

DISTRICT 751

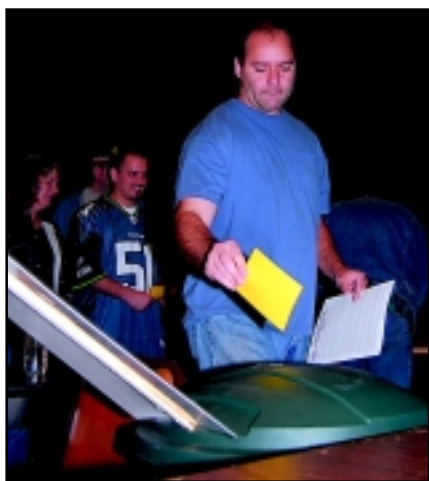
AERO MECHANIC

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SOLIDARITY PAYS OFF

After 57 days of holding strong on the picket lines, members held their heads up high as 74 percent voted to ratify Boeing's improved proposal.

"Your solidarity brought Boeing back to the table and made this Company



Ballot boxes at Green River had a constant stream of members on November 1st.

address your issues. After 57 days, we gained important and substantial improvements over the Company's offer that was rejected on September 3rd. I am proud of what we accomplished and want to thank our members for their solidarity and commitment," stated District 751 President Tom Wroblewski.

The Union made significant gains with respect to job security and economic improvements. We were able to stop Boeing's shift of additional medical costs onto our members. The takeaway language that was riddled throughout the Company's 9/3/08 proposal is gone – survivor benefits are returned, reinstatement of seniority lost due to layoff is restored, promotional rights are restored, and the list goes on.

In the area of job security, the most



District 751 President Tom Wroblewski announces vote results.

significant change was in Letter of Understanding (LOU) #37 which prevents external suppliers from coming into our factories and doing jobs that IAM members have done and stopped Boeing's plans to expand their materials delivery program.

Donovan McLeod, one of the nearly 3,000 members whose job will be protected by improvements to LOU #37, noted, "I understand how difficult it is to

obtain contract language to limit offloading. It is bad enough to have work go outside the factory gates; however, to allow vendors to come in and do my job in front of me is unthinkable. That is where we must draw the line. LOU #37 would never have been in the contract if Boeing hadn't taken advantage of the membership following 9-11. I am happy



Anne Lawrence was one of the many members who volunteered to count ballots on November 1st.

to see improvements in LOU #37. Those changes alone are worth the 57 days on strike to me."

Highlights of improvements from your solidarity include:

- **JOB SECURITY** - Huge gains were made in job security, which will benefit the entire workforce by stopping Boeing from chipping away at our jobs. If the Company had expanded their plan, ultimately all jobs would be at risk and our strength as a Union would be diluted. We would never have been able to limit the expansion of suppliers inside our factory walls without going on strike. We recap-

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Union Delivers \$77,000 for Member

751-member Linda Sisson knows the value of Union membership. Because of her Union, Linda received a back pay settlement of more than \$77,000. The check was a direct result of the efforts of Business Rep Heather Barstow and Stewards Mike Cummings and Randy Haviland. The substantial back pay increased her pay rate by \$9.10 per hour – back to the rate she was making at Boeing before getting laid-off. Just as impressive as the \$9.10 an hour adjustment was the fact that she was compensated at the higher rate all the way back to her rehire date in October 2005.

"I am so tremendously thankful and happy the Union was there to help correct my pay rate," Linda noted. "The Union came through for me with this settlement, which provided a nice strike

fund. I remember the 1995 strike and going without a paycheck for 69 days. This adjustment will mean substantially more money on every check going forward. I was also able to put \$14,000 into the VIP from the settlement to help my pension savings for the future."

Linda originally hired into Boeing in 1987 in factory service. When she left Boeing, she was making \$17.82 an hour. In 2005, she was rehired as a factory service attendant for \$8.72 an hour. The wages seemed very low – especially since she had 11 years with Boeing.

"I kept thinking the pay didn't sound right. I asked supervision and HR a few times and was told the rate was correct," recalled Linda. "Finally, I approached my Union Stewards (Mike Cummings and Randy Haviland). They knew who

to contact (Business Rep Heather Barstow) and then things started moving."

Business Rep Heather Barstow presented documentation to the HR rep on Linda's behalf. While Linda had rehired before the Union reached an agreement with Boeing to return individuals to their previous rate if recall rights were expired, Heather presented a persuasive argument. She not only got Linda's pay reinstated to the previous rate (\$17.82), but convinced Boeing to pay an adjustment for all her time on the payroll. Since nearly three years had passed, the back pay compensation was considerable.

"I want to credit Boeing for doing the right thing. When they looked at all the documentation and realized this person had put in many years with the Company, they adjusted her pay back to her rehire date, which they didn't have to do contractually," noted Heather. "I'm glad she turned to the Union for help. That is why we are here – to help members with these kinds of issues or other contractual problems they may encounter."

Even before she was returned to her previous rate, Linda took advantage of the educational opportunities through IAM/Boeing Joint Programs to upgrade her skills and transfer to a new position. She completed numerous classes, took

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Returning to the 2005 retiree medical language protected this benefit for existing retirees, but legally could not be a strike issue.

Strike Preserves Retiree Medical

Perhaps one of the most disturbing changes Boeing tried to slip into their September 3rd offer pertained to retiree medical. While Boeing announced publicly they would back off their proposal to eliminate retiree medical for future hires, they put a more devious takeaway clause buried in the fine print of the 9/3/08 proposal.

Boeing's language, as printed in the offer members rejected on September 3rd, would have taken those who are already retired (current retirees) out of the scope of the Agreement – threatening their coverage. Just as disturbing is the implication of Boeing's proposed lan-

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Linda Sisson (center) thanks Business Rep Heather Barstow (l) & Steward Mike Cummings for delivering \$9.10 an hour more pay and \$77,000 in back pay.



Memories from the Line

A photo montage from the various picket lines of our strike.

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Members need to be aware of the provisions in LOU #11 regarding overtime on holidays

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Members step up to deliver wood for Everett picket lines

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REPORT FROM THE PRESIDENT

Substantial Improvements Bring 74% Ratification Vote

by Tom Wroblewski,
District President



I am so proud to be a part of this Union and witness the power of our collective strength. I want to thank each of you for the role you played in securing this contract. This year we saw a new generation of Union members join our fight. After 57 days of striking, we gained important and substantial improvements over the Company's offer on September 3rd. Your solidarity helped deliver what few Americans have – economic certainty and quality benefits for the next four years. You should be very proud of the contract, which 74% of our members ratified. This Agreement ensures we have the best contract in the aerospace industry with a top wage and benefit package that others will strive to attain.

Remember negotiations are a two-way street requiring give and take. By any measure, this is a good contract. Did we get everything, no. However, with 27,000 members, we have potentially 27,000 issues.

Strikes are never easy, and everyone

pays a price, including many of our members who work at suppliers such as Triumph and Filtrona. These members experienced temporary layoffs because of the strike but still pledged their solidarity in our fight at Boeing.

As you list all of the improvements (from the 9/3/08 offer and the last contract), you know you can feel certain that this was a successful strike.

Your Union negotiators worked very hard to deliver the best contract possible. It is more than the Company initially intended to offer. Your vote demonstrated your belief that we achieved as much as we could with the sacrifices made in a 57-day strike. The democratic principles of our Union ensure that when the majority makes a decision, we all join in and support that decision. With over 74% of the members accepting the November 1st contract offer, we have a contract we can all support and be proud of.

You showed you are the leaders of the labor movement. Nobody in this country has more solidarity or the ability to achieve what we did in these negotiations.

We all know this strike did not have to happen. Boeing misjudged your resolve and determination. They disrespected the

collective bargaining process despite our warnings that to do so would lead to a work stoppage. Instead of working with your Union leadership to find common ground, they dictated and issued ultimatums. That didn't work. I look forward to the day when corporate America starts respecting their workers and the Unions that represent them. They could start by asking what it would take to get an acceptable contract rather than telling you what you will get.

Each of you returned to work ready to ramp up production and get back to building airplanes. However, management is continuing to create issues/obstacles whether it is removing all the chairs from a work area, eliminating bicycles to get around the factory, or disposing of all Union items from a shop to irritate the members. Boeing again is missing an opportunity to improve relations and morale in the shops. Instead, they continue to play games and look for ways to irritate, aggravate or make a process cumbersome. It's time management gets over the hurt feelings from the strike, gets their priorities in order, which is building the best airplanes in the world in the most productive and efficient way.

The Union believes that over the next four years we must build a positive rela-

tionship with Boeing – for our community, for the future of aerospace in this region, and for the best possible outcome for our members. I have said all along that we do not go into these or any contract talks to negotiate a strike. A settlement is the goal and in the best interest of all parties.

Boeing has many challenges to face in the days ahead (in addition to returning production to pre-strike levels). There are many issues created from vendors (i.e. nutplates, 787 fasteners) that will take time to correct. Some of these will result in vendors coming into Boeing plants. Keep in mind we have been very clear to Boeing. If a vendor has to move a part or assembly we installed in a plane to get to their rework, then one of our members should remove that part. This is our work inside

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2005 Medical Language: What That Means

Members have asked for clarification on the effect of reverting to the 2005 language with regard to medical coverage and premiums.

The language that determines what is taken out of your paycheck every 2 weeks for your medical plan choice is found in Section 11.2(b)(1). It states: "...the Company will pay the full cost of the low-cost plan in the applicable region for eligible employees and dependents. For those employees and dependents whose coverage is with another plan, employees will contribute on a pre-tax basis the difference between the cost of the low-cost plan and the plan the employee chooses."

The low cost plan is strictly determined by the premium cost for each plan, not the costs you incur when you use your insurance to cover medical expenses for you and your family. Boeing calculates the premium cost each year before open enrollment to determine on an annual basis, which plan is the low cost plan based solely



Health & Benefits Rep Joe Crockett (l) answers medical questions for Teresa, Amanda and Chris Dofredo surrounding coverage for their grandchild.

on premium. With the calculation in 2008 for last May's open enrollment, the Traditional Medical Plan became the low cost plan so there is no monthly premium cost if you chose that plan.

Our contract has never specified a particular plan (ie: Selections) as the "low cost plan" therefore preserving the

language of the 2005 contract in the proposed 2008 contract did not override the last calculation and the current premium costs you are now paying.

By reverting to the 2005 language, Boeing could not implement increased co-pays and deductibles nor were they able to implement their mandatory generic prescription program. All co-pays, deductibles and coverage levels will remain the same for the life of the Agreement.

Concurrently, with the new contract you do not have the ability to change plan choices at this time. Your next opportunity will be during the month of May 2009 when open enrollment occurs. We encourage you to make your choice not just on the monthly premium cost but to compare the features of the different plan designs to be able to make an informed choice of how you use your health insurance and the entire costs of each plan.

Existing Retirees Could Have Lost Benefits with 9/3/08 Offer

Continued from page 1

guage on current active members. The Company's 9/3/08 language basically provided coverage only for active employees who retire during the term of this Agreement. If this three-year agreement expired, so would the contractual guarantee for retiree medical benefits of those newly retired members. If you planned to retire during that contract, this would be very important because if that language had been implemented, then after this contract we could no longer negotiate on your behalf.

As Union negotiators, this was one of the most frustrating issues – realizing Boeing's intent was to threaten our current retirees and limit the Company's future liability with word games. While Boeing said they didn't intend to change these benefits, without the contract lan-

guage there would be no guarantee AND Boeing was refusing to put in writing that they would not change these benefits.

The Union was left in a tough spot. Because of a Supreme Court ruling over four decades ago, retiree benefits for those already retired are non-mandatory subjects of bargaining; therefore, a Union cannot require an employer to bargain over the benefits of past retirees. More importantly, it also means a Union cannot make health care benefits for past retirees a strike issue. That is why the Union could not mention retiree medical in our summary or recommendation for 9/3/08.

Since the Union had to ensure retiree medical for past retirees was NOT a strike issue (because that would be illegal), the Union simply instructed members to read the Company's proposal closely.

Had Boeing succeeded in getting this

language approved by the members, they would have faced legal action for unilaterally stripping retirees of their medical benefits. These cases turn on interpretations of a medical plan's governing documents and whether the documents promise a "vested" lifetime benefit or not. The success of these claims depends a great deal on the governing documents themselves and the statements and promises made by the employer. Should Boeing ever succeed in getting this language into an IAM contract, the Union will pursue legal action to challenge any change to benefits for current retirees.

In the meantime, Unions will continue to fight in the legislative arena to get the right to bargain for the retired members who came before us. Until then, read the fine print in each proposal (especially Sections 11.3 and 11.4)

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

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751 AERO MECHANIC

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Holiday Overtime Is Voluntary Per LOU #11

As Boeing struggles to get production back up to speed, members need to be aware of the contractual language, which limits Boeing's authority to assign mandatory overtime. The Union has fought long and hard to eliminate mandatory overtime all together. While we have not reached that goal, we have been successful in placing limits on mandatory overtime.

Despite having concise contract language, Boeing has tried to imply that some of our members will HAVE to work upcoming holidays. Below are the guidelines provided in our contract:

Specifically Letter of Understanding (LOU) #11 states, **ALL OVERTIME ON A HOLIDAY** as set forth in Section 7.1 of the contract **OR ON THE WEEK-END WHICH IMMEDIATELY PRECEDES A MONDAY HOLIDAY OR IMMEDIATELY FOLLOWS A FRIDAY HOLIDAY SHALL BE VOLUNTARY.** The only exception for holiday overtime noted in the LOU is "where necessary for facilities maintenance."

In regard to mandatory overtime, LOU #11 also puts limits on how much mandatory overtime Boeing can assign to Union members. Keep in mind members are welcome to volunteer to work above these limits, but it is the employee's choice –



Members in Everett were ready to stay on the picket line until Christmas and had the decorations out. Now that the strike is over, members should know that overtime on ANY holiday or weekends connected to a holiday is VOLUNTARY per LOU #11 (the only exception is where necessary for facilities maintenance).

Boeing cannot mandate overtime above these limits:

Quarterly Limit – The limit shall be 128 overtime hours in any budget quarter.

Weekend Limit – The limit shall be two consecutive weekends. Employees who have worked two consecutive weekends may volunteer to work overtime on the following weekend. Overtime work on

either a Saturday and a Sunday or on a Saturday or Sunday shall constitute a weekend worked. The limit for overtime on a Saturday or Sunday shall be eight hours.

Keep these limits in mind as you read Doug Kight's Memo to employees sent 11/6/08. His notice states: "The Commercial Airplanes Leadership Team has agreed that all employees will be assured

of time off for at least two of the following three holiday periods:

- Thanksgiving and the day after Thanksgiving (Nov. 27 & 28)
- Christmas Eve and Christmas Day (Dec. 24 & 25)
- New Year's Eve and New Year's Day (Dec. 31 & Jan 1)

This statement is false. Per the contract, employees are not only entitled to have holidays in the contract off, but the weekends that immediately precede or follow such holiday. This is your contractual right as outlined in LOU #11. Of course, members are welcome to volunteer, but Boeing CANNOT force an hourly employee to work any holiday or the weekend immediately preceding a Monday holiday or a weekend immediately following a Friday holiday (except where necessary for facilities maintenance). Keep

in mind employees who volunteer to work get their 8 hours holiday pay, plus double time for the time worked per Section 7.3 of the contract.

If any manager tries to insinuate or assign you to work on a holiday you would like to have off, please contact your Union Steward.

Clarifying New Subcontracting Language

Several members have asked questions regarding new language in Article 21.7 regarding offloading and subcontracting decisions affecting less than 10 employees. Some assumed the new paragraph was a takeaway when it was simply putting into writing what had been a verbal agreement in the past.

Here is the clarification:

In the 2002 contract, Boeing gutted Section 21.7 and added stipulations on what does not require notice or the review process (a through e). The 2002 changes meant anything that affected 10 or less employees did not go through the 180-day review process.

After the 2002 contract, we convinced Boeing that their own offload process takes longer than 180 days to complete. We made an agreement that they would provide notification to the Union of intentions to any offload decisions affecting 10 or less employees and if the Union presented a proposal or alternative before they completed their financial business case, they would consider the Union's proposal. This had

been a handshake (or verbal) agreement for the past six years. The new language simply captures that verbal agreement to ensure we will continue to get the notification and have the chance to present an alternative before their review process is

ciency or strategic reasons in a Company facility not covered by this Agreement), the Company will provide notice to the Union Site Representatives of plans to subcontract or offload work then being performed by bargaining unit employees. The notice will include the reason for the planned subcontracting or offloading. The one hundred eighty (180) day or sixty (60) day notice restriction will not apply to subcontracting and offloading decisions affecting less than ten (10) employees. If time permits following the notice, Union Site Representatives may recommend subcontracting or offloading alternatives to such decisions (those affecting less than ten (10) employees) that are financially and strategically sound."

In addition, the Union added language that gave us the ability to make proposals to stop or reverse Tooling offloads. In addition, we also gained the ability to make proposals for work moving from one Company facility to another not covered by this Agreement (this ability had also been eliminated in the 2002 language).



Business Reps Jimmy Darrah (l) and Richard Jackson (r), who served on the Subcontracting Committee, clarify changes in Section 21.7 - Subcontracting to Steward Brendon Anderson.

complete.

Following is the new language which puts this verbal agreement into the contract:

"For subcontracting and offloading decisions affecting less than ten (10) employees (including but not limited to decisions to consolidate work for effi-

September Strike Dues Applied

Union dues were deducted by Boeing from members' first paycheck in September. Since members were on strike for a majority of September, they were entitled to a strike stamp and would normally receive a dues refund. Since members returning from the strike will work the majority of the month of November and owe full dues, the September deduction will be applied to November since no November deduction will be taken. No dues were required for the month of October because you were on strike.

Unemployment Update

During our strike, a number of members filed claims for unemployment benefits with the State of Washington. Our legal theory to obtain those benefits was that this was not an ordinary strike; it was a strike caused in part by the Company's unfair labor practices. As part of the standard negotiating process, at the conclusion of the strike the unfair labor practice charges on which that theory was based were withdrawn, and we will not be able to argue you should receive unemployment benefits as unfair labor practice strikers.

Strike Settlement Guarantees Members Reimbursed for Medical Expenses

As part of the strike settlement agreement, the Union insisted Boeing make all members whole on their benefits (medical, dental, life, etc). The coverage shall be considered continuous as though there wasn't a strike. If you paid COBRA premiums, you will get a reimbursement check.

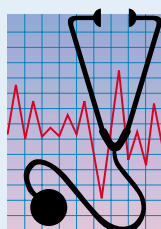
If during the strike a member or dependents had medical expenses billed from their doctor, clinic or hospital, simply resubmit the bill to Regence for payment (if they have Selections or Traditional Medical Plan). If you already

paid the doctor, go to www.myregence.com or www.regence.com to download the medical claim form and submit along with a copy of the bill paid to Regence.

Once Regence has paid the provider, the money paid will be refunded. You can call Regence for this same information using the 800 number on the back of your medical card.

If you paid for a prescription, how to get reimbursed depends on the plan.

If you have the Traditional Medical



Plan (TMP), go to the Medco website at www.medcohealth.com and download from the link, "Forms and Cards" at the bottom of the page or call Medco at 1-800-251-7690. You will need your Medco Card with your ID number to be able to log in.

If you have Selections, go to either www.myregence.com or www.regence.com and download the reimbursement form or call the 800 number on the back of your Selections Medi-

cal Card. If you go online, you will need your Regence card and if you haven't previously registered, you will need to do so.

Keep in mind that those in Group Health should not have incurred any expenses since Group Health continued to provide treatment and prescriptions as though coverage continued. Group Health remembered that historically in the strike settlements coverage is made whole so they continued treatment and simply held the billing until the strike was settled.

Historic Election Driven by Economic Factors

November 4, 2008 will certainly go down in history as a momentous day. We may look back to find the President-elect Barack Obama's election to be on par with the 1932 election of President Franklin D. Roosevelt. This election, like that of 1932, signals an abrupt change in the direction of America's economic and tax policies. No longer will the rules be designed to benefit only the wealthy and depend on the will or good judgment of the privileged to share the fruits of our hard work.

The first item out of the 2009 Congress should be the Employee Free Choice Act. If Congress passes this progressive labor law, President Obama will sign it into law. When enacted, EFCA will allow workers to more easily join a union if they wish. The law will require employers to bargain in good faith on the first contract or face binding arbitration and businesses will face real and meaningful penalties when they violate labor law. EFCA will strengthen and grow our labor movement.

President-elect Obama's administration is much more likely to ensure American workers build American Tankers. Tax breaks will go to American businesses that are creating American jobs, not shipping them overseas. Our country will once again reward hard work, invest in infrastructure and education. We will

work our way through the health care crisis which bankrupts American workers and makes American businesses non-competitive.

Although we lost Darcy Burner in the 8th Congressional race, our good friends like Congressmen Jay Inslee, Rick Larsen, Brian Baird, Norm Dicks, Jim McDermott and Adam Smith will be there to push for good jobs, workforce training benefits and strong labor law.

In the state of Washington, we returned Governor Chris Gregoire to Olympia. The re-election of Gregoire means the Machinists Union can move forward with a legislative agenda, including funding for the Aerospace Apprenticeship program. We can foresee the passage of the Worker Privacy Act, an act which will allow workers to decline to attend coercive meetings when employers are trying to force their religious and political views or other matters of conscience on their employees.

With a strong working majority of friends of working families in both the state House and Senate, we can



Worker-friendly legislation will more easily pass thanks to the re-election of Governor Chris Gregoire and the election of President-elect Barack Obama.

anticipate progress in Olympia in 2009. When budget times are tough, we want to make sure that Unemployment Insurance and Worker's Compensation benefits are NOT the first items on the chopping block. Educational funding at the community and technical college level is also important if we see big layoffs in the state. Having our friends in office will help us make this happen.

Your Union had a good year politically but that is only because our membership is involved with MNPL, phone calling and other forms of political action.

District Bylaws Changes to be Voted at December Meetings

The District Bylaws Committee met to review the District bylaws and recommend the necessary changes to reflect the recent Grand Lodge Convention action resulting in a new dues structure to the International. The Committee also recommended several housekeeping changes.

At the November 11th District Council Meeting, the Bylaws Committees' recommendations were approved by the District Council delegates for presentation to the Local Lodges. At each Local Lodge business evening meeting in December, those members attending will be asked to vote on these proposed District bylaws changes. Below are the proposed changes, along with the reason for the proposed change. Deleted language is crossed out. New language is in bold italics and red ink.

The following are the changes approved by Council at the November 11th District Council meeting and will be voted on at the December Local Lodge evening meetings only (required per the IAM Constitution):

1. Dues Structure

ARTICLE VII, Section 4.

~~The monthly dues of this lodge shall be a uniform rate equal to two times the weighted average hourly earnings of members covered by the collective bargaining agreements under the District Lodge jurisdiction in accordance with the IAM Constitution.~~

~~The monthly dues for Local Lodges affiliated with this District Lodge shall be a uniform rate equal to two times the weighted average hourly earnings of members covered by the collective bargaining agreements(s) or bargaining units under the Lodge jurisdiction, plus \$1.10 or \$20.00 whichever is greater.~~

The Bylaws Committee recommends the following revision to Section 4.

The monthly dues of this District Lodge and affiliated Local Lodges shall be a rate consisting of an additional \$4.78 per capita added to the current calculated dues rates available per the IAM Constitution as of August 31st 2008 to become effective Jan 1 2009 which reflects the changes made at the 2008 Grand Lodge Convention. Any additional fixed assessments per the IAM Constitution shall be added when appropriate. Beginning January 1st 2010, dues of the lodge will be in-



District 751 Bylaws Committee L to R: Ken Howard, Jay Carterman, Chuck Craft, Garth Luark and Clifton Wyatt presented proposed changes which were approved by the District Council on November 11th. Members will vote on these changes at the December Local Lodge business (evening) meetings.

dexed to the CPI-W Urban Wage Earners and Clerical Workers (not seasonally adjusted) for the US every August 31st thereafter. It will be adjusted according to the percentage change from the year prior to become effective Jan 1 of the succeeding year in accordance with the IAM Constitution

NOTE: Under this new structure, dues for the Boeing contract would be \$61.30 in 2009, which is still less than the dues at Boeing in 2007 that were \$63.20. Secret ballot election required on this issue at the December local lodge evening meetings.

2. Gender Reference

Any reference to gender within these bylaws shall be changed to gender neutral.

3. Article 5, Section 6 - Housekeeping Change

Language change: "The salaries of the District President Directing Business Representative and Secretary-Treasurer shall not be less than 20% and 10% respectively, over the Grand Lodge Business Representative maximum. The Business Representatives salaries shall continue to be adjusted **annually when applicable** to maintain the Grand Lodge Business Representative maximum.

Reason: There are instances when the Grand Lodge freezes salaries; therefore, the addition of when applicable should cover this exception. We further felt that due to reporting requirements of the Government on the LM-2 forms, it is unnecessary to have the actual numbers here in these bylaws requiring annual submittal for minimal changes in just numbers.

4. ARTICLE 5 Section 6 - housekeeping change

Language change: "All salaries pay-

able in 24 equal installments per year".

Reason: Deleting this sentence will allow Union staff to have direct deposit of their paychecks at their respective banking institutions.

6. Article 1 - housekeeping change

Language change: "This organization shall be known as Aerospace Industrial District Lodge No. 751 of the International Association of Machinists and Aerospace Workers, Seattle, Washington, and shall have the authority and control of all Local Lodges affiliated with the District Lodge. The authority and jurisdiction of this Lodge shall be all Boeing Company (**Corporation**) facilities where there are bargaining unit employees working under the jurisdiction of District Lodge 751. ; as well as the following geographical boundaries from the summit of the cascade mountain range on the west to the Washington-Idaho border on the east and from the Canadian border on the north to the Washington-Oregon border on the south this includes nineteen (19) counties in eastern Washington which are as follows: Austin — Kittitas — Benton Klickitat — Chelan — Lincoln Columbia — Okanogan — Douglas Pan-Oreille — Ferry — Spokane Franklin — Stevens — Garfield Whitman — Yakima — Walla-Walla

The authority however shall at all times be subject to the approval of the International President as provided for in the IAM Constitution."

Reason: To update the District bylaws to reflect the new direction of the International giving District 751 jurisdictional authority over those of which they have a successful organizing drive and subsequent contract with the compa-

nies. This may include companies in other states however this would be subject to the jurisdictional approval of the International President.

6. Article IV, Section 10 - Legislative Committee

Language change: "The Legislative Committee, composed of up to **seven (7)** members—~~three (3)~~, **one (1)** from **each** affiliated Local Lodges..."

Reason: Increase the number of the members to the Legislative Committee to (7) to include a member from each of the local lodges under the jurisdiction of District 751.

7. Article VII, Section 3

1st paragraph..."The District Lodge shall allot funds monthly to Local Lodges of less than 3,000 but no less than **500 600** membership in an amount equal to two (2%) of the full dues paid by the membership of each Local Lodge, however, that such allotment shall not be less than \$1,800 **\$2,000** monthly. Local Lodges of less **500 600** full dues paying members shall be allotted \$3.00 per full dues paying member per month with a ~~maximum~~ **minimum** of \$600.00 monthly.

Reason – Those lodges in Eastern Washington as well as one in Western Washington haven't had an adjustment in this area in decades and this would allow them to keep more of their respective dues monies for Local Lodge business. This should enable them to afford to provide other services to their respective lodges.

8. Article IV, Section 2

Voting verification: Eligibility cards may be used in lieu of dues books or dues cards as a mechanism to verify membership status to vote in elections, contract votes or strike sanction meetings.

Reason: District Lodge 751 has been verifying membership status via this method since 1992 and has had to request dispensation from the International President in every instance. Grand Lodge has stated in the past they would look favorably on approving this method if presented as a bylaws change.

Thanks to the District Bylaws Committee for their work. Again, these changes will be voted at the December Local Lodge business (evening) meetings only per the IAM Constitution.

Solidarity Brings Substantial Gains

Continued from page 1

mured the scope of work that was lost in the 2002 Agreement and contained it to 787 final assembly in Everett (Remember, since we have already given up jurisdiction to this work, we are not allowed to reclaim it or fight for it - which is why it was so important to stop it before it expanded). The revisions to LOU #37 and LOU #2 provide job security to over 5,000 members that Boeing otherwise could have replaced with vendors and contractors inside the factory gates. In Section 21.7, we expanded the scope of our subcontracting review to include tooling, as well as work that moves from one Boeing facility to another Boeing facility outside of our Agreement. Only with solidarity did we get these important changes.

• **WAGES** - After going four years

without a General Wage Increase, members have guaranteed wage increases in each of the next four years totaling 15 percent. For those at the maximum, they will see an average increase of \$4.20 per hour by the end of the contract (assuming 1% COLA each year) - a significant gain in take-home money.

• **PROGRESSION** - In addition to GWI's and COLA, members in progression received a supplemental wage increase of at least \$1 per hour. This will deliver more than \$8,300 in additional wages over the life of the contract (not counting overtime pay). While Boeing refused to shorten progression, this change was a positive improvement and additional money for these members.

• **LUMP SUM** - Added \$1,500 lump sum payments in both the second and third year with the option of diverting the pay-



Bob Kannitzer counts members' ballots on the November 1st offer. Members voted to ratify the Agreement by 74%.

ment to VIP to enhance pension savings.

• **MEDICAL** - We were able to secure the same medical costs structure and benefit level that has been in place since 2002 - ensuring no new out-of-pocket expenses on co-pays, deductibles, and prescriptions. In the first offer, much of the lump sum payment would have been spent to pay for medical cost shifting. That money will now stay into your pocket. Would we have liked improvements in the plan? Absolutely, but at what cost? The Company was adamant on shifting more costs onto the workers, and you helped beat them back.

• **PENSION** - Improved nearly 19% by end of Agreement. This will put benefits above any other in the industry for a defined-benefit plan.

• **RETIREE MEDICAL** - Boeing's proposed language on 9/3/08 would have taken those who are already retired (current retirees) out of the scope of the Agreement - threatening their coverage. Just as disturbing is the implication this language would have had on current active members. The Company's 9/3/08 language provided coverage only for active employees who retire during the term of this Agreement. Had Boeing succeeded in imple-

menting that language, once the contract expired, so would the contractual guarantee for retiree medical benefits of those newly retired members. It was very important to ensure this language returned to the 2005 language to protect this benefit for existing retirees as well as future retirees.

Other gains include increased recall rights, stronger seniority, increased pay for Team Leader and AOG travel assignments, reimbursement for any medical expenses during the strike, and many more.

We were not alone in this fight. Members from other Unions throughout the state, across the country and around the world stepped forward to offer support. Organized labor throughout the world watched our strike intently. It is viewed as a big win for workers and one each of you should be proud of.

As to the future, the Machinists Union and the Boeing Company will determine the fate of aerospace in how we conduct ourselves in this relationship. The Machinists Union, as always, is ready to step up and be a strong partner in building a brighter future for our workers, our industry, and our state.

Sweetening the Offer

How the Sept. 3 "Last, Best and Final" Offer Stacks Up Against the Nov. 1 Improved Offer

Issue	9/3/08 Last, Best and Final Offer	11/1/08 Improved Offer
Job Security	Company added language to inform Site Reps - notification only.	<ul style="list-style-type: none"> ▶ Union can bid for work being outsourced to non-union Boeing facilities. Also tooling work is now included in review process. (Article 21.7) ▶ Job protection for over 5,000 members in parts delivery and facilities maintenance. (LOU #2 & #37) ▶ Vendors can only deliver parts inside the factory. From there our members will track use, disbursement, acquisition, and/or inventory of parts. (LOU #37)
General Wage Increase	5%, 3%, 3%	5%, 3%, 3%, 4% (4th year)
Lump Sum 1st Year	6% of previous year's earnings or \$2,500 (whichever is greater) + \$2,500 Ratification Bonus	▶ 10% of previous year's earnings or \$5,000 (whichever is greater) payable on or before November 7, 2008
Lump Sum 2nd Year	0	▶ \$1,500 and option to divert to VIP to bolster pension savings
Lump Sum 3rd Year	0	▶ \$1,500 and option to divert to VIP to bolster pension savings
Entry Level Wages	\$2.28	▶ \$2.28
Progression	Members in progression below the new minimum would be raised to new minimum (after GWI is applied). Those in progression above the new minimums would receive nothing.	▶ Members in progression who are above the new minimum receive \$1 per hour after the GWI is applied (unless the employee is less than \$1 from the maximum rate). All members in progression increased to the new minimum rate or \$1 per hour whatever is greater.
Pension	\$80 effective 1/1/09	\$81 effective 1/1/09 \$83 effective 1/1/12
Health Care	Huge cost shifting with increased deductibles, increased co-pays, increased premiums and mandatory generic prescriptions. Company removed survivor and bridge benefit.	▶ Revert to 2005 language. No increase in deductibles, co-pays, or prescriptions. Family out-of-pocket maximum remained the same. Monthly premium calculation remains the same with low cost plan being paid in full by Company. Survivor and bridge benefit remains in contract.
Retiree Medical	Language would have endangered coverage for existing retirees by removing them from scope of Agreement. Coverage for active employees who retire could have expired at end of the contract.	▶ Reverts to 2005 language. Preserved coverage for existing retirees, who could have been removed from the Agreement.
COLA Formula	No change. Company refused to pay 40¢ for quarter generated May, June and July 2008.	▶ Only change is to add additional quarters for 4th year of agreement. Company will not pay 40¢ for quarter generated May, June and July 2008.
Incentive Plan	Company offered incentive plan, which may have paid out in last year of contract. Nothing guaranteed.	▶ 9/3/08 plan withdrawn. Parties will work together to develop an Incentive Plan.
Duration	3-year agreement	▶ 4-year agreement

Show Me the Money

How the per-hour maximum base rate will rise during the life of the new contract (2008-2012)

Labor Grade	Base Rate Maximum (per hour)	Projected COLA Fold in 2009	With 3% GWI 2009 Max	Projected COLA Fold in 2010	With 3% GWI 2010 Max	Projected COLA Fold in 2011	With 4% GWI 2011 Max
11	\$36.89	\$0.41	\$38.42	\$0.22	\$39.80	\$0.21	\$41.61
10	35.83	0.41	37.33	0.22	38.67	0.21	40.44
9	34.90	0.41	36.37	0.22	37.69	0.21	39.41
8	33.88	0.41	35.32	0.22	36.60	0.21	38.29
7	32.84	0.41	34.25	0.22	35.50	0.21	37.14
6	31.86	0.41	33.24	0.22	34.46	0.21	36.06
5	30.83	0.41	32.18	0.22	33.37	0.21	34.92
4	29.85	0.41	31.17	0.22	32.33	0.21	33.84
3	28.88	0.41	30.17	0.22	31.30	0.21	32.77
2	27.85	0.41	29.11	0.22	30.21	0.21	31.63
1	26.86	0.41	28.09	0.22	29.16	0.21	30.54
Factory Service Attendants	Base Rate Maximum (per hour)	Projected COLA Fold in 2009	With 0% GWI 2009 Max	Projected COLA Fold in 2010	With 0% GWI 2010 Max	Projected COLA Fold in 2011	With 0% GWI 2011 Max
A	\$18.04	\$0.41	\$18.45	\$0.22	\$18.67	\$0.21	\$18.88

Collecting Your Strike Check

Any remaining strike checks will be available for pickup at the Seattle Union Hall (Monday through Friday only) from 8:00 am to 5:00 pm (unless previous arrangements are made). Again, there are no strike check distributions on Saturdays. Check pickup will continue weekdays only at the Seattle Union Hall through Monday, December 1st. All checks in Seattle not picked up by December 1st will be sent back to Grand Lodge on December 2nd.

Taxes: Also you will be receiving a 1099 tax form in January from the Grand Lodge. Any strike pay of \$600 or more must be claimed on your taxes.



Special thanks to the volunteers, who spent hundreds of hours sorting and stapling the strike checks in preparation of the Saturday distribution.

Volunteer Opportunities to Help With the Holidays

Help on the Food Drive

The annual KING 5 Home Team Harvest Collection will be Saturday, December 6th. 751 will be helping out at the Everett Mall and Tacoma Mall. There are two four-hour shifts to choose from: 7 a.m. to 11 a.m. and 11 a.m. to 3 p.m. Six to ten people are needed for each shift. The task includes taking food donations from people as they drive through a designated area in the mall parking lot and putting the donations in trucks. The donations will be given to Northwest Harvest. Contact Kay Michlik at 1-800-763-1301 or kaym@iam751.org to re-

serve your spot.

Assist with the Toy Distribution

The Salvation Army Toy & Joy program is looking for volunteers to help with their toy distribution. The event will be held at Qwest Field on Wednesday December 17th from 9:00 AM to 6:00 PM. You can volunteer for any amount of time (i.e. half day, before work, after work, etc). Stewards will receive volunteer hours but no excuse letters will be issued.

Contact Kay Michlik at 1-800-763-1301 or kaym@iam751.org for more information or to sign up to help.

MEMBERS ON THE LINE



Members from PSD held barbecues and group pickets outside Longacres (commercial headquarters) every Tuesday.



Above: Members on the Seattle picket line take time to pose for a photo during the late night shift in October.



Renton Steward Joe Stewart (l) was joined with Alaska Airlines pilot Elya Baches on the line in Renton along with another 751 member.

Photo right: 4 year old Kaylie Weed rests in front of the Boeing sign while walking the line outside the Auburn plant.



Above: On the Auburn picket line members L to R: Terry Schleining, Marc Gray and Rickey Erickson with Terry's boys. While it was Terry's 4th strike, it was the first strike the boys picketed. He noted that he was walking the line to leave things better for the next generation.



Sean Lambert chose to picket the Renton Plant from Lake Washington.

Right: Each day the Burlington Northern engineer showed support by holding our strike sign.



Standing strong on the line in Everett.



Vickie Graeber was one of the costume winners in Everett on Halloween for her Cruella Deville imitation.



In Everett, Sherry Eckle won best costume for her picket shift with her spider costume.



Smiles on the line at Frederic.



Left: The Everett crew on a wood cutting trip.

Right: Seattle strike kitchen volunteers Terri Bracy and Michael Lee. Member volunteers at all locations kept the strike kitchens running and ensured picketers were fed 24 hours a day, 7 days a week at all locations.



Boeing's Chicago Headquarters had picketers, as well. Above: John Brooks and his wife walk the line.

Right: Dave Madsen and his brother Jerry (not pictured) also spent time picketing Corporate Headquarters.





Throughout the strike the Everett crane crew organized weekly barbecues that drew quite a crowd and kept solidarity thriving.



Rain couldn't dampen the spirits of picketers on the line at D.C.



Picketers on the Kent line wave to cars honking in support on West Valley Highway.

Family pets not only came to the line, but showed their solidarity with signs at home.



A member brought the family pet for picket duty on the Auburn line.



Members in Renton enjoyed a day in the sun on the line.



Adam Sweeney's wife, Tara, did picket duty at Frederickson the day before their daughter was due.



Frederickson.



On the Renton line, this group posed for a picture.

Photo right: After getting temporarily laid-off from Boeing cafeterias due to the strike, UNITE-HERE members Melanie Greene (l) and Martha Garland helped run the Everett strike kitchen.



Members on the Seattle line at the Military Flight Center.

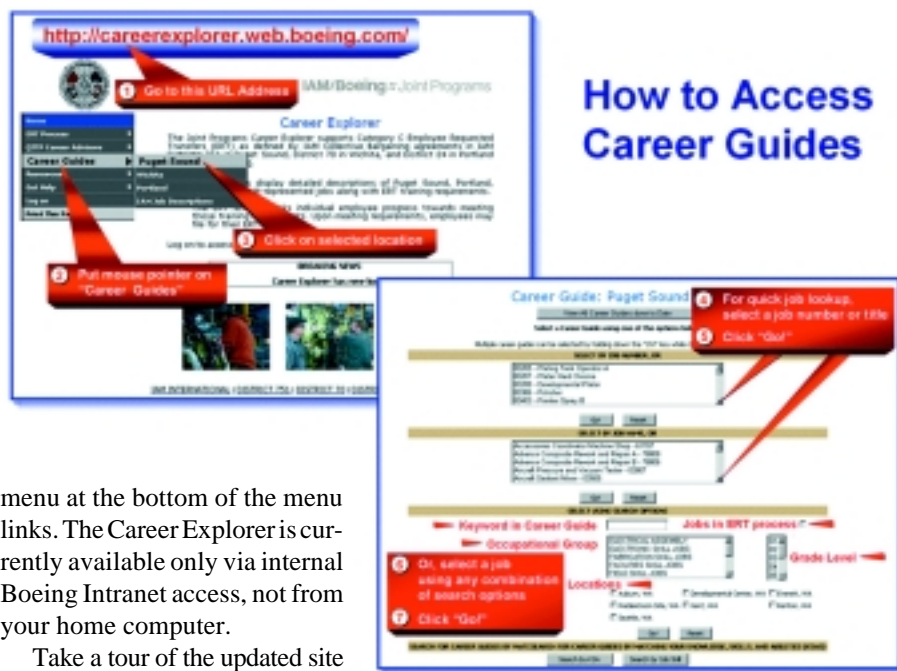


Members at Edwards Air Force Base held the line and had weekly barbecues to promote solidarity.

IAM/Boeing Joint Programs Career Explorer Has a New Look

The Career Explorer website has a new look. Career Explorer is an online tool that supports Category C Employee Requested Transfers (ERT) as defined in the IAM Collective Bargaining Agreement for IAM District 751 in Puget Sound, District 70 in Wichita, and District 24 in Portland and Boeing PRO6626.

Visit the Career Explorer at <http://careerexplorer.web.boeing.com/>. It is the place to go for detailed descriptions of Puget Sound, Portland, and Wichita IAM-represented jobs, together with the corresponding ERT training requirements for each job. New menus on the left of the screen make it easier to navigate and find information. The updated Career Explorer includes enhanced information about the ERT process, along with tools and resources to help you find your best fit for IAM jobs. From the Career Explorer website, you can also access the Employee ERT Screen to check your progress towards meeting ERT training requirements and file an ERT. Please note: you will need to log on through WSSO to access the Employee ERT Screen. Look for the Log on



menu at the bottom of the menu links. The Career Explorer is currently available only via internal Boeing Intranet access, not from your home computer.

Take a tour of the updated site to learn more about the ERT process. Above is a tip sheet for accessing the Career Guides and the details of the Career Guide site. Below is the Employee ERT Screen. If you still have questions, IAM/Boeing Joint Programs Career Advisors are here to help you. Find schedules and

appointment information here: <http://iamboeing.web.boeing.com/careeradviser.cfm>.

Please update your bookmarks for the Career Explorer with the updated link <http://careerexplorer.web.boeing.com/> and delete all old links to Career Explorer and Career Guides. As always, you can also access the Career Explorer via the link on the IAM/Boeing Joint Programs website at www.iamboeing.web.boeing.com.



For more information on the CAT "C" ERT process, contact a QTP Advisor:

- Identify job interests and requirements
- Have transcripts evaluated
- Develop a training plan
- Enroll in classes

Puget Sound: 1-800-236-3453
Portland: 1-800-854-1310
Wichita: 1-888-709-0670

Category C ERT Scoreboard

1/1/08 to 8/31/08

Puget Sound ERTs Filed	11,666
Puget Sound ERT Successful Job Transfers	954

Union Delivers Over \$77,000 in Back Pay

Continued from page 1

multiple challenge tests, which paid off when she was upgraded to a Grade 3 in the stow bin area of the interior shop. Once she even took multiple challenge tests on the same day to better her chances for a transfer.

This drive, ambition and work ethic will serve her well in the interior shop in Everett. Just another example that it pays to be Union.

President's Column

Continued from page 2

the factory and we fought hard to protect it!

There are valuable lessons for Boeing to learn about outsourcing and inspection in these latest "problems." The Union will continue to push Boeing to recognize the true value our members bring in QA, receiving inspection, fabrication and production and how such problems could be prevented if the proper quality inspection systems are in place and the work is in the hands of the highest skilled aerospace employees. Every member knows that Boeing employees regularly work to the highest quality standard. As you look at Boeing suppliers, it appears they are not held to the same quality standards that we work to and build into every product. This is not a direction we want to go. Boeing airplanes have always been the best in the world and our members intend to keep it that way (even if it means fixing vendor mistakes).

Finally, as we get back to building the best airplanes in the world, be aware of the contractual provisions and help ensure the language we fought hard to get is enforced. Keep in mind holiday overtime is voluntary (per LOU #11 - see article page 3). Let your Steward know if vendors try to expand their materials delivery process. Do your part to make sure Boeing lives up to the contract they signed.

Again, thanks to each and every member for their role in the negotiation process and strike. I am proud of each of you and honored to serve as your District President and wish each of you a Happy Thanksgiving.

Members Present Our Story in Papers

Throughout the strike, we had many members step up and write letters to the editor of local papers to ensure our side of the story was told and to respond to letters from others in the community who have no connection to the strike. Many members also became active in blogs to get out our message - often sparring with others on why we are on strike. Following is one of the many letters our members wrote.

Machinists striking to protect jobs, families

Many on the "outside" are perplexed as to why the Machinists "chose" to strike when many are facing financial hardship and/or job losses. Boeing would have you believe that we inside the Machinists Union are greedy because we're looking for more money when so many are suffering.

As talks resume, we the membership do "count our blessings" regarding our jobs. Yet the sting of criticisms, coupled with the constant glares we receive from those that would judge, serve to remind us that while we strike as one in solidarity, we're in this alone. We Machinists value our jobs greater than anyone. We also, however, realize that if we don't defend our jobs through collective bargaining that soon we will be unemployed. So it isn't that we aren't aware of our fortune in holding

some of this state's premier jobs, we are. We also realize that in helping to forge the foundation of these jobs through previous contracts, we are now backed into a corner to keep them. We also are cognizant that over the years, the working-class membership has built Boeing into the world-class enterprise that it is, despite the blunders and scandals of high-level management that cost the company valuable government contracts. We didn't read any articles serving notice of how fortunate we were when less than 10 years ago, we witnessed layoffs of members with more than 25 years with the company. Those "blessings" that you refer to are the result of hard work, great pride in workmanship and steadfast loyalty to a company that drove us out to the picket line with guarantees of more job outsourcing.

The middle class American dream is quickly vanishing, and the Aerospace Machinists are some of the last of a dying breed actually building a product that is exported all over the world. We take great pride in our work, and stand united with arms locked in solidarity to protect ourselves, our jobs, our families, our way of life.

Bless us one and all.
Randy Ralph
747 Wingline, Everett division

751 Walks to Battle Breast Cancer

Even though 751 members working at Boeing were on strike, Team 751 again took part in the annual Breast Cancer Walk in Bellevue on September 28th. A couple members even volunteered to serve as route marshals for the event.

For many of our members, this is a very personal event since they themselves are cancer survivors. Others have watched friends and loved ones battle the disease.

Thanks to all who turned out to make the event a success.



Stewards *Becky Beasley (l)* and *Debbie Donnell* take part every year, along with *Donnell's daughter Marissa*.



Team 751 members who took part in the *Making Strides Against Breast Cancer Walk on September 28th*.

RETIREMENT NEWS

November Retired Club Business Meeting Minutes

by Ruth Render,
Retired Club Secretary

The November meeting was called to order by President Al Wydick. The Lord's Prayer was said followed by the flag salute and singing of "God Bless America."

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

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

President Al Wydick reported the annual Christmas party will be December 8th. Tickets will be sold at Retired Club meetings and at the Seattle Union Hall. He noted they are working with the caterer to have two food lines to cut down the wait.

President Al Wydick reported retired Business Rep Jim Bostwick is not doing well. Jim is going through chemotherapy and asked that we keep Jim in our thoughts and prayers.

Communications: Request for donation from the Salvation Army.

Business Reps Report: Business Rep Paul Knebel wished everyone a Happy Thanksgiving and noted we can be thankful the strike is behind us and the elections are over - both came out favorably. He is encouraged with the new contract.



Retirees were treated to pumpkin pie for dessert at the November meeting.



Retirees meet every Monday at the Seattle Union Hall at 11 a.m.

Unfortunately, Boeing would not give any additional money to existing retirees. He noted that future retirees' pension benefits increased \$11 to \$81 effective January 1, 2009 and to \$83 effective January 1, 2012. Members were relieved to have medical back and prevented Boeing from shifting additional costs.

Health & Welfare: Toni Morzenti noted that Mel King and Irene Ball were sick and received get well cards. Please report ill retired members to Toni at 206-242-8365.

Helen Pompeo read the deceased list as follows: Robert Boatman, Fred Dills, Jack Eaton, Michael Germano, James Harrell, Wesley Jamison, Louis Jepson, Helena Kamnicz, Roy W. Nelson III, Carmen Sabado, Dennis P. Smith, William R. Smith, Sr., Roy Spangler, Karl Tanner and Vernon Thompson. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Legislative Report: Carl Schwartz reported most of our endorsed candidates won. We are happy that Obama and Biden won and look for a much better la-

bor and retiree friendly national Administration. We are also gratified that voters re-elected Governor Chris Gregoire. Thanks to all members of the Retired Club who gave many hours to help make the wins possible.

He noted that retirees were also active in the recent strike against Boeing. Unfortunately, gaining cost-of-living increases for current retirees was not part of the settlement.

Social Security benefits will increase 5.8% in 2009; unfortunately, most of the increase will be used to pay increased medical and drug costs. We continue to support legislation to at least permit Medicare to negotiate for lower drug prices and will again contact our Congressional delegation to pass this minimal measure NOW!

Many retirees with 401K funds have seen substantial losses in their plans resulting in a decrease in income. We hope any "stimulus plan" will offer help to those retirees who have been hurt - especially people in the lower income bracket.

Carl pledged the Retiree Legislative Committee will continue to work to meet the concerns of all members and invite others to participate and get involved.

Helen Lowe reported she recently spent three weeks in Canada and talked to people from throughout Canada and Europe about their socialized medicine.

She talked to over 100 people who were all very satisfied with their health care and noted that reports they have to wait for coverage are false.

Gene Hogle reported he continues to be involved in the Alaskan Way Viaduct stakeholders' meeting. He noted a parkway option has been unveiled by House Speaker Frank Chopp. It would have a park on top with a roadway in the middle section. Gene has endorsed this option and believes it is the best option to keep traffic moving.

John Guevarra noted that about 28% of Union members still supported Republican candidates. While the majority chose the right path, we should help educate the others to better understand the issues. He thanked everyone who has volunteered during the election and been a part of the Retiree Legislative Committee. He also encouraged our retirees to get involved in the Alliance for Retired Americans and thanked Leroy and Helen Miller for their efforts in the ARA.

A motion was made to donate \$50 to the Salvation Army soup line. **M/S/P.**

Birthdays & Anniversaries: James Evanson, Gene Debs, and Michael Keller celebrated birthdays in November. Anniversaries included: John & Helen Pompeo (60 years), Dan & Ardie Stachlowski (52 years).

The meeting adjourned at 11:50 a.m.

District 751 Mourns the Loss of Orville Hays

The Union lost a long-time member who was a part of the Union leadership for several decades when Orville Hays passed away on October 13th.

Orville was first elected as a Business Rep in 1977. He was re-elected four terms serving at various Union halls and helped countless members ensure their contractual rights were protected.

When the Union negotiated the IAM/Boeing Joint Programs in the 1989 contract, Orville moved there as a Union Administrator to launch that valuable program. He was an integral part of developing the SHEAR form system to aid members in reporting problems, potential risks, chemical hazards and needed repairs, as well as other safety programs.

IAM/Boeing Joint Administrator Gayl Bailey, who worked with Orville in forming HSI, recalled, "During a visit to the UAW & Ford in Detroit, we were still trying design HSI's logo with our Com-

pany counterparts. After about an hour, Orville who had torn apart a paper bag and was scribbling on it announced, 'I got it.' He then showed us what became the IAM/Boeing Health and Safety Institute logo. Orville noted the wings off the Boeing Totem and the outer edge of the Machinist Gear and with the family in the middle show who we are and who we represent because it is just as important to the Union members' family that they return home safe everyday from work. 18 years later that logo still presents who we are."

Gayl added, "Orville had a way of cooling a situation when things got heated in the early days of HSI with a quick one liner

that in most cases stopped us in our tracks. He truly cared for the workers. I will miss him."

Yet Orville's involvement in the Union dates back long before he was full-time staff or Rep. Orville served two terms on the District Council, worked his way up through Local Lodge leadership positions including serving as Local F Recording Secretary and President. Orville originally hired into Boeing in the early 1940's as a final assembly mechanic on B-29's. He was drafted into the Army and after completing his duty, he rehired into Renton Final Assembly as a Rigger on the C-97 airplanes in the fall of 1948. During that time, he par-



Orville Hays served as Business Rep for over 10 years before helping form the IAM/Boeing Health & Safety Institute.

Retired Club Christmas Party

Monday, December 8th

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

\$10 for members & associate members - \$15 for guests

Purchase tickets at Retired Club Meetings or call Kewanda (206) 764-0302

Tickets will not be sold at the door.

RETIRED CLUB OFFICERS

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

FREE WANT ADS FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

(4) STUDDED TIRES w/rims, 175/70-SR-13 snow radial M&S. Ready to put on, like new. \$100. 206-372-4810

KWIK-LIFT VEHICLE LIFT, 7,000 lb. capacity. Heavy duty use. Adjustable (14' 0" / 14' 9" / 15' 6"). Wheel bases up to 168". \$1,000. 206-755-1092

VINTAGE X-C8 EDELBROCK INTAKE W/ CARBS. Fits small block. Two 500 CFM Edelbrock 4 barrels. Comes with 2 air cleaners, fuel line and linkage. \$800. 206-755-1092

CANOPY for 8' pickup. Aluminum, high-gloss black. No leaks, no dents, 4 tinted windows, lockable, lightweight. Paid \$650, asking \$250. Call George at 360-249-4432

ENGINE STAND, heavy duty, 750 lbs. \$25. 206-762-1117

2001 JEEP WRANGLER soft top, used once, like new, \$200 OBO. 509-587-2006

16" TIRES AND WHEELS, fits on Grand Prix, 2yrs old. Excellent condition, no scratches or dents on chrome wheels, full tread. \$800 OBO. Call 206-883-7796 for more info

JOHN DEERE 1 1/2 hp engine with new magneto hit and miss. \$775. 206-242-6905

BOATS

EVINRUDE 6 HP LONG SHAFT OUTBOARD TROLLING MOTOR. Runs excellent. \$325. 206-762-1117

14' FIBERGLASS LARSON with trailer. 65 hp Mercury motor. \$1,500. 253-939-0146

COTTAGE INDUSTRIES

THE SMOKEHOUSE & MORE would like you to order early for the holidays. Get delicious smoked prime rib, free range turkeys (fresh & smoked), double smoked bone-in & boneless ham, smoked salmon and other meats, salads, etc. Call 1-360-886-9293 to place your order or visit us in Black Diamond at 32721 Railroad Ave.

ARE YOU LOOKING FOR SOMETHING TO DO IN YOUR RETIREMENT? Sunset View Garden Club meets the third Thursday of each month at the Golden Pine Apartments, 2901 10th NE, Renton, WA. Everyone is welcome. Contact 425-255-8195 or 425-255-0859 for more information

PHOTOGRAPHER. VERY affordable digital wedding photography. Save money. Also available for family portraits, senior pictures and special events. Call about Spring and Summer events now. 206-240-9773

30% DISCOUNT FOR DUMP TRUCK. Malavotte Construction. 360-825-6417. I can offer dump truck services, which include delivery of soil, fill dirt, gravel etc. Also removal if you have a machine to load it. The truck can carry 12 yards. 30% discount off, except cost of material from a supplier as I have no control over their pricing.

ADULT FAMILY HOME. We enjoy assisting and caring for adults with daily living activities in Edmonds home 24/7. Dementia and mental health certified. 425-673-6428

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

JOIN THE EVERETT BOEING STRATOCRUISERS CAR CLUB www.stratocruisersclub.com or phone 425-355-0127. We cruise on Friday nights at "Jack In The Box" in Lynnwood, 3 pm to dusk.

EXPERIENCED OPERATOR with excavator and dump trailer. Digging, grading, clearing or prep work to facilitate landscaping changes. Licensed, bonded, insured. Call Kevin at 206-250-1641

AD RULES

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

Deadline For Next Issue Dec 5th

NEED LIFE INSURANCE, annuity for tax-deferred growth, long-term care, home care? Give me a call. As a laid-off 751 member who is now an insurance agent, I can help you plan for retirement. Call me today at 425-646-5444 ext. 208, ask for Maureen.

JOIN THE EVERETT BOEING STRATOCRUISERS CAR CLUB www.stratocruisersclub.com or phone 425-355-0127. We cruise on Friday nights at Wendy's in Silver Lake just north of Costco from 3 pm to dusk.

LAKE TAPPS BACKFLOW. For all your backflow testing and repair needs. \$5 discount for members. \$10 discount for seniors and veterans. Licensed, bonded, insured - a service disabled, veteran-owned small business. Call 253-217-7751 or e-mail laketappsbackflow@comcast.net

DENTAL BENEFITS. Save up to 80% on dental. \$19.95 per mo - no waiting period, all pre-existing conditions, entire household. Call Tommy at 360-631-2221

NEED ESTATE PLANNING SERVICES (Wills, Trusts, Probate assistance)? Contact the Law Office of Kelli B. Marletto, LLC. 206-919-8337

INTERIOR/EXTERIOR HOUSE PAINTING. Licensed, bonded, insured. 30 yrs. experience - FREE estimates. excellentpainting@q.com or call Tom at 253-630-5206

YEN NAILS GRAND OPENING SPECIAL DISCOUNT for Boeing Employees. Manicure and spa pedicure - \$25; Fill - \$14; Full set - \$22; Facial - \$30. Hair, any service, 25% off. Walk-ins welcome. 6606 220th St SW, Mountlake Terrace, WA. 425-778-0414

ELECTRONICS & ENTERTAINMENT

FREE: Radio and record player console, dark mahogany. Needs electrical work. 206-323-6829

BROTHER MFC8300 3-IN-1 LASER multi-function center, multi-page fax, copier, printer. Has ink and works. Doesn't have manual (but can get one on Amazon) and no PC software. Comes with AC adapter and phone cord. Measures 12.7 x 17.1 x 17.4" and weighs approx. 26.5 lbs. In good cond. \$55. 425-432-6134

BEAUTIFUL KIMBALL CONSOLE PIANO w/padded bench. Exc. cond., pecan finish, carved legs, warm sound. Appraised for \$3,500, asking \$1,800 OBO. 509-699-8344 after 5 pm

FURNITURE AND APPLIANCES

BRASS/GLASS DINING TABLE, 7 ft. heavy duty glass table top, sits on 2 brass pedestals. 6 chairs and 4 bar stools, all are blue velveteen with brass arms/base. \$250 OBO. 425-235-8147

36" WHITE GAS RANGE & large oven. 5 burners with griddle. Premier brand, USA/Union made \$400. 206-367-0288

DOWNSIZING to an apartment. Selling furniture, leather sofa & loveseat, washer & dryer, automotive tools, chain saw, Jet brand table saw w/accessories. Items must be gone by end of November. 253-267-6343

OAK DESK with small and large drawer on each side, good shape. Suitable for student desk or office, large enough for computer use. \$85 OBO. 425-235-8147

HOUSING

KONA, HAWAII oceanfront condo. Enjoy 2 BDRM/2 BATH fully equipped condo - pool, jacuzzi, private lanai, DSL, color TV w/VCR/DVD. \$985-\$1,100/wk. www.banyantreecondo.com. 206-938-9214

3 BDRM/2.75 BATH HOME. Lg. open kitchen, daylight basement, fenced yard, hot tub, out bldg., patio, RV parking, hard wood floor/vinyl and new carpet. Two fireplaces, bath off master, dbl windows. Bonney Lake schools/shopping. \$248,000. Call Ken at 253-863-9664 or 253-632-1430 for more info

NEW! 2008 4 BDRM/2 BATH HOME. 2,112 sq ft, finished 2-car garage, RV/boat parking, vinyl siding, 12x18 patio, low "E" windows (vinyl) on cul-de-sac. Lg. mud room, vaulted ceilings. Assessed value \$253,810, asking \$224,950. 360-275-0974

3 BDRM HOME, huge .25 acre lot. New roof and windows, fully fenced backyard, pellet and wood burning stoves, large deck. South Hill Puyallup. Call 253-845-8360 for more info

FOR RENT: 3 BDRM/3 BATH condo in Manson, 7 miles out of Chelan. Fully furnished, garage. For rent part or full-time. Call Paula and Ken Hofmann at 360-691-1016 leave msg.

ADULT FAMILY HOME located in Bonney Lake has private/semi-private rooms available. New construction custom home. Call 253-447-8306 for more info

4 BDRM/3 BATH NEW HOME, Emerald Lake, 2,112 sq ft. Finished 2-car garage w/ opened RV parking, ice maker, low "E" windows, 30 yr. roof, 12x18 patio, cul-de-sac, .60 acre, greenbelt. Assessed value \$253,810, asking \$224,950. 360-275-0974

MISCELLANEOUS

TASCO 300 POWER MICROSCOPE with accessories; model #60300-0. Bright red plastic. Has 3 powers: 100X, 200X and 300X. The microscope measures 8 5/8"H x 4 7/8"W. Unused and in original boxes. Have 9 left - \$15 each. 425-432-6134

CLASSIC HAMILTON BEACH MILKSHAKE MIXER, the classic green color with a 28 oz. stainless steel cup. Measures 14 1/2" x 5 1/4" x 6 3/4". Has no box, new condition. \$36. 425-432-6134

DOG RUN, chain link fenced & covered, 5 ft x 10 ft, \$100. 206-367-0288

WINTER COAT, gray with black velvet trimmed hood. Size 10P. Black skirt, size 14. Call 425-746-4742 for more info

SUNJEL FUEL, 13 oz cans, unopened. I have 29 of them. Each can of fuel burns up to 3 hours and gives off 3,000 BTUs of heat. All unused. Most cans are dented, but doesn't affect burning. \$2.60 each can or \$70 for all. 425-432-6134

LUGGAGE SET. Retro hard sided avocado green 4 pc luggage set with 1 key. All store inside each other for easy storage. Medium is missing front plate on handle, but still carryable by handle. Also the inside pocket has a hole in it. Otherwise, all in good condition. \$55. 425-432-6134

NORMAN ROCKWELL MUSEUM COFFEE MUGS (1982). Set of 8 with all different scenes. All in mint condition. \$45 for set. 425-432-6134

RETRO 70'S CHILDREN TOYS: Flippity Flyer with Loop the Loop Action, ages 3-8, box is a little worn and taped but toys are in exc. cond., \$30. Crazy Loco, ages 3-10, box is a little worn but toys are in exc. cond., \$30. Big Loader Construction Set (1977), box is a little worn but toys are in exc. cond. and stickers are still not applied, \$30. 425-432-6134

FOR SALE: Beautiful gold & ivory angel, has molded face and hands. White feather wings, hands are holding a white bead chain and ball ornament. Measures 16"H x 8"W. In very good condition. \$12. 425-432-6134

FOR SALE: (2) lg. red silk Christmas poinsettias. Have large blossoms with foil wrapped pots, about 21"H x 21"W. In new condition. \$25 ea. 425-432-6134

FOR SALE: (2) lg. strings of multi-colored ornament garland, very pretty. Each string measures 9 1/2 ft. long. Bulbs are 2.5" in diameter. Each string has 48 bulbs. Indoor/outdoor, new condition. \$15 ea. 425-432-6134

GLASS ORNAMENT OIL LAMPS, 9 various sizes with filigree and plaid in colors of red, blue and green. Sizes vary from 2.5"H to 5"H. Unused; have never had oil in them. New condition. \$6 ea or \$50 for all. 425-432-6134

ICA-21 AIRCRAFT TRANSCIEVER, over 20 channels, \$125. HD Clark 10-30 headset, \$125. New Pacesetter Performance 200 72" propeller - did not pass certification for aircraft. \$150. 253-265-0982

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

Ad (25 word limit. Please print).

Phone (or Address)

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

Name _____ Clock Number _____

Address _____ Shop Number _____

Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is Dec 5th!

60" COPPER COIL, 3/4", still in box. \$150. 206-363-6596 SEARS KENMORE ZIG-ZAG SEWING MACHINE, Model 1303. Extras and food peddle. \$125 OBO. 253-941-3690

SUPPORT OUR TROOPS! Send popcorn to our troops for Christmas and support Cub Scouts at the same time. Go to my website and click on the popcorn link. www.951-in-iraq.com

FOR SALE: 36" x 80" white metal door; no casing, hinges or locks. Never installed. Couple of minor scrapes but in good shape. \$50. 206-755-1092

38 GALLON AQUARIUM. 12"W x 19"H x 36"L with laminated oak stand, hood with light, decorative rocks, pump. \$75. 425-745-6423

LIONEL TRAIN SETS AND K-LINES. Call 425-413-0720 for details and price

BISSELL CARPET SHAMPOOER, canister-type. \$35. 206-762-1117

DEER AND ELK SKINS, no hair. Call 425-432-6456 for more info

JOIN US FOR BREAKFAST! Retirees from Kent Shop 2-2165, 18-62 Bldg. Contact Clint at clintbonnie@hotmail.com for date and place

JOHN DEERE 1 1/2 hp engine with new magneto hit and miss. \$775. 206-242-6905

PROPERTY

ABSOLUTELY MUST SELL - 2 lots side-by-side in upper location. \$3,500 OBO. 425-747-5437

DOUBLE-DEPTH LAWN CRYPT, grave w/cave, double-depth box. Two openings and closings. Gethsemane Cemetery, Federal Way. Granite foundation for bronze memorial plus care/setting fee. Valued at \$6,500, sell for \$5,000. 509-891-9555

40 ACRES W/CABIN, 16 miles east of Tonasket WA. Furniture and appliances included, well and septic already in. Contact www.hannarealty.com for more info and pictures. 253-951-6586

1.75 ACRES IN WEST OLYMPIA, 230' x 330', amenities close to center of property. Gated, septic system approved; also well and natural gas. Call 425-277-8708 for more info

5 ACRES on hillside with lots of trees. Privacy and seclusion but only a few minutes from all amenities. Underground power and telephone in street. \$79,821. 360-435-2430

RECREATIONAL VEHICLES

2000 FLEETWOOD PROWLER TRAVEL TRAILER, 29 ft. Huge awning and slide-out, loaded, queen bed in back, dbl door. Valued at \$14,000, asking \$11,500. Smokey Point area. 360-645-0711 or 425-422-6776

1995 FRONTIER FLYER MOTORHOME, Class A, 30 ft., many upgrades. Only 49K miles, great condition, 454 Chevy, backup camera, walk-around queen bed. \$17,000 OBO. 360-275-3966

1995 AIRSTREAMRV, 30 ft., 38,295 miles, .454 Chevy gas. New tires, batteries, fridge, TV, shower. No smoking. \$54,999. 206-323-6829

2006 SUN VALLEY X-TREMELITE XT180 travel trailer, 18 ft. fiberglass trailer. 2,900 lbs dry weight, ext meas. 19'5"L x 7'6"W x 8'4"H, sleeps 4. Fully self-contained. With all comforts of home: a front queen bed, bath, kitchen, dinette, AC, microwave, & much more. Priced at today's blue book \$13,600. 425-432-6134

SPORTING GOODS

SHOTGUNS. Ithaca Model 37 pump 12-gauge Featherlite; Remington Model 870 Wingmaster 12-gauge Magnum, 3" chamber. Both in exc cond. \$375 ea. 360-675-6946

NORDIC TRACK SKI EXERCISER, used less than 2 hrs, all info included, \$325 OBO. Weight bench and weights, \$60. 253-941-3690

(2) 10-SPEED BICYCLES, 1 man's and 1 woman's. Call 360-802-2074 for more info

TOOLS

1940 FARMALL A, 12-volt. Great tin, new paint, new starter, lights, rear wheel weights. \$3,000. 425-337-6127

VEHICLES

CLASSIC 1966 FORD FALCON, 2-door, 289 V8, runs. 206-244-2306

2005 SCREAMING EAGLE FAT BOY HARLEY DAVIDSON, 15th Anniversary Edition - only 600 made in blue and brushed metal. Vance & Hines pipes. Showroom condition, great on gas! \$25,000. 360-652-3650

1965 FORD PICKUP with canopy. Must sell, runs good. Call 425-235-8255 for more info

1984 FORD CLUB WAGON VAN, 6 cyl. New water pump, carburetor, brakes, distributor, tires. Looks & runs good. \$1,195. 206-854-1700

TOYOTA, 1989 CAMRY, 4 door LE, one owner, always garaged, AT, cruise control, great gas mileage, 121939 miles, dark blue pearl, exc. \$2,800. 425-226-8247

1998 NISSAN ALTIMA, CD, radio, runs & drives great. Well maintained, good mechanical cond, AT trans, 2.4l. \$3,500. 425-834-0454

2006 PONTIAC G6, 36,000 miles. Auto/PW/PL/AC/4-dr. Exc. cond. Student - must sell! \$2,500 OBO. 206-313-2548

2007 KIA RONDOLX V6, 14,000 mi. Black w/beige interior, exc. cond., 5-dr/5-pass, power SWL, 6 air bags, esc, air, alarm, AM/FM stereo, disc player, more. Mint - \$14,500 OBO. Call 425-235-8147 for more info

1990 CHEVY CAPRICE WAGON, maroon, 95,000 mi, 305 V8. Runs great. \$900 OBO. 206-852-3846

1996 JIMMY SLT 4WD SUV. One owner, 78,000 mi, leather, loaded, well maintained, service records avail. \$6,750 OBO. 206-940-4962

1981 C-10 CHEV TRUCK, side-step. \$1,500 OBO. Ravensdale area, 425-432-9387

Tournament Raises \$2,200 for Hardship Fund

Local C's annual fall golf tournament usually raises money for the political arm of the Union (MNPL). However, since the members at Boeing were on strike, Local C leadership decided to donate the proceeds of this year's tournament to the Hardship Fund - to help our members in need. The event raised more than \$2,200 for the hardship fund.

Members turned out for a day of fun and a good distraction from the picket lines on Saturday, September 27th.

After completing 18 holes at Enumclaw Golf

The 1st place team consisted of: Jeff Starkey, Bob Stahl (who also won closest to the pin), John Carter and Ron Coen.



Course, members were treated to an exceptional barbecue feast courtesy of Barbecue Bob Betsworth.

Special thanks to the following who helped organize and run the tournament: Mark and Cindy Johnson, Jimmy Darrah, Joe Crockett, Ron Coen, Mark Brown, Wayne Haddenham, Keith Elliot, Cliff Goetsch, Scott McKenzie, Bob Pringle, Paul Burton, John Carter, Linda Heffernan, and Mark Blondin. Special thanks to General Vice President Rich Michalski who personally donated more than \$800 to ensure the event was a success.



Above: Rick McKinney putts as Jim Roberts and Chuck Craft look on.



Left: 2nd place: L to R: Rich Michalski, Bruce Spalding, Mark Johnson and Mark Blondin.

Neil Young Won't Cross Picket Line, Cancels Concert

LOS ANGELES - Neil Young decided he wouldn't be "Rockin' in the Free World" at The Forum in Los Angeles in October. He canceled his concert rather than cross a picket line scheduled to form there during the show.

The 62-year-old rocker-activist says he was told a local faction of the International Alliance of Theatrical Stage Employees union planned to picket the show. Young and his wife are honorary lifetime members of the union, which is striking against The Forum's owner, Faithful Central Bible Church, because of contract disputes. Young, whose hits include 1989's "Rockin' in the Free World," says he is "extremely disappointed to have to choose between satisfying my fans or backing my brothers and sisters of the IATSE."

IAM Scholarship Competition for 2009

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



Scholarships for a Bachelor's degree or a two-year vocational/technical certification are determined in a competition among eligible applicants that is judged by an independent Selection Committee.

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: \$1,000 per academic year. All awards are renewed 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. To be eligible children of members must

be in their last year of high school (seniors).

For complete 2009 scholarship Competition Guidelines, visit: www.goiam.org/iamscholarship. No ap-

plication forms postmarked later than February 27, 2009, will be acknowledged or considered for the 2009 scholarships.

REQUEST FOR IAM SCHOLARSHIP APPLICATION PACKET

Please send me an Application Packet for the 2009 IAM Scholarship Competition. I understand that this request is not an application, and that the completed Application Packet must be postmarked no later than February 27, 2009.

REMINDER: Please check the appropriate box below and the requested application will be mailed to you. As an IAM member who will have 2 years' continuous membership in the IAM as of February 27, 2009, I am requesting an Application Form for:

- IAM Member requesting a College or Vocational/Technical Scholarship
- Child of an IAM Member requesting a College Scholarship
- Child of an IAM Member requesting a Vocational/Technical Scholarship

Print your name and address clearly:

IMPORTANT: Complete this coupon and enclose a SELF-ADDRESSED LABEL for reply. (Do not send self-addressed envelope).

Mail to: IAM Scholarship Program
 9000 Machinists Place, Room 117
 Upper Marlboro, MD 20772-2687

Members "Log" In Time During Strike

Members who served picket duty in Everett should be thankful that 751-member Paul Richards and his father Frank (a retired member) stepped forward to help during the strike. Paul reported to the Everett hall nearly every day of the 57-day strike – rain or shine – working more than 8 hours each day. Paul believed it was important to ensure that all the gates at the Everett site had an adequate wood supply for the picketers reporting for duty.

From the first night of the strike when he delivered burn barrels to the gates to the final Saturday night when he cleaned up the gates, Paul was there to help.

"I wanted to get more involved with the Union, and the strike provided me that opportunity," stated Paul. "The first few days I was on the picket line every day. Then I heard someone say we need people to take wood to the burn barrels, so I did. At the end of the day they said see you tomorrow so I just kept coming every day – splitting and delivering wood. They had my cell phone so if a gate ran out of wood, they could let me know and that would be my first delivery. It was a continual process."

His father Frank, who is a retired 751-member, was also tenacious on wood duty and put in many long days. His wife, Diane, even came to help on practically every Saturday – making it a



Paul Richards and his father Frank were an integral part of keeping wood at the Everett gates.



family project.

The hard work and diligence did not go unnoticed. Many of the Business Reps and staff offered to fill his gas tank or reimburse him for fuel. Rather than accept their offers, Paul told them to donate what they would have given him to the hardship fund – that way his volunteer work was helping others.

It is through this commitment and diligence that the strike was successful and membership solidarity was maintained. Thanks to Paul, Frank and all the other members who stepped up to do more than just their picket duty during the strike.



Despite being in six strikes, 751 member Millie Hughes (r) does more than just her picket duty. She regularly volunteered at the Everett Union Hall throughout the 57-day strike.

Hughes Does More Than Walk the Line

Strikes are nothing new for 751-member Millie Hughes. In fact since she originally hired into Boeing Wichita in 1951, she has walked the picket line in six different strikes. In each strike, she recognized the importance of volunteering, and this year's strike was no different.

Throughout the 57-day strike, you could regularly find Millie at the Everett Hall – helping people change their picket duty to better accommodate their schedule, checking in picketers, and just assisting others. The same was true three years ago when we struck for 28 days. Several days a week, she was there to help with whatever needed to be done.

"I was glad to see so many members coming to serve picket duty. It's everyone's responsibility to serve picket duty and keep the strike going," stated Millie.

Her Union participation in the contract process began long before the strike.

"I took part in all the marches except the last one. In all my years, I have never seen so many people participate. The solidarity was incredible and inspired a new generation of members - you would

have thought Boeing would have gotten the message," said Millie. "I was absolutely flabbergasted with the 87 percent strike vote. The younger members did a great job. They stayed with the more senior members who had experience and learned what to do. It is great to have that solidarity in the Union."

She has watched many changes over the years since she hired into Boeing in March of 1951 in Wichita after graduating from high school. She moved to the Everett division in April 1968 - working in the blueprint files. She is in the same job title, but has incorporated changing technology into her daily work. In her many years at Everett, her most memorable moment was when she spoke at the rollout of the 1,000th 747 to a crowd of nearly 20,000.

"That was the biggest thing I ever did," Millie noted.

For now, she is just proud of the membership's solidarity and hopes those who became active in the Union during the strike will continue their participation levels to ensure our Union remains strong for the future.

Staleys Take Smokin' Ty's BBQ on the Road

Miniature Strike Sign Momentos

What can you do with the miniature wooden picket sign? You could slap a magnet on the back, and you've got a nice trophy from the strike-line to display on your fridge. Glue a pin to it and you can secure it on a purse, in your car or even hang it on your Christmas tree. Ty Staley recommends taking it to work and putting it somewhere on your desk or computer. No matter what you decide to do with your miniature strike sign, it will serve as the perfect reminder of the sacrifices that our members made in the 2008 Strike.

Ty Staley, a member of District 751 since 1985, introduced his miniature strike signs at the Angle Lake Rally in August. Initially, he thought he might try to sell the trinkets, but ultimately he decided that he would give them away as a morale booster. The small tokens went over so well that when he asked some fellow members at the Rally how many they thought he should make, they replied that 27,000 sounded like the right number. Though he hasn't made that many, he did use all of the materials that he had on-hand to create the number of



During the strike, 751 members Ty and Debbie Staley competed in the world BBQ championship.

wooden signs that are currently in circulation.

A 'Stirring Competition'

The 2008 Strike was not a boring time for the Staley household. On top of the creation of unique strike tokens, Ty and his wife Debbie busied themselves preparing for a challenge that they had been anticipating for months – the World Championship Invitational Barbeque. In order to qualify to compete in the annual competition, the Staleys had to land a major cookoff, and they did just that in 2007. That year the two of them, under their team name "Smokin' Ty's BBQ," won the Washington Championship at Alki Beach. There, they beat twenty-two other teams and were put on the fast-track to represent Washington State in the Jack Daniels World Championship.

With a competition start date of October 24, Machinists members Ty and Debbie – who were both on strike against the Boeing Company - faced a hard decision about whether or not their dwindling strike fund would support their trip

to Lynchburg, Tennessee. After deciding that they could not afford to take the trip that would cost them over \$2,000, their friends stepped up to the plate to make sure that they got there to represent Washington. In an interview, Ty said that if it hadn't been for all of their friends and fellow Machinists, they would have never been able to participate in the competition. But, thanks to generosity and a whole lot of fundraiser planning, the couple was able to raise enough money to get them there and back.

Looking back on his experience in Lynchburg, Ty said that he was definitely glad they were able to make the trip – and thankful to all of those who bought their barbequed meats, came to their garage sale, and visited them as they barbequed on the picket lines in Mukilteo. "My friends and the community definitely stepped up to get us there." Competing beside representatives from each of the other 49 states, as well as 14 international representatives, Ty and Debbie had their work cut out for them during the two-day cook-off. There was a sense of mild disappointment that they didn't place higher, but both Ty and Debbie had enthusiasm as they talked about the competition.

Trained under a barbeque expert they met at a car show years ago, Ty and Debbie are ready to compete in the World Championships again. If and when they do, Washington and the many Machinists brothers and sisters that have come to know and crave "Smokin' Ty's BBQ" will be eagerly waiting for word that the couple landed the world title. After all, with the savory aromas that filled the picket lines fresh in the minds of many, how could their delicious concoctions not win?



Ty Staley made miniature wooden picket signs



Thanks to support of family and friends, 751 members Ty and Debbie Staley took their "Smokin' Ty's BBQ" to Lynchburg, Tennessee to compete in the world BBQ championship.