requested Transfer (ERT) system. Members may be able to use Boeing work experience to fulfill some ERT minimum requirements. This change was prompted by input from our members, and we will continue to make improvements to help our members move up or relocate.

I want to welcome all the recalls and new hires to the Machinists Union. There

were many protections and benefits gained from the last round of negotiations. As most of you know, everyone on the payroll as of September 1, 2006 will receive a \$3000 lump sum payout by December 1, 2006. This was a result of the 2005 negotiations. There will be another \$3000 payout in December of 2007, as well. That will be welcomed by you and your families, I am sure. New hires will receive the same early retirement medical as current and laid off Machinists. We did well.

However, we are now exactly 24 months out from a new contract. I need your help. It will take all of us to get the job done. As reported in a previous issue, we have started the survey process. Although many of you responded to the last survey, which was getting feedback from the 2005 negotiations, not everyone did and we need total participation in each and every survey from here on out. The only way to conduct successful negotiations is to have the negotiators and the membership on the same page. That means participating in surveys, attending shop floor meetings, rally's, etc. Our next survey will be out soon, and I look forward to hearing your ideas as we proceed towards a successful 2008 negotiations.

GKN and Triumph are the next big contracts, and we intend to continue the success there. Machinists at Triumph are rock solid in support of each other and the

Union. We just received our first surveys back from the members at GKN and will soon hold a membership meeting.

On a more somber note, we are still on strike at Cummins Northwest, but our members are exceptionally strong. They are out for the right reasons. The Company wants to take their pension plan away and eliminate Union security. It is Union busting, plain and simple. I want to thank those who have offered to help our members. They truly appreciate it. I know that all of you respect their courage. The 751 members are located in Spokane and Pendleton. I know everyone can't stop by there and help picket, but you can help the members at Cummins who are represented by District 160 by stopping by the line at Grady Way in Renton. It would be appreciated.

COLA Generates 22¢ Effective September 1, 2006

Effective September 1, 2006, a 22 cent cost-of-living adjustment (COLA) will be added to the hourly wage rate for IAM members at Boeing. This brings the total hourly COLA gain under the current contract to 58 cents.

The new 22 cents was generated for the quarter



May, June and July 2006. COLA is generated quarterly under the IAM contract and is based on the federal government's Consumer Price Index. The next quarterly COLA payment will be December 1, 2006.

Flight Line Members to Service LCF

Continued from page 1

support jobs for a coordinator and Motive Equipment Operators will also be added. Since operations will require twenty-four / seven coverage, additional weekend support will be satisfied by an overtime pool of trained members.

The Union Site Reps were satisfied with the Company's overall business decision. Initially, Boeing proposed having all LCF work done by an outside vendor.

District 751 President Mark Blondin, who got personally involved in the matter, gave credit to Steve Westby, Vice President of Manufacturing and Quality for 787, and Jack Jones, Director of

Everett Field Op and Delivery, for their positive support in making this decision. "This decision has substantially changed from the first proposal, which had no 751 members involved. I appreciate Steve Westby and Jack Jones working with us on this issue, and the fact that they could see our position," stated Blondin.

"When the LCF plane hits Everett, it becomes property of our members to maintain and service the aircraft. Our MEO drivers will take those parts and move them into the factory," Blondin added.

Steve Westby, Vice President of Manufacturing and Quality for 787, noted, "We want to have the best twin-aisle mechanics in the world supporting the biggest 747 in the world."

Members were excited to hear the news since many had heard rumors all LCF work would be done by vendors and that vendors would even use our equipment.

Everett flight line Steward T.C. Green stated, "I think it is good what the Union and Company have done – especially compared to the first proposal. We have all the mechanics right here, readily available and all the talent to take care of the plane. When the LCF isn't here, we can work on other things. If a vendor had the job and one of their employees gets stuck in traffic or calls in sick, they have no back up to get the work done."



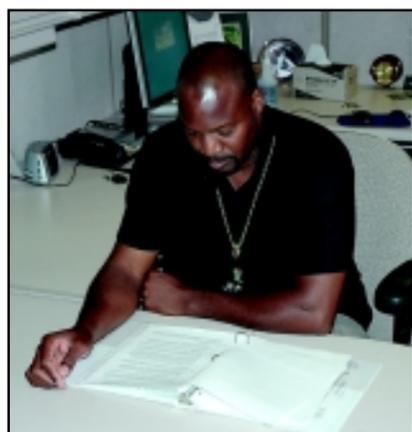
Everett IAM Work Transfer Rep Don Fike examines a proposal on the Large Cargo Freighter.

Member John Calkins agreed. "It is a step in the right direction and is good news."

Member Bryan Hagglund stated, "We just have to show we can do a better job, which is how we will get the rest of the work (unloading the plane) from the vendor."

"We've made a large step forward with this agreement," stated Business Rep Stan Johnson. "Our members can accomplish these tasks more efficiently and to higher quality standards than outside vendors. I appreciate the Company's willingness to work with us on this and hope we can continue working together on upcoming issues that might affect our members jobs in the future."

While the Union agrees with the LCF decision, we are still pushing to get more fabrication work on the 787.



Everett IAM Work Transfer Rep Richard Jackson reviews the Company proposal on the LCF.

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

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751 AERO MECHANIC

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POLITICAL ACTION

Minimum Wage Bill Was a Maximum Scam

By Larry Brown,
751 Political Director

What do you get by creating legislation that increases the minimum wage for some but cuts the minimum wage for others? What is the result if you also give a huge tax exemption for the wealthy and a sales tax deduction for the wealthy and the rest of us as well? What do you get? Confusion.

It is no wonder Americans do not trust Congress. In a failed political move, which competes for the "Fraud of the Year Award," Congress failed to pass a much needed minimum wage increase. Another way to report the event is that the Republican-controlled Congress was not able to pass an expensive estate tax cut for the wealthy. That's right. Another huge tax break for the wealthy was tied up in the same bill as a minimum wage increase.

This witch's brew of a bill combined a tip credit provision, which would have resulted in a reduction of wages for thousands of service workers in Washington State. Additionally, there was a federal income tax deduction for state sales tax. Under this failed bill, workers who depend on tips to pay their rent, fill their gas tanks, and put food on the table, would have had tips deducted from their wages.

Fortunately for the service workers, waiters, waitresses, hotel and motel workers and others, our U.S. Senators Maria Cantwell and Patty Murray helped put a stop to this cruel hoax by voting against this bill. It is the height of cyni-

cism for Congressional leadership to attack minimum wage earners with the same bill that would give a tax break to the wealthy.

Congress should let each issue stand on its own merit. For example, if the majority party believes American workers deserve a minimum wage increase, they should vote up or down on a bill that would raise the federal minimum wage. If Congress wants to give the wealthy another huge tax break, let them vote on an estate tax bill. We should not have to swallow a poison pill of tip credit for some workers to receive the benefit of a minimum wage increase or the sales tax deduction.

Any time Congress moves legislation in August of an election year, be suspicious. Often times, bills are voted on to create political advantage, not good law. The Minimum Wage Bill was crafted to do a number of things. Leadership in the Republican controlled Congress wanted credit for raising the minimum wage if the bill passed or lay blame on the Democrats if the bill failed. (Although Republicans have controlled both chambers of Congress for years, they have not raised the minimum wage for over 9 years. Federal is \$5.15 an hour). If the bill passed, provisions to grant the estate tax cut for the wealthy would have rewarded their friends.

Do not be fooled by political ads questioning Senator Cantwell's commitment to the citizens and workers of the state of Washington. She supports all of us, not just the wealthy.



Justice FOR SALE?

For the first time in Washington state history, right-wing special interests have formed a political committee to elect State Supreme Court justices who will side with them on critical issues.¹ They're investing millions to unseat highly qualified members of our state's highest court, and to replace them with their own people.... literally.²

Not in THIS Washington!

That's why YOUR UNION supports these independent, experienced Justices who have been targeted for defeat by right-wing special-interest groups:

✓ Susan Owens

In 2000, she was elected the 7th woman to serve on the State Supreme Court after she served 19 years as a District Court Judge in Clallam Co.



✓ Gerry Alexander

With over 30 years of distinguished judicial experience, he has become the longest serving Chief Justice in State Supreme Court history.



✓ Tom Chambers

A Supreme Court Justice since 2001, he has served as President of the Washington State Bar Association and the American Board of Trial Advocates.



All three have been rated "Exceptionally Well Qualified" by their peers.

Vote to retain our Supreme Court's balance.

YOU DECIDE. How you vote is a personal decision. Your union has carefully researched the candidates' records and positions and believes Owens, Alexander and Chambers are the best choices for working families.



Please VOTE on Sept. 19th!

A message from Your Union and the working men and women of the Washington State Labor Council, AFL-CIO - www.wslc.org

1 "State PAC to push right-wing judges." Seattle Post-Intelligencer, 11-25-05
2 One of the right-wing PAC's candidates, Bellevue lawyer John Green, is an attorney for the Building Industry Association of Washington, one of the PAC's biggest funders.

751 RECOMMENDED CANDIDATES

VOTE IN THE PRIMARY ELECTION Tuesday, September 19

Recommendations based on reviews of voting records and responses to questions on workers' issues.

FEDERAL RACES

U.S. Senate

✓ Maria Cantwell, D

U.S. Congress

*Denotes Challenger

- ✓ 1st Dist. - Jay Inslee, D
- ✓ 2nd Dist. - Rick Larsen, D
- ✓ 3rd Dist. - Brian Baird, D
- ✓ 4th Dist. - Claude Oliver*, R
- ✓ 5th Dist. - Peter Goldmark*, D
- ✓ 6th Dist. - Norm Dicks, D
- ✓ 7th Dist. - Jim McDermott, D
- ✓ 8th Dist. - Darcy Burner*, D
- ✓ 9th Dist. - Adam Smith, D

WASH SUPREME COURT

- ✓ Pos. 2 - Susan Owens, NP
- ✓ Pos. 8 - Gerry Alexander, NP
- ✓ Pos. 9 - Tom Chambers, NP

STATE LEGISLATURE

*Denotes Challenger

1st District

- Senate No Election
- ✓ House 1 Al O'Brien, D
- ✓ House 2 Mark Ericks D

2nd District

- Senate No Election
- House 1 No Action
- ✓ House 2 Tom Campbell, R

STATE LEGISLATURE

3rd District

- Senate No Election
- ✓ House 1 Alex Wood, D
- ✓ House 2 Timm Ormsby, D

4th District

- Senate No Election
- House 1 No Action
- House 2 No Action

5th District

- Senate No Election
- House 1 No Action
- House 2 No Action

6th District

- ✓ Senate Chris Marr*, D
- House 1 No Action
- House 2 No Action

7th District

- Senate No Action
- House 1 No Action
- House 2 No Action

8th District

- Senate No Action
- House 1 No Action
- House 2 No Action

9th District

- Senate No Election
- House 1 No Action
- House 2 No Action

10th District

- Senate No Election
- House 1 No Action
- House 2 No Action

11th District

- Senate No Election
- ✓ House 1 Zack Hudgins, D
- ✓ House 2 Robert Hasegawa, D

12th District

- Senate No Election
- House 1 No Action
- House 2 No Action

13th District

- Senate No Action
- House 1 No Action
- House 2 No Action

14th District

- Senate No Election
- House 1 No Action
- ✓ House 2 Ron Bonlender*, D

15th District

- ✓ Senate Tomas Villanueva*, D
- House 1 No Action
- House 2 No Action

16th District

- Senate No Election
- House 1 No Action
- ✓ House 2 Bill Grant, D

17th District

- Senate No Election
- ✓ House 1 Jack Burkman*, D
- ✓ House 2 Deb Wallace, D

18th District

- Senate No Election
- House 1 No Action
- House 2 No Action

19th District

- Senate No Election
- ✓ House 1 Dean Takko, D
- ✓ House 2 Brian Blake

20th District

- Senate No Election
- House 1 No Action
- House 2 No Action

21st District

- ✓ Senate Paull Shin, D
- ✓ House 1 Mary Helen Roberts, D
- ✓ House 2 Brian Sullivan, D

22nd District

- Senate No Election
- ✓ House 1 Brendan Williams, D
- ✓ House 2 Sam Hunt, D

23rd District

- Senate No Election
- ✓ House 1 Sherry Appleton, D
- ✓ House 2 Christine Rolles*, D

24th District

- Senate No Election
- House 1 No Action
- ✓ House 2 Lynn Kessler, D

25th District

- Senate No Election
- House 1 No Action
- ✓ House 2 Dawn Morrell, D

26th District

- ✓ Senate Derek Kilmer*, D
- ✓ House 1 Patricia Lantz, D
- ✓ House 2 Larry Seaquist*, D

27th District

- Senate No Election
- ✓ House 1 Dennis Flannagan, D
- ✓ House 2 Jeannie Darneille, D

28th District

- Senate No Election
- ✓ House 1 Troy Kelley*, D
- ✓ House 2 Tami Green, D

29th District

- ✓ Senate Rosa Franklin, D
- ✓ House 1 Steve Conway, D
- ✓ House 2 Steve Kirby, D

30th District

- ✓ Senate Tracy Eide, D
- ✓ House 1 Mark Miloscia, D
- ✓ House 2 Skip Priest, R

31st District

- ✓ Senate Pam Roach, R
- ✓ House 1 Karen Willard*, D
- ✓ House 2 Christopher Hurst*, D

32nd District

- ✓ Senate Darlene Fairley, D
- ✓ House 1 Maralyn Chase, D
- ✓ House 2 Ruth Kagi, D

33rd District

- ✓ Senate Karen Keiser, D
- ✓ House 1 Shay Schual-Berke, D
- ✓ House 2 Dave Upthegrove, D

34th District

- ✓ Senate Erik Poulsen, D
- ✓ House 1 Eileen Cody, D
- ✓ House 2 Joe McDermott, D

35th District

- Senate No Action
- ✓ House 1 Kathy Haigh, D
- ✓ House 2 Bill "Ike" Eickmeyer, D

36th District

- ✓ Senate Jeanne Kohl-Welles, D
- ✓ House 1 Helen Sommers, D
- ✓ House 2 Mary Lou Dickerson, D

37th District

- ✓ Senate Adam Kline, D
- ✓ House 1 Sharon Tomiko-Santos, D
- ✓ House 2 Eric Pettigrew, D

38th District

- ✓ Senate Jean Berkey, D
- ✓ House 1 John McCoy, D
- ✓ House 2 Mike Sells, D

39th District

- Senate No Election
- House 1 No Action
- House 2 No Action

40th District

- ✓ Senate No Election
- ✓ House 1 David Quall, D
- ✓ House 2 Jeff Morris, D

41st District

- Senate No Election
- ✓ House 1 Fred Jarrett, R
- ✓ House 2 Judy Clibborn, D

42nd District

- ✓ Senate Dale Brandland, R
- ✓ House 1 Jasper MacSlarrow*, D
- ✓ House 2 Kelli Linville, D

43rd District

- Senate No Action
- ✓ House 1 Bill Sherman*, D
- ✓ House 2 Frank Chopp, D

44th District

- ✓ Senate Steve Hobbs, R
- ✓ House 1 Hans Dunshee, D
- ✓ House 2 John Lovick, D

45th District

- ✓ Senate Eric Oemig*, D
- ✓ House 1 Roger Goodman*, D
- ✓ House 2 Larry Springer, D

46th District

- ✓ Senate Ken Jacobsen, D
- ✓ House 1 Jim McIntire, D
- ✓ House 2 Phyllis Kenney, D

47th District

- ✓ Senate Ed Crawford*, D
- ✓ House 1 Geoff Simpson, D
- ✓ House 2 Pat Sullivan, D

48th District

- ✓ Senate Luke Esser, R
- ✓ House 1 Ross Hunter, D
- House 2 No Action

49th District

- Senate No Election
- ✓ House 1 Bill Fromhold, D
- ✓ House 2 Jim Moeller, D

VOTE IN PRIMARY ELECTION Tuesday, September 19

Labor Day Celebration

All Union members and their families are invited to a good old-fashioned Labor Day party!

Monday, September 4

11 a.m. to 4 p.m.

Lower Woodland Park

Shelters 1, 2 & 3

N 50th St & Woodland Park Ave. N.,
Seattle

- Face Painting
- Games
- Live Music
- Hot Dogs
- Clowns
- Raffle prizes
- Ice Cream
- Soda

It's all free! Join us!

Please bring a can of food for the Puget Sound Labor Agency Foodbank.

For more information or to volunteer to help on the day of the celebration, call 206-441-8510.

Work Experience Now a Factor in ERT Minimum Requirements

Continued from page 1

members. Members have requested this change, and the Union worked hard to deliver it. We understood work experience gives members many qualifications beyond the classroom and wanted to ensure they were given proper credit," stated District 751 President Mark Blondin. "Our members continue to use the ERT process in very high numbers. The process will be monitored on a regular basis to keep making improvements necessary to help our members move up or relocate. It is not a perfect system by any means but with our members' input we can only make it better."

"We feel this is a great enhancement to the ERT

process, which will help the hourly employee interested in career advancement or movement. The workshop helped identify areas for improvement or change in the process, and with sub-committees still meeting, more improvements are sure to be on the horizon," said Mike Hinchliffe, Hourly Workforce.

For additional information and the specifics on how this change could benefit you, please contact your QTTP Career Advisor at 1-800-235-3453 or visit the IAM/Boeing Joint Programs website on the internal

Boeing web site at <http://iamboeing.web.boeing.com/> for site specific contact information.

“The process will be monitored on a regular basis to keep making improvements necessary to help our members move up or relocate. It is not a perfect system by any means but with our members’ input we can only make it better.”

– Mark Blondin, District President

THE MACHINISTS' TRAIL OF COMMUNITY SERVICE

Our helping hands were evident in the surrounding communities throughout the summer as members volunteered for projects from Everett to Tacoma. From serving meals at the mission, to collecting food, to building wheelchair ramps, to helping fight crime, our members were hard at work improving our neighborhoods.

EVERETT



751 volunteers serve meals at the Everett Gospel Mission at 7 a.m. three Sundays a month.



SEATTLE

Photo below: Vennie Murphy (l) and Howard Churchill collect donations for Northwest Harvest outside Safeco Field.



Above: Members helped with Northwest Harvest's Strike Out Hunger food drive before a Mariner's game in June. The drive brought in 2,000 pounds of food and \$6,000.



Jon Holden (l) and Jason Redrup help with the t-shirt tie die station at Everett's Night Out Against Crime. 751 volunteers set up the tables, registered people, and helped with various activities.



When Union Steward Todd Leadenham was hurt in a motorcycle accident, 751 members put together a day of caring and went to his home to help. In one afternoon, they constructed a ramp, replaced 100 feet of a leaking water line, and helped with other chores so Todd could return home. Photo above: Dave Brueher cuts the wood. Photo right: Don Shove, Dan Meddaugh, Tim Johnson, K.C. White, Mark Blondin, Dave Brueher and Jon Holden weight test the new ramp.



RENTON



Photo left: Johnny Davis and Bruce Burns construct a wheelchair ramp frame.

Below: A Renton area resident was all smiles when she saw her new ramp. 751 Volunteers helping included Bruce Burns, Johnny Davis, Bruce Bob Anderson, Shawna Seybold, Fred McKenzie, and Ed Lutgen.



IAM/BOEING JOINT PROGRAMS

ERT Opens Doors to Other Jobs

The new Employee Requested Transfer (ERT) system has opened the doors of opportunity for many members. Taking the time to talk with a QTTP adviser and pursue a transfer has brought results for a number of members.

Upgrade Brings More Security

751-member John Thompson recently was promoted to a Grade 6 shot peen job, which gives him more job security. Prior to the transfer, he was working in an assembly job, but worried it might be eliminated by offload. In his new grade 6 position, he is learning a new process for 787 that will help hold wings on the plane. Having a work package on the new airplane gives him more security for the future.

He gives credit to the ERT system and

his training.

"I would not have been able to even apply for the shot peen job if I hadn't gone back to school," John noted.

Upon returning from layoff, John immediately began additional schooling to qualify for more positions and increase his odds of getting an upgrade. While his efforts paid off, education is something he has always supported and continually utilizes. Before he got laid-off, he completed a Financial Planning program at City University. While laid-off, he took training to obtain his Commercial Driver's License.

"My supervisor told me there would be opportunities coming up and I knew I wanted to capitalize on them. I fulfilled all the prerequisites and filed my ERT,"

stated John. "If you have not gone through the ERT system, the job will just pass you by. If you are qualified and the opportunity presents itself, you are ready and can reach out and grab it."

He encouraged others to take the initiative and talk to a QTTP advisor about other career opportunities within Boeing.

"You can also take a challenge test and the worst that can happen is you would have to take a class. People need to take the initiative for ERT. The system at Boeing always changes and we have to adapt to that and use what is available," added John.

Transferred Six Labor Grades

751 member Keri Bolton is a very determined member. She originally hired into Boeing as a Grade A factory service attendant. She spent nearly five years in this job and tried everything to get transferred to another position.

During her 2 1/2 year layoff, she went back to school using TAA benefits and took environmental technician training.

She was recalled to her factory service job in 2004. Understanding that training held the key to getting a new position, she immediately signed up for classes through the ERT system to ensure she would qualify. Almost nine months later, she got an upgrade to a Grade 1 Parts Marker. Yet she continued her schooling—determined to get a higher



Keri Bolton used the ERT system to move from a Grade A Factory Service attendant to a Grade 6 Shot Peen Operator.

Member John Thompson encourages others to utilize the ERT system. He transferred from an assembly job to shot peen, where he is training to do new 787 work.



position in the Company. About three months ago, she got a call for a Grade 6 shot peen position, which she began on August 14.

Keri was out on maternity leave when she was offered the Grade 6 shot peen position. They held the job for her until she returned from leave.

"It came at a great time. The ERT system has been excellent for me," stated Keri. "Before that, I was in factory service for five years. I tried and tried to get a job doing anything else, but couldn't get a chance."

"The new ERT system opened a lot of doors for me. It is a much fairer system," Keri added.

Safety Tip on Contact Stress

Do you have excessive pressure or contact stress? Work pressure is more than just deadlines and production quotas. Excessive pressure can also refer to contact stress, which results from continuous contact or rubbing between hard or sharp objects/surfaces and sensitive body tissue. This contact creates localized pressure, which can inhibit blood, nerve function, or movement of tendons and muscles.

The sides of the fingers, palm, and bottom of the forearm are areas where nerves, blood vessels, and tendons are close to the surface and unprotected. Unless you use a properly designed tool and hold it correctly, you can put excessive pressure on your hand, leading to a musculoskeletal disorder. Tips for avoiding this, include:

- Use tools with handles long enough to span the entire hand. This design equalizes and spreads contact force across the entire palm and fingers, which reduces the force by any single finger.

- Use padded tool handles so there are no sharp edges to press against fingers.
- Use pneumatic or spring-loaded scissors with handles extending across the palm.
- Use power tools such as power screw drivers to perform tasks. These spread contact stress across the entire hand.
- Use padded gloves to protect the inside of the palm and the fingers. Be aware gloves can reduce grip strength by as much as 20% and decrease dexterity.

Resting your arm, wrist or hand against the hard edge of a work table puts pressure and can cause circulation and nerve problems over time. Modify your position and work routine so you do not need to rest your arm against this hard surface. Use a padded armrest or have the edge of the workbench padded. Look around your work station and examine your work methods. What can you do to take the pressure off?



751-member Brett Coty (standing) helps teach a course in ENOVIA software used for the 787 in Auburn. Brett, along with co-workers, helped develop the class with QTTP.

Safety Fairs Bring Information

Members were provided the latest information on safety for both the workplace and home

at recent Safety Fairs throughout the Puget Sound region. The Safety Fairs, sponsored by the IAM/Boeing Joint Programs & Safety, Health, Environmental Affairs (SHEA), offered employees the opportunity to try out the latest in safety equipment to help reduce accidents at work and at home.

"Providing a safe working environment is important. Safety Fairs are a fun way to share important safety, environmental and wellness information with our members. The fairs not only address workplace safety, but also home and community safety," noted HSI Administrator Don Morris.

The fairs had booths with useful information on home and work safety, disaster preparedness, household hazardous waste disposal, personal protective equipment, energy conservation, wellness programs and boating safety.



Joint Programs are proud to co-sponsor recent safety fairs that helped increase safety awareness.

QTTP Auburn Delivers Training

As technology changes the workplace, the IAM/Boeing Joint Programs Quality Through Training Program (QTTP) continues to provide vital services to the IAM-represented work force. A request for assistance came from IAM member Brett Coty to have QTTP create a basic ENOVIA class including information on how to use ENOVIA LCA with Digital Mock Up (DMU) to the low end viewer.

Brett is a Quality Assurance Inspector in the 17-68 building. While working at his day-to-day activities, he noticed many of his fellow workers were having difficulty logging into the systems, as well as other tasks requiring knowledge of ENOVIA LCA and DMU. He took the initiative to go to management with his concerns and, with their support, he contacted QTTP to request services.

QTTP Project Coordinator Kathy Brown and QTTP Instructor/Course Developer Rachel Jorren were assigned to assist Brett with developing the much-needed training. Brett, with help from co-workers, developed a course draft and is co-teaching the new curriculum with Rachel in the 17-239 building. Over 60 IAM-represented workers, from a diverse population, have attended the new class with rave reviews.

Due to the 787 work coming to the Fabrication Division, along with recall and rehire activities, it is anticipated this class will serve approximately 300 to 500 IAM-represented workers through 2007 and beyond. We believe this will be the first of the new training initiatives brought about by the new technology requirements of the 787 Dreamliner. For more information call 253-931-3577.

For more information about IAM/Boeing Joint programs, visit <http://iamboeing.web.boeing.com> or www.iam-boeing.com.

HORSESHOE TOURNAMENT PITCHES IN FO

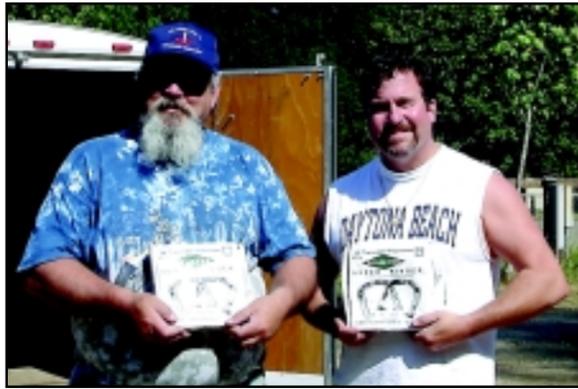
The Top Three



Al Myers (l) and Tom Burt teamed up to take first place in the competition.



Guerdon Ellis (l) and Roy Wilkinson captured second place.



Don Shove (l) and Mark Blondin teamed up to win third place.

The third annual Local E Horseshoe Tournament brought a weekend of fun for many participants. This year's location at the South Seattle Saddle Club included free overnight RV parking – making it a weekend event for some. The beautiful setting on the Cedar River made it inviting for entire families.



Business Rep Jimmy Darrah throws a shoe.



Above: Brett and Kelly Coty were the consolation winners.

Photo right: Pat Kinsella tosses his horseshoe.

Photo right: Guerdon Ellis tosses a ringer.



While participants had fun pitching horseshoes and systemically eliminating teams to narrow the competition, the real winner was Guide Dogs of America. The event raised over \$2,700 for this very worthwhile organization. Donations were still coming in as the paper went to print.

Even though some people had generous spots to throw from, the team of Al Myers and Tom Burt still managed to come in first. Guerdon Ellis and Roy Wilkinson captured second. The team of Don Shove and Mark Blondin took third place while Brett and Kelly Coty were the consolation winners.

Special thanks to all who helped with the event, including Ron Bradley, Dan Meddaugh, Al Myers, Guerdon Ellis, Roy Wilkinson, Dave Brueher, Jay Carterman, Bob Giannetti and Tom Burt.

Also thanks to the Pit Sponsors: Local 751-A, Local 751-C, Local 751-F, Mark Blondin, Susan Palmer, Tony Curran, Kim Leufroy, Brett & Kelly Coty, HSI Site Committees.

Members Hold the Line Strong at Cummins NW

IAM members working at Cummins NW, LLC continue to walk the picket lines in their effort to get the new owners to offer a fair contract. Some of the top issues continue to be preserving the pension and medical plans which have been in place for decades and maintaining Union security. Members have been on strike since July 7 and remain strong in their conviction.

Union negotiators continue to meet, but as the paper went to press there was no progress to report.

Retired 1951 member Keith Smith has diligently manned a picket line at the Cummins NW, LLC facility in Yakima. He reports that Teamsters from the various truck lines are not crossing the picket line. Peninsula sends their supervisor out to take the truck in and unload, while the driver visits with Keith.

While walking the line in Yakima, Keith wrote the following rhyme to honor the members striking Cummins:

Title: We'll Keep the Line

A gravel shoulder on an asphalt street,
For many a day has been our beat.

Enduring the crushing summer heat,
A little rain, and a little sleet.

A lot of wind and even some hail,
We keep our post and never fail,
To Keep the Line!

Now the bosses won't bargain and
want our bennies,



Members at Cummins NW, LLC Spokane hold strong on the picket line.

*They're filled with greed and
they pinch their pennies.*

*They just say, "No," to all our offers,
All they want to do is to fill their coffers.*

*The "bottom line" is all that's on their mind,
If our families starve they'll think that's fine.*

*But we have a line we're proud of too,
And we'll stick it out and see it through.*

*It's a righteous strike, as we all know
So let the sun beat down,
And the dusty wind blow.*

*We'll tough it out - proudly carry our sign,
We're the FIGHTING MACHINISTS.
We'll Keep the Line!*



Staff Assistant Ed Rittenberg meets with members on the Cummins NW, LLC line in Pendleton, Oregon.

Triumph M



Just a few of the many supported and contributed by Brown, Director of Quality, Blashill, IAM Shop Stewards

Congratulations to the giving deduction card drive for in over \$200 each month

However, the giving employees are also contributing each month. In addition

Special thanks to Steve our many coworkers for

R GUIDE DOGS

Reeling it in for MNPL



On August 13, over 50 people took to the high sea for the annual Local C Fishing Tournament. The big catch was the over \$3,000 the event raised for the Machinists Non-Partisan Political League (MNPL), which is the political arm of the Union.

Rough waters had more than a few people chumming, which made it a tough day and helped the fish dodge even the most experienced fishermen's lines. Only ten fish were caught on two boats – making it hard for many to bring home good fish stories.

Mike Ballew impressed all when he reeled in a 31 pound salmon. Business Rep Paul Knebel had the second largest catch with a 10 pound salmon. IAM General Vice President Rich Michalski and 751 Administrative Assistant Jim Bearden tied for third with each bringing in a 9 pound salmon.

Business Rep Tommy Wilson was the only fisherman to bring home two salmon.

Loren Guzzone took home the PeptoBismal trophy and the

'puker's award' which proved to be a tight competition.

Special thanks to Business Reps Mark Johnson and Jimmy Darrah for organizing and coordinating the event, which included scheduling a bus from the Seattle Union Hall at 3 a.m. so all could be on the boat at dawn.

Despite stormy seas, all participants enjoyed the adventure.



751 Administrative Assistant Jim Bearden (right) tied for the third largest fish with a 9 pound salmon.



Photo above: Bob Giannetti shows good form in following through after his throw.



Photo right below: Tom Burt demonstrates his winning style.



Becca Pohl pitches her horseshoe.



Business Rep Paul Knebel proudly displays his 10 pound catch.



L to R: Paul Hoffman and Chip Johnson look on as Mike Ballew shows his 31 pound salmon.

Members Sign Up for Guide Dogs



Triumph Composite Systems employees from both shifts who donated to Guide Dogs of America via payroll deduction. L to R Ron Gehrke, MaryAnn Gehrke, Operations Manager; Erin Steward; Elda Klein, Support Services; and Kathleen Sharp, Accounting.

The members at Triumph Composite Systems in Spokane for their first payroll donation to Guide Dogs of America. Thanks to an outstanding effort, they are bringing support to Guide Dogs from more than 75 employees. This is not just limited to Union members – management and non-represented employees are contributing to this very worthwhile organization. One manager is giving \$20+ a month. There have been numerous one-time donations. Thanks to Ron Brown, Steve Warren, Chris Tiner, and Chuck Ruchert, as well as the great, generous response this year!



Rod Sigvartson casts his line into the water.



Pat Kinsella and Paul Knebel keep their lines in the water.



L to R: Rick McKinney, Don Shove, Tom Wroblewski, Don Fike and Leon Wroblewski found a clear spot on the back of the boat to fish.

Local A Car Show Delivers for Guide Dogs

The Bill Baker Memorial Steel and Wheel Super Show drew a large crowd to see a wide variety of custom cars, trucks, bikes and trucks. Members and auto collectors brought their prized vehicles to display at this annual event.

While there were awards in different categories (see chart below), the real winner was Guide Dogs of America as proceeds totalled over \$3,000 and donations were still coming in as the paper went to print. The 42 inch plasma TV was won by Local A member Steve Fuller. The trip to Hawaii was won by Everett member Jon

Robertson.

Visitors cruised the Seattle Union Hall parking to examine muscle cars, trucks, antiques, modified vehicles, many classics and a fine array of motorcycles. It was easy to see the owners had put hundreds of hours of work into maintaining and restoring their prized wheels.

Those attending could also get their cars washed as they strolled the lot.

Special thanks to all the Local A Officers, Council Delegates, Business Reps and Staff and members, who helped organize the event to ensure it ran smoothly.



751-member John Ortiz won two categories with his 1955 Chevy Belair. He won Best Classic and the Bill Baker Best of Show Award.

Special thanks to the following businesses for their contributions:

- Lasting Impressions, Marysville
- Airfx Jetcity Graphics, Tacoma 253-922-6060
- Trophy-n-Things, Puyallup
- Hooters, Lake Washington
- King County Firefighters
- Causey Law Firm, Seattle
- Rinehart & Robblee Law Firm
- ISOLDit



206-575-4100

THE WINNERS

Best Classic & Bill Baker Best of Show:

John Ortiz - 1955 Chevy Belair

Best Antique: Paul Knebel
1927 Ford Model T

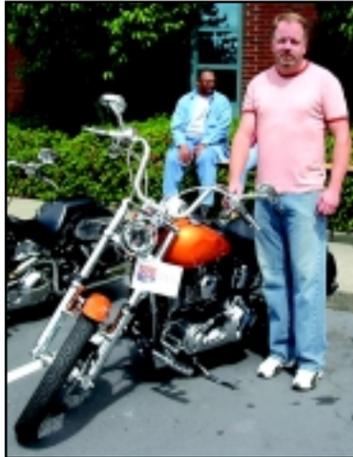
Best Import: Julio Castro
1960 Austin Healey Sprite

Best Street Rod: John Rozsonits
1935 Plymouth

Best Custom Bike: Bud Naden
2004 Vengeance

Best Street Rod: K.C. White
2004 Harley Dyna Wide

Best Truck: Ken South
1935 Dodge Custom Pickup



Best antique was K.C. White's 2004 Harley Dyna Wide Glide.



Retired Member John Rozsonits won best street rod with his 1935 Plymouth.



751 Member Julio Castro took home the best import award with his 1960 Austin Healey Sprite.



Ken South captured best truck with his 1935 Dodge custom pickup.



Bud Naden took home best custom bike with his 2004 Vengeance.



Business Rep Paul Knebel won best antique with his 1927 Model T Ford.

Taking Home the Big Prize

The 42 inch plasma TV was won by member Steve Fuller (2nd from left). Presenting the TV at the August Local A meeting was Local A President Clifton Wyatt, along with District Council delegates Mark Little and Scott Salo. Little sold Steve the winning ticket.

Steve has been active in many of the District's fundraisers – winning the horseshoe tournament last year and taking home trophies from several bowling tournaments.



Giving Gifts



Retired member Dan Olson contributed various prizes, including a leather jacket, mountain bike, motorized toy bus and an eagle statue.

Food For Thought – And It's Non-Poisonous!

By Lem Charleston as told to him by Dr. William Robertson

When today's Poison Centers first started back in the mid-1950's, they focused exclusively on kids. Today, adults take up most of their time. In the 60's, more than 600 kids died each year from some type of "accidental poisoning" – but, with the burgeoning of prevention measures – child-resistant containers, "awareness symbols" (MR YUK) – that number has fallen to less than 30 annually.

As part of my ECF duties, we toured the Washington Poison Center, which heightened my awareness to the problem. Few are aware of the history of MR YUK.



In the early 60's, "Smiley Face" appeared to carry the message of the American spirit of friendship, happiness and peace. It proved amazingly successful.

In the latter 60's and early '70's, other symbols appeared including Officer Ugh, Auntie Kapoo, NO SIOP! [poison spelled backwards] – intended to alert individuals to the risks of toddlers getting into chemicals as they explored the world with their mouths. At the time, the most common anti-poisoning symbol was the "Skull and Crossbones" – which, in Pittsburgh was also the symbol of the Pittsburgh Pirates baseball team – and one not very likely to serve as a "warning" against poisons.

Dick Moriarity, who was the Medical Director of the Pittsburgh Poison Center, asked the Pirates to join him in getting donations to seek a new anti-poisoning symbol. With the help of the University of Pittsburgh, Duquesne University and a large local advertising agency, Mr. Yuk – the polar extreme of Smiley Face – was created. His name came from one kid in a focus group who helped decide which symbol to choose. Together, with the help of local community hospitals and the Public Health Department, they conducted an "educational campaign" about MR YUK – with great success!

In the northwest, Mr. Yuk showed up on the backs of buses, on the sides of blimps, and all over the bicycles of the younger generation. Six months later, a

survey of 600 homes in Seattle-King County showed 96.5% of the responders – could describe Mr Yuk's face, color and purpose. That was in 1974 and 32 years later he continues to be a familiar face.

Now, MR YUK is helping us 'market' Poison Centers' nationwide toll-free telephone number - 1-800-222-1222. The number instantaneously routes you to the nearest Poison Center – so any question can be immediately answered – 24 hours a day, 7 days a week, 52 weeks a year – and at no cost to the caller. Call the Washington Poison Center to get a sheet of MR YUK stickers you can put him on your bulletin board or directly on your phone. Then you'll have the toll-free number immediately available if anyone needs help.

RETIREMENT NEWS

August Retirement Club Minutes

The meeting was called to order by President Al Menke. The Lord's Prayer was said followed by the flag salute.

Roll Call of Officers: All officers were present and accounted for.

Minutes: Minutes were accepted as written.

Financial Report: Betty Ness read the reports for June and July.

Health & Welfare: Ill brothers or sisters this month included: Wavel Halford, John Pompeo and Bob Sheets. If members know of anyone who is ill, please contact the Retired Club officers or the Union's Health & Welfare Office.

A moment of silence for the following deceased members: Joseph Connelly, Robert Cooper, Mavis Daniel, Ralph Depriest, Donald Eschback, Kris J. Frigard, Wanda Lotz, Erik Lundquist, Charles Richmond, Norman D. Valkar and Virgil W. Worcester. Sympathy cards were sent to the next of kin.

Travel: We will be traveling to the Redwood Casino again on Tuesday the 22nd of this month. Thanks to everyone



Retirees got nice weather for their annual picnic on August 21.

who has participated.

Calendar:

Sept. 4 – **No Meeting** - Labor Day Holiday

Sept. 11 – Business Meeting

Sept. 18 – Bingo

Sept. 25 – Prosser Music

Old/New Business: None.

Good of the Order:

Gene Hoglund spoke about Seattle's Big Dig. Representative Helen Sommers and Speaker of the House Frank Chopp recently wrote a letter expressing there is no money to fund the building of a tunnel. This money would come straight from voters' pockets. This tunnel would devastate the

maritime industry and force the small businesses on the pier out of business. We need to make sure our voices are heard. There was a Rally to Stop the Big Dig on August 16, 2006.

John Guevarra spoke about the movie "An Inconvenient Truth" by Al Gore. It deals with Global Warming, an issue that we all need to face before it's too late.

Vice President Al Wydick reminded everyone of the picnic on August 21st.

Birthdays and Anniversaries: August birthdays were Frances Dinwiddle – 90 years and Al Wydick – 72 years. We had four anniversaries this month – Charley and Irene Nelson – 62 years, George and Martina McIntyre – 17 years, Sonny and Margaret Ehlke – 45 years, John and Robin Guevarra – 43 years.

Adjournment: President Al Menke adjourned the meeting at 11:35 a.m.



Business Rep Stan Johnson (r) chats with Henry Uro at the annual picnic at Woodland Park.

Retirees

Congratulations to the following members who retired from Boeing:

Carl L. Allen
Elaine M. Allen
Elaine L. Anglin
Andrew O. Ashton
Charles W. Auble
Reno R. Berge
Richard N. Bergstrom
Sten C. Bergstrom
Marvin G. Bowers
Edward B. Boyle
John E. Cook
Michael G. Cox
Marva G. Hansen
Arlis D. Hust
Don Ingerslev
Nancy E. Jaeson
Leonard Krajewski, Jr.,
Raymond H. Kramer
Frank Lang
Judy P. Mashore
John J. McMillan
Han K. Pang
Bonnie J. Queen
Gary Rogers
Harold L. Rosich
Wayne C. Salonka
Louis B. St. Cyr
Janet E. Talley
James C. Tertipes
Alton M. Tomlinson
Deborah J. Twitchell
John W. Weir
Gary K. Westbrook
Danny E. Wood
Gilbert W. Wood

RETIRED CLUB OFFICERS

President	Alvin Menke	425-235-9361
Vice President	Al Wydick	253-876-2147
Secretary	Ruth Render	206-324-4055
Treasurer	Betty Ness	206-762-0725
Srgnt-at-Arms	Leroy Miller	206-878-0601
Trustees:	Louise Burns	206-242-5878
	Cherie Menke	425-235-9361
	John Guevarra	206-762-3848
Union Office: (1-800-763-1301) or 206-763-1300		

Everett Retiree Meeting

By George R. McIntyre

The first retiree meeting was held at the Everett Union Hall on Tuesday, July 25th. The meeting was opened by Art Boulton, Al Peppard and Larry Brown. Business Reps Jackie Boschok and Stan Johnson also attended along with 43 retirees. This was a very good start for retirees looking to get involved in an Everett club meeting.

I hope we will get more people coming to future meetings. This meeting offered information and coffee and doughnuts. Retirees will set the tone of these meetings. We are looking for someone to act as head of this group and to plan what other activities they have or would like to have. This group will also keep retirees informed of trips and other activities coming out of the main meeting in Seattle. To all who become involved, it is up to you what you make of it.

Another benefit of this meeting is keeping seniors informed on issues important to all retired persons – at all government levels, (city, state, and federal) and also to keep up on what Boeing is doing, including any affect it may have on retirees. We did have some questions asked by some of the members, which were answered by the Union Leaders who were there to help get this off the ground. It was also a help to have leaders from A.R.A (Alliance of Retired Americans).

Thank you to all who came. I welcome more retirees living in the north end to join us for the fun and friendships that is here now and hope to grow the group in the future. We have room to make this a great experience for all who become members of the Everett Retirement Club.

The next meeting will be held on the 26th of September at 1 p.m. at the Everett Hall (8729 Airport Rd). Come help us get things up and rolling. I look forward to seeing you there.

White House Pushes to Cut Medicaid

As the White House takes aim to reduce Medicaid payments to hospitals and nursing homes, governors and members of Congress from both parties are preparing to fight against the planned cuts. Medicaid helps 50 million low-income people pay for health care through funding from both the federal government and the states; seniors in nursing homes are the greatest number of Medicaid beneficiaries. However, the White House plan would weaken Medicaid by reducing the federal government's payments to many public hospitals and nursing homes and limit the states' ability to finance Medicaid through taxing health care providers.

The loss of Medicaid funding from the federal government would put pressure on states not only to reduce Medicaid benefits, but also to restrict eligibility and lower payments to health care providers, according to *The New York Times*. At the same time, the number of doctors who refuse to take new Medicaid patients is on the rise. A study by the Center for Studying Health System Change found that the percentage of physicians not accepting new Medicaid patients has risen from 19.5 to 21 percent over the past few years in large practices, and from 16.2 to 24 percent in small group practices. Medicaid's reimbursement rate was considered the main reason that more doctors refuse to

see new Medicaid patients.

"The Bush administration claims they need to reform Medicaid," said **Edward Coyle**, Executive Director of the Alliance. "I guess their idea of 'reform' is jeopardizing the lives of low-income seniors and making it more difficult for Medicaid patients to see a doctor. Congress already rejected these Medicaid cuts, anyway."

Senate Blocks Estate Tax Cut for the Wealthy

In August, Senate Democrats blocked a Republican bid to combine an estate tax cut for the wealthy with a minimum wage increase for low earners. The measure was "the product of election-year politics and clever -- critics say devious -- legislative packaging that has been dubbed the 'trifecta,'" according to *The Washington Post*.

The minimum wage increase, long sought by Democrats, would have been the first in nine years, but the proposed

reduction in the estate tax would have lowered federal tax revenue by \$268 billion over the next decade, according to one estimate.

George J. Kourpias, President of the Alliance of Retired Americans, said, "Blocking this bill was a matter of economic and social justice. The minimum wage increase should not have to come at such a high cost, when we already have enormous deficits."



The Alliance of Retired Americans south area chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center (600E. Smith St) to discuss Social Security, Medicare and many other issues of concern to seniors. Join us and share your opinions. For more information, contact 206-762-3848 or 253-630-5280.

FREE WANT ADS

FOR MEMBERS ONLY

ANIMALS

SHIH-TZU PUPPIES, born June 12, ready for new homes. Purebred – not papered. \$400 males, \$450 females, CASH ONLY. 425-778-9296, 425-290-2285, or 206-919-2830

REGISTERED AMERICAN MORGAN HORSE, 10 yrs. old, 15 1/2 hands, mountain trail riding past 4 years. \$1500. 360-829-0719

FOR SALE – 6 ft. heavy-duty dog kennel and dog house. \$125. 206-723-1895

BIRD FINCHE LAFEVER'S nutrition-rich granules food, 5 lbs., new. \$15. 253-852-6809

AUTO PARTS & ACCESSORIES

1990 DODGE RAM CHARGER 4X4, side and rear glass with stainless trim. Factory condition, perfect! \$200. 253-719-8681

FOR SALE – (2) 14" tubeless studded tires mounted on 5-hole rims. Both for \$60. 206-767-5244

BRAND NEW 2005 Jeep Ribicon tires, rims, and original list accessories, springs, shocks, shackles, air box, rocker panels. \$1500. 425-280-5321

SET OF 4 UNIROYAL, size P185/60R14 82S winter tires, unstudded and unmounted in excellent shape (only used for 2 seasons). \$100. 425-255-0143

TWO HIGHLINER TRACTION MUD TIRES, size 7.00-15LT (tube type), unmounted. Tread is like new. \$75. 425-255-0143

LINE/LOC AND ROLL CONTROL, Hurst Model #174-5000. New, in box. 2006 Summit catalog price \$109.88, cash price \$60. 253-839-0364

NOSE MASK for Nissan Pathfinder (standard only). Brand new, fits 1986 & newer models without fender guard moldings. \$30 OBO. 253-852-6809

CRUISE CONTROL – ZT-11. Fits any car, van or light truck. Includes electronic clutch switch. Command module is only 2 1/4" wide, never used. \$75 OBO. 253-852-6809

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

BOATS

1976 24 1/2 FT. SEARAY SUNBRIDGE, complete canvas, 7 1/2 ft. dingy with mounts, new motor and outdrive, fish finder, VHS, CD player, refrigerator. Sleeps 4. \$5000 FIRM. 253-661-1170

BAYLINER COWLING for 85 hp. boat, new. \$40 OBO. 253-852-6809

COTTAGE INDUSTRIES

DISC JOCKEY for hire. Wedding receptions, birthdays, holidays, retirements or any other party. I can make your event a true celebration. Although, I specialize in the oldies, I play the music from the 30's, 40's to the present. Swing, Rock & Roll, Top 40, Country, Disco - You name it, I play it. 425-888-0310

SWEETHEART RINGS – genuine garnet, ruby and amethyst rings are available gift wrapped for \$99. 360-652-7430

Try a new liquid NUTRITIONAL SUPPLEMENT called Seasilver. Buy 3, get 1 free. For more information, log onto www.seasilver3plus1.com or call 1-800-218-2330. Coupon #5266-0399-92345-0193

NEED TO TALK TO AN ATTORNEY? \$26.95 per month, includes wills, identity theft protection. Call 253-759-9222

TRI-CHEM PAINTS AND KITS – art, craft supplies for wood, glass, fabric, etc. Monthly specials. Catalogs – send \$4 (credited on first order) to Daisy B. 30803 7th Ave SW; Federal Way, WA 98023. Help needed. 253-839-7272 or cell 253-691-2090

AD RULES

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

**Deadline For Next Issue
September 12th**

PLASTIC WELDING – repair ATV fenders, quad bodies, motorcycle fairings, mower chutes, grass catcher, RV & boat holding tanks. Actual plastic welding – no glues used. All Thermo Plastic Repair Welds 98% as strong as original plastic. 360-420-8033

WHEAT-FREE organic gourmet dog treats for your "lil yapper". Choose from cheese, bacon, peanut butter and many others. 360-691-5253 Lil Yapper pet products

HANDMADE BABY BLANKETS – perfect baby shower fit \$20-\$65. Call or email goldwing23@verizon.net subject line "BLANKETS" Lisa. 360-757-7460

CUSTOM WOODEN STORAGE SHEDS AND GARAGES – many styles and sizes, built on your lot. Best build and best price guaranteed! 866-503-5669

MASSAGE – Relax with a massage. 1st time client special \$45. By appointment only. Lake Stevens 425-760-0968

ANOTHER MAN'S TREASURE – eBay Consignment Service. Reasonable rates, custom ads, maximum exposure, 100% positive feedback. Get road show prices for your "junk". Whidbey – Everett – North Puget Sound. 425-608-0233 or 360-301-9659

HOUSEKEEPING at a very affordable price. Have time to spend doing those things you really want to do and have a clean house, too! 253-891-2744

HANDMADE BIRD HOUSES, perfect Christmas gifts. Removable roof, whole location perfect for Northwest birds. \$10-\$12. 425-743-7510

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RAW WOOL for sale, \$1.50 to \$3 a pound. Some last year's wool at \$1 a pound also. Whites and grays. 2 year old Romney breeding ewes, \$125. 360-802-6640

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ELECTRONICS & ENTERTAINMENT

HITACHI 60" PROJECTION TV, 4 1/2 years old, 51"x57"x27." Very good picture, like new cond, is heavy. \$400. 253-841-8548

FURNITURE AND APPLIANCES

ELECTRIC HOSPITAL BED with mattress. Excellent condition. \$375. 425-255-5453

RV & HOME MATTRESS DOCTOR – Memory, Reflex, innerspring available. \$349-\$788 for queen sizes 74"-80". Other sizes available. Will cut to any size and shape. 206-542-0104

ENTERTAINMENT ARMOIRE, dark wood stain, 78" high, 46 1/2" wide, 21 3/4" deep. \$450. 425-357-9371 (Everett)

30" SLIDE-IN ELECTRIC RANGE, 1991 white Frigidaire. Coil elements, self-cleaning. Barely used! Was \$1500 new, sell for \$300 OBO. 253-852-6809

MAYTAG PORTABLE DISHWASHER, excellent condition, \$100. S/S SINK, top mount, 2 bay, small on left with faucet, \$50. Micro cabinet, FREE. Remodeled kitchen. 206-762-1117

CARPET PAD, brand new. 30 sq. yds., 7/16" thick, foam. \$50. 253-840-0525

STUDENT DESK W/CHAIR, desk folds for easy storage. \$50. 253-840-0525

FORMAL DINING ROOM SET, 6 chairs including 2 armchairs, china cabinet, extra leaf, pad, exc cond. \$1000. 206-723-4054

MURPHY BED, single. Paid \$1000, will sell for \$400 OBO. 425-255-9542

CHEST FREEZER, Whirlpool. \$20. 253-848-3918 or 253-948-2910

GUN CABINET, 5' x 21 1/2" with etched glass doors, lined with green velvet. Nice, great condition! \$90. 38" fireplace screen, black & brass, plus brass tools. Very good cond. \$100 OBO. 253-852-6809

ANTIQUA DESK AND CHAIR – 34" wide x 16" deep, 3 large drawers plus flip top front. Nice cond. \$175. 253-852-6809

EDDIE BAUER CHILD'S SLEIGH/SLED, 28"x14", new with back. \$75. Antique table, 24" square with shelf. \$125. 253-852-6809

WHIRLPOOL AIR CONDITIONER, 14,500 BTU, used 3 months. Works great! \$200. 425-374-3024

HOUSING

FOR RENT – Southeast Renton 1 BDRM apt. in private home. Quiet country neighborhood, private entrance. Water/sewer/garbage, dish network provided. \$600 per month. Call for more info 425-432-4807

KONA, HAWAII oceanfront condo. Enjoy luxurious view, private lanai, 2 BDRM/2 bath w/jacuzzi and pool. \$840-\$940/wk. Discount for Boeing employees pays taxes. www.banyantreecondo.com. 206-938-9214

1979 24' X 56' MOBILE HOME in family park. 2 Bdrm/2 bath, fireplace, appliances stay, close to Everett Boeing Plant. Space rent \$565/month. \$37500 OBO. 425-353-0564

MISCELLANEOUS

3/4 HP BENCH GRINDER, new, \$20. (4) camper jacks, \$5 each. (2) gallons unopened brown masonry paint, short hardwood logs for firewood, FREE. 425-255-1804

5,000 WATT ONAN GENERATOR, year?. \$500 OBO. 360-657-5342

RECORDS, over 200. Mostly Rock & Roll and popular music. Some Country Western – lots of different music. Life-time collection, must take total collection. Need the space. For more info, call 206-362-5475

WANTED – 24 volt charger for electric scooter. 206-767-5244

USED WHEELCHAIR, \$25. 206-767-5244

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|--------------------|-------------------------------------|--|--------------------------------|
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Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is Sept. 12th!

FOR SALE – (2) 14" tubeless studded tires mounted on 5-hole rims. Both for \$60. 206-767-5244

NEW HP INKJET CARTRIDGE, #45 black. Printer died, don't need cartridge. \$15 plus shipping. No checks, money order ok. 360-579-5436

26" CAST IRON SHIP PORTHOLE with screen. \$550. 425-277-2941

CARPET PAD, brand new. 30 sq. yds., 7/16" thick, foam. \$50. 253-840-0525

6 FT HEAVY-DUTY DOG KENNEL & dog house. \$125. 206-723-1895

SMALL HOUSE-SIZED SHUFFLE BOARD table & electric bomber game. \$50 ea. 253-735-0577

9 1/2 FT. CAMPER, \$1800. 35" TV, \$800. Solid oak entertainment center, \$500. Air hockey table, \$100. 206-251-1132

STORAGE BOX for back of RV or van. Made to clear mounted spare tire. 2" receiver "looks good." \$100. 360-456-3847

18 FT. ADJUSTABLE LADDER, \$20. 5-spd. junior size bike, 6-spd adult mountain bike, \$25. Murry 3 1/2 hp. lawn mower, looks new, \$45. 206-935-6535

46" ROUND FINCH BIRD CAGE, 15" wide x 30" high on 17" stand. Clean, dome top, tan with black stand. \$45. 253-852-6809

LOW BACK BUCKET SEAT COVERS, sheep skin, tight custom fit. One pair – plum color, new. \$45. Glass gallon jars (15) with lids for honey, food storage or seal. \$2.25 each. 253-852-6809

COFFEE TABLE, 40" round, heavy glass top. 21" dark wood stand. Good cond. \$100. Wood boxes (14), small, medium, various sizes – old. \$35. Baby food jars, medium size with lids (200) to make Christmas trees. 17 for \$1. 253-852-6809

HOUSE PLANTS – spider, various kinds of wandering jews, rosary vines, angel wing begonias, ivy, purple hearts, mother-in-law tongues, Chinese evergreen, African milk tree, crown of throne, peperomia, shefflera, mosses in a boat. Large, medium and small, \$.50 – \$35. 253-852-6809

NYLINT TOYS, 2 trucks, 1 armored bank sound machine, 1 lg. Tonka Jeep. Good cond. \$80. Farmall Cub Tractor Owner's Manual, old one, 1948. \$50. 253-852-6809

CANNING JARS, wide and regular mouth with rings. Pickle and Prego jars with lids, work great for canning, jams and jellies. \$1 to \$3 a dozen. 253-852-6809

1976 MICKEY MOUSE PHONE, push button. 15" tall, clean, works great. \$75 OBO. Antique canary bird cage with 5' heavy solid brass stand. \$75. 253-852-6809

PLANTS – 4 large Christmas cactus, Bird of Paradise starts, large hibiscus plant. \$7.50 – \$35. 253-852-6809

FRAGRANT IRIS named "Sweet Lena." \$7.50 a bulb. Write to: Martin Holland, 607 28th Ave Apt. 200, Milton WA 98354

274 GALLON DIESEL TANK with pump & 15-20 gallons of diesel fuel, \$150. Antique farm implements (3), \$200 each. 253-939-1817

TORO LAWNMOWER, 22" with catcher. In very good condition. \$45. 206-244-4823

PROPERTY

FOR SALE – clear deeded Lake Tye lot in Concrete, Washington. Beautiful mountain view. See www.laketye.org. \$19995. 206-228-1602 or rodericknelson@yahoo.com

VACATION RENTAL – ranch home in sunny Tucson, Arizona. Enjoy year-round golf! Gorgeous with new furnishings, sleeps 12. More info at 425-377-8886 or 520-260-1964 or www.wisewomanproperties.com.

WALK TO BEACH and shopping – Ocean Shores. 3 BDRM/2 BATH HOME. Single car garage. All fenced in. New appliances, carpet & vinyl. Landscaped & trees. \$159K. 253-735-1832

REC VEHICLES

RV & HOME MATTRESS DOCTOR – Memory, Reflex, innerspring available. \$349-\$788 for queen sizes 74"-80". Other sizes available. Will cut to any size and shape. 206-542-0104

1987 CLASS A GULF STREAM, 34 ft., lots of basement storage, 6.5 gen, dual air, load leveler shocks, hydraulic jacks. Call for details, blindness forces sale. Payoff BECU of \$8600 and it's yours! Call Ron 8 am – 9 pm at 253-529-1090

1991 35 FT. AVION 5TH WHEEL, excellent condition, only 2,000 towed miles. Completely reconditioned front-to-back. Must see to appreciate. \$17900. 206-242-1991

2002 HONDA CHBO SCOOTER, black. \$900. 206-721-5767

JACO FEATHERLITE 16.5 FT. fully self-contained. We must sell ASAP so come look and make me an offer! BECU appraised it at over \$12000. Call Darrel 253-852-2191

2003 200 WIDE DRIVE SPORTSTER Soft tail. Complete Custom Buildup on Atlas Precision Frame. Show winner. Perfect Bike for Anyone \$22,000 OBO. 425-316-9216

STORAGE BOX for back of RV or van. Made to clear mounted spare tire. 2" receiver "looks good." \$100. 360-456-3847

SPORTING GOODS

BUTCHER'S BLOCK 24"x24"x30", \$95 OBO. Golf balls, \$.35 each. 253-941-3690

2004 MERCURY 4-stroke, 9.9 hp, Big Foot sailpower EXLH, electric start, runs great. \$1700 OBO. 425-255-7465

TOOLS

ADJUSTABLE "CRESCENT" WRENCHES: 1 – 24" Diamalloy; 3 – 20" Proto; 1 – 18" Diamalloy. These are quality tools made in the U.S.A., \$25 to \$35 each. A bargain for quality tools! 253-941-0840

PIPE WRENCHES: 3 – 24" for \$30 each and 1 – 18" for \$20. These are quality tools made in the U.S.A. to last a lifetime. 253-941-0840

1/2" BENCH DRILL PRESS, \$35; bench sander, \$40; hand planer, \$35; numerous hand wrenches, \$.25 each; side cutter, \$30. 206-244-4707

CEMENT MIXER, construction grade, needs motor. \$75. 206-824-2587

14" RYOBI CHOP SAW, 3 - 14" saw blades, 1 - 10" blade. \$100 OBO. 253-852-6809

CARPENTER WOOD TOOL BOXES with carry handles. Used for garden ornament also. \$5 each. 253-852-6809

DEWALT RADIAL ARM SAW, includes extension and cabinet. PRO MAC 610 20" chain saw. \$65 each. Realistic TRC 451 SSB CB radio, \$35. 360-743-0579

VEHICLES

2001 F250 4X4 SUPER DUTY SHORTBED, V10, 4-spd, auto w/overdrive, loaded, new tires and brakes, Leer canopy, trailer tow pkg., 60K miles. Like new! \$17000. 253-770-4984

1995 FORD F150 XLT 4X4 SHORTBOX, regular cab, color match canopy, 302 injected V8, auto, air, ps, pb, pw, pl, tilt, Wild Country tires on Ford mags, locking hubs, 122K miles. \$5800. 253-569-4125

1969 ROKON TRAILBREAKER, two-wheeled, all-wheel drive. Not running, but will run. Innovative vehicle. \$600. 206-824-2587 Des Moines

1992 F250 4X4 EXTENDED CAB, 80,000 miles, 460 engine that runs great, new transmission and cooler, tow package, fairly new tires. \$5500. 253-735-1272

1965 CHEVY MALIBU, 77,000 original miles, 283 engine, power glide, all original except disc brakes, lowered, sway bars, stereo, white exterior, light blue interior. \$16900. 206-723-3004

1988 FORD RANGER SUPER CAB STX 4X4, V6, 2.9L automatic, air, pw, pl, cruise, tow package, off-road lights, 160,000 miles. Very clean. \$2700. 206-824-1633

1989 FORDE150, 305 engine, 210,000 miles, 8-passenger, tinted windows, tow package, dual fuel tanks. \$1000. 253-874-4480

1965 FORD GALAXIE LTD, 2 dr. hardtop, fastback. Very nice condition. Runs and drives great. All original, 58,000 miles. \$12500. 253-859-0366

1978 CHEVY SHORTBED PICKUP, nice condition, runs good. \$2500. 253-859-0366

1978 DIAMOND JUBILEE THUNDERBIRD, a classic car collector's dream. Mint condition – all original. Must see to appreciate. Picture available upon request. \$6000. 509-663-7728

1998 DODGE 3/4 TON 4X4, built for towing. Automatic, reg. cab, original owner, Magnum V-10 engine, wired for 5th wheel and cab over camper. Factory towing pkg. 33K miles. Very clean. Invested \$28500, sell for \$18500. 360-249-4432

1988 HONDA GOLDWING GL1500-6, 30,000 miles, very good condition, CB stereo, other extras. \$4950. 206-824-2587

'99 MERCURY SABLE, 1 owner, bought new, 10,000 original miles, all options, all power, gold exterior, leather, CD, exc cond. \$12950 OBO. Call anytime retired. 425-255-5085

Accepting the Oath



L to R: Grievance Coordinator Tom Wroblewski administers the oath of office to Local F Educator Brian Pelland and Local F Trustee Grace Holland.

Attending "E" Meetings Pays Off for Member



If you're a member of Local E, it pays to attend the meeting. Member Hainz Perry (l) received a \$200 from Local E President Jay Carterman after his name was drawn in the attendance drawing at the August Local E meeting.

Freedom and Independence

By Lem Charleston,
Human Rights Committee

In the land of the free and the home of the brave, these two words are not always taken for granted as some may seem to think. That frivolous war in Iraq for oil, as many believe, does have an upside. To the many brave and courageous Iraqi people here and abroad, we here in the U.S. can hardly realize leadership so totalitarian and insecure, that the very mention, or question of its platform, could mean pain, or death.

In the U.S., we have the right to complain about the idiotic forms of leadership on all levels of our government – from the city to the national levels that govern our ways of life. The madness of an age is to attempt to embrace freedom as if it should be "handled" like it is some common element subject to our will, or our illusion of power. Freedom in and of itself cannot be touched by the hand but is rather a byproduct of the reality of life. The philosophy of freedom is merely a notion of independence and is a very dangerous concept. Simply to conceptualize freedom is to retard freedom in its essence and intended format for society.

If one conceives the error to define freedom on their own terms, they run the risk of eliminating the ineffability of its inescapable clarity deemed necessary for the liberty and pursuit of happiness as defined in our constitution. As men, we view the fowl of the sky as free, yet all birds and things that fly are bound and subject to the laws of physics. We embrace the fluidity of the fish of the sea, and the leviathan of the deep, and even they, like everything else in the ocean are bound by the rules of the sea.

We, on the other hand, must learn that freedom among ourselves is not an ambiguity, but rather the

tether that is holding independence hostage until we are able to realize freedom in its entirety. We must never evacuate reason in the quest for independence, which cannot be achieved without the goal of freedom.

Freedom and independence are co-joined like air and life. As we agonize over the brave souls lost daily in Iraq, we must desire the real sense of the courage of the citizens of that great nation. They, too, truly desire to live a peaceful life, one not defined by our culture. One not created by our concepts. They must be allowed as, is the natural course of direction for any society, the freedom to understand and deploy freedom and independence as we did here in this country.

They have the right to work themselves free from the philosophical platforms of fanatical forms of government. Also the regimes that form the backbone of the ignominious demise of any nation. These tyrants are those who choose to put the Almighty into their own (little) box and rule by the rod and by fear. Independence is indeed expensive. The "price" which sadly to say and more often times than not, can only be paid for in full in the form of blood, sweat and tears. The inexpugnable severity of restricting freedom is the most dangerous form of stupidity.

The ghosts of the fallen demand we acquire these two inseparable elements of human decency within a society, that we no longer take freedom and independence for granted as we daily do.

No life is without regrets so let us never forget the efforts of the few, for the sake of the many, that gave their lives for the duplicitous elements of freedom and independence – if only for a fraction of the moment. For independence without freedom is but a mist waiting to be dissolved in the winds of change....

Stewards Ensure Overtime Goes by the Book

Every day throughout the Puget Sound area, our Union Stewards remind management that they must go by the book - the Union-negotiated contract book that is. When violations occur, our Union Stewards "police the contract" to ensure members' rights are protected. Recently, there have been a number of overtime grievances, which resulted in members getting compensated after Boeing failed to follow the overtime assignment language in the contract.

Auburn Overtime Pay

Union Steward Mark Brown in Auburn helped enforce the contract. Re-

cently, Mark was able to get a member paid for Sunday overtime after his contractual rights were violated.

In this instance, the member had volunteered to work both days of the weekend, but the supervisor only scheduled him to work Saturday. Rather than have him come in on Sunday, the supervisor brought in another employee who not only didn't work in the shop, but didn't work at the plant and was from Frederickson. Per the contract, the Auburn member had a right to that overtime.

On Monday morning, Mark pointed out the error and the supervisor responded 'If I screwed up, I will pay him.'

Obviously, it was a clear violation and the member got paid 8 hours at double time to stay home and play with his grandchildren.

Business Rep Mark Johnson noted, "It is important that management know the provisions of our contract and abide by them. The Company is quick to point out when an employee violates the contract or Company rules. The Union must do the same when the Company fails to follow proper procedure."

Renton Overtime Pay

In Renton, Union Steward Nate Gary recently ensured that another Steward received the proper overtime pay when management failed to go by our contractual overtime language.



Business Rep Jimmy Darrah (l) congratulates Steward James Thomas (center) as he accepts an overtime check from Steward Nate Gary (r). Nate worked the grievance after several violations occurred.

The problem arose when management brought in a person from another area four hours early to work overtime rather than asking the employee who normally performs the work. Nate immediately alerted the supervisor to the violation.

When Nate checked with James Thomas, who was the affected individual and is also a Steward, James figured it was a one-time mistake, chose not to file a grievance and let management go with a warning.

However, the very next day the supervisor called in the same person to work

overtime. Nate filed the grievance and secured James four hours overtime pay (two hours at time and a half and two hours at double time) to correct the violation.

James appreciated Nate's efforts and the Union, and stated, "It's nice to know the contract is there so my rights are protected and to have another Steward pursue the issue on my behalf."

Business Representative Jimmy Darrah noted, "I appreciate Nate working the issue and continuing to monitor the situation to correct any future violations."



Business Rep Mark Johnson (l) reviews overtime scheduling language with Steward Mark Brown, who was able to get a member paid when the Company brought in a member from another plant to work overtime.

Back Pay for Cat A

Continued from page 1

the MPRF and paid the MPRF the 30 days' back pay as though he were recalled a month earlier.

It was a pleasant surprise for the laid-off member, who had no idea the violation had occurred or that the Union was enforcing this provision to ensure his rights were protected.

Business Rep Ray Baumgardner noted, "Steward David Syson not only called management on a misassignment, but

“By keeping a close watch on his area and being aware of the work various individuals perform, David effectively enforced the language to ensure members' rights (including laid-off members) were protected.”
 - Ray Baumgardner, Business Rep

recognized a violation had occurred, checked the Category A roster and filed the grievance on behalf of the member at the top of the Category A list. By keeping a close watch on his area and being aware of the work various individuals perform, David effectively enforced the language to ensure members' rights (including laid-off members) were protected."

Ray advised, "Every member can help spot these types of violations by noting if they are given a new work assignment or a new person comes to the area. Someone must report the facts to a Steward so the Union can take action and get the surplussed member properly compensated."

Unfortunately, most of the Category A violation settlements cannot be reported because Boeing puts a "gag order" in the settlement agreement which prohibits the Union from publicizing the outcome. Since David worked this issue at the shop floor level, it did not include the "gag order" and is proudly reported in this publication.

Job Combination Results in Upgrades While Protecting Category A Rights

Continued from page 1

worked in the job family before would be more qualified and experienced than a new hire.

In the future, the entry level position for these job families will be Grade 3 for the ERT and hiring process.

Union Jobs Committee members Tom Wroblewski, Stan Johnson and Emerson Hamilton had some tough issues to resolve before the combination could be implemented. The Union originally requested the upgrade/combination years ago (mid 1990's) when there was no one laid-off in the jobs. Various grievances were filed regarding the job assignments, but Boeing did not want the upgrade/combination at that time.

Since then, the combination has been discussed over many years to give the Company better flexibility and ease in managing the workforce.

Last summer during contract negotiations, the Company presented a proposal for upgrades for some current employees but their proposal would have allowed them the flexibility to bypass and circumvent the contractual seniority recall rights of hundreds of laid-off members. The Union could not agree to just overlook the contract rights of hundreds of members so that the Company could have "flexibility." The Jobs Committee then countered with a proposal to do the right thing for all members by first

recalling the remaining laid-off Grade 3 Cat A members, then upgrading all current Grade 2 employee's and all laid-off Cat A members to Grade 3. As of July 2006, all Grade 3 Category A's were recalled or had offers to report for return. With no potential violation of laid-off

members' rights, the Union then agreed to the upgrade combination and ensured that those on layoff in the Grade 2 would be given recall rights to the Grade 3 jobs which will now assure them an opportunity to return to the active payroll and recall by seniority.

Union Steward John Scofield has battled this issue for years and filed multiple grievances disputing there was no real difference in the work assignment from a Grade 2 to a Grade 3. In crew

and tunnel meetings in Everett, John continually pushed management to do the right thing.

"I was concerned they would flush all the members still out on recall from the Grade 2 job and not give them consideration for the Grade 3 position - even though the work was identical. I didn't want to see Boeing hire off the streets when I knew there were hundreds of members still on the recall list for the Grade 2 positions, who had virtually performed the Grade 3 job before layoff," stated Scofield.

Sue McCullough, a 20-year member, is one of the 61402's receiving the upgrade. She stated, "It has been a long time coming. Grade 2's have been doing basically the same work as Grade 3's for years. In fact, as the Grade 3's have returned from layoff, I have had to train them even though I am a Grade 2. I'm glad to see this combination finally happen."



Debbie Donnell (l) and Sue McCullough received upgrades to Grade 3 MPRF. Above they discuss the combination.