

DISTRICT 751 AERO MECHANIC

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Negotiation Preparation Focuses on Feedback

Shop floor meetings and focus groups continue to provide information and two-way communication as the Union prepares for formal negotiations with Boeing. To provide members with another avenue for input and face-to-face communication, the Union has planned a week of 'contract kickoff' barbecues

during the week of April 21st.

These barbecues will be an opportunity for members to meet all the Union negotiators to discuss issues of concern and answer questions on the upcoming negotiations.

Since the barbecues cannot be held on Boeing property, they will be at the various Union halls (Auburn, Everett, Renton and Seattle), as well as at the Tacoma Sportsman's Club for those members near the Frederickson plant. Since our members only get a half hour for lunch, the barbecues were scheduled with the idea of members attending after first shift or before going to work on second shift. Third shift members can select the time that



Business Rep Jimmy Darrah (standing far r) answers membership's questions on upcoming Boeing negotiations at an Auburn shop floor meeting.

is most convenient for their schedule, as well.

District President Tom Wroblewski noted, "We wanted to give every member the opportunity to meet and talk with Union negotiators before the formal proposal is submitted to the Company on

May 9th. The more members get involved and voice their opinions, the more accurate the Union proposal will reflect membership priorities."

Union negotiators look forward to meeting members and the barbecues

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Contract Kickoff BBQs

April 21 through April 25

It's your chance to talk with the Negotiating Committee before the contract proposal is formally submitted to the Company on May 9.

Time of all events: Noon to 5 p.m.



Date	Location
Monday, April 21	Everett Hall, 8729 Airport Road
Tuesday, April 22	Seattle Hall, 9125 15th Place S
Wednesday, April 23	Sportsman's Club, Frederickson, 16409 E. Canyon Rd.
Thursday, April 24	Auburn Hall, 201 A Street SW
Friday, April 25	Renton Hall, 233 Burnett N

Hope to see you there!

Pay Disparity Corrected in Tooling

A collective effort from Business Rep Jon Holden, Union Stewards Greg Campos, Randy Ralph and John Philips (as well as several other Stewards) corrected several pay disparity issues for tooling members in Everett. As a result, a handful of members received over \$40,000 in back pay – with one individual getting nearly \$17,000 in back pay.

Since this was a non-contractual issue, credit also goes to Boeing for doing the right thing and attempting to be more consistent in their hiring practices. The parameters for these settlements were very specific – individuals hired in a particular time period with over ten years of Toolmaker experience. The Union will continue to monitor the situation and try to work additional pay disparity issues for other members; however, these individuals were adjusted because of the time frame of their rehire date and their work experience.

751 member Harry Boche returned to the payroll two weeks shy of eight years following his layoff. He appreciated the Union's efforts, which got him a substantial pay increase and back pay.



751-member Harry Boche (center) thanks Business Rep Jon Holden (r) and Steward Greg Campos for their assistance in correcting a pay disparity issue, which meant a substantial increase.

Harry noted, "I think the Union is great. It is an uphill battle – especially since it was not a contractual matter, which speaks well on the Union's ability to negotiate. I give credit to the Union and Company, they negotiated this for a lot of us and it makes a huge difference."

Business Rep Jon Holden stated, "This was truly a group effort from many Union Stewards, but Steward Greg Campos really drove this issue. Greg documented what everyone who came into the shop was making and obtained a copy of their work history. I also give credit to the Company for realizing mistakes were made and then correcting those mistakes. They did the right thing for workers hired in that particular time frame."

751-member Sandy Swanberg, who had 14 years at Boeing before getting rehired, received nearly \$10,000 (before taxes) in back pay, as well as a \$5 an hour raise.

"Initially, I was just glad to be back. However, as months progressed and I learned what others were

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Secretary-Treasurer Susan Palmer fired up the crowd to overturn the flawed tanker decision.

Challenging Decision

More than 600 IAM 751 members and friends overflowed the Everett Machinists Hall on Wednesday, March 19 for the Tanker Selection Protest Rally. The event, headlined by United States Senator Patty Murray,



Governor Gregoire is doing her part to overturn the tanker decision.

featured a fired-up crowd and an even more fervent line up of speakers. The event was coordinated with Senator Murray's office to draw attention to the outsourcing of the U.S. Air Force tanker to Airbus, a European consortium based in France.

Senator Murray de-

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REPORT FROM THE PRESIDENT

Membership Input Will Determine Negotiation Proposal

by Tom Wroblewski,
District President

Contract 2008

The Union continues preparations for the upcoming negotiations with Boeing. Subcommittees are reviewing language and putting together their proposals, which incorporate input from membership surveys, shop floor meetings and Stewards.

Union negotiators are also reviewing the most recent survey to better understand our members' issues. A final contract survey will be distributed late in April, which will ask members to prioritize and identify their degree of support for various issues.

In addition to surveys and shop floor meetings, the Union will be holding contract kickoff barbecues at the Auburn, Everett, Renton and Seattle Union halls, as well as the Tacoma Sportsman's Club near Frederickson. The barbecues will be held the week of April 21st from noon to 5 p.m. (see graphic, page 1 for specific dates). The barbecues will give mem-



bers an opportunity to meet Union negotiators and provide input prior to the contract proposal being submitted to the Company. This is your chance to meet negotiators from all subcommittees face-to-face. Stop by for a hotdog and give Union leaders more input on your issues for the contract.

The Union will present our initial proposal to Boeing negotiators on Friday, May 9th. At that time, I will present and explain our comprehensive contract proposal to the Company. **It's Our Time...This Time!**

Tanker Update

Overturing the tanker decision remains a top priority for this District and our International Union. I, along with other Union leaders, have been meeting with elected officials at the state and federal level to overturn and change this outrageous decision to secure our jobs well into the future.

In March, I attended the MNPL Planning Conference, which put the tanker decision as the top legislative issue. Union leaders helped strategize the best

way to influence all Congressional offices on this decision. It will be the top priority of the IAM Legislative Conference in May. While the battle will be fought in Washington DC, it will be won by the voters throughout the country who express their outrage to their elected officials. We are implementing a plan to organize and mobilize like never before to ensure these good-paying aerospace jobs remain in this country and that our national security is not put at risk.

New Business Rep

I am proud to appoint Brett Coty to serve as Business Rep on the 787 line and Everett Field to fill a vacancy, which was created when a Business Rep chose to return to the Boeing payroll full time. Brett brings a wealth of experience and will hit the ground running to provide enhanced Union visibility in this area. Brett's extensive safety training will also be valuable in representing 787 members, as Boeing proceeds to implement a new production model.

International's Dues Proposal

Finally, as I reported in the December newspaper, the International's proposed

dues structure change has generated a lot of discussion and e-mails. This is an issue that will be decided at the Grand Lodge Convention this September – that is why it is important to elect delegates who will evaluate all the proposals and vote in the best interest of you and this membership. Keep in mind that none of my staff (i.e. Business Reps and appointed staff) will be attending as delegates, because of our negotiation schedule with Boeing and the importance of securing the best contract in the aerospace industry.

Every member has an opportunity to submit proposals for changes to the IAM Constitution and the Grand Lodge Convention. We will have a form available on the IAM webpage (www.iam751.org). Take the time to give input and participate, it is what makes our Union strong.

Coty Appointed to Serve as Business Representative

Members on the 787 line and on the Everett Field have a new advocate in Business Rep Brett Coty. Brett was appointed by District President Tom Wroblewski. He brings energy and enthusiasm to his new position, as well as a wealth of experience. His years as a Machine Parts Inspector have taught him the importance of details and documentation – skills that will help in his new position.

"I am honored to serve the membership as a new Business Representative and am excited to meet the Stewards and members in Everett," Brett stated.

For the past three years, Brett has served as Local F President; however, that just scratches the surface of his years of service with the Union. He has been a Union Steward for over 18 years – protecting members in his area from contract violations. Over the years, he has also held numerous positions including Local F Vice President, Local F Audit,

District Audit, as well as serving on various committees, including Finance, Legislative, Safety, Bylaws, and Defense Committee.

Nearly as important is his extensive background in the safety arena. With the 787 implementing a whole new assembly process, members have brought up many safety issues. Brett has served on the Auburn/Frederickson Site Safety Committee for many years and is a peer trainer

for the IAM/Boeing Health & Safety Institute's incident investigation, and MoveSmart classes, as well as a QTTP Peer Trainer. All of this will help him in his new assignment.

"I look forward to working with all my Stewards and members on the shop floor to move our Union in a direction that's beneficial to all our members," noted Brett. "With contract negotiations starting next month, it is important to get all members engaged in the negotiation process and provide an avenue for their input."



Brett Coty has been appointed to serve as Business Rep in Everett. His assignment includes 787 and the Everett Field.

Digitizing Aero Mechanic to Make History More Available

Ever wonder who the District President of 751 was in 1960 or what the main issues were in the 1948 strike or even if your name was mentioned in the *Aero Mechanic*? Soon, you will be able to find this information with just the click of a mouse.

For over a year, District Secretary-Treasurer Susan Palmer and Labor History Chair Tom Lux have researched putting our newspaper collection online. Investigating the procedure to digitize the back copies, counting the pages to be digitized, and researching the process has been a time-consuming project.

Thousands of pages of *Aero Mechanic* newspapers from 1939 until today are being converted to digital PDF format and are keyword searchable, including name and topic. To ensure the original newspapers are properly preserved, the collec-

tion will be housed at the University of Washington Labor Archives.

The project will bring over 67 years of IAM history alive and make it more

accessible to the members and the general public.

"This has been a tremendous project to capture our history. Once it is online, it will be a great service to the membership and to students and reporters who want to discover more about our history," stated Secretary-Treasurer Susan Palmer.

"In addition, we wanted to be sure that the original copies were preserved and there were no mishaps in shipping. To ensure proper handling, we personally delivered them to the company in Lacey, Washington to begin the digitization process," Palmer added.

The project will be completed later this year and will then be available online at the District's webpage.



751 Labor History Chair Tom Lux (l) and Secretary-Treasurer Susan Palmer are getting the *Aero Mechanic* newspaper digitized so it will be available online back to 1939. The project will be completed later this year.

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

Tom Wroblewski
President, Directing
Business Representative

Clifton Wyatt
Vice President

Susan Palmer
Secretary-Treasurer

James Coats
Sergeant-at-Arms

Tommy Wilson
Paul Knebel

Mark B. Johnson
Ray Baumgardner
Emerson Hamilton

Stan Johnson
Paul Milliken

Ron Bradley
Jimmy Darrah

Heather Barstow

Jon Holden

Don Morris

Richard Jackson
Brett Coty

Union Business Representatives

Union Offices:

- 9125 15th Pl S, Seattle; 206-763-1300
 - 201 A St. SW, Auburn; 253-833-5590
 - 233 Burnett N., Renton; 425-235-3777
 - 8729 Airport Rd., Everett; 425-355-8821
 - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
- Toll-free to Seattle from:
Nationwide 1-800-763-1301
Tacoma 253-627-0822
Hotline: 1-800-763-1310
Web site: www.iam751.org



751 AERO MECHANIC

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Member of The Newspaper Guild,
CWA #37082

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POLITICAL ACTION

Rally to Bring Tanker Home

Continued from page 3

clared, “You’ve helped make Boeing the worldwide standard of excellence, and I want to thank you for your work and dedication – not just since the Air Force made their short-sighted announcement, but all the way through this process. Your work and your passion are a testament to the American spirit – and they represent the best of what our country has to offer.”

“It has now been three weeks since I stood on the 767 line – when the Air Force decided to award a critical \$40 billion contract to an illegally subsidized foreign company – instead of Boeing, Senator Murray continued. “Like you, my shock turned to anger when the Air Force decided it would give away our jobs – and the control of our national defense – to a foreign company.”

Members were excited to learn that District President Tom Wroblewski was back East, working with our allies, on the Tanker deal. Said Senator Murray, “I talked with Tom about how this decision would impact this community, your Union, and the next generation of American aerospace workers. That day, I vowed to fight for you, and for America’s military strength. And today I’m back from D.C. to report that over these last three weeks those of us on this stage have been working with one mind, one focus, and with one goal – to bring this contract back to America and to the workers here in Everett where it be-

longs!”

Congressman Rick Larsen demanded answers, asking, “How can the Air Force buy an airplane built with subsidies that our own government says are illegal? How can we expect Northrop Grumman, who hasn’t built an airplane since 1992, to deliver an airplane that will be built in five different locations? How can we outsource our national security?”

Congressman Jim McDermott sent a statement that expressed what many in the room had been saying, “With all due respect to the United States Air Force, I have to ask this question: What were they thinking? The plane they picked will not fit in the hangar, but the 767 does. The plane they picked will burn \$30 billion more in fuel to fly the same distance as the 767. And, the plane they picked isn’t built by the best aerospace workers on the planet: you.”

Governor Chris Gregoire echoed the sentiments of Senator Murray and Congressmen Larsen and McDermott. Talking at length about the national and local economy, Gregoire was aghast at the decision and vowed to work with all parties, demanding, “We must bring it home!”

District Secretary-Treasurer Susan Palmer, who served for many years as Business Rep assigned to represent our members on the 767 line, was outraged. She declared, “Our American Government isn’t just outsourcing a military plane; it is outsourcing America’s future. What makes it even more insulting is the fact that Airbus doesn’t even have a factory built...yet!”

Palmer added, “We know these are highly skilled jobs – where much of the training is passed down from generation to generation. So our members have airplane building in their blood. They are second, third and fourth generation Boeing employees and feel a



Above: Members shouted their protests at the tanker rally.



Left: L to R: Robin Doll, Dave Swan, Tim Brewer and Clark Fromong took to the streets to protest the decision.



Steward Steve Parsley expressed his outrage as a 767 employee and the father of a son in the Air Force.



Senator Patty Murray (l) talks with Union Steward Rod Sigvartson on efforts to overturn the Air Force tanker decision.

sacred bond in building airplanes – especially for our Armed Forces. Can the workers in France say the same thing?”

She went on to talk about the emotional roller coaster 767 workers have endured as they have waited years for this decision. She urged everyone to get their family and friends involved and declared that as fighting Machinists “we are tough enough to stick it out as long as it takes. That is our tanker. That is our plane. That is our work.”

Two 767 line members Steve Morrison and Steve Parsley also took the stage. Parsley spoke briefly and emotionally about the betrayal of our government awarding a military contract to a country that sells arms to our enemies, while our sons and daughters are currently overseas fighting those enemies. Morrison proudly held up the American Flag, as Parsley told of his son, who is in the Air Force and just

recently returned from overseas.

Speaker after speaker at the Tanker Rally urged continued action, including “taking our fight to the streets,” applying pressure to each and every member of Congress, a constant flow of letters to newspapers and calls to radio shows. Your Union is working comprehensively with our elected leaders to see that the Tanker decision is overturned. With your continued vigilance and support, we will Bring it Home!

Legislative Accomplishments to Report in Olympia for 2008

The most important IAM victory in the 2008 Legislative session was the \$3 million Aerospace Apprenticeship package, something that helps assure the long-term future of our industry in the Pacific Northwest. This program is administered by the Joint Apprenticeship Training Committee (JATC), who will design and implement this training program. Organizer Jesse Cote and Joint Programs QTP Administrator Tom Lux will serve as the Union representatives on the JATC. They will work on the next phase and together, with representatives from Hexcel Corporation of Kent and Triumph Composites in Spokane, will help design the program to meet the training needs of employers and aerospace workers. The JATC will contract for supplemental training at up to three community colleges, one of which will be in Eastern Washington.

We thank our friends at the State Labor Council for their assistance in securing the apprenticeship program funding. Governor Gregoire and her leadership were instrumental to our success and deserves our thanks as well.

Another victory for our Union is the



L to R: District Legislative Committee member Dave Henry, Senator Margarita Prentice and 751 Political Director Larry Brown review the 2008 legislative session.

Working Families Tax Credit (ESSB 6809). This bill offers critical sales tax relief to low-income working families and makes needed improvements to our regressive tax system. Despite determination to keep the budget reigns tight, legislators realized that passage of the Working Families Tax Credit was a way to benefit those who need it most in these uncertain economic times. Representative Tami Green called the plan “the biggest improvement on the state’s tax

system since Washington long ago eliminated the sales tax on food.”

The Machinists Union is a member of the Healthy Washington Coalition and there we had some very important successes and one big disappointment. The most important bill for the future of health care reform is SB 6333, the actuarial study/working group bill. This bill passed from the House in the last half hour before cut off by a vote of 63-31.

The biggest disappointment for the

Healthy WA Coalition was the failure to pass the Prescription Privacy bill. The Senate passed the bill but the House failed to vote on the issue. It was a tough vote for the Senate and the majority who voted for the bill (26-22) deserve our congratulations. Senators Lisa Brown, Karen Keiser and Darlene Fairley did a great job leading a majority of their members to vote for the bill. Thanks also go out to the Senate Democrats who voted for this bill and were willing to take on the pharmaceutical giants and their big bucks. This was a tough vote taken by the Senate even when the House was not willing to take the issue on.

A major victory for our Brothers and Sisters in the Woodworkers was SB 6809 — which places a Labor Member on the Forest Practice Board. After 34 years labor will finally have representation on the Forest Practice Board. This was a hard fought battle by the Woodworkers/IAM that finally paid off.

As always, we are interested to know what issues are most important to you and your family. Contact Legislative Director Larry Brown at larryb@iam751.org or at (206) 764-0306.



L to R: Larry Brown, Susan Palmer, Ed Lutgen and Joe Crockett. 751's Benefits Committee prepare a third step grievance to protest Boeing changing the way they calculate the low-cost plan in the middle of a contract. The grievance is designed to prevent members from having to pay monthly premiums for Selections.

Grievance Filed to Protest Boeing Health Care "Switch"

The Boeing Company wants to charge medical premiums in violation of the IAM contract for IAM-represented employees presently in Regence Selections (Article 11.2b1). To continue with a no-monthly premium plan, employees would need to switch out of Selections and into the Traditional Medical Plan (TMP), which has deductibles and other co-payments.

District 751 filed a step 3 grievance, which demands that Boeing "cease and desist" with this change.

The IAM is working in conjunction with other Unions at Boeing to stop this unilateral change. SPEEA, the Operating Engineers, Firefighters and Security Guards are also protesting this change. Note: Teamsters at Boeing are not affected because they are on a Teamsters trust medical plan.

The switch, which only affects members in Washington state, is planned by Boeing to become effective July 1.

Boeing is trying to switch from an easy to understand formula to determine the low-cost provider to something that is complicated and not negotiated. Allowing them to make this change may undermine our negotiations later this year.

Our contract requires Boeing to pay the full cost of the lowest-cost health care plan for employees. According to Boeing, a recent cost analysis of health care plans showed that TMP costs less to administer than Selections. Group Health remains the highest cost plan available.

District 751 Secretary-Treasurer Susan Palmer who chairs the Benefits Committee noted, "Members didn't vote on this change. If Boeing wants to make the change, then it can be brought up during negotiations. The Union will not allow Boeing to force members into a plan with more costs (deductibles and co-pays) simply because they have a new way of calculating their numbers."

Union Helps Correct Pay Disparity for Tooling Members

Continued from page 1

making with less experience, it began to bother me. I felt I was the lowest paid, who got hired at that time and knew some who were making more with no Boeing experience," stated Sandy. "I'm very happy the Union was there for me. Without my Union I wouldn't have gotten this increase. I appreciate all the work Business Rep Jon Holden and the Union Stewards did to present my case. The back pay came in handy because I was trying to buy a house. With the new adjusted wage rate, I now can afford a house and make a living wage."

The Union compared the experience and crafted an argument to present to

Boeing. Apparently, it was convincing and the members are reaping the benefits.

Sandy added, "With 14 years' previous experience, I have already more than finished an apprenticeship and should remain classified as a journeyman no matter how long I was away from Boeing. My son completed an electrical apprenticeship and will always be a journeyman - even if he leaves the trade for an extended period."

While not all the pay disparity issues in tooling have been addressed, the Union will continue to try to work each one and convince Boeing to do the right thing.



751 member Sandy Swanberg (2nd from right) thanks L to R: Steward John Philips, Business Rep Jon Holden and Steward Randy Ralph for their assistance which resulted in \$5 more per hour and nearly \$10,000 in back pay.

Notification of District 751 Election Scheduled for June 2008

District Lodge 751 will hold an election for officers of the District consisting of District President, Vice President, Secretary-Treasurer, Sergeant-at-Arms, 13 Western Washington Business Representatives and one Eastern Washington Business Representative on Wednesday, June 11, 2008. To be eligible to run for a District Officer position, a person must have been elected to the District Council in the May local lodge elections. The top 14 Business Representative candidates (13 from Western WA; 1 from Eastern WA) from each of the May 2008 local lodge elections are also on the June ballot.

In order to meet time requirements for notification, the notice of election is being printed in the April *Aero Mechanic* newspaper before the May local lodge elections have occurred. District Officers will be nominated at the May 27, 2008 District Council meeting from among those newly elected Council Delegates.

Polling Time and Places:

Western Washington: Polls will be open from 5 a.m. until 8 p.m. at the following locations:

- Auburn: 201 "A" St. SW
- Everett: 8729 Airport Road
- Frederickson: Tacoma Sportsman's Club - 16409 E. Canyon Rd.
- Renton: 233 Burnett N.
- Seattle: 9135 15th Pl. S.

Eastern Washington: Polls will be open from 12 noon to 8 p.m. at the following Eastern Washington locations:

- Richland: 1305 Knight St.
- Spokane: 4226 E. Mission Ave.
- Wenatchee: Wenatchee Aluminum

Trades Council, 180 Rock Island Road, East Wenatchee

Qualifications for Voting in District Election:

1. Members in good standing, with dues paid through April, 2008 may vote upon presentation of their voter eligibility card.

2. Members in good standing who do not receive a voter eligibility card or forget their eligibility card, as well as Retired members, may vote by presenting to the Election Tellers an authorized "Good Standing" card.

3. Good Standing cards can be obtained at each location from the District Secretary-Treasurer, or her designated representative, on election day only.

4. All persons voting must sign the voter's register with full name and card number.

5. Good Standing Card voters must surrender the Good Standing Card to the Election Teller upon signing the register. A separate register for those voting by Good Standing Card will be kept at each voting location.

Only the above will qualify members to vote in person at the polls.

Absentee Ballots:

Absentee ballots shall be issued in accordance with the Grand Lodge Constitution. In order to qualify for an absentee ballot, one of the following conditions must be met:

1. Member must reside more than 25 miles from the designated balloting place.
2. Member must be confined because of verified illness.
3. Member must be on vacation.
4. Member must be on IAM business

Request for Absentee Ballot

In accordance with the Constitution of the IAM & AW, I hereby request an absentee ballot for the election date of June 11, 2008. I qualify under the IAM Constitution for an absentee ballot for the following reasons (must qualify under one of the below - check appropriate box):

- I reside more than 25 miles from the designated balloting place.
- I am confined with a verified illness.
- I will be on vacation.
- I will be on IAM business approved by the Local, District or Grand Lodge.
- I am on approved employer travel assignment outside the area.
- I will be on Reserve Military Leave
- I will be on approved Family Medical Leave of absence

NAME: (printed) _____ Local Lodge: _____

NAME: (signature) _____ Union Book #: _____

Address: _____

Social Security Number or BEMSID: _____

All absentee ballot requests must be received no later than 10 days prior to the election. Requests must be mailed one per envelope or personally delivered by the member requesting the absentee ballot. Send this form to the appropriate address. (Locals A, C, E & F, send requests to 9125 15th Pl. S., Seattle, WA 98108. Locals 86, 1123 & 1951 send requests to 4226 E. Mission, Spokane, WA 99202)

approved by the Local, District or Grand Lodge, as the case may be.

5. Member must be on approved employer travel assignment outside the area.

6. Member is on Reserve Military Leave.

7. Member is on approved family medical leave of absence.

Any member entitled to receive an absentee ballot (per one of the reasons above) shall make a written request, stating the reason. An absentee ballot request must be received by mail or personally delivered by the member requesting the absentee ballot, not later than 10 days before the election to the appropriate address listed below.

For Local Lodges 751-A, 751-C, 751-E, and 751-F mail to: District Sec-

retary-Treasurer, 9125 15th Place South, Seattle, WA 98108 or personally delivered to one of the following offices: Auburn - 201 "A" St. SW; Everett - 8729 Airport Road; Renton - 233 Burnett N.; Seattle - 9125 15th Pl. S. Office hours are 8 a.m. to 5 p.m. Auburn, Everett and Renton offices are closed for lunch from 12 noon to 1 p.m.

For Local 86, 1123, and 1951 - Spokane Union Hall, Absentee Ballot Request, 4226 E. Mission, Spokane, WA 99202. Office hours are 7:30 a.m. to 4:30 p.m. Closed for lunch from 1 p.m. to 2 p.m.

If you have any questions, please contact 751 Secretary-Treasurer Susan Palmer at 206-764-0310 or 1-800-763-1301, ext. 3310.

IAM/BOEING JOINT PROGRAMS

Documenting Work Experience for ERT's Became Easier

Boeing Hourly Workforce has implemented a new "Experience Questionnaire" as part of the Hourly Employee Requested Transfer (ERT) process. IAM/Boeing Joint Programs Program Coordinator, Carla Fink, and IAM/Boeing Joint Programs Administrators, Gloria Millsaps and Rob Gentry, worked intensely with Workforce over the past few months, refining the programming for the new Questionnaire.

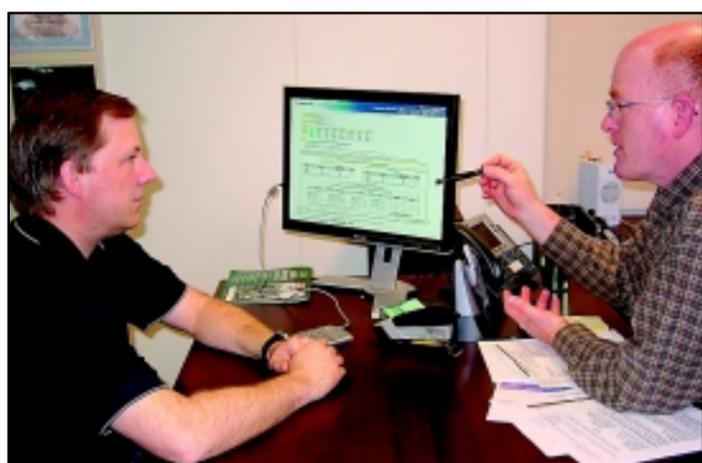
If you've filed an ERT in the past, you probably had to research your own Boeing Work History, but that is a thing of the past. You may also remember having to guess at the 'similar' skill experience from your previously held jobs at Boeing.

No more guessing. The new Questionnaire is linked directly to your Boeing Work History and will populate the Questionnaire with your Boeing work experience and similar skills from your past jobs. Boeing Skill Teams managing the jobs have identified the jobs that best match the skills of each ERT job, ensuring that your Questionnaire has the most accurate information available. You also have the opportunity to use up to three external jobs to document work experience related to your ERT target job. In addition, employees filing ERTs will now be able to see the points generated by their experience, and understand exactly how the points are determined. Previously, this information was invisible to the employee.

Boeing Hourly Workforce, the owners of the ERT Process, along with IAM/Boeing Joint Programs, continue to work together to enhance the process. The



IAM/Boeing Joint Programs Everett Site Advisor Stephanie Brockhaus (r) guides 751-member Alvin Galope through the new Experience Questionnaire.



751-member Eric Cramer (l) reviews the new Experience Questionnaire with Joint Programs Site Advisor Jeff Snyder.

ERT Process is used by thousands of employees every year, resulting in successful job transfers.

For more information about the ERT Process in general, please visit the IAM/Boeing Joint Programs website at <http://iamboeing.web.boeing.com/index.cfm> from inside Boeing, or www.iamboeing.com from home. Employees interested in filing an ERT can access the Career Guides and the Employee ERT Screen on the Career Explorer website at <http://iamboeing.web.boeing.com/index.cfm>.

Category C ERT Scoreboard For 2007

Puget Sound ERTs Filed **7,723**

Puget Sound ERT Successful Job Transfers **1,428**

Expanded Safety Leadership Training

Frederickson and Auburn are getting in on the Safety Leadership Training (SLT) action from the Everett IAM/Boeing Joint Programs Team. South Site Administrators, Spencer Graham and Ken Aukschun, previewed the course and knew that the South Sites could definitely benefit from this type of training. They assigned Joint Programs staff Project Manager Kathy Brown and the synergy of the process took off from there.

The South Site business model for customizing the curriculum and utilizing "Worker Trainers" as the delivery system set this training apart. The trainers were selected through a Joint Programs selection process and certified to train with final approval by the Everett SLT team. The South Site training team currently consists of two managers, Joe Materne and Keith Zanghi, and three hourly representatives Union Steward Greg Karnes, Safety Focals Dave Anderson and Troy Martinez. These teams of individuals, along with other Boeing safety experts, have customized the curriculum to fit the Skin



Standing L to R: Joint Programs Administrators Spencer Graham and Ken Aukschun kick off the Frederickson Safety Leadership Training. The two-day class was offered in late February.

and Spar manufacturing processes.

Joint Programs Administrators Spencer and Ken, along with Boeing manager, Tony Apeles from Skin and Spar, kicked-off the first Frederickson Site SLT two day class on February 21st. The intended audience starts with training all safety leaders, including a variety of safety leadership such as: all Union Stewards and Managers, Safety Monitors and Focals, Environmental Health and Safety representatives, HSI Committee Members, Team Leaders and more. Due to the success of the classes, Fabrication Management Mick Norris in Auburn and Superintendent of Operations for Skin and Spar, Roger Carroll, have decided to take the training to all of their employees.

Students appreciated the fact that the instructors are colleagues and coworkers. "Good instructors kept the interest high" said Safety Focal Joan Dole. "Well spoken. Had the subject matter down pat" said Union Steward Don Clark. The class participants really engage in the two way dialogue, the role play, and other interactive activities. "I really enjoy the learning aspect that partnering with the safety leaders at The Boeing Company brings to the table" said Joint Programs Project Coordinator Kathy Brown. **Safety: if everyone participates no one gets hurt!** SLT classes will be on-going through 2008 in Auburn and on-site at Frederickson.



Instructor Dave Anderson (back) Steward Greg Karnes (center), who served as a safety leadership trainer, talks with Ken Reuther in a recent class.

Workshops Help You Plan

IAM/Boeing Joint Programs regularly offers several workshops to assist members in planning for their golden years. The Personal Money Management workshop and Boeing Retirement Workshops are offered in Auburn, Everett and Tukwila.

The Boeing Retirement Workshop fills up fast as members want to know how the retirement process works, how pension benefits are calculated, different ways to collect VIP funds and information on retiree medical.

The Personal Money Management Seminar is for anyone who wants a comfortable retirement or has other financial goals such as your child's college education or a new home. It is never too early or too late to start planning.

Check the schedule and register for the workshop that is most convenient.

Upcoming Boeing Retirement

QTTP Auburn, 1102 15th St. SW, 17-239.1 Bldg.
June 19th Noon to 2 pm AND 3 pm to 5 pm
To reserve a seat, call 253-931-3577

QTTP Everett, 7710 Evergreen Way, 7-61 Bldg.
April 17th OR July 24th
11:30 am to 1:30 pm OR 3 pm to 5 pm
To reserve a seat, call 425-342-9973

QTTP Tukwila, 6840 Fort Dent Way, 7-68.2 Bldg.
May 22nd OR August 21st
11:30 am to 1:30 pm OR 3:30 pm to 5:30 pm
To reserve a seat, call 425-965-4300

Personal Money Management Seminar

QTTP Everett Office, 7710 Evergreen Way, 7-61 Bldg
April 14th OR May 12th from 11 am to 1 pm OR 3-5 pm
To reserve a seat in Everett, call 425-870-1969

QTTP Tukwila Office, 6840 Fort Dent Way, 7-68.2 Bldg
April 17th OR May 15th from 11:30 am-1:30 pm OR 3:30-5:30 pm. To reserve a seat at Tukwila, call 425-870-1969

QTTP Auburn Office, 1102 15th St SW, 17-239.1 Bldg.
April 15th OR May 13th from Noon to 2 pm OR 3-5 pm
To reserve a seat in Auburn, call 425-870-1969

Listening to Members for Upcoming Negotiations

Continued from page 1

seemed like an informal setting for members to stop by, enjoy some food, discuss issues with other members and your negotiating team.

While negotiators are reviewing results of the last survey, the final contract survey, which asks members to prioritize their issues will be distributed in late April.

Union negotiators will use that final survey, as well as continued input from shop floor meetings and other membership activities to formulate the proposal which will be presented to the Company on May 9th.

As part of the Union's twelve month strategy, the Union is focusing on a different issue each month, complete with a negotiation history of the issue in the *Aero Mechanic* newspaper. Negotiation flyers reflect the issue of that month. In April, we will look at some economic issues, which include General Wage Increases/Pay, Shift Differential and Employee Incentive Plan (EIP).

General Wage Increase

In the last round of bargaining, membership surveys had noted that members wanted to focus on health care and pension rather than general wage increases. As a result, we accepted a 3-year contract with only lump sum payments. With the soaring price of gas and other products, every member has mentioned General Wage Increases in the surveys with the expectation that **It's Our Time.. This Time** to receive an increase each year of the contract.

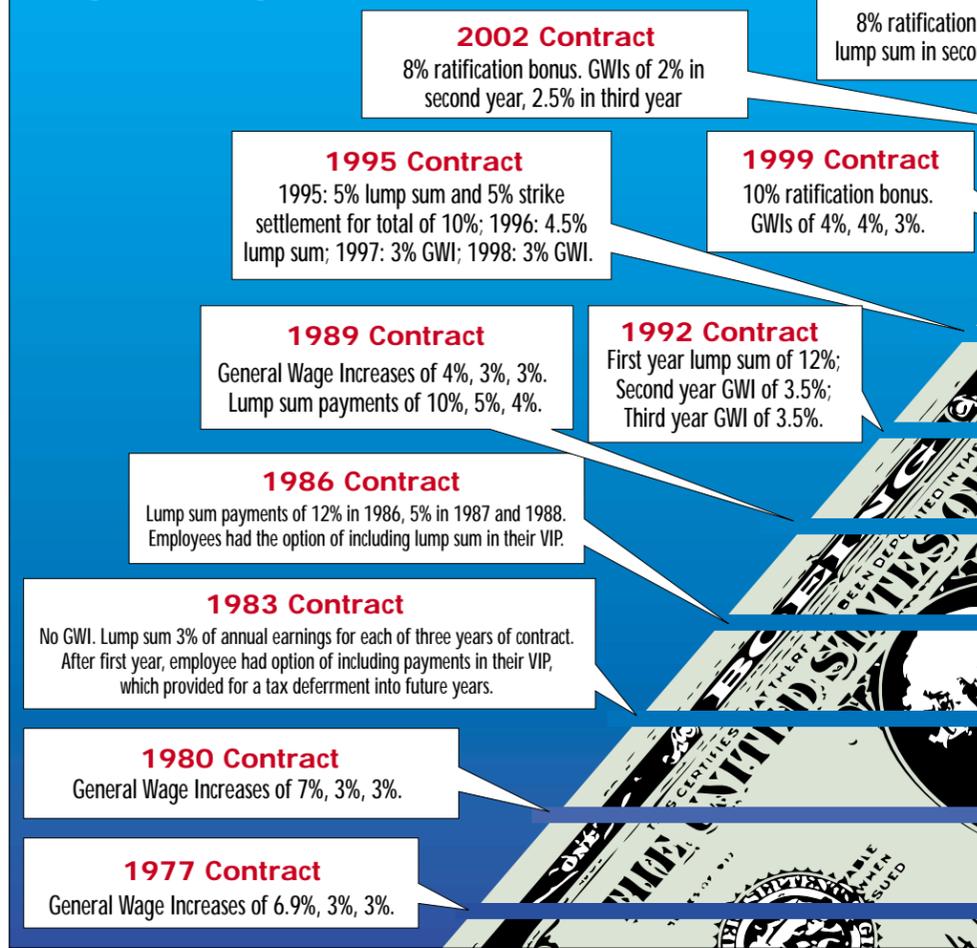
Shift Differential

A quick look at the short history of shift differential highlights the need for improvement – especially on third shift where it remains at 10¢ an hour since 1950. Certainly 10¢ went a lot further then than it does today.

Employee Incentive Plan

The EIP remains a point of contention in negotiations, as Boeing continues to exclude the employees who build the airplanes and have the most impact on their delivery schedule. **It's Our Time.. This Time** to be a part of the EIP.

Pay History Over Last 10 Contracts



Boeing's Employee Incentive Plan (EIP) MUST Include Our Members

The Machinists Union believes Boeing's Employee Incentive Plan (EIP) is a program that should include every employee – especially if it is truly an incentive program. Since the hard work of our members is key to Boeing achieving their EIP targets, it only makes sense to have them included in the program.

As Boeing paid out an additional 15 days of EIP pay this past February, Boeing Chairman and CEO Jim McNerney declared, "We exceeded our 2007 business-plan goals, thanks to a strong focus on both growth and productivity by the people of Boeing. Despite a number of unexpected challenges, we delivered high-quality results that reflect the commitment of our people and demonstrate the underlying strength of this company. Boeing's terrific 2007 performance gives me confidence that, together, we will find ways to keep improving and meet our even higher goals for 2008."

McNerney needs to hear that - **It's Our Time...This Time!** Since the EIP award is a way for Boeing to recognize

employees for the company's performance, it is time the Machinists are a part of that reward system.

District 751 has objected to the exclusion of IAM members from Boeing's EIP since it was originally introduced. The highly publicized payouts, which have been on average 10 or more work days, are a slap in the face to our hard-working members and an issue we are looking to correct in the upcoming negotiations.

In the 2005 negotiations, Boeing offered to include IAM members in an incentive plan similar to the EIP, but stopped short of including us in this plan. However, once our members said no to the Company's proposed takeaways in others areas (including trying to eliminate retiree medical for new hires), Boeing withdrew even an alternate incentive plan.

If the ShareValue system can be set up to theoretically reward 100% of the Company employees, then EIP should be set up the same way. The EIP foundational premise of rewarding performance

is great, but the way it is currently implemented is divisive since not everyone who helps meet the target goals is rewarded for their efforts. It is like a sports team that wins a championship, only the coach and the substitutes receive a financial reward. In other words, the Corporate leaders of Boeing need to learn that we are a team here at Boeing. Until they recognize and reward the entire team in a way that motivates everyone, then we will never maximize our performance and we will continue to suffer with morale issues.

"The EIP could be used to unite Boeing workers and allow our members to share in the success at Boeing they help to create," stated District 751 President Tom Wroblewski. "Excluding IAM-represented employees from the EIP shows the true intentions of the EIP as a program to divide employees and punish those who exercise their right to be represented by a labor union. It is something we intend to change in this contract."

Shop Floor Me

Every issue of the *Aero Mechanic* throughout the negotiation process will feature questions raised at shop floor meetings. This is just another way to improve communication with members.

Q What is the schedule for negotiations?

A We have just completed the third membership survey and are going over the responses. There will be one final survey in late April asking members to prioritize the issues. The priorities established from membership input on surveys, through shop floor meetings and focus groups, will help formulate our formal proposal. The contract opener will be held in Seattle at the Machinists Hall on May 9th. At that time, Union leadership will present and explain our comprehensive contract proposal to the Company. The strike sanction vote will be held on July 16th at Key Arena. A membership solidarity event will also be held at the Seattle Center on the same day as the strike sanction meeting to involve families in the process. Round-the-clock bargaining begins in late August. Tentative contract vote is planned for September 3rd.

Q What is the Union doing with the survey results?

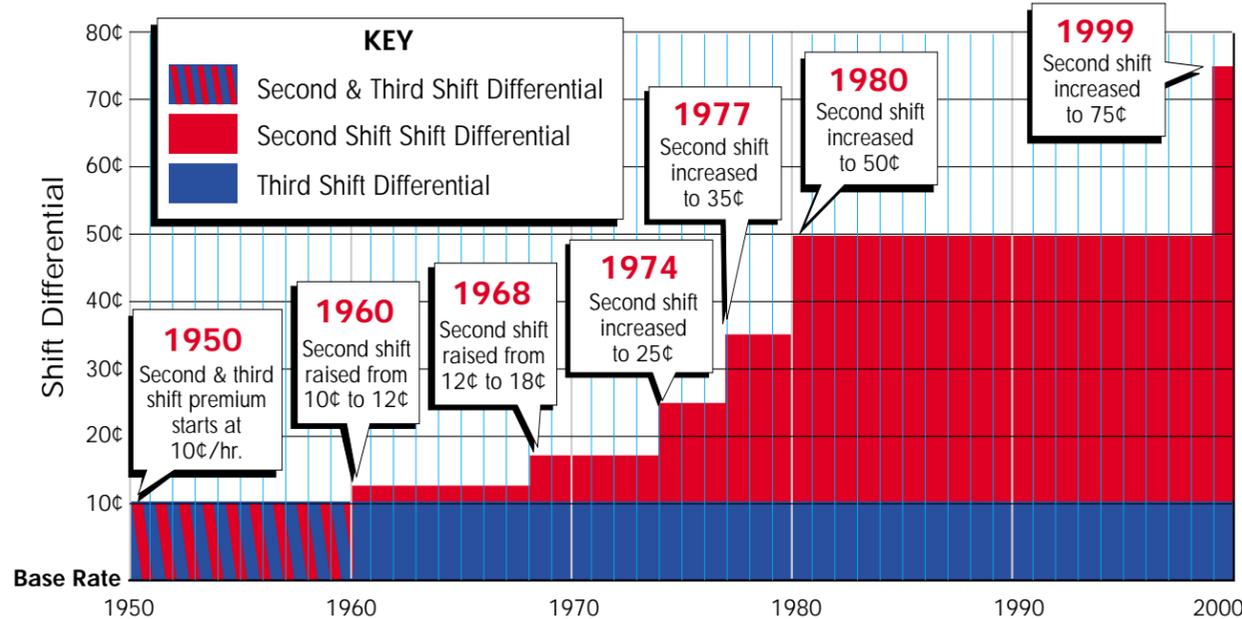
A The Union Subcommittees have utilized the information received from past surveys and will use information from the final survey, as well as input from shop floor meetings and focus groups to develop the Union proposal to be presented to the Company. In years past, we had disclosed all survey results, which weakened our position at the bargaining table by identifying to Boeing the relative priority for each issue. Boeing used this information against the Union in the 2002 negotiations.

Q Compared to the last round of negotiations, how are this year's negotiations different?

A In the last round of negotiations, we still had over 8,000 members on lay-

Shift Differential Over the Years

While second shift premium has increased over the years, third shift premiums haven't increased since 1950





Contract
bonus. \$3,000
and third year.

Meetings Q & A

off. It would have been hard to imagine that we would not only recall thousands, but also get nearly 4,000 new hires in the past three years. So, the Union is in a much better bargaining position – probably the best we have seen in years. Rates are increasing on the 737 and 777. The P-8A Poseidon is coming online in Renton, and the 787 is also starting production. Boeing needs to stay on schedule (and catch up on the 787) to meet their customers' delivery schedule. To do this, the Company needs to be fair at the bargaining table and do the right thing for their workers. It's Our Time...This Time!

Q How are contract issues determined and how is the Union proposal formulated?

A Members help determine the most important issues through various activities. We have distributed several surveys which will help establish membership priorities. Business Reps identify problem areas in the contract through their daily enforcement of the current Agreement. In addition, the Union is continually gathering membership information, which is used at the bargaining table. Input from individual members given to Union Stewards and Business Representatives at shop floor meetings is also reviewed. The Union is holding focus groups at the various halls to get honest feedback from the members. The Union wants to hear from members at every available chance to ensure our contract proposal is an accurate reflection of the will of our membership.

Q Who negotiates our contract?

A On the Corporate or Main Table Committee, District 751 President Tom Wroblewski is the lead negotiator representing the Puget Sound Region. Representatives from District 24 in Portland and District 70 in Wichita also serve on the Union's Corporate Committee. In addition, individuals from the IAM Strategic Resources Department, our Aerospace Coordinator, our lawyers, and other experts in the field also sit at the table. Subcommittees are made up of Business Representatives, staff and elected officers from the three District Lodges.

GEARS in the NEGOTIATION PROCESS

STEP 1



Identifying the Issues.

Members determine the most important issues for our Union contract negotiators through a variety of methods, including:

- A series of contract surveys
- Input from members given to Union Stewards and Business Representatives at shop floor meetings and in daily interaction.
- Business Reps identify problem areas in the contract through their daily enforcement of the current Agreement
- Membership input at focus groups, as well as through the website and phone calls to the Union halls.

STEP 2



Committees Meet with Boeing.

The Union Corporate Committee and The Boeing Company (as well as the various subcommittees) meet informally throughout the contract to continually work issues – not just during actual negotiations. As the contract expiration date approaches, the meetings become more frequent. Photo above shows Benefits Chair

Susan Palmer and 751 Lead Negotiator Tom Wroblewski discussing a proposal.



Jobs Committee members L to R: Stan Johnson, Emerson Hamilton and Ray Baumgardner review potential job upgrades.

STEP 3

Formal Contract Negotiations Begin.

On May 9th in Seattle, Washington, the Union Corporate Committee will present Boeing our comprehensive contract



proposal addressing membership issues. The Corporate Committee and Subcommittees will meet on an ongoing basis, following the formal presentation.

STEP 4

Strike Sanction Vote.

This important vote will be held on July 16 in Key Arena. Union members will meet to grant strike sanction support to our negotiators. This show of solidarity gives our negotiators power at the bargaining table. This year the Union has special solidarity activities planned for your entire family at the Seattle Center. Plan on making a day of it with your family.



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STEP 5

Stay Informed and Give Input.

Throughout the negotiation process, it is essential that we have two-way communication with the members. Attend shop floor meetings, focus groups, and tell Stewards your concerns and issues.



STEP 6

Round-the-Clock Bargaining Sessions Begin.

Both the Corporate Committee and all Subcommittees meet round-the-clock with Boeing Company negotiators in late August to negotiate key contract issues. When a Subcommittee believes there is a resolution to a given issue, it is sent to the main negotiating table for concurrence.

STEP 7

Last and Final Offer.

After Boeing delivers its last and final offer, the Union will print a summary of the proposal, as well as a booklet highlighting all changes. This information will be available at all Union offices, as soon as we get it printed. We are pushing the Company to again present their last

and final offer a few days before the vote so members have more time to review it. We have not reached an agreement on the actual date yet. Information will also be posted on the Union website at www.iam751.org.



STEP 7

Contract Vote.

Tentative scheduled for September 3rd. IAM members vote a two-part ballot. First, members vote to ACCEPT or REJECT the contract proposal submitted by the Company. Second, members vote to reaffirm strike sanction. The IAM Constitution requires 2/3's must reaffirm strike sanction in order to call a strike.



Union Yes for First Student in Spokane

On March 14th, a group of employees at First Student in Spokane said "Union Yes" by a 91 percent margin – exercising their legal right to unionize under the law. The new bargaining unit consists of all maintenance mechanics that service school busses and Spokane Transit vans.

Business Representative Paul Milliken and the District Organizing Department have worked closely with this group over many weeks to ensure a positive result from this election.

Organizing Director Jesse Cote Jr said, "The IAM has been very successful organizing the workforce of First Student in three separate locations Seattle, California and now Spokane. Throughout the Western Territory we have been communicating very well on several different organizing projects to ensure we stay ahead of the anti-union tactics used against us in many campaigns. Workers in Washington State and across this country only want a shot at the American Dream, for them and their families – in other words a fair deal with living wages and good affordable benefits."

These workers are highly skilled in their respective fields, but do not receive the prevailing wage for the job they do. They are looking for a published wage scale and cost of living considerations, struc-



"The IAM is proud to represent the workers at First Student of Spokane. L to R: Organizer Jesse Cote Jr, from the workforce are Tysen Titchenal, Chris Phillips, Wade Sasser and Business Representative Paul Milliken.

tured training, career guides, job descriptions, grievance procedure, written benefit levels and costs and to be no longer considered an "Employee at Will."

Chris Phillips, who has been at the First Student facility for more than 10 years stated, "We have come to the conclusion to have a voice in our wages, hours and working conditions, we need a legal binding contract just like our employer has with our customers. The reason we came to the Machinists Union is because we heard they are dedicated to working families and will work hard to achieve the very best Collective Bargaining Agreement possible."

The next step in the process is negotiating a first agreement. The Union is formulating information requests, dates for negotiations and first proposals quickly to not allow the employer to drag their feet. The Machinists Union looks forward to reporting a ratification of this first contract in the near future.

Apprentice Applications Being Accepted in April

The Apprenticeship committee will accept applications for new apprentices in April for the following trades:

- Cellular Manufacturing Machinist
- Composite Manufacturing Specialist
- Industrial Electronic Maint Technician
- Machine Tool Maintenance Mechanic
- Model Maker
- NC Spar Mill Operator
- Tool & Cutter Grinder

To obtain an application by in-plant mail or US mail, call 253-351-1918. Leave your name, BEMS ID, and mail code (or mailing address for former employees). To obtain an application electronically, visit <http://www.iam-boeing.com/apprenticeship.cfm>. Print the application, fill it out completely, sign it where indicated. Applications will be accepted throughout April and must be received no later than April 30th.

All applicants must be at least 18 years of age; be a Puget Sound area Boeing employee who has been on the active payroll within 8 years of the start of the current application acceptance period and has never been enrolled in or completed an IAM/Boeing Joint Apprenticeship program; have a GED or a high school diploma; have US person status; meet specific defined vocational training or trade related work experience requirements for the apprenticeship program being applied for; and be able to perform the physical requirements of the apprenticeship. For the Industrial Electronic Maintenance Technician Program applicants must be able to distinguish between primary colors.

Submit completed applications to any of the 751 Union offices or to: IAM/Boeing Joint Apprenticeship Office, PO Box 3707 M/C 5X-12, Seattle, WA 98124-2207. Questions? Call 253-351-1918 for help. Note: When applying, do not send original documents with your application. Any documents submitted will not be returned or made available for copying at a later date. Make sure that you retain copies of everything you submit.



Health & Benefits Rep Joe Crockett outlines Boeing's 'Accommodation' policy to Stewards at the Seattle Hall.

Union Delivers 'Light Duty' Training for Stewards

Injured? Dealing with a disability? Do you know your rights under the Americans with Disabilities Act (ADA) and what to expect when dealing with Boeing's accommodation process?

Joe Crockett, 751's Health and Benefit Representative, recently held Accommodation / Light Duty training classes for Union Stewards. These classes were designed to provide Union Stewards with important information regarding the requirements of the ADA and Boeing's process for complying with the ADA law.

District 751 President Tom Wroblewski has made Steward training a priority. "Stewards are the backbone of the Union and our

first line of defense on the shop floor. To be effective, we must provide the necessary tools and education for Stewards to best represent the members. This includes education on not only contract language, but the various processes Boeing has that impact our members," said Wroblewski. "Accommodation/light duty is one of the issues Stewards deal with frequently. With trained Stewards on the shop floor, members will have better representation when they find themselves in a situation requiring accommodation or light duty."

Joe began the training by giving a brief definition of the ADA as "No covered entity shall discriminate against a

qualified individual with a disability . . . in regard to job application procedures . . . and privileges of employment". With this he elaborated on the terms "discriminate", "qualify individual" and "reasonable accommodation" which provided the Stewards with an overview of the ADA.

Everett Union Steward Grace Holland noted, "I recently participated in the training for 'Accommodation and Light Duty' given by our Health and Benefits Rep Joe Crockett. Joe gave all of the stewards in attendance a great base on the in and outs of this process. With the current work loads stressing all of our members, this training will be very valuable to the stewards in helping him or her save our members jobs. Thanks Joe."

Joe explained that the Accommodation Process takes several forms and involves many different organizations, individuals, policies and procedures. The intent of the training was to teach the Stewards about the Company's Pro's that apply, the individuals and organizations that would be encountered and increase the Stewards' ability to be more of an asset to our members. Joe told the Stewards, "[They] are integral in the day to day knowledge of our members who are affected by this process and can be an important advocate and protector of the rights of those involved."



In Everett, Health & Benefits Rep Joe Crockett answers Steward questions on light duty/accommodation.

Wellness Advice:

Baby on the Way?

Prenatal care can help your baby start off healthy

• Pregnancy is a wonderful time of planning, expectations and miracles. As those busy nine months fly by, don't overlook the importance of regular prenatal care. While many of the doctor visits may seem uneventful, each one is a valuable opportunity to check your health and your baby's health and development.

During each visit, your doctor can:

- Monitor any health conditions you may have (such as high blood pressure or gestational diabetes)
- Check on your baby's health and development
- Provide you with information on how you can best manage each stage and change that pregnancy brings
- Refer you to any additional services you may need

Most importantly, the care you receive before delivery can contribute to a healthy pregnancy and the arrival of a healthy baby.

It's never too early for prenatal care. As soon as you think you're pregnant, call your doctor to find out when you should come in for your first visit. Prenatal visits are covered under your Boeing medical plan.



RETIREMENT NEWS

March Retired Club Minutes

by Ruth Render,
Retired Club Secretary

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

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

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

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

Communications: Recording Secretary Ruth Render read a thank you letter from the Catholic Seaman's Club for the Retirement Club's contribution for the raffle when District 751 sponsored their lunch in January. She also reported a car show will be held Sunday, May 18 at the Auburn Eagles Club. Proceeds will go to Terry Home Inc. a non-profit organization for adult survivors of traumatic brain injuries. Flyers are available if you would like more information.

Business Representatives' Report: Business Representative Paul Knebel stated Boeing lost the tanker contract and no one is happy about it. Be assured the Union is working hard to get it back for Boeing. On a more positive note, the Apprenticeship Program is growing. The State has authorized funding to increase participation in the program at Boeing and the Union will be involved in this effort as well.

Secretary-Treasurer Sue Palmer provided an update on the contract negotiations. She is Chair of the Benefits Committee and noted the top two benefit issues are pensions and health care. Another big issue is cost of living adjustments for current and future retirees. The

Committee is very well prepared. This is one of the best years we have had to get a good contract. Sue Palmer answered questions from the retirees about the impact of outsourcing and globalization, the need for dental coverage for retirees and she thanked John and Robin Guevarra for providing information about the possible closure of the South Park Bridge in 2010. She said she forwarded the information to Legislative Director, Larry Brown and the Union will be working to keep the bridge open.

Health & Welfare: Helen Pompeo gave the report. A moment of silence was observed for the following deceased members. Richard C. Annette, John D. Bishop, Joan M. Cantu, Sidney E. Danforth, Helen M. Dimond, Robert W. Dunning, Howard A. Hanson, John. H. Hart, Larry Hasting, Marvin T. Kendall, Wayne A. Koenig, Joe G. Lee, Santos R. Lopez, Sr., Francis M. Loreth, Russell L. Olson, Michael P. Ottinger, Loretta A. Peters, Gwendolyn A. Pierce, Kenneth Rogers, Raymond H. Shurr, Charles E. Simmons, Janet F. Stace. Sympathy cards were sent to the next of kin.

Legislative Report: Carl Schwartz spoke about cost of living for Social Security and the fact that the government did the calculation last September for this year. He reported the Retirement Club passed a resolution asking the government to recalculate the COLA on a quarterly basis. They don't want to do this, but we will continue to press for it.

In April, the Democratic and Republican parties will be holding convention meetings to elect delegates. Check your party's website for dates and locations for your Legislative District.

May 12th the Alliance for Retired Americans state convention will be held at District 751, and George Kourpias



Mary King (center) celebrated her 94th birthday at the March Retired Club meeting. L to R: T.J. Seibert, Darrell Wallis, Mary King, Vera Doss and Ruth Render.

will be here. That is the same day as the Retirement Club meeting. A letter will be sent to encourage a good turnout.

The West Regional Alliance will meet March 24-26 in Las Vegas. Betty Ness and Gene Hoglund will be attending and will bring forward two resolutions; one expresses outrage that EADS was chosen by the Air Force to build the tanker and supporting Boeing as the better choice to build the tanker and the other in support of House Bill 3932, the Medicare Prescription Drug Savings and Choice Act 2007 - 2008, which would establish a non-profit prescription drug option to be operated by Medicare. Carl read both resolutions in full and it was **MSP** to endorse them.

Good and Welfare: Gene Hoglund thanked everyone for supporting the resolution. He mentioned remarks Senator Patty Murray made in May 2004 regarding threats to the American aerospace

industry. Sadly, she was correct in her assessment of the situation. Hopefully, Senate hearings about the Air Force decision to award the tanker project to Airbus will shine a light on the flaws of this decision.

Tom O'Brien spoke about candidates who take our tax dollars and buy products from companies based in other countries. He mentioned several examples of local politicians and said we should let them know we do not approve of this and will not support them if they continue to do this.

John Guevarra spoke about the following: Alliance for Retired Americans (ARA) Friday Alert bulletin; a letter from Jim McDermott to the ARA regarding Social Security and Medicare; an article published in the Seattle Times by syndicated columnist David Sirota regarding NAFTA and how it is hurting Americans;

Continued on page 11



751 retiree Tom O'Brien meets with Union negotiators to highlight issues of importance to our retirees. L to R: Larry Brown, Susan Palmer, Tom O'Brien, Tom Wroblewski and Ed Lutgen.

Union Negotiators Hear Retiree Concerns

When the Benefit Committee met recently, they made sure they heard from existing retirees, who are very important to the Union. Throughout the year, Union leaders regularly attend retiree meetings and meet with retirees to hear their concerns and issues for the upcoming contract. At the recent Benefits Committee meeting, Retiree Tom O'Brien presented information to Union leaders and discussed strategy to best obtain improvements for retirees.

Current law does not require Boeing to negotiate for

existing retirees; however, the Union pushes the Company to do the right thing for the people who made this Company great.

O'Brien noted that when the retirement plan was initiated over 50 years ago, a portion of the wage package was diverted to pay for pension benefits. However, the plan lacks a built-in mechanism to protect retirees' pension, which is seriously eroded over time. Tom noted when he retired gas was under 80 cents per gallon. While his pension has remained constant, everything else has skyrocketed.

Union Retirees:

Congratulations to the following members who retired from the Union:

Janice Adams	Bruce Borghorst	Keith Gust	James Morehouse	Arthur Taylor
Gerald Barcus	Ronald Bullis	Lawrence Harnden	William Nelson, Jr	Norman Vague
Glenn Barrett	Wai Cannon	Keith Joyal	Andrea Rhoades	Gary Wagner
Inalee Battle	Robert Carlson	Jiyon Kim	Patrick Riley, Jr	Terry Ward
Barbara Bierman	Steven Caviness	Jack Korsten	Carlos Salido	James Wright
Larry Black	Cecelia Chihuly	Doristeen Leslie	Ronald Schmitke	
Linda Black	Jim Erxleben	Bernard Lindquist	Vicki Severse	
Lowell Blickenstaff	John Evatt	William Miller	Tim Starkey	

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	

Calendar

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

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

• On Monday, May 12th, retired IAM International President George Kourpias who serves as President of the Alliance for Retired Americans will address those present. This will be in conjunction with the Alliance for Retired Americans State convention.

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

• Alliance for Retired Americans South Area Chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center (600 E. Smith St). For more info, contact 206-762-3848.

FREE WANT ADS FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

SUPER SPORT HUB CAPS, 13' for 3 of them, 1 smaller. 1964 or 1965 from Chevy car, Nova or Chevelle. \$15 each OBO. 253-852-6809

LINCOLN HUB CAPS, (4), 15", good cond. \$15 for all. Motorhome hub caps, (4), Chevy 454, 17", good cond. \$25 for all. 253-852-6809

FORD SHOP MANUALS. 3 / 1978 - all for \$25. 253-852-6809

BACK GLASS WINDOW from 1973 Datsun pickup truck. Will fit any standard cab 620 pickup for years 1973 - 1979. Good cond. \$15. 425-432-6134

HAVE YOUR STARTER, generator, or alternator rebuilt. Reasonable. Also can do brakes or radiator work. Call Sonny at 253-639-5178

4 X 8 UTILITY TRAILER - lightweight. Licensed and ready to tow; includes spare tire. \$300 (Fred Meyer has same trailer kit with no box for about \$200-\$300). 425-353-4136

1967 CHEVY IMPALA WHEEL COVERS, set of 4. \$50. 425-353-4136

1996 CROWN VICTORIA WHEEL COVERS, set of 4. \$65. 425-353-4136

ALUMINUM RIM off 1994 Oldsmobile, \$15. (4) 205/70-15 studded snow tires on GM rims, \$100. 253-941-5987

1988-1990 HONDA CIVIC 4-dr right front fender. \$75. 360-894-7146

BED SLIDE for LWB truck, \$200. Fiberglass canopy for 1988/1998 Chevy Crew Cab, gray, \$200. 253-735-0385

24 OIL FILTERS that fit GM. GM equivalent (PF25 & PF35), 12 ea. \$50 OBO. 425-941-1312

COTTAGE INDUSTRIES

ARE YOU LOOKING FOR SOMETHING TO DO IN YOUR RETIREMENT? Sunset View Garden Club meets the 3rd Thursday each month at Golden Pine Apartments, 2901 10th NE, Renton. 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

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. 751 members - take advantage of the Special Corporate Boeing Employee Rate! Gold's Gym Renton is now Family Owned and 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. rate \$60). All Boeing Employees and family members can take advantage of our special membership promotion - simply present your Boeing badge for discount. We inspire our members with unrivaled energy, and provide the finest equipment and fitness knowledge available to help our members achieve their individual potential. 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

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

ATTENTION TO AD RULES

Each single ad must be 25 words or less. More than 25 words will not be printed. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number instead of addresses in ad copy. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

**Deadline For Next Issue
April 14th**

TAX PREPARED by a CPA. Over 10 years of experience. Flat fees - from \$75 to \$300. 425-679-1839

ELECTRONICS & ENTERTAINMENT

CANON CA-100 CAMCORDER BATTERY CHARGER, \$20. 3 camcorder rechargeable batteries: Canon Battery Pack BP-E77K Slim 6V 1000 MAH, A Duracell DR12 Battery 0 to 6 hrs recorder time and a Millennium CM 1060 Slim Power Pack Battery 6V 100 Nicad Battery, all in good cond., \$15 ea. 425-432-6134

SOLIDEX CAMCORDER/CAMERA BAG, soft black leather with zip top & front zip pouch, inside divider & inside net pouch on lid. Large bag, measures 15"L x 9"H x 9.5"D. Inside measures 14"L x 8"H x 6"W. Has handle & includes shoulder strap, good cond. \$25. 425-432-6134

IOMEGA ZIP100 ZIP 100MB EXTERNAL PARALLEL SCSI DRIVE, has parallel cable, 120vac power adapter, 3.5" installation disk. No zip disks included. Good cond. \$25. 425-432-6134

CANON CANOSCAN N650U USB FLATBED SCANNER, portable. Includes photo software & USB cord. Dimensions: 10.1" x 14.7" x 1.3"; weight: 3.1 lbs. Good cond. \$55. 425-432-6134

VIVITAR VIVICAM DIGITAL CAMERA 3500 1.4MP, comes boxed with manual, MGIPhoto suite software, AC adapter, a 8mb CF memory card & an additional SD 128mb CF memory card included. It's an easy, no frills camera, good for child or senior. \$60. 425-432-6134

ARGUS PC CAM & DIGITAL CAMERA DC1500, includes ArcSoft Photo Software CD and cables. Perfect kid's camera, ages 7 to adult. Uses 2MB internal memory, doesn't use a memory card to take 20 to 80 pics. Good cond. \$40. 425-432-6134

ROXIO EASY MEDIA CREATOR 10 suite software, includes Roxio MYDVD9, for WIN XP/Vista. Use for photos, videos, music, I-Pods, convert audio and video files to most any format. Has been opened, is unregistered but in new cond., comes in box with user manual and installation DVD. \$57. 425-432-6134

BUSHNELL REFRACTOR TELESCO, \$50. Tamron lens 200-500 SP, \$150. Both in boxes. 206-914-3317

NOKON COOLPIX 5200 DIGITAL CAMERA. 5.1 megapixels, 3X optical zoom, red eye reduction. Camera is in great shape and works great. Needs memory card. Comes with 3 batteries, carrying case, instruction guide. \$50. 253-203-4098

FURNITURE AND APPLIANCES

OTTOMAN, new, light brown, 37" x 37" x 17", \$100. Coffee table with 2 glass inserts and 2 end tables, light oak, \$75. 206-762-1117

QUEEN SIZE MAPLE bed, headboard and footboard, \$100. Nichols & Stone Deacon's bench, black with walnut seat, stenciling across back, \$125. Both exc cond. 360-652-7962

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

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

3 BDRM/2 1/2 BATH with 2 car garage. 2,179 sq. ft., 2 story, large yard. Graham/Frederickson Boeing. Near shopping, schools, busline. \$2,000 rent/sale option, \$850 deposit. 253-273-1932

FREE - SINGLE WIDE TRAILER, 2 bathrooms, kitchen, office. 50' construction trailer. 425-413-2021 or 206-683-7416

MISCELLANEOUS

HOUSE PLANTS: Excellent gifts for Mother's Day and many occasions, helps to purify the air in your home or office. Various sizes, great prices. African milk trees, Christmas cactus, hanging purple heart, etc. \$2 to \$25. 253-852-6809

SANI-SERVE soft ice cream machine, \$25 OBO. Large wood yard/lawn chair. \$15. Sleeping bag, child size with hood and sleeves. Size 58" x 26", new-in bag, never used. \$20. 253-852-6809

MAILBOX, brown with wood around it. 19"L x 16 1/2"W, good cond. \$10. 6 ft metal posts (40), \$2 ea. (4) marble pieces, 15 1/2" x 21 1/2", 21" x 12". \$10 ea. 253-852-6809

EVERYDAY LIVING MICROWAVE OVEN, 700 watts. 8 1/8"H x 11 13/16"W x 11 3/16"D, white, clean, nice cond. \$25. 253-852-6809

CRYSTAL PUNCH BOWL SET. \$35. Oscillating 3-spd fan, Collins Cool Breeze. 12", white, works. \$10. Windmere 2 spd fan, white. \$8. Cedar chest, large maple color, 42"L x 12"D x 14"W. Fairly nice cond. \$100. 253-852-6809

ELECTRICAL CORDS, black, heavy duty. 220 - 110, 6 gauge, 75' with male end. (1) motorhome cord, 50' with both ends. \$72 and \$65. 253-852-6809

SET OF NUMBERS & LETTERS. \$20 and \$10. (2) storage cabinets, steel, 24 drawers each. 2"D x 17.5"W x 10"H x 34"L. \$35-\$45 each or \$80 for both. 253-852-6809

(2) WOODEN CASSETTE HOLDERS. They hang on wall and will hold tons of cassette tapes. (1) large measures 18.5"H x 24"W x 3"D; (1) small measures 15"H x 19.5"W x 3"D. In good cond. \$5 ea. 425-432-6134

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

FREEZE 'N SERVE BOWLS, 8 individual dessert bowls, dbl-layer insulated, green and blue colored, new cond. \$25. 425-432-6134

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

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

GERMAN LANGUAGE COURSE on 2 cassette tapes for 90 minutes of guided practice greetings & conversations for travel and entertaining. Also has Guide Book. Exc. cond. \$40. 425-432-6134

CANNING POT/STOCK POT with wire rack and lid. Black and white steel, can hold 7 qt. jars. Has some wearing on inside bottom, otherwise in good cond. \$15. 425-432-6134

(2) HANGING CANVAS STORAGE CUBBY RACKS, use for anything or anywhere you need storage. Will hold 28 pairs of shoes, has Velcro latches to hang under wire closet rack. Measures 34"H x 24"W x 12"D. Folds flat, new. \$20 ea. 425-432-6134

SPORTS FLASHLIGHT RADIO, with siren & blinker. Uses 4 AA batteries (not included). Electro Brand, Model 357C. New cond. \$10. Flashlight tool kit, all-in-one. Spotlight, twin blinking lights & reflector, with a build-in 13 pc. tool kit. Operates on cigarette lighter power adapter included or uses 4 C batteries (not included) New, never used. \$20. 425-432-6134

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

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

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

- Circle One:** ANIMALS ELECTRONICS & ENTERTAINMENT
BOATS FURNITURE & APPLIANCES
TOOLS RECREATIONAL VEHICLES
HOUSING MISCELLANEOUS
AUTO PARTS & ACCESSORIES

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 April 14th!

BIRDBATH/WATERER TOP, 100 oz., clear blue plastic dome, sets in black base with 4 drinking pools. Can be mounted on 4" x 4" post or hang from hook. Top & bottom unscrew from each other for easy filling. Measures 12 1/2"D x 13"H, like new. \$15. 425-432-6134

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

(6) PINK ACRYLIC GLASSES, large diameter, tall-stemmed. Use for martini or desert glasses, new. \$25/set. 425-432-6134

WILTON CHARACTER CAKE PANS – Butterfly, Yosemite Sam, Free Wheelin' Truck, Up Up and Away Hot Air Balloon. \$5 each. 425-432-6134

IVORY BUTTERFLY BEDSPREAD, king size. Comes with 2 shaped pillows – a rose and a butterfly. Good cond. \$55. 425-432-6134

NEED HELP with gardening, conservation, nature study, making friends? Sunset View Garden Club meets the 3rd Thursday of each month at 10 am at Golden Pines Apt., 2901 NE 10th, Renton. Call 425-255-8195 for more info.

FOR SALE: 20 years of Fantasy and Science Fiction magazine, 1970 thru 1991 – almost complete (missing 5 mo. out of the 20 years). Exciting reading. All the authors: Isaac Asimov, Robert Heinlein, Pohl, Aldiss Davidson, etc. 3 ft. x 2 1/2 ft. metal bookcase goes with. \$150 firm. 425-868-2821

(2) FULL FUR COATS, one long/one short, white and gray. Size Small, new. \$80 for both. 206-284-8909

MAGNETIC MATTRESS, full-size, used once. \$150. 206-284-8909

EASTBROOK COUNTRY CLUB PLANT SALE. Saturday, May 17th, 9 am to 4 pm, Kent Historical Museum (in back), 855 E Smith, Kent. Some crafts and garden arts. 206-878-2203

(2) SHEETS 1/2" PARTICLE BOARD, \$10. (2) sheets plasterboard, 4' x 5' x 1/2", \$5. 7" Dado (Sears), \$7.50. Wheelbarrow, \$10. (2) sets skis, best offer. 206-935-6535

HEDSTROM METAL SWING SET w/3 swings, teeter-totter and ladder. Includes anchors. \$20. 206-762-1117

SEEKING TO TRADE: 75306 N/C Router Operator working in Everett seeking to trade with Grade 6 in southend Auburn/Renton/Seattle, 2nd shift. 206-772-1494 or 206-498-9599

ONAN GENERATOR, 4 cyl. diesel, 12 KW on trailer. 110/220/440, single or 3 phase, \$2,500 OBO. 253-845-0119

PROPERTY

(2) CEMETARY PLOTS at Washington Memorial in Section 12, Block 65, Lot D, Spaces 3 and 4. Normally sell for \$3,795 each but will sell for \$2,995 each. 206-244-7948

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

5 ACRES – Fraley Mtn. Cedar trees and ferns; private and serene. 8 miles east of Arlington. Under 30 miles from Boeing Everett plant. \$89,721. 360-435-2430

3 BDRM/1 3/4 BATH RAMBLER, new roof, fenced yard, corner lot, 16' x 16' deck, 2 car attached garage. Great location, close to I-5 and BECU, 2 mi. south of Boeing's DC site. Retired couple moving. Call 206-762-3259 or 206-550-7044 for more info.

(4) CEMETARY PLOTS at Greenwood Memorial Cemetery, Renton, in Veteran's section. Call 425-255-5920 for more info.

3 BDRM/2 BATH HOUSE, 2,100 asf. Large kitchen, front room, dining room w/gas fireplace, sunroom, bonus room, heated in-ground swimming pool w/10' x 12' pool house, low maintenance yard. Kent School Dist. Call 1-800-592-9545 for more info.

RECREATIONAL MEMBERSHIP

Advance Resort of America Inc., dues paid. \$3,000. 253-941-5987

FOR SALE: Shell Vacation Club, 1,500 points. Floating, many vacation spots, many amenities, multi-destination, website: www.sellmytimeshare.org, Ad #237270. Price negotiable. 360-691-0307

THOUSAND TRAIL 1ST MEMBERSHIP. Parks in Washington, Oregon, California and more. \$1,500, you pay closing costs. 206-363-0584

RECREATIONAL VEHICLES

1993 ROAD RANGER 5TH WHEEL, 1993. Ducted heat and air, satellite dish and TV, power jack, microwave and refrigerator, awning, rubber roof. \$5,500 OBO. 253-845-0119

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

1988 GMC "GET AWAY" CAMPER VAN, A/T, A/C, fully equipped, low miles, 16 mpg, extra lg. tires, very good cond. Must see to appreciate. \$7,500. 425-258-9590

SPORTING GOODS

RIFLE, Remington 3006 semi-auto w/scope, magazine and some ammo, \$270. Browning shotgun, 20 gauge, with some ammo, \$250. Gun rack, \$25. Exc. cond. 206-355-7056

WANTED: Colt single-action revolvers. 360-802-0810

WANTED: Guns or gun parts, new or old, as a restoration hobby. Especially old double-barrel shotguns. 206-824-2428

EIDE AUTOMATIC BOATLOADER and Kargo Master truck rack, fits LWB, \$500. Honda 3000 Generator, electric start, \$1,300. 253-735-0385

TOOLS

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

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

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

METRIC DIAL CALIPER, .02 – 6", Craftsman, in case. \$40. 253-852-6809

TOOL CABINET, Dorman heavy duty for screws, nuts, springs, thermicals. 8 drawers w/dividers. 34"L x 13"W x 17"H. \$50. 253-852-6809

FLAT 4" OMEGA VISE, heavy duty, new in box. \$34. 253-852-6809

SCYTHE, a tool with a long handle, 59" long w/single edged blade 25". Used in cutting tall grass or grain, old. \$40. 253-852-6809

ALUMINUM PLATE, 1/2" thick, 21" wide and 35 1/2" long. \$195. 253-852-6809

MEAT SAW BLADE, 21" long. \$20. Gas hose nozzle, big, aluminum. \$10. 253-852-6809

VEHICLES

1992 TOYOTA MR2, 5-spd., 219,000 miles, good running work car. Red, new wheels and tires, 30 mpg, sun roof. \$2,500. 253-576-7704

1989 FORD BRONCO 4X4, low miles, new tires and chrome rims. Excellent shape. \$2,495. 206-854-1700

1992 MERCURY CAPRI CONVERTIBLE. Looks and drives great, low miles. \$1,495. 206-854-1700

1985 CHEVY Z28. T-top, low miles, looks and runs great, new bra. \$1,995. 206-854-1700

1955 MERCURY, 2-dr hardtop w/tire on back, garaged for 40 years. 1961 Buick, 4-dr hardtop, new interior, paint. Best offer. 360-387-5049

1990 MITSUBISHI GALANT, runs great, \$950 OBO. 1994 Thunderbird, needs transmission, runs, \$850 OBO. 1992 Chevy Geo, good gas mileage, \$1,200 OBO. 1988 Eagle Premier, needs battery, call for price. 253-273-1932

1991 TRANS-AM, rebuilt 400 ci. Engine, over 400 hp. Power steering and brakes, AT, headers, cam, 350 posi. rear-end. \$3,495 OBO. 253-839-6056

2005 YAMAHA ZUMA SCOOTER, cover, 2 helmets and carrier for vehicle. 65 mpg, very low miles. \$2,250 OBO. 206-406-2436

1981 CM400+ HONDA MOTORCYCLE. \$1,200. 253-941-1322

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

2001 FORD ESCORT, good condition. All power, low mileage. \$3,500 OBO. 206-242-7098

2004 JEEP WRANGLER, 4.0 liter, 5-spd, 14K miles. Hard and soft top, sound bar, alloy wheels. One owner, garaged. \$17,000. 360-793-3868

2005 SCREAMING EAGLE FAT BOY, 15th Anniversary Model – only 600 made, blue/brushed metal, race tuner, Vance & Hines pipes. Showroom condition. \$33,000/offer. 360-652-3650

Accepting the Oath



District President Tom Wroblewski (l) administers the oath of office to District Council Alternate Garth Luark.

Eastern Washington Locals Deliver for Guide Dogs

Union leaders from Local 86, 1951 and 1123 in Eastern Washington put together a raffle, which raised over \$2,300 for Guide Dogs of America. Special thanks to the officers of all three locals and the stewards in the shops who helped sell the tickets. Winning tickets were drawn at Local 86's March meeting:

- Local 86 member Dorie Rusk, who works at Triumph Composites, won first prize, which consisted of a one night stay at the Davenport Hotel (donated by the Davenport) along with a \$100 gift certificate at the Davenport for dinner and a \$50 gift certificate to the RiverPark Square
- Local 86 member Diane Deal, who also works at Triumph Composite, was drawn for second prize – a \$200 VISA gift card
- 751-F member Kevin Mims won third prize of a \$100 VISA gift card.

Thanks to all who helped make the raffle a success.



Diana Deal was excited to win a \$200 VISA gift card in the raffle.

751 Retired Club March Minutes

Continued from page 9

an article about the nine traits to look for in a presidential candidate.

Leroy Miller commented on the candidates' stand regarding Social Security tax. He suggested reading the Voter's Pamphlet to determine where they stand on this issue.

Birthdays: Recording Secretary Ruth Render read the birthdays: Vera Doss, Mary King and T.J. Seibert. Ruth led the

membership in singing "Happy Birthday".

Old Business: None.

New Business: None.

President's Report: Al Wydick announced that he would not be at the April 14 Retirement Club Meeting but Vice President T.J. Seibert would run the meeting. Please give him your support.

Adjournment: A motion was made to adjourn at 11:50 AM. **M/S/P**



Eastern Washington Business Rep Paul Milliken (r) and Local 86 President Steve Warren (l) congratulate Dorie Rusk on winning first place in the Eastern Washington Guide Dogs Raffle.

Auburn Members Get Pay Disparity Resolved

It pays to be Union was evident in the 17-45 building in Auburn. Recently, two members had pay disparity issues addressed, which resulted in large back pay settlements, as well as having their pay adjusted by several dollars per hour. Both members were excited about the settlement with one receiving a \$7 an hour increase along with over \$13,000 in back pay while the other got a \$4.50 an hour raise and over \$8,000 in back pay. Both settlements were retroactive to their hire in date, including additional VIP contributions.

Business Rep Mark Johnson credited Union Steward Jared Moschkau with helping the members. "Jared does an excellent job representing the members in his area, as well as providing advice and direction. This was a perfect example of how a non-contractual issue was resolved to the members' satisfaction."

The two members had read about the Union's recent pay disparity settlement in the December *Aero Mechanic* newspaper. While their jobs were part of that settlement, their particular circumstances did not fit the exact criteria so they were excluded from the previous settlement.

Since this was not a contractual issue,



L to R: Steward Ron Coen, Steward Jared Moshkau, Yuri Chuyeshkov, and Business Rep Mark Johnson. With Union assistance, Yuri was able to get his pay adjusted nearly \$4.50 an hour and received over \$8,000 in back pay.

Jared advised the members who to contact, how to present the information, and the remedy requested.

Jared noted, "HR did the right thing for both of these members. It was cool to see the members take my advice and work through the process. I had corrected the issue for a couple of other members, but had been getting turned down for more settlements. Instead of having the Steward present this non-

contractual documentation, we got creative and had the members try a new approach. I'm glad it worked."

"Because they met with HR, these two members have a better understanding of what the Steward does and how to work through an issue. It is an example of members taking the initiative and following through with guidance from the Union," Jared added. "They will remember that and help other members to be

proactive rather than reactive."

Member Yuriy Chuyeshkov stated, "I hope my experience helps others to know they need to speak up and take action. It resulted in about \$4.50 an hour adjustment plus back pay. Jared was very helpful. I also want to thank our Team Leader (Duke Anderson) for bringing this to my attention. When I first approached my manager, who agreed I should be making more but couldn't do anything to change it, he also pointed me toward the Union and suggested I talk to our Union Steward Jared to get help."

Yuriy noted, "I got everything I needed. I came to Boeing with 13 years experience as a Toolmaker/moldmaker working with injection molds and dyes. I deserved better and found out most C4608's were making more than a N0309 that hired in on the same day."

Another member had over 10 years experience before coming to Boeing. He got a \$7 an hour raise and over \$13,000 in back pay.

This member also approached Jared to ask for advice on how to get a pay increase. Having already handled Yuriy's pay disparity, he gave the same advice, which paid off big.

Bereavement Interpretation Brings Supervisor Grief

Bereavement language in our contract is very clear. However, management in Everett needed assistance from Union Steward Bill Dolan to correctly interpret it.

The issue arose when a supervisor denied 751-member Nate Piper bereavement leave for Friday, Monday and Tuesday because "it was not consecutive workdays." What made the incident even more appalling was the fact that the supervisor called Nate at home on Friday and asked

how he would cover the Friday absence. Rather than argue during his time of grief, Nate covered Friday with vacation and proceeded to handle arranging his mother-in-law's service.



Business Rep Jon Holden (l) and Steward Bill Dolan (r) helped ensure Nate Piper was able to take his requested bereavement leave. The situation educated management on our contract language.

Upon returning to work, Nate immediately turned to Union Steward Bill Dolan. Unfortunately, the supervisor continued to compound his mistakes. Rather than working professionally with the Steward to resolve the issue, management had the nerve to ask the member why he involved the Steward.

Bill highlighted the bereavement language and let the supervisor know it was management who caused this problem in the first place; otherwise, there would not have been a need for the Union to get involved. As a result, the member was given his original bereavement request (Friday-Tuesday), as well as the additional day on Wednesday, which management had instructed him to take.

Business Rep Jon Holden noted, "Issues like this must be brought to a Steward's attention so we can educate management on our contract. To

imply that a Friday, Monday and Tuesday are not consecutive work days is absurd. I hope other members who encounter such problems, especially when they are grieving for a loved one, will approach the Union to correct the injustice. There is enough stress and emotions in dealing with the loss of a family member – without having management apply pressure."

Nate, who served as a Union Steward for the UAW in San Diego, was confident the Union

would resolve the issue. Before he requested his bereavement, he read the language, as well as the definition of consecutive working days. Nate noted, "New hires, who have no Union experience, might just

accept the supervisor's answer. Every member should know to talk to their Steward – they are there for you."

Members can verify bereavement language in the contract (Section 6.6c) on page 22, which defines family members, as well as conditions to use the benefit. It should be noted that members are eligible for this benefit from their first day on the job. While this may seem obvious, another supervisor in Everett tried to deny a member bereavement "because they hadn't been on the payroll long enough to earn the benefit."

Business Rep Jon Holden added, "It is wrong for management to try to intimidate members and block them from consulting with a Union Steward. In this case, management had the nerve to misinterpret the contract and then pester the member because he went to a Steward for help."



Business Rep Don Morris (l) and Steward Dwyane Johnson (r) congratulate John Hurst on getting a progression problem resolved which resulted in nearly \$2,500 in back pay.

Union Helps Correct Progression Step History

"When I had problems with the progression steps, I knew I was paying Union dues for a good reason. The Union is in my family tree and a strong part of my history," declared 751-member John Hurst.

This strong Union belief paid off when John received nearly \$2,500 in back pay for a progression step error following his 2001 recall.

Credit goes to Business Rep Don Morris for working the issue and convincing the Company to do the right thing – despite the fact that years had passed since the pay problem occurred. While it was technically no longer a contractual issue because of the time involved, it was a Company error and one that shouldn't cost our member. After reviewing the work history, Boeing agreed with Don and paid the member subsequent back pay to resolve the issue.

To appreciate the significance of the settlement, you have to understand the timeline. John originally hired into Boeing in 1997 and was subsequently downgraded and laid-off in May, 1999. When he was recalled to Boeing in 2001, he noticed the Company had not returned him to the progression step he had achieved before his 1999 layoff. Unfortunately, before John could get the issue corrected the terrorist attacks of 9-11 occurred and he found himself getting laid-off again.

When he was finally recalled in 2006, he was placed at the proper step rate, but had a nagging issue with the time before he had spent at the wrong rate.

After investigating his work history and working with Steward Dwyane Johnson, Don was able to get Boeing to do the right thing and pay him the proper rate for the time he worked.

"I appreciate the Union assistance on this issue. Once Business Rep Don Morris had my work history, he called to give me updates, and showed up in person three weeks later to report I would be getting the back pay," John noted.

"This reinforces the strong bond I feel with the Union. I came from a long line of Union members on both sides of the family. Both of my grandfathers were Union members. One of my grandfathers was a 751 member who worked at the Boeing Hoquiam plant during the war time – the plant was located out at the coast to spread out operations. They taught me the importance of Unions," added John.