

DISTRICT 751

# AERO MECHANIC

PUBLISHED BY THE WORLD'S FINEST WORKERS



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## 747 Shop 'Manages' to be Successful

The atmosphere and morale in the 747 Seal Test and Paint shop are testimony to its success. This unique group began a transformation nearly 15 months ago – becoming more efficient and more productive while at the same time increasing morale.

This crew functions as a true team, with each person taking responsibility for the shop as they continue to evolve. All three shifts work together and communicate daily to ensure success. On November 10, they celebrated a milestone – achieving level three maturity in the team engagement process. In their recent survey, their Employee Satisfaction Index was an impressive 99 percent – a level they intend to maintain for the future. Yet the survey is just one indication of how well things are going – each member was eager to share their experience so others might adopt their methods. They have kept costs down, increased productivity, have better quality and less rework.

These members have redesigned their shop, how they assign work, implemented their own ideas, and taken ownership. As a result, they look forward to coming to work, are truly empowered and have amazing results to show.

How did they achieve this transformation? Members agree the key was management trusting in them and empowering them to make the decisions. In fact, one of the first decisions they made was to eliminate their supervisor. Together, the crew as-



751-member Dennis Newkirk (r) shows Business Rep Ray Baumgardner their reorganized tools once the crew took responsibility for the shop.

sumed responsibility for assigning and completing all of the work – as well as fixing any problems that may occur.

Organization is key. They cleaned up and simplified everything in the shop. Rather than having tools simply thrown in a drawer, each tool has a specific place in a foam cutout in the drawer. In addition, there is a photo of what tools belong in each drawer – making it easy to see what is missing. All parts and tools have numbers on them. Members leave their tag if they are using a tool so others instantly know where it is. Yet eliminating clutter was only the start.

Together, these members have broken down the barriers that impeded lines of communication with other organizations

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Jacoba Widener (r) shows Union Steward Kevin Moe the \$19,000 check she received with his help.

## Member Collects Back Benefits With Union's Help

Union Member Jacoba Widener has seen the benefits of Union membership and knows it pays to be Union. Recently, her Union membership paid off with a check for over \$19,000 from Broadspire Insurance. Without assistance from Union Steward Kevin Moe, she might never have collected the money. The check was for benefits owed her when she had a heart attack on the job over four years ago.

In 2001, an incident at work caused Jacoba severe stress and led to her having a heart attack on the job. The Boeing Fire Department used the paddles four times to get her heart started, and then she had emergency surgery at Providence Hospital.

Jacoba noted, "At the time of the heart attack, I never thought about paperwork because I was so worried about my health. As a single mother with a 10 year old, I used my VIP and savings to get by during my three-month leave."

She returned to work, then 9-11 occurred, and she found herself laid-off in 2002. After being recalled to Boeing in June, 2005, a co-worker suggested she talk to Kevin about the situation.

As a Union Steward, Kevin regularly contacts Broadspire to assist members with their claims and ensure they are properly compensated. In fact, Broadspire is on his cell phone speed dial. With over 10 years' experience as a Steward, Kevin is well versed in helping the membership with contractual problems, as well as benefit issues.

With Kevin's assistance and experience in dealing with the insurance company, Jacoba had the check within 120 days after Kevin made the initial call.

Jacoba noted, "I am so thankful to have Kevin's help. He brought me the paperwork, got the process started and pointed me in the right direction. I needed help and decided to ask the Union. Kevin, as the Steward, was really there for me."



747 Seal Test and Paint have met all their targets, have increased morale, higher quality and less rework since empowering our members 15 months ago. Above: First shift crew members pose for a photo at the celebration.

## Answering the Union Call at Toray

Employees working at Toray Composites near the Boeing Frederickson plant took the first step toward having a voice in their workplace and improving their wages, hours and working conditions. Workers at this facility contacted the Union several months back asking for help with their situation. On October 28, the Union filed a petition with the National Labor Relations Board (NLRB). A representation election is scheduled for December 8 and 9.

"I applaud these employees for having the courage to ask for Union representation. It is never easy to stand up to management at any company. These workers have done that and are moving forward to get

the Machinists Union as their representative," stated 751 President Mark Blondin.

The factory near Frederickson was recently expanded to accommodate additional work for the 787. Employees there make the raw materials that are used at the Boeing Frederickson plant.

In listening to their concerns and issues, it becomes clear why they are

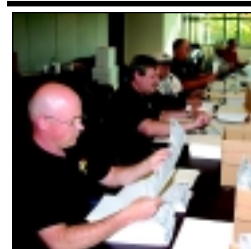
seeking representation. Over and over they talk about a lack of fairness. Complaints of favoritism are rampant because there are no set policies or criteria on safety, promotions, shifts, or training.

A quick look at their hours is telling. In the production area, Toray employees work rotating 12-hour shifts (either 6 a.m. to 6 p.m. or 6 p.m. to 6 a.m.). Every two weeks they find themselves on a different shift – making it difficult to ever adjust to a sleeping schedule or to have any semblance of a home life. The rotating shifts are not just disruptive to family life, they take a toll on your health. Since it is a 24 hour a day, seven day a week operation they also rotate their days off – rather than having a traditional Saturday

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Members hand out informational flyers outside Toray Composites to educate on the advantages of Machinists Union membership.



### Helping Hands

Hundreds of members volunteered to assist throughout the strike – ensuring things ran smoothly

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New resource center in Everett makes training opportunities convenient for members

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# REPORT FROM THE PRESIDENT

## Your Unity Has Impacted Others Beyond 751

by **Mark Blondin**,  
District President



Members at Boeing are all back to work and are again building the world's best airplanes.

Every member can stand tall and be proud of what we accomplished together – holding the line on health care costs and maintaining retiree medical, not just for current employees, but for the next generation of workers, as well.

As the *Aero Mechanic* went to print, the Union was preparing a mailing to all members regarding the Boeing laptop computer that was stole containing personal information on many of our members and retirees. The Union is exploring all options and will continue to press Boeing to do the right thing to ensure that all members are protected against any potential problems.

The cost of living adjustment (COLA) will be 25¢ effective December 2. Thanks to your solidarity, Wichita will share in this gain. If Boeing had it's way, Wichita would not receive any future COLA's. Keep in mind that we are the only Puget Sound payroll to receive quarterly COLA payments.

SPEEA has just received their last

and final offer. Thanks to our efforts, SPEEA members were not saddled with massive cuts in health care and were able to increase their pension to \$70 per month. Had we accepted Boeing's first offer, you can bet SPEEA would have faced

the same thing on the bargaining table in their negotiations. By standing tall and doing the right thing, we preserved health care for everybody. SPEEA recognizes we paved the way for their negotiations – virtually eliminating their fight for health care and pension from their round of bargaining.

It is disturbing how differently Boeing treats the SPEEA members versus their dealings with the IAM. It is a shame that our members do not get the respect they deserve for building the best airplanes in the world – as we have shown – no planes get built without you.

Unfortunately, Boeing's Space Division is also attacking the IAM. On November 2nd, IAM members in California, Alabama and Florida rejected an offer similar to the one that triggered our strike and put up picket lines. These members were bolstered by your solidarity and pledged to fight Boeing's efforts to take away retiree medical from

the next generation of workers. We have offered our support and appreciate their resolve to stand up for the next generation of workers.

The Union wants to keep the lines of communication open and maintain the stepped up membership involvement we realized throughout the negotiation process, as we are already preparing for the next negotiations. We are again holding focus groups for members to offer honest feedback and present ideas for the Union. We are also planning a survey that will be out after the first of the year so we can have a better idea of your issues, concerns and feelings about the recent negotiations and strike.

I applaud the workers at Toray Composites near the Boeing Frederickson plant for coming forward and asking for Union representation. I want to thank all the members who have volunteered to answer questions they may have about Union representation. Listening to their issues really highlights the value of Union membership beyond just wages and benefits. Having a defined promotion system, fairness in the workplace, stable shifts that do not rotate, an established safety program, and a grievance system to dispute management decisions are invaluable. The Toray workers will be voting soon whether or not to join our

Union. They are doing Boeing work, and we will continue to organize workers who have asked for help. Helping other workers to improve their wages, hours and working conditions benefits all of us.

In Eastern Washington, members at Kenworth Sales in Spokane recently ratified a one-year agreement that included a 5 percent raise and additional money in their pension plan. We are continuing to negotiate with Ben Franklin Transit for our members in the Tri-Cities. Triumph in Spokane continues to thrive – adding 18 new hires in November. The group also received their second payout of the gain sharing program on November 18.

Again, continue to be involved in our Union. Attend monthly meetings to stay informed and help direct the future of our Union because you are the Union!

## Factory Service Input Needed on Back Pack Vac

by **Larry Brown**, Business Rep

In the year 2000, the Boeing Company decided to change the methods factory and office spaces were to be cleaned. The Company purchased a janitorial cleaning system called OS1, a comprehensive system of cleaning supplies, specially designed equipment and methods of use.

Managers and Factory Service Attendants were trained to use these processes, and this system was adopted Puget Sound wide. All of our Factory Service Attendants now are required to use the products and processes.

One component of the OS1 process is the backpack vacuum. This is a vacuum cleaner which is strapped to an operator's back. A cleaning wand is held by the operator and the electrical cord drapes behind. The weight of the device is dependant upon the amount of debris in the canister but is usually 10 to 15 pounds. The vacuum is about as large as a full sized fire extinguisher.

Since these vacuums were introduced,

the Union has heard numerous complaints about them. Some of these complaints included a belief that the motor, located right behind the ears of the operator, is too loud.

Others told us the vacuum exhaust causes heat rashes at the small of the back and buttocks. Some say the straps hurt the chest and the back.

Women have been particularly affected by the straps as they cross between the breasts. There have been others who indicate no discomfort with the backpack vacuum.

Recently, the frequency of the complaints has increased. In response, Dis-



A Union survey targets the impact of back pack vacs on our members.

trict President Mark Blondin has initiated a survey that was mailed to the homes of over 300 factory service attendant members.

This survey will help accurately and anonymously identify and quantify the health and safety concerns by members who must strap into these backpack vacuums and work all day long. The information developed by the survey will be shared with both the members and the company.

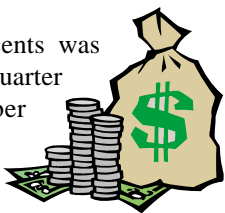
Whatever the results, the Union wants to make sure the Company does the right thing when it comes to our hard working Factory Service Attendants.

## 25¢ COLA Effective Dec. 2

Effective December 2, 2005, a 25 cent cost-of-living adjustment (COLA) will be added to the hourly wage rate for IAM members at Boeing. This is the first quarterly COLA payment under the new contract.

The new 25 cents was generated for the quarter August, September and October 2005.

COLA is generated quarterly under the IAM contract and is based on the federal government's Consumer Price Index. The next quarterly COLA payment will be effective March 3, 2006.



## Barbecues Appreciated in Auburn

Throughout the strike, 751-member **Henry Buldhaupt (l)** put on barbecues at the Auburn hall. At least once a week (usually two to three times a week) Henry would tow his barbecue setup and present a feast of chicken and steak for those on picket duty. It was a treat that was appreciated by those reporting for picket duty. Member **Ed Williams (r)** helps with the barbecue.



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

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### 751 AERO MECHANIC

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# Focus Groups Offer Members a Forum for Feedback

District 751 resumed focus groups in November – holding them in Auburn and Everett. These one-hour meetings give members an opportunity to voice concerns, ask questions and make suggestions for the Union in the future.

Union leaders review comments, suggestions, input and questions from the meeting and make changes to address what they have heard. Many suggestions from the focus groups during the negotiation process were implemented and incorporated into the Union strategy.

Honest feedback is critical to the success of the focus groups. Discussion took place on the new contract, membership motivation, and ways the Union can improve communication and visibility on the shop floor. Participants discussed what worked in the recent negotiations and strike and areas that need to be improved.

Suggestions included regularly surveying the membership on different issues, starting an education process now for the next round of bargaining, presenting additional information on the IAM Pension Plan, as well as the health care plans. Some other issues discussed included:



Members voice their opinion at an Everett focus group in November.

- The final settlement/new contract that was ratified.
- How the final settlement was negotiated.
- Team leaders.
- Sick leave and vacation.
- Shop floor meetings.
- Job Security.

- Increased communication/e-mails.
- Starting now for next negotiations.
- Assignment of picket duty.
- The ERT System.

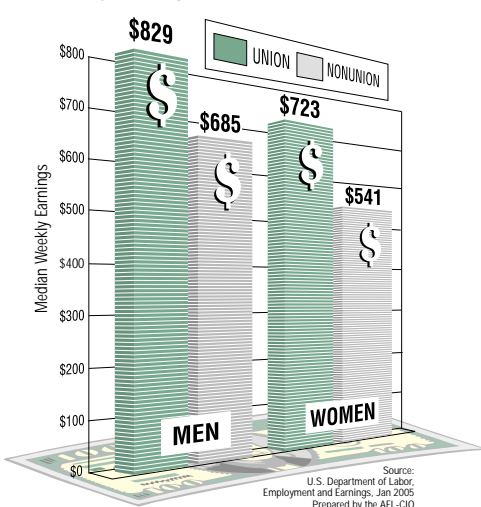
Members who receive an invitation are encouraged to attend to ensure their voice is heard.

## Data Confirms It Pays to be Union

It pays to be Union is more than just a slogan – it's fact according to data from the U.S. Bureau of Labor Statistics (BLS). Union members on average earn 28 percent more than nonunion counterparts.

The BLS figures for 2004 reported median weekly earnings of wage and salary workers for Union members at \$781 compared to \$612 for nonunion members. On an annual basis, this \$169 per week difference in median earnings works out to an \$8,788 advantage for the Union worker.

Weekly Earnings, Union vs. Nonunion



On average, male Union members had weekly earnings of \$829 compared to \$685 for their nonunion counterparts. Female Union members had a similar advantage with Union members making \$723 and nonunion bringing in \$541 per week.

Just how much does that make your union membership worth? Nationwide, approximately 18 times the average cost of dues – proving once again that it pays to belong to a union. The government's earnings data are based strictly on wages and do not include the additional value of employer-paid benefits.

But compensation only paints part of the picture. The real union advantage is in the area of benefits, where such items as health insurance, pension and savings plans, and paid leave are measured.

Union workers are more likely than their nonunion counterparts to receive health care and pension benefits, according to the BLS. In 2004, 89 percent of union workers in private industry participated in medical care benefits, compared with only 67 percent of nonunion workers.

Eighty-four percent of union workers are covered by pension plans versus 56

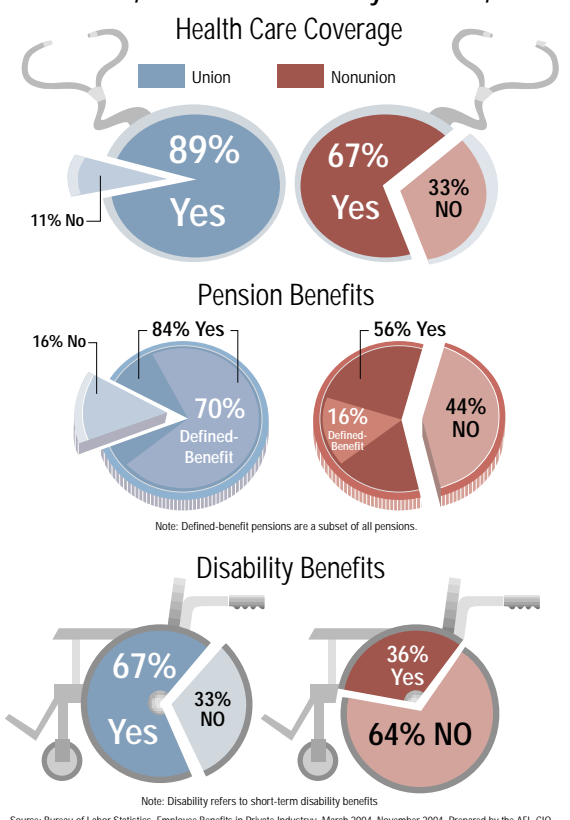
percent of nonunion workers. Seventy percent of union workers have defined-benefit retirement coverage, compared with 16 percent of nonunion workers. (Defined-benefit plans are federally insured and provide a guaranteed monthly pension amount. They are better for workers than defined-contribution plans, in which the benefit amount depends on how well the underlying investments perform.)

While only 16 percent of nonunion workers have guaranteed pensions, fully 70 percent of union workers do.

Sixty-seven percent of union workers receive short term disability benefits, compared with only 36 percent of nonunion workers' jobs.

Yet beyond just monetary and benefit advantages, union workers have a say in their working conditions, hours of work, defined promotion system, safety programs and outlined grievance proce-

Health Care, Pension & Disability Benefits, 2004



dures to dispute management actions. These issues, coupled with giving a member a true voice in their workplace, are priceless.

## Happy to Help

Everett Business reps honored 751-Retired Member Lois Holton (below) with a hamburger cake for her help running the Everett strike kitchen during the recent strike. Lois took charge and worked nearly every day of the strike to ensure sandwiches, soup, and coffee were out on the line.



## Workers at Toray Looking for Union Representation

Continued from page 1

and Sunday weekend or set days off.

Fairness is mentioned repeatedly, as well as having things defined in writing so the company cannot make changes at their discretion. Employees are quick to stress they want what is best for the company and believe having Union representation will allow them to better focus on doing their work – a benefit for both the Company and employees.

One worker stressed, “A lot of us love to work at Toray Company and want the company to succeed, but simply believe we should share in the success.”

Like most workers, health care, pensions and wages are also an issue. Medical benefits were mentioned as a top concern. Most Toray employees pay \$88.74 per person for their Regence plan. Instead of offering a family rate for three or more, the cost continues to increase with each person so a family of five people would pay \$443.70 per month for their premiums.

Since the Union was first contacted and began handbilling the plant, Toray employees have already benefited. The company gave a one-time \$250 bonus they claimed was to help with rising gas prices after Hurricane Katrina. However, the bonus came after Union volunteers were outside the plant gates distributing informational flyers. Many

workers at Toray had not had a raise in years, but once the Union filed for election all employees received an increase in wages.

Fairness and consistency are very important to these workers. One noted, “If they don't like you, they will find a reason to fire you.” Another stated, “The biggest issue for me is favoritism. Just one example is the supervisor's buddy can go to lunch with him and spend an hour away from work. Any other employee who is five minutes late will be disciplined, and there is no way to protest it.” Yet another Toray employee declared, “It galls me to see hard workers who cannot get a break while others who are close to a supervisor get away with murder.” Others noted that job postings are a joke since they already know who will get it and skills are not the criteria.

These employees are an innovative bunch. They have met among themselves to promote the Union effort and have posted a website they update almost daily. When Toray hired a famous Union-busting firm to help sway the election, instead of taking the company's word on things, they check the facts with the Union. These workers understand there are two sides to every story. Toray employees are required to attend meetings where the consultant picks only certain phrases out of our Constitu-

tion and bylaws to make the Union look unfavorable. This alone has upset several of the workers.

“The company will not shut down production for the two company events (Christmas party and picnic), which means half of the production crew must work and miss it,” declared one employee. “However, Toray doesn't hesitate to shut down production and make all of us attend the Union-busting meetings.”

“Now the Company wants us to give them six more months to fix the issues that have been a problem since 1996 – the last time the Machinists Union tried to organize this plant,” said one employee. “Why will anything change in six months when it hasn't changed in the last decade? If the Union goes away, the company will just continue with business as usual, like they did the last time.”

Toray has already prospered from Machinists Union efforts to land the 787 in this state, which triggered their recent expansion. Boeing is now their largest customer. As an aerospace firm, they may even receive a portion of the \$3.2 billion tax incentive package the Machinists Union pushed hard to approve.

Helping to get other workers better representation, a say in their workplace and improving their wages and benefits impacts all of us.

## SHOP WISELY THIS HOLIDAY SEASON

# Wal-Mart: Low Prices Translate Into High Costs

Everybody loves a bargain, and Wal-Mart can offer some of the best. But what are the true costs of Wal-Mart's low prices?

A close look shows we all pay for Wal-Mart's low prices – and their high profits – in the form of higher taxes, costlier health care premiums, the loss of U.S. manufacturing jobs and middle class retail jobs, and the loss of local small businesses. In the final analysis, Wal-Mart's way of doing business is truly un-American.

### Who pays for Wal-Mart's profits?

Last year Wal-Mart had sales of \$288 billion – more than all their competitors combined. These sales resulted in \$10 billion in profits. \$4 billion of the profits went to the Walton family – the heirs of Wal-Mart founder Sam Walton. To put \$1 billion in perspective, if you spent \$1,000 a day from 0 A.D. to 2005 A.D., you would still have nearly \$250 million left over to spend.

### How did Wal-Mart generate such huge profits?

While Wal-Mart is famous for their ability to eke out savings in their operations, a close analysis shows that much of their savings comes from U.S. taxpayers, their employees, U.S. manufacturers and vendors, and U.S. consumers of health care.



Informational picketers in costume distributed information on how scary Wal-Mart's health care coverage is for its employees. Despite huge profits, most Wal-Mart employees qualify for public health care.

### What can we do?

It's time we hold Wal-Mart accountable and force them to act in a responsible way. You can help by signing up on the WakeUpWalMart.com website and join the hundreds of thousands of Americans working to hold Wal-Mart accountable. At this Web Site you can find out more information on Wal-Mart and find community groups in your area that are working to make Wal-Mart a more responsible corporate citizen. You can also contact Peter Diaz – the area coordinator of the Wake Up Wal-Mart campaign – to find out what is going on in your community. You can reach him at 425-649-7596 or 1-800-732-1188.

It's estimated that Wal-Mart employees were eligible for \$2.5 billion in Federal assistance in 2004. A 2004 study estimates that 91 Wal-Mart stores received \$245 million in tax subsidies, and that 90% of Wal-Mart distribution centers received tax subsidies of at least \$624 million. Wal-Mart recently received a \$100 million grant from the state of Texas to build a distribution center outside of Houston, and received a \$1 million grant to build a distribution center in Grandview, Wa. With \$10 billion in profits, why does Wal-Mart need tax subsidies?

While CEO Lee Scott made \$17,543,739, the average Wal-Mart employee made between \$12,000 and

\$17,000 a year. That means Lee Scott made around 870 times more than the average Wal-Mart employee. What's more, Wal-Mart admits that only 48% of their employees are covered by the Wal-Mart Health Plan. The most affordable Wal-Mart Health Plan has a \$1,000 deductible (\$3,000 for family) and a 20% co-insurance for each use. With \$10 billion in profits and a CEO getting paid over \$17 million, can't Wal-Mart do better by their employees? In fact, by raising the costs of their products by half a penny, Wal-Mart could give a \$1.00 an hour raise to all their employees and not see a dent in their bottom line.

Wal-Mart is now China's eighth largest trading partner, importing more goods each year than England and Russia. Wal-Mart also plans to import \$42 billion worth of goods from India and buys many goods from countries with low labor costs and weak worker and environmental protection laws. The result: Wal-Mart is the biggest corporate contributor to outsourcing of manufacturing jobs overseas.

The American Hospital Association estimates that 20% of health care premium cost increases come from uninsured users of the health care system. This cost shifting is becoming more and more of a crisis for employers who provide health care and for consumers of health care. When the largest employer in the United States provides no coverage for the majority of their employees and inadequate coverage for most employees, it's safe to say Wal-Mart is a huge contributor to the rising costs of health care in this country.

## Shop Union for the Holidays



This holiday season, support good jobs by giving union-made gifts. Your shopping dollars can keep good-paying jobs – with good wages and benefits – in your community.

For a fine selection of holiday gifts, go to: [www.shopunionmade.org](http://www.shopunionmade.org)

## Buy Union Week Nov. 25 - Dec. 4

The AFL-CIO's "Buy Union Week" November 25 through December 4 targets the peak of the holiday shopping season. Traditionally the kickoff of the holiday season, this 10-day period accounts for an estimated 60 percent of the typical consumer's annual shopping activity, according to retailers.

To make shopping easier and help locate Union-made products, the AFL-CIO has launched a website: [www.ShopUnionMade.org](http://www.ShopUnionMade.org). Union-made goods and services now are instantly available online for the public to see and buy. Current offerings include: clothes, shoes, computers, greeting cards and gift wrap, sports equipment, toys and games. Check the site frequently as new items and gifts are added every day.

Help create and protect union jobs by asking for union-made goods and services when you buy holiday gifts. Visit [www.ShopUnionMade.org](http://www.ShopUnionMade.org).

U.S. consumers spend \$1 trillion between now and December 31. Imagine the impact if just a fraction of those dollars go toward union-made products and services.

## Renton Honda/Kia in Negotiations

When workers at Renton Honda/Kia voted yes for the Machinists Union, they hoped to get a quick first contract. When management resisted, Machinists Union members took to the streets to inform the public of their bargaining position.

For three consecutive weekends, 751 members joined members from District 160 for an informational picket at Renton Honda/Kia leading up to the first bargaining sessions.

Negotiations with Renton Honda/Kia commenced on November 1. The picketing had an impact, as the atmosphere was pleasant and professional. In addition, workers at the dealership noted a change in management's approach to the employees. District 160 presented the initial offer and answered questions on the proposal. When negotiations resumed on November 3<sup>rd</sup> the Company had a counter proposal, which the Union and the Company reviewed and even tentatively agreed upon some of the articles in the agreement.

At this point, the Company is proposing an open shop and a grievance procedure, where in cases of termination, the president of the company has final say and his decision cannot go to arbitration. These conditions are not acceptable to the Union.

While agreement has been reached on many issues, bargaining continues as the *Aero Mechanic* went to press – with hopes that a first agreement will be reached soon.



751 members hold an informational picket a Renton Honda/Kia to help employees there get a first contract.

## Union Auto Dealerships

If you are planning on purchasing a new car or other vehicle, please patronize these IAM Automobile Dealerships.

- Bay Ford, 1215 Bay St. E., Port Orchard
- Bellingham Chrysler, 1615 Iowa St, Bellingham.
- Blade Chevrolet, 1100 Freeway Dr., Mt Vernon
- Campbell Chrysler-Dodge-Jeep, 217 West Main, Centralia
- Campbell Nelson Volkswagen, 24329 Highway 99, Edmonds
- Capital City Honda, 2370 Carriage Loop SW, Olympia
- Columbia Ford-Lincoln, 700 7th Ave., Longview
- Diehl Ford, 1820 James St., Bellingham
- Dwayne Lane Dodge, 10515 Evergreen Way, Everett
- Dwayne Lane Chrysler Plymouth, 7800 Evergreen Way, Everett
- Fugate Ford, 526 Roosevelt Ave., Enumclaw
- Longview Motor Sports, 1113 Vandercook Way, Longview
- McCann Motors, 6411 20th St E, Fife
- Milam Oldsmobile, 608 River Rd, Puyallup
- Murray Motors, 302 E. 1st St., Port Angeles
- Saturn of Lynnwood, Bellevue, Renton & Burlington
- Smith Kia-Chevrolet, 1118 Iowa St, Bellingham
- Smith, Jerry Chevrolet-Buick, 1246 Reservation Rd., Anacortes
- Sound Ford, 750 Rainier Ave. S., Renton
- South Tacoma Honda, 7802 S. Tacoma Way
- Stirling Honda, 1060 Vandercook Way, Longview
- Uhlmann Motors, 1500 NW State, Chehalis
- Wilson Imports, 1515 N. Forest, Bellingham

## IAM-BOEING JOINT PROGRAMS

# Everett Center Offers Unlimited Resources

More than two years of planning and coordination came to fruition on Thursday, November 10<sup>th</sup>, when the first Employee Development Resource Center (EDRC) was officially opened in the Everett factory. The EDRC, located in the 40-22.2 building, Col E-10, is a newly constructed facility meant to serve as a one-stop shop for training needs of IAM members at Boeing. Designed to be conveniently located close to our members, the EDRC provides hands-on certifications and re-certifications, e-testing,



At the new EDRC in Everett, members can take computer training, as well as hands-on courses.

QTTP career advising and ERT filing, QTTP and HSI skills training, other LTD classes, SHEA safety training, Industrial Athlete work hardening activities, and a self-paced computing lab area.

The EDRC is a partnership between IAM-Boeing Joint Programs (QTTP and HSI), Learning Training and Development (LTD), Boeing Medical, SHEA and Manufacturing/QA Operations. Hours of operation for classes for the first full week of the month are 24 hours a day. On all other days, the labs are open for both first and second shift. Regular QTTP advising hours are 7 a.m. to 4 p.m., or other times by appointment. By mid-2006, three additional EDRCs are planned to open in the 40-56 building, the 40-25 building and the 45-02 Flightline building.

Guest speakers and honorary ribbon cutters at the grand opening were IAM 751 Secretary-Treasurer Bruce Spalding; Wayne McCarty, Director of Manufacturing for 747, 767 and 777; and Rick Coffey of LTD.

The EDRCs will benefit the IAM members, as well as Everett manufacturing operations, by being located in close proximity to the factory floor to mini-



751 Secretary-Treasurer Bruce Spalding and Wayne McCarty, Director of Manufacturing 747, 767 and 777, cut the ribbon to open the Employee Development Resource Center in the 40-22 building.

mize travel time and by locating all training providers in a one-stop-shop facility.

Bruce Spalding, noted, "The EDRC is a positive thing for our membership. It is convenient for them to enhance their skills in the current job they hold or to motivate them to obtain additional skills or to change career paths - the opportunities are there. Because of the convenience, I think more people will take advantage of it. I give credit to the Company for providing the resources and space for this center. Not

only do they have classrooms for computer-based learning, but they also have hands-on work benches to do practical testing of applications. The EDRC covers all aspects of the job training."

"I would encourage members to take advantage of the center, as well as the industrial athlete program. It is a tribute to what can be accomplished when the Union and Company work together," added Spalding. "It is a win for the members and a win for the Company."

## Safety Tips for a Healthier, Safer Winter

**Flu-like symptoms:** If you don't want the flu, keep washing those hands.

As a general practice, 43% of those in a recent survey seldom or never wash their hands after coughing or sneezing; 32% of people don't wash before eating lunch; and 54% of respondents don't wash their hands long enough to effectively remove germs and dislodge dirt. At work, a new report shows that 46% of Americans don't clean their desks before lunch or wipe off their phone regularly if others use it.

There are a number of ways employees can minimize the risk of getting seasonal flu, and transmitting it to others. These include:

- **Get your flu shot.** Many Boeing employees can take advantage of free flu vaccinations at their site. For a schedule and more information, go to [http://companymedical.web.boeing.com/content/clinical\\_services/flushots/index.asp](http://companymedical.web.boeing.com/content/clinical_services/flushots/index.asp).

- **Stay home if you are sick.**

- **Be vigilant about hand washing.** Flu viruses can contaminate surfaces, be picked up by the hands, and spread to mucous membranes. Regular hand washing with soap and water can help keep hands virus-free. If soap and water are not readily available, alcohol-based hand rubs are also effective at removing flu viruses.

- **Wash hands correctly.** Before eating, after preparing meat products, and after using a restroom, wash hands with soap and warm water. Water temperature should be between 90°F and 105°F. When washing hands with soap and water, wet hands first with water, apply the soap, and rub hands together vigorously for at least 15-20 seconds, covering all surfaces of the hands and fingers. That's about the same time it takes to sing the "Happy Birthday" song twice! Rinse hands with water and dry thoroughly with a disposable towel.

- **Practice respiratory etiquette.** The flu and colds can be spread when infected people cough, sending droplets in the air which can be inhaled by others in close proximity. Sometimes germs also can be spread when a person touches respiratory droplets from another person on a surface like a desk and then touches his or her own eyes, mouth, or nose before washing their



hands. We know that some viruses and bacteria can live two hours or longer on surfaces like cafeteria tables, door-knobs, and desks.

In a nutshell, to limit the spread of germs:

- Cover your mouth and nose when sneezing.
- Cough or sneeze into a tissue and then throw it away. Then, clean your

hands, and do so every time you cough or sneeze.

- Clean your hands often.
- Remind your children to practice healthy habits.

### Winter Driving Tips

It's raining, it's snowing, the cold wind is blowing: **Can you handle the risks that weather conditions can pose to your driving?**

Mother Nature can be quite harsh at times. Weather is a contributing factor in many accidents. Before beginning an automobile trip, consider weather conditions and think carefully. In some instances, it might be wiser to postpone your trip until the weather improves.

#### Follow these tips for safer driving:

- Check the weather forecast before beginning your trip.
- Be sure your wiper blades are in good condition.
- Check the condition of your tires and proper air pressure.
- If traveling in the winter, take a survival kit that includes blankets, matches, candles, flashlight, water, and food.
- Take a cellular telephone with you.
- Turn your lights on during inclement weather and during low-light conditions.
- Slow down.
- Keep your windows clean and free of snow and other debris.
- Adjust your rear-view mirrors.
- Maintain a safe following distance, don't tail-gate.
- On water-soaked roads, be alert for hydroplaning conditions.
- Be cautious of high-wind conditions, especially if vehicle is top-heavy or has a large cross-sectional area.



751-member Rick Hargreaves (center) and his wife Nancy discuss how to prepare for retirement.

## Planning for Retirement

As the average age of the workforce closes in on 50, Joint Programs has stepped up efforts to assist members in planning for their golden years. Two very popular workshops continue to be offered at each location.

The December schedule for the Money Management Seminars are as follows:

- Everett: December 7, 11:00 a.m. to 1 p.m. and 3 p.m. to 5 p.m.
- Tukwila: December 8, 11:30 a.m. to 1:30 p.m. and 3:30 p.m. to 5:30 p.m.
- Auburn: December 13, Noon to 2:00 p.m. and 3 p.m. to 5 p.m.

751-member Rick Hargreaves, who is a computer maintenance technician at the Kent Space Center with 21 years at the Company, recently attended the Money Management Seminar with his wife, Nancy. "It's great information. It will be helpful for us getting prepared for retirement," Rick stated.

Every member should take this course well before retiring so they will have a sound financial plan. The Boeing Company Retirement Workshops held at Joint Programs (Auburn, Everett and Tukwila) are over for this year. They are working on the 2006 schedule, which will be published soon.

Boeing Pension Operations Representative Penney Jabon will be at the Renton Plant Employee Service Centers:

- Tuesday, December 13, 10-20 bldg., 7:30 a.m. to 4:30 p.m.
- Monday, December 19, 4-81 bldg., 7:30 a.m. to 4:30 p.m.

Note: She is there to assist walk-ins with their questions; she does not take appointments.

Participants in the Money Management Seminar praise the information. 751-member Anne Wichmann attended in 2003 prior to retiring from Boeing and continues to seek advice from the consultant who presents the workshop.

# 'THANKS' TO ALL THE VOLUNTEERS

Throughout the strike, things ran smoothly thanks to the volunteer efforts of many of our members. Literally hundreds of members stepped forward and donated extra time to the strike. Thanks to all who did the right thing and offered their assistance.

## Second Vote Volunteers - September 29, 2005

- |  |  |   |  |
|--|--|---|--|
| Karen Allen<br>Debbie Anderson<br>Lucille Anderson<br>Asuncion Anderson<br>Peter Atkinson<br>Patrick Augustin<br>Charles Ayers Jr<br>Justin Bailes<br>Becky Beasley<br>Ronnie Behnke<br>Dwight Bolden<br>Duane Bolstad<br>Keri Bolton<br>Gary Boulch<br>Ronald Bradley<br>Gregory Brown<br>Daniel Bruce<br>Larry Bruns<br>Paul Bucklen<br>Paul Burton<br>Michael Busch<br>Todd Campbell<br>Karl Carlson<br>Kelly Carlson | Gary Caya<br>Gerald Chaput<br>Francis Cheever<br>Patrick Clary<br>James Coats<br>Ronald Coen<br>Matthew Cooper<br>Brett Coty<br>David Cowan<br>David Crockett<br>Oliver Cushing<br>Connie Dang<br>George Darby<br>John Davis<br>Thomas Debolt<br>Sandra Desimone<br>William Dolan<br>Vickie Drysdale<br>Arthur Duffy II<br>Bryan DuPaul<br>George Edgerton<br>Steven Foster<br>John Foy<br>Richard Frantsvog<br>Stephen Friborg<br>Clark Fromong<br>Anne Garvin<br>John Glenn<br>Roderick Godwin<br>Clifford Goetsch<br>Lee Gotti<br>Kimberlie Gregg<br>James Groh<br>Thomas Guthrie<br>Loren Guzzone<br>Keith Hanson<br>Matthew Hardy<br>Samuel Hargrove<br>Victor Hebert<br>David Henry<br>Rolando Herrera<br>Tami Herrick<br>John Hilburn<br>Norman Holman<br>Frederick Hoskins<br>Richard Humiston | Lee Huntzberger<br>Kenneth Inglet<br>Stephen Itter<br>Richard Jackson<br>Dwyane Johnson<br>Brad Johnson<br>Steven Johnson<br>Aletha Johnson<br>James Kakuschke<br>Carol Kalmbach<br>Thomas Kapalczynski<br>Gregory Karnes<br>Michael Kearse<br>Gwendolyn Kearse<br>Kevin Kinerk<br>Patrick Kinsella<br>Mary Lain<br>William Lee<br>Bonnie Lewis<br>Walter Lewis Jr<br>Paul Lindholm<br>John Lisper Jr<br>Miyoko Lister<br>Mark Little<br>John Lopez Jr<br>William Lorig<br>Christophe Louie<br>Joe Maddux<br>Penny Mahmood<br>Dennis Mahmood<br>Michael McDougall<br>Charles McGuire III<br>Lawrence McIntosh<br>Rick McKinney<br>Kim McNallie<br>Daniel Meddaugh<br>Randal Miles<br>James Miller<br>Robert Mims<br>Ronald Misko Jr<br>Ruth Moore<br>Merrell Mowers<br>David Muellenbach<br>Terri Myette<br>Linda Naden<br>Travis Nations | Quyet Nguyen<br>Rochelle Oen<br>Stephen Olson<br>Timothy Parker<br>Jack Parker<br>Margie Pernell<br>Joseph Perry<br>Jimmy Pippin<br>Thomas Plummer<br>Joe Poage<br>Randall Reed<br>Jim Roberts<br>Joseph Robles<br>Ben Rogers<br>Xuan Romano<br>Duane Roope<br>John Ruane<br>Scott Salo<br>Joe Sapiens<br>John Saywers<br>Mary Seaton Gaines<br>Edward Shambaugh<br>Joann Shearer<br>William Sheckler<br>Gary Simon<br>Paula Simonet<br>Gary Skoog<br>Kenneth Smith<br>James Smith<br>Tracy Smith<br>Jeffrey Stanford<br>David Swan<br>Danny Tepley<br>Helen Thompson<br>Rosemary Tousley<br>Nevada Vanvolkenburg<br>Steve Vergala Sr<br>Terry Walter<br>Shirley Wells<br>Kenneth White<br>Curt White<br>Sherrie Williams<br>Darry Woodson<br>Clifton Wyatt<br>William Young<br>Tony Young |
|--|--|---|--|



Volunteers at Green River directed members to the check location.

## Picket Captain Volunteers

- |   |  |   |
|---|--|---|
| Marilyn Ali<br>Karen Allen<br>Lucille Anderson<br>Zon Anderson<br>Burney Andersson<br>Charles Arden<br>Peter Atkinson<br>Patrick Augustin | Tony Ayala<br>Justin Bailes<br>Jason Bailey<br>Heather Barstow<br>Dena Bartman<br>Jerald Beal<br>Ronnie Behnke<br>Richard Belden | David Benda<br>R. "Clark" Blakely<br>Gary Boulch<br>David Bowling<br>Ron Bradley<br>Patrick Brislawn<br>Kathy Brown<br>Mark Brown |
|---|--|---|



Volunteers handed out ballots at the Seattle Union Hall for the September 29 vote.



Renton picket captains check in strikers and assign them to their respective gates for picket duty.



Volunteers at the Everett Hall had a steady stream of voters on September 29.

- |   |  |  |   |
|---|--|--|---|
| Jaimy Brown<br>David Bryant<br>Tom Buchanan<br>Kurt Bueing<br>Spencer Burris<br>Paul Burton<br>Michael Busch<br>David Cannon<br>Ms. Jacky Cardia<br>Howard Carlson<br>Kelly Carlson<br>Lyle Carpenter<br>Jay Carterman<br>Jimmy Chappell<br>Howard Churchill<br>Ron Coen<br>Ronald Cottingham<br>Brett Coty<br>Dorothy Crace<br>Michael Cramer<br>Leslie Crawford<br>David Crockett<br>Scott Crookston<br>Floyd Cruz<br>Mike Cummins<br>Tony Curran<br>Oliver Cushing<br>George Darby<br>James Darrah<br>John Davis<br>David Day<br>Steve Delizo<br>Cris Doffredo<br>Scott Dolan<br>Donald Donovan<br>Art Duffy | Brian Dupaul<br>Charles Eaton<br>Craig Eddings<br>George Edgerton<br>Dick Fahlgren<br>John Foy<br>Ray Fredette<br>Clark Fromong<br>Tobin Fuller<br>Nathaniel Gary<br>Bob Giannetti<br>John Glenn<br>Clifford Goetsch<br>Jocko Gold<br>Lawrence Goodwin<br>Lee Gotti<br>Bob Gratton<br>Joseph Grau<br>T.C. Green<br>Bert Groom<br>Ken Gruebel<br>Kevin Guertin<br>Manford Guier<br>Robert "Gus"<br>Gustavson<br>Joe Ha<br>Wayne Haddenham<br>Mike Hall<br>Carl Hansen<br>Keith Hanson<br>Matt Hardy<br>Samuel Hargrove<br>Randy Haviland<br>Charles (Hawk)<br>Hawkinson<br>Eric Haywood | Rolando Herrera<br>John Hilburn<br>Richard Humiston<br>C. E. "Rocky" Jewell<br>Dwayne Johnson<br>Aletha Johnson<br>John Johnson<br>Brad Johnson<br>Tim Johnson<br>John Jorgensen<br>James Kakuschke<br>Tom Kapalczynski<br>Greg Karnes<br>Alex Karooiannis<br>David Kartes<br>Timothy Kelly<br>Patti Kindle<br>David King<br>Patrick Kinsella<br>Theresa Lacoss<br>Mary Lain<br>Todd Leadenham<br>William Randy Lee<br>Kim Leufrow<br>Dennis Lewark<br>John Lisper<br>Mark Little<br>John Lopez<br>Carlos Lopez<br>Christopher Louie<br>Helen Lowe<br>Garth Luarck<br>Michael Macinnes<br>James Mack<br>Danny Maez<br>Richard McCabe | Larry McIntosh<br>Scott Mckenzie<br>Fred Mckenzie<br>Rick Mckinney<br>Kim McNallie<br>Bob Merritt<br>Randy Miles<br>Gerald Miller<br>James Miller<br>Jonney Miller<br>Tim Miller<br>Kevin Mims<br>Matt Moeller<br>Ruth Moore<br>Debra Moore<br>Merrell Mowers<br>David Muellenbach<br>Vennie B. Murphy<br>Terri Myette<br>Brian Ohman<br>Michael Olebar<br>Travis Oney<br>Alex Ortiz<br>Ray Pakul<br>Brian Pankratz<br>Andres Pantoja<br>Jack Parker<br>Johnny Parsons<br>Kevin Pelky |
|---|--|--|---|



Volunteers help at Tacoma Sportsmen's Club so members close to Frederickson had a convenient place to vote.



Volunteers sort and match up strike checks that were not picked up each week. It was a huge task.



Seattle picket captain and Don Donovan talking.



Strike check volunteer flowed and no long lines.

# RS WHO DID THE RIGHT THING

Brian Pelland  
 Tony Perry  
 Tony Peters  
 Tuan Phan  
 Ken Pierce  
 Jimmy Pippin  
 Tom Plummer  
 Rebecca Pohl  
 Mayo Powell  
 Hazel Powers  
 Daniel Ritola  
 Ben Rogers  
 Duane Roope  
 John Ruane  
 Ken Ruether  
 Todd Ruthruff  
 Michael Ryan  
 Scott Salo  
 Joe Sapiens  
 John Saywers  
 Jim Schaewe  
 Arthur Schilling  
 David Schop  
 Jim Schwalm  
 Grant Schwiehart  
 Rodney Sigvartson  
 Robert Skriwan  
 Joseph Joe Smith  
 Lloyd "Jerry" Smith  
 Tracy Smith  
 Rodney Sorenson  
 Manny Soto  
 Kent Sprague  
 Charles Stephens  
 Ivana Stewart  
 Prinnie Stewart  
 Clarise (Carrie) Strock  
 David Swan  
 Daniel Swank  
 Randy Swanson  
 Joann Swanson  
 Donna Swenson  
 Larry Talley  
 Dave Tennent  
 Curtis Thorfinson  
 Stosh Tomala  
 Sandy Torfin  
 Alan Tripp  
 John Tschannen  
 Paul Veltkamp  
 Tommy Walker  
 Joel Walker  
 Terry Walter  
 Ron Watson  
 Michael Westerback  
 Dave Otis Williams  
 James Williams  
 Darry Woodson  
 Clifton Wyatt  
 Douglas Young  
 Bill Young  
 Dennis Youngson



Volunteers at the Auburn Union Hall check members' identification before issuing ballots on September 29.



There were always plenty of volunteers at the check-in desk at the Everett Union Hall.

## Strike Check Volunteers

Joanne Adair  
 William Altizer  
 Jeanne Anacker  
 Debbie Anderson  
 Lucille Anderson  
 Darrell Andrews  
 Deborah Andrews  
 Dennis Anthony  
 Paul Aquino  
 Dale Arnett  
 Lewis Atteberry  
 Charles Ayers Jr  
 Gerald Bailey  
 Joe Bailey  
 Robert Balzarini  
 John Barna  
 Joseph Barr  
 Heather Barstow  
 Jerald Beal  
 Terri Bean  
 Christopher Bearer  
 Paul Veltkamp  
 Tommy Walker  
 Joel Walker  
 Terry Walter  
 Ron Watson  
 Michael Westerback  
 Dave Otis Williams  
 James Williams  
 Darry Woodson  
 Clifton Wyatt  
 Douglas Young  
 Bill Young  
 Dennis Youngson

David Crockett  
 Anthony Crouch  
 Joseph Crouch  
 Floyd Cruz Jr  
 Michael Cummins  
 Michael Dalton  
 Cynthia Daniels  
 Robert Daunais  
 Cathleen Day  
 David Day  
 Thomas Debolt  
 Douglas Denison  
 Barbara Dennis  
 Sandra Desimone  
 Daniel Detton  
 Ricky Dicks  
 Robin Dilley  
 Michael Dingus  
 Debra Donnell  
 Vickie Drysdale  
 Arthur Duffy II  
 Jean Dunsmoor  
 David Duryee  
 George Edgerton  
 Lori Efeighin  
 Guerdon Ellis  
 Kimmerly Elmore  
 Timothy Embly  
 Sandra Evans  
 Steven Fealy  
 Debbie Feller  
 Joseph Ferazza  
 Deborah Ferguson  
 Patricia Fisher  
 Kent Fisher  
 Franklin Flinn  
 Gregory Flores  
 Thomas Flowers  
 Ernest Fortson Jr  
 Grace Forsyia  
 Steven Foster  
 Paul Foster  
 C Fox  
 Paul Fox  
 Barbara Francis  
 Richard Frantsvog  
 Raymond Fredette  
 Douglas Freitas  
 Christine Fullerton  
 Robert Gepford  
 Robert Giannetti  
 Robert Gigo  
 Nancy Gilbertson  
 Randie Gillum  
 Laurie Gochanour  
 Robin Goetz  
 Robert Gokey  
 Robert Gratton  
 Joycene Gray  
 Phillip Green  
 Susan Greer  
 Bert Groom  
 Vernon Guenther  
 Robert Gustavson  
 Loren Guzzone  
 Edwin Haala  
 Gary Hagen  
 Lawrence Hagen  
 Lynn Hallstrom  
 Robert Hamer  
 John Hamil  
 Fred Hamilton  
 Dale Hamilton  
 Lee Hampton  
 David Hamre  
 Keith Hanson  
 Michael Hanson  
 Walter Hanson Jr  
 Samuel Hargrove  
 Derek Hart  
 Jacqueline Hartill  
 Wilburn Hartill Jr  
 Randy Haviland  
 Charles Hawkinson  
 Dale Heard  
 Glen Hecathorn  
 Charles Heffernan  
 Michael Heggie  
 Mark Henning  
 Craig Henningsen  
 David Henry  
 Tami Herrick  
 William Herrmann  
 William Hetrick  
 Phillip Hicks  
 Thomas Higgins  
 William Hoffman  
 Grace Holland  
 Kenneth Holland  
 Richard Horton  
 Frederick Hoskins  
 Margaret Huff  
 Mildred Hughes

Cheryl Hughes  
 Richard Humiston  
 Donald Ingerslev  
 Clifford Irvin  
 John Isaacks  
 Stephen Itter  
 Richard Jackson  
 Jan Jackson  
 Nancy Jaeson  
 David James  
 Lloyd Jarrett  
 Mildred Jenkins  
 Aletha Johnson  
 Cepriana Johnson  
 Daniel Johnson  
 Dwayne Johnson  
 Steven Johnson  
 Anne Jones  
 John Jorgensen  
 Sharon Jorgensen  
 Bradley Jorren  
 James Kakuschke  
 Thomas Kapalczynski  
 Gregory Karnes  
 Terrance Kartes  
 Charles Kauffman  
 Donald Kauffman  
 John Keene  
 William Kemp  
 Todd Kennedy  
 Catherine Keri  
 Myrna Kershaw  
 Paul Kight  
 Bradley Kingry  
 Patrick Kinsella  
 Edmond Kirchner  
 David Kitson  
 Dennis Klopstad  
 Babette Koetje  
 Vernon Kramlich  
 Steve Krance  
 Kimberly Krause  
 Timothy Krause  
 Kelly Kristjanson  
 Allison Krueger  
 Connie Laborde  
 Rodney Lam  
 Stanley Larsen  
 Donna Larson  
 Philip Larvie  
 Errol Lays  
 Naomi Leon  
 Dennis Lewark  
 Wendy Lindley  
 Gerald Lindsay  
 Robin Goetz  
 John Lisper Jr  
 Miyoko Lister  
 Mark Little  
 Thomas Lomas  
 Ethel Long  
 Kenneth Longanecker  
 John Lopez Jr  
 William Lorig  
 Karen Losey  
 Christopher Louie  
 Georgia MacKinnon  
 Joe Maddux  
 Penny Mahmood  
 Dennis Mahmood  
 Christina Mailand  
 Mary Mann  
 Brenda Manry  
 Robert Martin  
 Michael Marzolf  
 Taylor Massengale  
 Eldonna May  
 Richard McCabe  
 Tami McDaniel  
 Brian McDaniel  
 Kirby McDonald  
 Lawrence McIntosh  
 Fred McKenzie Jr  
 Leonard McKinney  
 Daniel Meddaugh  
 Terrence Meier  
 Gregory Mercille  
 Robert Merritt  
 Juan Meza  
 Randal Miles  
 Gerald Miller  
 James Miller  
 Kerry Millick  
 Kevin Mims  
 Matthew Moeller  
 Ruth Moore  
 Christopher Moritz  
 Jared Moschkau  
 Sandra Moses  
 Vennie Murphy  
 Allen Myers  
 Terri Myette  
 Linda Naden

Noel Naranjo  
 Scott Neel  
 Roderick Nelson  
 Sharon Nelson  
 Joan Nepple  
 Robert Nesbit  
 Judy Neumann  
 Mark Neustedt  
 Randy Neymeyer  
 Sherry Nishimoto  
 Elizabeth Oen  
 Stephen Olson  
 Shirley Palmer  
 Brian Pankratz  
 Alice Paragas  
 Sarah Parker  
 Steven Parsley  
 Patrisco Perez  
 Forrest Peringer Jr  
 Margie Pernell  
 Elizabeth Perrin  
 Joseph Perry  
 Hainz Perry  
 Gary Perry  
 James Peters  
 Linda Petersen  
 Erik Peterson  
 Douglas Philbrick  
 Brad Pickett  
 Teresa Pieper  
 Ann Pittman  
 Thomas Plummer  
 Rebecca Pohl  
 David Powell  
 Tamara Pownall  
 Randall Ralph  
 Kathleen Raske  
 David Rasmussen  
 Bradley Rasmussen  
 Jeffrey Redfield  
 Jason Redrup  
 Andrew Reyes  
 Jeffrey Reynolds  
 Donald Richardson  
 Douglas Rigsby  
 Howard Riser Jr  
 Melody Risner  
 Ronald Risner  
 Harvey Ritland



Picket captain Howard Churchill (center) delivers supplies to the Auburn picket lines.

Wilma Robbins  
 William Roberts  
 Joseph Robles  
 Xuan Romano  
 Jeffrey Rose  
 Todd Rosenbaum  
 Harold Ruffalo  
 Cynthia Rust  
 Mark Sakshaug  
 Bophary Samuth  
 Louis Satterlee  
 John Saywers  
 Elton Schwalm Jr  
 Linda Seaton  
 Vera Secrest  
 Naomi Sellers  
 Andrew Serr  
 Edward Shambaugh  
 Daryl Sherman  
 Darryl Shore  
 Dora Siegle  
 Paula Simonet  
 Larry Simpson  
 Daniel Sinclair  
 John Skubic  
 Kathleen Soulier  
 Victoria Southard

Kent Sprague  
 Prinnie Stewart  
 Bartley Stokes Sr  
 Teri Stone  
 Ryan Stott  
 Clarise Strock  
 David Swan  
 Cheri Swanberg-Wallace  
 JoAnn Swanson  
 Randall Swanson  
 David Syson  
 Laurence Talley  
 Lee Taylor  
 Patricia Taylor  
 Danny Tepley  
 Charles Thompson  
 Jeannie Thompson  
 Sandra Torfin  
 Gladys Torkelson  
 William Utterback  
 Scott Valencia  
 Vanessa Valles  
 Shelby Valliant  
 Glen Vandenberg  
 Michelle Vnmeter  
 Paul Veltkamp  
 Michael Vereeke

Alice Wade  
 Karen Wakita  
 Ronald Watson  
 Larry Weckhorst  
 Natalie Weideman  
 Lee Weil  
 John Weir  
 Janna Weir  
 Donald Weir  
 Dennis Werner  
 Paul White  
 Kenneth White  
 Joseph White  
 Sherrie Williams  
 James Williams  
 John Williams Jr  
 Norman Wolcott  
 Philip Wolff  
 Charles Wood  
 Christopher Wood  
 Daniel Wood  
 Orene Woods  
 Clifton Wyatt  
 Kim Yarnell  
 Edward Zvonik  
 Michelle Zvonik



Stosh Tomala (l) talk with BR Zack.



Having plenty of volunteers in Everett to distribute strike checks kept lines to a minimum.



Volunteers at the Seattle Hall ensured the process lines occurred.



At the Green River check location, volunteers spent much of their Saturdays distributing checks.

# Green for the Guide Dogs

Throughout the year, 751 members continually raise money to benefit Guide Dogs of America, a charity that provides service dogs to visually impaired individuals free of charge. 751 was again the top contributor - donating \$156,400 for fundraising activities in 2005.

Below are just a few of the events that helped raise the money.

## Lottery Success Pays Off for Guide Dogs

751 Union Steward Ian Erskine has always believed in Guide Dogs of America and recently made a donation of \$5,000 after the strike brought him good fortune.

When Ian changed his picket duty during the strike, he had no idea the impact it would have. Ian switched his picket duty from Saturday night to Sunday morning - a move that would pay off nicely - with \$250,000. Sunday morning after completing his picket duty, he bought \$5 worth of lottery tickets, which matched five numbers and brought \$250,000 (\$167,000 after taxes). When he went to claim his prize, the clerk noticed his strike check and noted her husband was also a member. He promptly donated the \$5,000 to Guide Dogs. Quite a lucky strike for Ian.



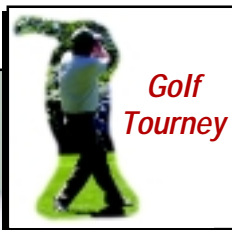
Union Steward Ian Erskine (r) presents 751 President Mark Blondin with a \$5,000 check for Guide Dogs of America. Ian won \$250,000 on a lottery ticket he picked up after changing his picket duty. Since he has always supported Guide Dogs, he made a very generous contribution.



Local F Officers presented a check for \$6,272 from their fundraisers for Guide Dogs.



Local 2202 donated \$250 to Guide Dogs on behalf of 751 for our assistance in their efforts at Alaska Air.



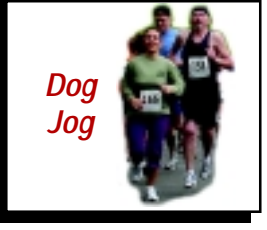
The 2005 Local C Golf Tournament raised \$13,500 for Guide Dogs.



Local E's horseshoe tournament collected \$3,044 for Guide Dogs.



The 2005 Puppy Putt Motorcycle Ride brought in \$7,692.68 for Guide Dogs.



The 751 Women's Committee presents a check for \$15,500 from the Flight for Sight Fun Run.

## 2006 IAM Scholarship

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

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



**Awards to Children of Members** are: \$1,000 per academic year for college. All awards are renewed each year for a maximum of four years until a Bachelor's degree is obtained. Vocational/Technical School awards offer \$2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

Applications are available to IAM members and children of members who are seniors in high school and may be downloaded and printed from the web page ([iam751.org/scholarship.htm](http://iam751.org/scholarship.htm)). An application may also be obtained by mail from the IAM Scholarship Department after completing and mailing the request form at right.

At the 2004 Grand Lodge Convention, the delegates voted unanimously to name one of the scholarships after Roman A. Mayfield, a 55-year member of D.L. 751, now deceased. This will be given to one of the scholarship recipients who best represents the spirit of volunteerism and strong sense of service to their community that was the hallmark of Brother Mayfield.

### REQUEST FOR IAM 2006 SCHOLARSHIP APPLICATION PACKET

Please send me an Application Packet for the 2006 IAM Scholarship Competition. If the proper packet is not received within 30 days, advise the Scholarship Department immediately. I understand that this request is not an application, and that the Application Packet must be completed and postmarked no later than February 24, 2006.

**REMINDER:** Please check the appropriate box listed below and the requested application will be mailed to you. As an IAM member who will have 2 years' continuous membership in the IAM as of February 24, 2006, I am requesting an Application Form for:

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

Print your name and address clearly:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

IMPORTANT: Complete this coupon & attach a SELF-ADDRESSED LABEL for reply.

Mail to: IAM Scholarship Program, 9000 Machinists Place, Upper Marlboro, MD 20772

For rules of eligibility or to obtain an application, complete and return the form above. No applications postmarked later

than February 24, 2006, will be considered. No exceptions will be permitted even if a third party is responsible for the delay.



## RETIREMENT NEWS

# Retired Club Minutes

by **Ruth Render,**  
Retired Club Secretary

At the November 14<sup>th</sup> business meeting, Al Wydick called the meeting to order at 11 a.m. The Lord's Prayer was followed by the flag salute and the singing of "God Bless America" led by Ruth Render.

**Roll Call of Officers:** All officers were present. Minutes were accepted as read.

**Financial Report:** The Financial Report was accepted as read.

**Health & Welfare:** A moment of silence was held for those who have passed away: Arthur Anderson, Floreta Carter, Warren Hilburn, Everett Nicholson, Phyllis Ragar, Nickolas Riedl,



Al Menke provided accordion music at a recent Retired Club meeting.

Richard Russell, Viola Shutten, Charles Strentz, Harold Thorp, James Terry, Francis Vandenheuvel and Garrett Voorhees. Sympathy cards were sent to the families.

**Calendar of Events:**

Dec 5 Bingo  
Dec 12 Christmas Party  
Dec 19 Bingo  
Dec 26 No meeting  
Jan 2 No meeting  
Jan 9 Business Meeting

**Special Announcement:** Retirees' Christmas Party

Date: Monday, December 12, 2005  
Time: 11 a.m., dinner at noon  
Price: \$9 members and associates  
\$14 guests

Where: Steward's Hall, 9135 15<sup>th</sup> Place S, Seattle, WA 98108

If you can't get in to pick up your tickets send a check to:

District Lodge 751, c/o Ruth Render  
9125 15<sup>th</sup> Place S, Seattle, WA 98108

In order to get a good price on our dinner we must make our reservation by December 5<sup>th</sup> so we can give the caterer our count. We look forward to a big turnout.

**Good & Welfare:** A special welcome was given to Al Wydick who was away for awhile and was sorely missed. This is the last month for Al to serve as President of the 751 Retirees Club. We commend him for a job well done! Al Wydick thanked Mark Blondin and Bruce Spalding for helping the Club and gave a special thanks to the kitchen help, Mary Allen, Irene Tilford and George McIntire for a job well done. Also a



Every Monday following the club meeting at 11 a.m. those attending are treated to a free hot lunch at noon at the Seattle Union Hall.

special thanks to Helen Pompeo and Helen Morzenti for sending get well cards to the sick and condolence cards to the bereaved families.

John Guevarra made a special tribute to the Veterans.

Ross Reader spoke briefly about the trade union movement of the Industrial Workers of the World of the Pacific NW. Labor History calendars are available.

Bill Holaytor will be a delegate to the national meeting in Washington, D.C. He stated that some prescription benefit laws need to be changed in the Medicare bill. We have a lot to do before 2010. Be careful as to what insurance you sign up for. The White House is having a conference on aging.

Carl Schwartz, Retiree Legislative Chair, reported we will push for legislations that would force corporations to bargain with retirees—especially on pension and health care issues. He hopes to

involved more retirees in the club in 2006. This will be important, as we will be electing a new legislature and Congress and need the participation of our members. He encouraged people who live in the 8<sup>th</sup> District to contact Dave Reichert on issues that need to be addressed.

Al Peppard, Vice President of the Puget Sound Alliance for Retired Americans, suggested that we all should become a member of the Alliance.

**Unfinished & New Business:** None  
**Birthdays & Anniversaries:** The Club celebrated the following November birthdays: Harold Sandburg (90 years) and James Ennman. November anniversaries included: John & Helen Pompeo (57 years) and Mel & Mary King (30 years). Thank you to Irene Tilford and Mary Allen for the beautifully decorated tables.

Adjourned at noon.

## Seniors Preparing and Researching New Medicare Drug Plan

Enrollment for the Medicare Prescription Drug Program began November 15, 2005. The new Medicare prescription drug program will go into effect on January 1, 2006.

Seniors can choose from several Medicare drug plans, all of which vary in cost, cover different drugs, and include different pharmacies. Prospective enrollees should research all of their options carefully before deciding which prescription drug plan, if any, they wish to join.

Most people who plan to enroll must do so by May 15, 2006 to avoid paying late penalties. While this new program will help certain groups with their prescription drug costs, there are many concerns over the implementation of the program.

Some of the "problems" (the fine print) are becoming more obvious. The 751 Retired Club Legislative Committee will be contacting our Congressional representatives to ask them to amend or repeal the feature that "locks in" the senior to a plan for one year, while the plan can change coverage at any time. This is known as the "bait and switch"

feature.

You can also learn more by contacting Medicare at 1-800-633-4227 or [www.medicare.gov](http://www.medicare.gov).

**Web Site Offers Assistance**

After a series of delays, Medicare finally unveiled its Part D prescription drug plan finder, which will comb through the hundreds of private Part D plans being offered. The finder is available at Medicare's website ([www.medicare.gov](http://www.medicare.gov)). The drug plan finder allows people to enter their medications and compare costs among various private plans offered in their region. The web tool also provides drug cost comparisons and suggests cheaper generic alternatives.

With a Medicare number and birth date, the site can give personalized information, such as whether a former employer provides drug coverage and if a low-income beneficiary qualifies for extra help. But advocates are concerned that the website may prove too confusing for seniors and their families and note that seniors are less likely to use the Internet for research.

Seniors without access to computers can call Medicare at 1-800-633-4227.

**Personal Counseling Available**

One-on-one counseling is available by calling Medicare at 1-800-MEDICARE (1-800-633-4227). Seniors can also receive one-on-one help by contacting the Washington Statewide Health Insurance Benefits Advisors (SHIBA) at 1-800-397-4422 or on the web at [www.insurance.wa.gov/consumers/shiba/default.asp](http://www.insurance.wa.gov/consumers/shiba/default.asp). You can also contact your local State Health Insurance Assistance Program (SHIP). To locate your local SHIP office at [www.shiptalk.org](http://www.shiptalk.org). You can locate your local SHIP office at [www.shiptalk.org](http://www.shiptalk.org).

**Seniors Still Wary of Plans**

Open enrollment began November 15 for Medicare's Part D drug benefit. Yet more than 61% of seniors say they still don't understand Medicare's new Part D drug benefit and a majority believe it will not help them, according to a survey just released by the Kaiser Family Foundation and Harvard School of Public Health. Overall, 43% of seniors

do not know if they will enroll and 37% say they will not enroll.

Only 20% say definitively that they plan to enroll in Part D, and those without any drug coverage are more likely to say they plan to enroll. When told that there would be at least 40 private Part D plans to choose from, 73% of those surveyed said that the number of plans "makes it confusing and difficult to choose the best plan."

### Retirees

Congratulations to the following members who retired from Boeing:

Herbert L. Clyne  
Albert Conley  
Ronald J. Delay  
Derry C. Greeson  
Lavaughn Haywood  
Ronald L. Herron  
Robert G. Jacobson  
James W. Lloyd  
Michael F. Meier  
Franklin C. Molina  
Darrell L. Smith

### RETIRED CLUB OFFICERS

President	Al Wydick	253-876-2147
Vice President	Alvin Menke	425-235-9361
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

Union Office: (1-800-763-1301) or 206-763-1300

## Retired Club Christmas Party

Monday, December 12th

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

\$9 for members & associate members - \$14 for guests

Purchase tickets at Retired Club Meetings or contact

Ginger (206) 764-0312



# FREE WANT ADS

**FOR MEMBERS ONLY**

## ANIMALS

10 LB RAT TERRIER – 18 wk old pup from New Orleans. White w/black spots, friendly, shy, female, adoption thru [www.RatboneRescues.com](http://www.RatboneRescues.com) \$125. email for photos [kj62001@aol.com](mailto:kj62001@aol.com) 253-735-5477

AUSTRALIAN STICKBUG BABIES - \$2 each. Very easy pets. All you will need is a covered tank and blackberry leaves. Very unique. 253-852-6809

## AUTO PARTS & ACCESSORIES

1980 TOYOTA CELICA – 2 door, 5-speed, 20R motor, newly rebuilt carb & tune-up, runs well, front end damaged. \$350 as is or part out. 425-306-1268

86-88 HONDA CIVIC HEADLIGHT ASSEMBLIES - \$65 pair. 2000 GMC/Chevrolet pickup/Suburban, etc chrome front BUMPER \$75. 360-435-5338

CABLE CHAINS, new, never been used. Super Z Lt. (ZT 729) for 15" tires. Suitable for an SUV or truck. 425-316-8434

JEEP WRANGLER – 1997/2004 convertible top. Black, complete with side curtains, boot, etc. Only on vehicle for one month. Like new \$375 OBO. 360-435-5338

4 STUDDERED SNOW TIRES – All Season radials. Used 2 seasons, came off of Volkswagen Golf. \$80 for all four. 206-361-9202 or 206-713-0516

4 NEARLY NEW – 14" wheels/5 lug holes. Bought for 1995 Dodge Neon. Now mounted with studded tires. 206-988-4033

2 STUDDERED SNOW TIRES – 155R13 \$45 like new. 2 Bridgestone "Blizzaks" snow/ice tires 19570R14 \$85 like new. 253-941-2438 (5-9 PM)

9:50/16.5 STUDDERED TIRES – with rims off Ford F-250. Lots of tread and studs. \$45 for set. 253-862-6759

BALANCED DRIVE SHAFT – with new yoke and U-joints from 1978 Trans Am \$50; 160 MPH Spedo fits 1971 – 1980 Firebird \$100; Carter AFB competition carb 625 CFM electric choke \$225; Edelbrock 600 CFM electric choke \$150 like new; best LED under car lights, red, new in box \$150. 253-770-4984

BMW ENGINES – V-12, two engines. One has all of the accessories. \$2500 takes all. 206-772-7623

2004 Subaru Outback wagon front FLOOR MATS – all weather, heavy gauge, rear window dust deflector, rear cargo bin. All like new at half price \$100. 425-252-6620

TRUCK MANUALS – 1980 Ford. Complete mechanical and electrical manuals from Ford \$30. 253-862-6759

VOLKSWAGEN SCIROCCO – parts. Front and rear seats, side interior panels, dashboard, steering wheels, speedometer, etc. \$100 OBO. Want someone who needs this to have it. 206-242-7567

1978 CHEVY 454 ENGINE – 78K miles, has been sitting in garage for 5 years. Engine complete, exhaust manifolds, carb, AC, power steering, fly wheel, motor mounts. Less distributor and alternator \$550. 206-361-9202 or 206-713-0516

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

CAR ALARMS – Starting at \$45. Keyless entries starting at \$40, alarm start combos starting \$80. Paging units also available. Installation available. 253-826-4378

## BOATS

2001 16' SYLVAN EXPLORER – 50 HP Yamaha, EZ-Loader trailer, electric troller, live well, consol, fishfinder \$9K. 360-893-0952

12' WOOD DRIFT BOAT – very nice, white with natural wood seats and trim \$800. 253-840-2108

## 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 December 8th**

WANTED: BOAT OR CANOE – looking for 8' -12' boat or any size canup up to \$150. 425-271-8789

OUTBOARD MOTOR – 5 HP, Sears Gamefisher \$50. 206-244-7948

## COTTAGE INDUSTRIES

CUSTOM WOODEN STORAGE SHEDS – many styles and sizes, built on your lot. Best build and best price guaranteed! 253-536-5669

ATTENTION TO DETAIL WOODWORKING – cabinets, hutches, bookcases. 425-255-3483

CUSTOM WOODWORK – cabinetry, bookcases, fireplace mantels, etc. Please call 206-713-5257, evenings (360) 886-0651

IF minimizing your TAXES, eliminating debts, repairing your credit would increase your INCOME and build ASSETS, would that interest you? Contact [SecondChanceEnterprises253@yahoo.com](mailto:SecondChanceEnterprises253@yahoo.com)

RX DRUGS from Canada- 50% less than U.S. prices! 425-251-8168

## ELECTRONICS & ENTERTAINMENT

32" SONY FLAT SCREEN TV – 3 yrs old. Need to sell ASAP \$250 cash. Call Darrel at 253-852-2191 in Kent

ACCORDIAN – very nice, medium size, black, 120 base with two switches. Left hand and three right hand with case \$250. 206-242-1538

COMPUTER DESK – beautiful solid oak with hutch. Natural finish in excellent condition \$200. 360-652-3650

19" COLOR TV – used Curtis Mathes \$50; Hitachi 21" CRT monitor \$30. No calls before 3 PM. 253-756-1658

CAR ALARMS – Starting at \$50. Brand new and unopened! Flash park lights, disable starter, keyless entry, etc. Includes all manuals, warranty. Installation available. 253-826-4378

SCOOTERS AND MORE – 100-500 watts, 24-36 volts, 10-17 mph. Several colors. Great for RVs, boats, campers. Fun for all ages! 206-542-0104

## FURNITURE AND APPLIANCES

LIVING ROOM SET – in like-new cond including sofa, chair and ottoman floral pattern with coffee table and 2 end tables for \$450; DINING ROOM SET with solid marble table and 6 high back scrolling embroidered (cream) chairs all for \$1K. Call Ray at 425-330-1212

6' SOFA – with recliners \$400; brown partial leather recliner \$150; dark oak round table with 4 chairs \$150. 206-228-1034 (Auburn)

LOVESEAT – light multicolor fabric \$40; light oak COFFEE TABLE and matching END TABLE \$85; LazyBoy recliner w/blue fabric \$90. 425-255-1184

END TABLE – double doors, gold cloth behind scroll work, walnut formica top and finish on wood. 28x28x18" high \$30. 425-255-1184

FIRE ENGINE TODDLER BED – with mattress \$75. 425-778-0689

ASHLEY 5-PC KITCHEN/DINING SET – 60x36 mosaic-tiled top, 4 chairs w/shades of brown \$300; matching pieces- best chair \$50, two (2) 24" barstools \$150; end table \$100 and sofa table \$150. New at The Cannery \$1100; will sell for \$750 for whole set (only 6 months old). 253-333-0609

TURN-OF-THE-CENTURY – wrought iron baby CRIB with rosettes \$150. 360-435-2333

AVALON – free standing WOODSTOVE. Excellent heat source for cabin or home \$700 OBO. Glass window in door, 22" wide X 16" deep. Leave message at 253-922-2013

VANITY – beautiful antique dark walnut vanity, large round mirror & seat \$475; antique DRAFTING TABLE, Paragon drafting machine, excellent condition \$375; beautiful 1945 Zenith radio PHONOGRAPH, works \$150. 509-754-1034 (Ephrata, WA)

WALNUT DINING ROOM SET – includes table, 4 arm chairs and CHINA CABINET \$225. 425-391-1176

COMPUTER CHAIR – like new, high back, cloth, arm rest, 5 rollers \$60 OBO. Contour electric chair with vibrator and heat. In good condition. Paid \$3K; will sell for \$250 OBO. 425-255-9542

## HOUSING

FOR RENT – House in SeaTac area, 3 BDRMS upstairs with new carpet, 1 BATH, 1 garage, 1 carport, large parking area next to Valley View Elementary school, between 99 and I-5. View of Mount Rainier and Kent Valley. Has downstairs occupants already. No pets. \$1K/month. Call 425-357-9829

FOR RENT - 3 BDRM Pacific/Auburn duplex, new carpet, walk-in closet, backyard, W/D hookups, 1100 sq ft, 103 2nd Ave SW – Pacific. 253-735-5477

FSBO 1998 – Manufactured home in Moses Lake, 2,220 sq ft, 3 BDRM/2 BATH, den, 3.5 acres with 30x40 steel building \$175K. View pictures at [www.helpyoubuild.net/home.html](http://www.helpyoubuild.net/home.html) 509-750-7579

VACATION RENTAL – Sequim, WA. 2 homes, same property. First Mate 3 BDRM/1 BATH, Sea Captain 5 BDRM/2 BATH, sleeps 2 to 20. Great for family reunion. Winter special 15% off Boeing employees. [www.SequimRentals.com](http://www.SequimRentals.com) 1-800-397-2256

KONA, HAWAII – oceanfront condo, large 2 BDRM/2 BATH, spectacular view; sleeps 4. \$790-\$895/week plus tax. 11 percent discount to Boeing employees pays taxes. [www.banyantreecondo.com](http://www.banyantreecondo.com) 206-938-9214

LATE 1979 24' X56' MOBILE HOME – in family park. 2 BDRM/2 BATH, fireplace, appliances stay. Close to Everett Boeing plant. Space rent \$565 month. \$37,500 OBO. 425-353-0564

EVERETT – nice 3 BDRM/2.5 BATH, 2 car garage with remote controls, central vacuum, pellet stove, between Evergreen & Everett Mall Way, no pets. \$1300/month 425-357-9829

3 BDRM/1 BATH – family room, F.A.G. heat, partial basement, F & DD, \$1025 253-740-9397 or 253-638-9811

3 BDRM/2.5 BATH – split level 1989 home for sale by owner. Past agent. 1830 sq ft, fireplace, 2-car garage, fenced, shed, 519 Glacier Ave SW in Pacific. [Kj62001@aol.com](mailto:Kj62001@aol.com) \$270K 253-735-5477

3 BDRM/2 BATH – Walk to beach and shopping - Ocean Shores, single car garage, shed, fully fenced, RV parking & landscaped. 5 new appliances plus new carpet throughout and vinyl flooring in kitchen. Must see to appreciate. 253-735-1832

## MISCELLANEOUS

Child's Barbie WINTER COAT – size 6, brand new. Great Christmas gift, etc. Reasonable price. 206-824-4544

WANTED: DOG KENNEL cocker spaniel size. Chain link or ? 425 255 1184

HOTPOINT – drop in RANGE 30" \$25 works well! Fireplace insert, natural gas \$125, used two years. 360-563-9869

1 DOZEN – 2x6 joist brackets, concrete form ties, push button switches for Hotpoint electric range. Sears chipper with manual. 425-255-1804

30" HIGH LWB CANOPY – fits box size 72"x100". Very good condition \$125 with boat rack. Free 30-06 brass. 425-255-1804

WANTED – FIREWOOD. We will come and cut up and haul away your downed trees. 425-741-0709

WANTED – Pair of camper jacks. Old style with winch and cable that goes over the top. 425-226-4088

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

Ad (25 word limit. Please print).

Phone (or Address)

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

Name \_\_\_\_\_ Clock Number \_\_\_\_\_  
Address \_\_\_\_\_ Shop Number \_\_\_\_\_

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

PFALTZGRAPP – dishes. Village pattern. Sixteen piece service for 4 (4 plates, 4 salad plate, 4 cups, 4 saucers) \$45. Some serving pieces also: tureens, bowls, soufflé dishes, etc. at reasonable prices. Several sets available. 253-862-6759

20" CAL TRIMMER – Honda power \$300; 25" Cal trimmer Honda power \$500; Cub Cadet 122, implements, tilt trailer. Rotary mower, rototiller, roller. All for \$500. 253-631-0184

VICTORY – 3 wheel mobility scooter plus electric double entry lift kit for rear auto transport. Used three times. Cost over \$4900 new. \$3500 OBO. 360-897-2375

WINDOWS – 8 aluminum, single pane. Various sizes. \$25. 206-244-2306

YAMAHA TENOR SAX – must sell, looks new, best offer under \$900. 206-329-0968

RECORDS – 45's and 33's \$1 each "Oldies" 50-70; bells, collection \$1 each with lots of different states; washer \$50; Barbie convertible car with charger and 2 batteries \$50. 253-735-1832

14" TIRE CHAINS – near new condition \$7; poker chips in rotating base \$5; 14" studded tires (2 sets) \$20 per set. 206-935-6535

RIDE ON BARBIE JEEP – with working doors and rear storage area; forward and reverse includes 12-volt battery and charger. Driven only 5 times \$125. 206-523-2537

SELMERTENOR SAX – USA model \$1950; CEMETERY lots – 2 in Azalea Garden in Greenwood Cemetery in Renton \$2K each. 425-255-1184

GIFT CERTIFICATE – worth \$340, will sell for \$260 at Magnolia Hi-Fi. Use in any store. 360-249-4432

HONDA – HR215 runs, self-propelled. Needs deck \$35 OBO. 253-638-7422

ARIENS – lawnmower, self-propelled. 2 yrs old, like new, hardly used \$475 OBO. 253-638-7422

HOUSE PLANTS – various kinds, small, medium, large from \$1-\$25 nice and healthy -must sell; metal shop TOOL TRAYS for nuts and bolts \$1-\$2 each 6"x18"; metal CABINETS with tool trays \$25 each; machinist WORK BENCH (wood) 8'x27" – very sturdy and heavy with 3 shelves \$50; Blue Boy chain HOIST \$35; shop CABINET (wood) 53 "x18"x35" with 4 large divided drawers, 5 smaller, well-built \$75. 253-852-6809

LAVENDER, crocosmia, fennel, firs. Natural field rocks and broken concrete. Misc plywood free; mahogany doors with passage and hinges \$5 each. 425-255-1804

RASCAL SCOOTER – will sacrifice for \$1200 cash. Has extra metal wheels, brand new. 425-432-0811

7'x4'x2' TRAILER – with lid. Excellent for towing behind car. Very light. Asking \$395. 425-226-2506

## PROPERTY

FOR SALE – apartment in Palm Springs. Perfect location, fenced community. Private party sale. Ideal rental property. Fully furnished and supplied. Beautiful condition. Call evenings 206-932-6141

PERFECT CHRISTMAS, wedding, anniversary, birthday gift – 14 nights in beautiful Kauai, Hawaii. Beachfront, pool, full kitchen, 2 BDRM, \$75/night. 360-297-8468

2 CEMETERY PLOTS – Cypress Lawn, Everett, Catholic Garden, 2 side-by-side plots near road. Value \$1400 each, asking \$1K. Estate sale. 360-691-5544

2 BURIAL PLOTS – at Washington Memorial, side-by-side. 206-244-7948

3 CEMETERY PLOTS – side-by-side. Floral Hills Rhododendron Garden, Lynnwood. \$1K each or all 3 for \$2500. Contact Wayne at [Weeder35@hotmail.com](mailto:Weeder35@hotmail.com) 352-205-8433

## RECREATIONAL MEMBERSHIP

WORLDMARK/TRENDWEST – 6K points for sale. 12K in bank. Ownership is transferable for \$150. Membership is worth over \$8K, selling for \$5500. 253-217-6920

## RECREATIONAL VEHICLES

NEEDED Desperately: travel trailer- Katrina hits close by standard for displaced New Orleans boy, donations, etc, carpenters, school work, anything needed – 425-231-4079 Nancy or home 360-652-5051

1971 HONDA TRAIL 90 – CT-90 model, 2K miles, in storage. Very good condition \$795 OBO. 360-435-5338

1978 DIAMOND JUBILEE – edition Thunderbird. A collector's dream. Mint condition, all original. A special commemorative model. Must see to appreciate. Picture available upon request \$8K. 509-663-7728

1986 HARLEY DAVIDSON – must sell; like new! FLHTC, lots of accessories with low mileage 40K, must see to appreciate \$14K OBO. 253-846-0686

1990 PASTIME CAMPER – 8'6" hydraulic jacks, 2 way fridge, stove, heater, outside shower, self-contained. Well-maintained, everything works \$2650. 206-361-9202 or 206-713-0516

1993 AIRCRAFT PIPER SUPER CUB – PA18-150. 970 TOTAL TIME since new. Basic IFR, VGS, extended baggage, 61 fuel, many extras. Yellow. SE corner of Renton. 98K 206-772-7623

SCOOTERS AND MORE – 100-500 watts, 24-36 volts, 10-17 mph. Several colors. Great for RVs, boats, campers. Fun for all ages! 206-542-0104

## SPORTING GOODS

THOMPSON RENEGADE – muzzle loaded .54 cal, Lyman adjustable peep sights including all accessories, powder, bullets, tuned barrel, extremely accurate \$300. 253-770-4984

27" RALEIGH ALYSKA – chrome moly 18-speed bicycle in new condition \$75; 27" Raleigh Techium, aluminum 12 speed bicycle in new condition \$50. 253-839-8258

COLUMBIA TANDEM 10-SPEED – bike, green with silver fenders and back slider brake. Great condition \$100. 206-523-2537

PRO-FORM CROSSWALK TREADMILL – dual action, Accusmart fitness monitor, new belt, rollers and electronics. 5.5' long X 2' wide X 4.5' tall \$75 OBO. 206-242-7567

GOLF CLUBS – complete set with woods, irons, bag, pull cart, lots of golf balls and extras. Ready for play. 253-833-4773

## TOOLS

TURF KING 5 HP ROTOTILLER – chain drive, excellent condition, slightly used \$250 OBO. 206-244-0702

REZNOR INDUSTRIAL – Commercial Ceiling hung garage – shop heater. Model F-50, natural gas unit, forced air electric fan (115 V). Will heat up to 2K sq ft. Converts to propane \$225. 253-875-1900

## VEHICLES

WANTED – 1973 CORVETTE convertible. Prefer small block, auto, both tops, but will consider all. Cash buyer. 253-431-6235

1928 MODEL A FORD – Pickup truck. Needs lots of work. Good project car \$850 OBO. 206-242-6713

1950 HUDSON Commodore 6 – 4 door sedan, 3 speed OD. Runs – needs TLC. Plus car body \$3800. 206-762-1117

1968 OLDS DELTA 88 – convertible, body real nice, no rust, top perfect, garaged since 1978 and parked \$1800. 206-243-6723

1980 TOYOTA CELICA – 2 door, 5-speed, 20R motor, newly rebuilt carb & tune-up, runs well, front end damaged. \$350 as is or part out. 425-306-1268

1981 MAZDA PICKUP – runs, 134K, interior very nice, some rust, clean title \$900. 253-862-6759

1983 & 1984 ISUZU – long bed pickups with canopies, diesels, 5 speed. '83 runs well; '84 doesn't. \$1500 for both. 253-840-2108

1983 FORD F250 DIESEL – work truck \$1K OBO. 253-846-0683

1984 CHEVY CAVALIER – all new all-weather tires, runs well, automatic \$400. 425-746-4742

1986 PONTIAC PARISIENNE – 9 passenger station wagon, snow tires \$350. 206-232-2669

1988 BMW – 750 sedan, white, fully loaded, needs transmission work \$3500. 206-772-7623

1990 FORD AEROSTAR – 4.0 automatic, 120K miles, in good shape, good tires, excellent runner \$1900 OBO. 425-303-9657

1991 MERCURY CAPRI – soft top/hard top convertible, 4 cyl, 5-sp \$3500; 1997 JEEP GRAND CHEROKEE \$7500, inline 6 cyl. 253-770-9316

1994 RED TAURUS SHO – low miles, one owner, excellent condition \$4K OBO. 206-243-7471 after 4 PM

1998 DODGE 3-QTR ton – 4x4, auto, original owner, V-10 Mag, reg cab, set-up for 5<sup>th</sup> wheel or cab over camper, elect brakes, 31K miles, one hell of a towing rig \$18,500. 360-249-4432

1999 TACOMA TOYOTA – 4X2, 1 owner super clean, low mileage (28K), 4 spd auto, matching canopy \$10,200. 206-789-0963

# 747 Crew Takes Ownership and Gains True Empowerment

Continued from page 1

and vendors. If a problem occurs in a product that comes through their shop, they go directly to the source – whether it is across the factory or in another company. That way the problem is corrected in future shipments and no rework is necessary. It is the quickest, most logical fix and eliminates layers of bureaucracy that take time.

"The biggest step was management letting us go and truly empowering the employees," stated 751-member Craig Marek. "At the start everyone was a bit reluctant. Now, no one would go back to the chaos of before. It is so much easier. You don't spend time looking for tools; you simply do your job and have a say in every aspect."

751-member Gary Young added, "We have more ownership. Knowing you can sit down as a team and fix

*"Initially, we were all doubtful. We had seen many programs come and go like 5s or DCAC, but this one has proven itself. The bottom line: it is nicer to come to work. You have input and can make a difference."*

**- Dennis Newkirk, 751 member**

problems or talk to someone down the line is huge. We don't have to wait days for management to figure it out or get back to us."

"Initially, we were all doubtful. We had seen many programs come and go like 5s or DCAC, but this one

has proven itself," stated 751-member Dennis Newkirk. "The bottom line: it is nicer to come to work. You have input and can make a difference."

"We focus on quality and instead of reworking a part each time it comes in wrong; we talk directly to the people who produce the part to ensure it doesn't happen again," said 751-member Mark Schneider.

General Supervisor Lenny Wright was instrumental in approving the proposed changes and encouraging the members to take control of the shop. This support from management was key to making it work.

Distribution of work is unique here. As a team, they determine who will do what work package each day. If someone is sore or hurting, that person is given a lighter physical work package. It has increased safety, and they regularly rotate the work. Everyone knows everyone's work package, and they take care of each other.

"Since we know the best and easiest way to do something, let us put together the plan and distribute the work," added Craig.

The changes have given each person a sense of



751-member Craig Marek (r) explains to Business Rep Ray Baumgardner (l) how reorganizing everyone's tool box saves time and allows them to concentrate on getting their work done.

direction and an understanding that they can make a difference.

Business Rep Ray Baumgardner is impressed with what this shop has done and stated, "It's great that the people who are the most knowledgeable (our members) now have not only a say, but control over the shop and the work. Let's hope it spreads to other crews!"

Craig stressed, "It took a commitment from everyone. It was not just about changing the process. We have to maintain it and keep it going every day. Success requires involvement from everyone."

Their approach is getting lots of attention. Crews from the 767, 777 and other 747 shops have examined their process, as well as the Navy and FAA. In addition, Commercial CEO Alan Mulally made a personal visit to see the results.

"If it could be proven to the Company that this system works, maybe it will be accepted Company wide," added Gary. "Our goal is to keep the Company moving forward so we all have a future."

# Going the EXTRA MILE for Others



Above: 751-member Kim Leufroy (l) traveled to Texas to help Hurricane Rita victims as a Red Cross volunteer. Since she was deployed after our strike ended, she used vacation to cover her time off work.



Left: Just one of the many areas hit by Hurricane Rita.

751 member Kim Leufroy has always strived to help others. She became active in the Union to promote that belief, and has been active in her church and community events. Right after our strike began, she saw that CNN had put out a call for 40,000 volunteers to help Hurricane Katrina victims through the Red Cross. Since she grew up in New Orleans and still has many family members there, she felt a special connection to the region and victims and was eager to help.

She called the local chapter of the Red Cross and immediately began taking all required training so she could help the hurricane victims. Unfortunately, when the Red Cross called to deploy her, the strike was ending and she had to return to work, but that didn't deter her from her mission to help. Kim reported to work and then took vacation to fulfill the Red Cross request for volunteers. It was an experience she will never forget and one that has made her even more determined to step up her volunteer efforts.

Because Hurricane Rita had just

occurred, Kim was dispatched to Texas rather than New Orleans to perform client services case work. She would interview individuals and families affected by the disaster and get them processed to receive Red Cross debit cards. With Hurricane Rita following so closely on the heels of Hurricane Katrina, the process was very unorganized and was not prepared to handle the tremendous volume of people.

Always wanting to do more, Kim found additional ways to help. She also volunteered to go out with the emergency response vehicles to deliver meals and comfort kits to the area residents.

"It was amazing the appreciation a person had for simply receiving a hot meal. One lady was about 79 years old

and was in awe that others would volunteer their time to help. She made a point of stating that no one had ever done anything for her in her entire life," stated Kim. "That really touched me because she was an older person who had been through a lot, but was so very grateful."

For the ten days she was there, Kim stayed in a hockey arena and slept on cots along with the other volunteers, which bonded the group even more.

"The volunteers were great to work with and happy to be giving. After

doing this, I feel I am in the wrong business and need to do more philanthropic work. You get people doing this who have the same motivation of simply wanting to help others and it is contagious."

Kim has already put in a request to go back to offer additional help to Hurricane Katrina victims. She is more than willing to use additional vacation time to get to help others – certainly, an effort worth noting.

## Machinists Strike at Other Boeing Locations Mirrors Our Issues

Bolstered by the strength of our strike, nearly 1,500 IAM members working at Boeing's space, defense and rocket facilities in California (Huntington Beach, Torrance, Vandenberg AFB, Edwards AFB), Alabama (Decatur and Huntsville), and Florida (Cape Canaveral) hit the picket lines on November 2 – rejecting an offer similar to the one that triggered a strike here in September.

Those members did the right thing and said no to a proposal that would eliminate new hires from retiree medical. Like our strike, the offer also called for a tremendous shift of medical costs to the employees.

As the strike entered its third week, members continued to stand firm in their demand for a contract that protects hard won health care benefits. 751 President Mark Blondin attended a rally with the members in Huntington Beach and pledged our support. For most members there, it is their first time striking the aerospace giant. The last strike there was 30 years ago when it was McDonnell Douglas.

Despite posting a billion dollars in net income over the past quarter, Boeing failed to learn from our strike and tried to force the same concessions proposed here on their Space Systems Division workers.

"Our members are on the front line of a battle taking place in workplaces all across the country," said Southern Territory GVP Bob Martinez, Jr., who walked picket lines this week in Huntsville and Decatur, AL with members of Local

44 and Local 2766. "We won the fight to protect retiree health care with our strike at Boeing's commercial aircraft facilities in Kansas, Washington and Oregon and we're not about to let them revive their failed proposals here."

In addition to eliminating retiree health care for future employees, Boeing wants to change existing eligibility requirements for current members. The change would force some employees to work up to five additional years or be denied health care altogether.

"Boeing made more than \$1 billion in net profits last quarter and they will not be permitted to shrink this important benefit or deny it to members who earned it," said Martinez. "These men and women deserve the praise and support of union members everywhere for standing up, standing together and doing the right thing."

Machinists member Bill Davis said, "I'm a Vietnam veteran, and I stood up to make this country better for all of us. I am disappointed that Boeing doesn't share that dream, and has forced us into this fight. Our children will need good jobs, they will need to have protections when their careers are over. I will not give in, we are on the right side of this fight, and my

sisters and brothers here are just as committed." No talks are scheduled and pickets continue 24 hours a day, seven days a week at all locations. Dick Schneider, overall coordinator of all Boeing negotiations for the union, said: "Our people are prepared to fight as long as they have to in order to get a fair contract. We will not sell out future workers; previous generations fought to give retiree medical to us, and we refuse to give it away and deny the people who come after us."



IAM members are on strike against Boeing in California, Alabama and Florida over the same issues that triggered our strike.

### Events in December

#### Holiday Bonaza

All members are invited to take part in Local A's Holiday Drawing Bonaza on December 1 following the conclusion of the 6 p.m. meeting at the Seattle Union Hall. Drawing will feature lots of wonderful prizes. You can purchase 3 tickets for \$1 and also buy a chance to win a 42" plasma TV. There will also be a free children's drawing and a free turkey drawing, as well. All proceeds benefit Guide Dogs of America.



#### Bells Will Be Ringing

751 volunteers are again taking over Salvation Army Bell Ringing buckets around Westlake Mall the evening of Friday, December 2 from 6 to 8 p.m. Volunteers should meet in front of Starbucks at Westlake Center at 5:45 p.m. The event coincides with the annual Figgy Pudding Caroling Competition and makes for a very festive evening. If you would like to carpool or ride in the van,

#### Help on the Food Drive

The annual KING 5 Home Team Harvest Collection will be Saturday, December 3. 751 will be helping out at the Everett Mall and Tacoma Mall. There are two shifts: 7 a.m. to 11 a.m. and 11 a.m. to 3 p.m. Six people are needed for each shift. The task includes taking food donations from people as they drive through a designated area in the mall parking lot and putting the donations in trucks. The donations will be given to Northwest Harvest. Contact Kay Michlik at 206-764-0340 or 1-800-763-1301 ext 3340 or kaym@iam751.org to reserve your spot.