

Members Show It's Our Time This Time!

99% Vote Sends Powerful Message

In a tremendous show of solidarity, thousands of Machinists' Union members walked off the job on July 16th, filled Key Arena and shut down production of Boeing airplanes to show their support for Union negotiators. Ninety-nine percent of those members voted YES to grant the Negotiating Committee strike sanction authority. The 99 percent includes members attending meetings in Seattle, Wichita, Portland and Edwards Air Force Base.

The crowd, which was fired up and enthusiastic, sent Boeing a strong message **It's Our Time This Time** to make



District 751 President Tom Wroblewski addressed the crowd.



Thousands of members left work to show their support for Union negotiators and demonstrate they are serious in their fight for a good contract.

improvements in ALL areas of the contract. Literally, thousands of members were still waiting to enter as the meeting adjourned – determined to cast their ballot in support of Union negotiators.

District 751 President Tom Wroblewski drew thunderous applause as he pointed out that things have changed since we last sat down at the bargaining

table. Throughout his speech, Wroblewski reminded members that Boeing is all about numbers. He then repeatedly pointed to the record profits (more than \$13 billion after tax profits in the past five years), record backlogs and the fact that our members are the ones who bail Boeing out of every problem, as well as generate those profits. While we

had 8,000 members still on layoff in 2005, we have virtually exhausted the recall list and added over 6,000 new hires, as well.

Wroblewski was met with shouts of strike as he declared, “Boeing says they have proposed improvements in health care, BUT they want you to pay for them.

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Contract Talks Report Little Progress

Since formal negotiations started over two months ago, the Union is frustrated at the lack of measurable progress on issues members identified in our surveys.

The Main Table met again on July 21st to hear from the various subcommittees on their progress. Despite holding subcommittee meetings nearly every day, there are many areas where the Company needs to start making progress and quit talking takeaways.

It has become apparent that Boeing will stop at nothing during these negotiations. They are trying to use the excuse of “transparency” as a way to negotiate directly with the membership. They are measuring your every reaction to their proposals by posting what is being discussed at the bargaining table. To date, Company proposals have not been anything close to addressing any of your top identified issues.

Below is a brief summary of committees activities/updates as of July 25th:



After hearing reports from the subcommittees on July 21st, the Union's Main Table negotiators review Boeing's latest proposals. L to R: Aerospace Coordinator Mark Blondin, Bob Petroff (District 24), Steve Rooney (District 70), District 751 President Tom Wroblewski.

Benefits Committee: While the Company has provided a first proposal on health care changes, it was in a new format and very difficult to track the changes. They have offered revisions, but with the expectation members will increase their contributions to pay for such revisions. The Company's standard response to our proposed improvements is “well, we can move things around” instead of looking to share their record profits with members in the form of better benefits. Despite record profits, the Company wants to continue to improve their bottom line by passing on additional health care costs to you.

At this point overall, one of the only improvements Boeing is offering in the Benefits Committee is a minor bump in the life insurance – AND you must die to get this benefit.

Compensation Practices: This Committee covers many of our top issues and is very frustrated at the

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Voting the Final Offer

Members will vote on the Company's final offer at any Union office on Wednesday, September 3rd from 5 a.m. to 6 p.m. Frederickson members can vote at the Tacoma Sportsmen's Club. Below are some questions we have been getting on the vote:

Where can I get a copy of the summary and changes?

Copies will be available at all Union offices, as soon as we can get them printed. Members will also be able to look at them earlier online at the Union's website (www.iam751.org/contract08.htm).

Boeing has committed to try to get the Union



Members cast their strike sanction ballots.

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REPORT FROM THE PRESIDENT

Continued Solidarity Needed for Successful Bargaining

by Tom Wroblewski,
District President

I have never been so proud to be a member of this great Union as when I walked into Key Arena on July 16th. The energy and excitement that filled the arena was contagious and proved **It's Our Time This Time!** That determination and energy are what we need to get us through this round of bargaining, which appropriately will finish up over the Labor Day weekend.

You turned out in force on July 16th and showed you are committed to getting a fair contract. It's no secret we are in the strongest bargaining position we have had in years - and we intend to leverage that position. While Boeing has not been listening when Union negotiators tell them we are looking for improvements in ALL areas of the contract, you can bet they listened to you that day.

With less than a month before round-the-clock bargaining begins, this Company needs to start making progress and quit talking takeaways. They want to



hide their record profits and downplay the incredible backlog which will sustain them and our members well beyond another three-year contract.

As Boeing continues to post more of the Company's proposals on their website, you can bet there is a reason. They're asking managers to gauge your response to those proposals. If they think they have put forth enough money to satisfy 34 percent of the members (the minimum required to get a contract approved), they will stick with that proposal until the end.

Last week, Boeing began publishing one-page issue flyers. As you look at their "spin," remember their record profits and backlogs, which will not be mentioned. The issue flyers are written to show you how much they are already doing for you so they will not have to offer any more. But the fact is they are a very unique and successful company that cannot be compared to other manufacturing companies. As you read each of their issue flyers and web updates, always remember that thanks to your hard work they have made more than \$13

billion in after tax profits over the last five years. Keep in mind:

- While you have not had a General Wage Increase in 4 years, executives have increased their own pay by 19 to 21 percent during that time.

- Boeing continues to insist that those who are at the maximum rates should not receive General Wage Increases because they are already above market rates. Who is the market? Airbus is their only real competition.

- Boeing is talking again about eliminating retiree medical and pension plans for new hires. It didn't work in 2005 and it will not work in 2008.

- Boeing has proposed a new Incentive Plan, but has yet to provide details on the payout. We continue to demand that our members be included in the current Employee Incentive Plan (EIP), which has a proven record of paying out annually for most other Boeing employees.

- On health care, Boeing says they have proposed improvements **BUT** they want you to pay for them. Do you think that's an improvement?

In addition, Boeing is "not interested"

in shortening progression to reach the maximum rate, increasing the dollar amount for each progression step, improving the COLA index/COLA formula, increasing shift differential premiums, attaching any COLA and GWT's to the minimum rates, and the list goes on.

Once again, this Company is not listening. It is up to each of you to continue to send the message that **It's Our Time This Time!** Thanks to your hard work, Boeing has posted incredible profits. As of the end of June, Boeing had a backlog of 3,661 aircraft orders totalling over \$340 billion. As executives continue to reward themselves, they need to share those profits with their workforce - our members because **It's Our Time This Time!**

Negotiations With Boeing Show Little Real Progress

Continued on page 1

moment. For the majority of issues covered by this committee, Boeing's response has been "we are not interested." Boeing has told the Union they are not interested in proposals on the following topics:

- Shorten the Progression Steps
- Increase \$ amount of Progression steps
- Improve upgrade promotion amounts
- Improved Bereavement
- Improved COLA Index/COLA Formula
- Any increase to minimum rates would also be given to anyone still in progression steps who previously hired in at minimum rates
- Martin Luther King and Veterans Day Holidays
- Improved Layoff Benefits
- Improved Shift Differential

While the Company did propose an overview of a new Incentive Plan, no specific details in writing on amount of payout or metrics used has been provided. The Union continues to propose adding us to the existing Employee Incentive Plan (EIP), which we know pays out regularly.

Workforce Subcommittee: Lots of discussion on Team Leader. Boeing remains adamant that Team Leader is working and has proposed increasing the premium from \$1.75 to \$2 per hour. No progress has been made on Category B's and re-populating the lead positions which worked well for many years.

Workforce has made progress in Article 14 Seniority, Article 15 Leaves of Absence, Section 16 Overtime and Article 22.

Jobs Committee: The Union submitted a proposal on Factory Service Attendants Rate Structure Revision and expect a Company counter proposal the week of July 28th.

The Joint Union Company Jobs Committee completed review and Subject Matter Expert (SME) presentations for

several job upgrade proposals and will review the remaining job upgrade proposals by the end of July.

Joint Programs: This Committee has made substantial progress and has reached tentative agreement on most of their assigned area of contract language.

This is just a quick overview of some

and committed numerous Unfair Labor Practices. We believe they are doing this in an attempt to force a substandard contract on you. They were successful in 2002 by only going after the 1/3 of the membership population so we would accept a substandard contract by default. Due to the fact it takes 2/3 majority to call a strike, they used our IAM constitution rules against us.

They attempted the same thing in 2005 but our members stood their ground and said NO to this tactic.

Boeing is different than any other company we negotiate with when it comes to playing games with your livelihood. They play hard ball and will try anything if they believe it will benefit them.

We are in a great position of strength in this round of bargaining and the Com-

pany knows this.

Boeing will throw out all sorts of statistics and fact sheets to justify how much it costs them to do business with respect to your wages and benefits, but they fail to remember **EVEN** with those costs, Boeing is making record profits thanks to you. Boeing's only true competition is Airbus, which has comparable worker wages and better benefits; however, the big difference is in executive pay where Boeing executives are paid millions more than their Airbus counterparts. The fact is labor costs are still less than 5 percent of the airplane cost. We've had two contracts where we have not made any significant improvements, but just held our ground. **It's Our Time This Time** for improvements in ALL areas.

It is time to turn up the heat on Boeing, the Company needs to hear loud and clear that you are serious about what it is you rightfully deserve. Make a conscious effort to inform Boeing Leadership at least once a day that you **ARE** serious and they need to address your issues.

It's Our Time This Time!



Boeing negotiators on the Compensation Committee are "not interested" in most of the Union proposals. L to R: Boeing negotiators Amy Kelly, Cindy Jorgenson, Terry Howard. Union negotiators Jon Holden, Jimmy Darrah, Stan Johnson.

issues being discussed in the subcommittees and the main table. Sign up to receive home e-mail updates on the contract web page www.iam751.org/contract08.htm.

It is apparent, based on the Company's communications and in various meetings held by the leadership of the Company, they are intent on dividing the membership by catering to specific groups of the member population. Just the simple fact of the Company putting out what they are offering to the Team Leaders is an area of grave concern to us. They are attempting to negotiate directly with the members by chipping away at certain groups and throwing out proposals to gauge the reaction. This is an unfair labor practice and information is being collected to pursue our legal options.

Be wary of these Company tactics. Divide and conquer tactics that may work with other groups **WILL NOT FLY** with our members. Our members know the games Boeing plays every time we go into negotiations.

They are having their managers ask inappropriate questions at crew meetings and have already violated the law

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

Tom Wroblewski
*President, Directing
Business Representative*

Clifton Wyatt
Vice President

Susan Palmer
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Emerson Hamilton

Stan Johnson
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Jimmy Darrah

Heather Barstow
Jon Holden

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 - 233 Burnett N., Renton; 425-235-3777
 - 8729 Airport Rd, Everett; 425-355-8821
 - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
- Toll-free to Seattle from:**
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751 AERO MECHANIC

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POLITICAL ACTION

DEMOCRATIC

After earning national acclaim as Attorney General, **CHRIS GREGOIRE** was elected in 2004 as Governor. In her first term, our \$2.2 billion budget deficit became a surplus and **222,000 new family-wage jobs were created**. Gregoire was named “Public Official of the Year” by Governing Magazine.



Gregoire vs. Rossi



REPUBLICAN

Real estate salesman **DINO ROSSI** unsuccessfully ran for Governor four years ago. During his 1997-2003 tenure in the State Senate, Rossi compiled a dismal **6% voting record on working family issues**, among the worst – and most partisan – of any legislator during that period.



- Gregoire supports Washington’s minimum wage and opposes imposing punitive “tip credits.”
- Gregoire backs and strongly enforces Washington laws on overtime pay and prevailing wages.

ON WAGES

- Rossi voted to lower Washington’s minimum wage. (SB 5161 -’03)
- When President Bush exempted millions from overtime pay, Rossi voted to enforce those rules here in Washington. (SB 5462 -’03)



- In her first term, Gregoire expanded coverage to 84,000 more children, on track to achieving her goal of covering every child in the state by 2010. (SB 5093-’07)
- Gregoire helped prevent more than 17,000 adults from losing coverage. (HB 5930-’07)

ON HEALTH CARE

- Rossi wrote a budget that cut 40,000 children in low-income families off of health insurance. (SB 5404 -’03)
- Rossi sided with drug company lobbyists and opposed allowing the state to negotiate lower prescription drug prices. (SB 6368 -’03)



- Gregoire restored unemployment benefits to pre-2003 levels, before the Rossi cuts. (HB2255-’05)
- Gregoire restored benefits for injured workers cut by Rossi in ’03, and the value of construction workers’ hour banks. (SB 5675, HB1244 -’07)
- Gregoire expanded bargaining rights for thousands of state and college employees.

ON RIGHTS

- Rossi voted for major cuts in unemployment benefits and to impose new eligibility restrictions. (SB 6097-’03)
- Rossi voted for across-the-board cuts in benefits for people injured on the job. (SB 5378 -’03)
- Rossi voted against collective bargaining for state employees, 4-year college faculty and UW academic employees. (HB 1268, 2403, 2540 -’02)



On worker issues, IAM 751 supports Chris Gregoire. You decide on August 19th.

751 RECOMMENDED CANDIDATES FOR AUGUST 19th PRIMARY

VOTE IN THE PRIMARY ELECTION Tuesday, August 19

FEDERAL RACES

U.S. Congress *Denotes Challenger

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

GOVERNOR

- ✓ Christine Gregoire, D

LT. GOVERNOR

- ✓ Brad Owen, D

TREASURER

- ✓ Jim McIntire, D▲

AUDITOR

- ✓ Brian Sonntag, D

ATTORNEY GENERAL

- ✓ John Ladenburg*, D

COMM OF PUBLIC LANDS

- ✓ Doug Sutherland, R

SUPER. OF PUBLIC INSTRUCTION

- ✓ Terry Bergeson, NP

INSURANCE COMMISSIONER

- ✓ Mike Kreidler, D

SUPREME COURT JUSTICE

- ✓ Pos. 3 - Mary Fairhurst
- Pos. 4 - Charles Johnson

PIERCE COUNTY EXECUTIVE

- ✓ Calvin Goings*, D▲

PIERCE COUNTY COUNCIL, Pos. 3

- ✓ Bruce Lachney

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

*Denotes Challenger ▲ Denotes Open Seat NP denotes non-partisan

STATE LEGISLATURE

1st District

- ✓ House 1 Al O’Brien, D

2nd District

- ✓ Senate Marilyn Rasmussen, D
- ✓ House 1 Ray Harper*, D
- ✓ House 2 Tom Campbell, R

3rd District

- ✓ Senate Lisa Brown, D
- ✓ House 1 Alex Wood, D
- ✓ House 2 Timm Ormsby, R

5th District

- ✓ House 1 Jon Viebrock*, D

6th District

- ✓ House 1 Don Barlow, D

10th District

- ✓ Senate Mary Margaret Haugen, D
- ✓ House 1 Tim Knue*, D
- ✓ House 2 Patricia Terry*, D

11th District

- ✓ Senate Margarita Prentice, D
- ✓ House 1 Zack Hudgins, D
- ✓ House 2 Robert Hasegawa, D

17th District

- ✓ House 1 Tim Probst*, D

19th District

- ✓ Senate Brian Hatfield, D
- ✓ House 1 Dean Takko, D
- ✓ House 2 Brian Blake, D

21st District

- ✓ House 1 Mary Helen Roberts, D
- ✓ House 2 Marko Liias, D

22nd District

- ✓ Senate Karen Fraser, D
- ✓ House 1 Brendan Williams, D
- ✓ House 2 Sam Hunt, D

23rd District

- ✓ Senate Phil Rockefeller, D
- ✓ House 1 Sherry Appleton, D

24th District

- ✓ Senate Jim Hargrove, D
- ✓ House 1 Kevin VanDeWege, D
- ✓ House 2 Lynn Kessler, D

25th District

- ✓ House 2 Dawn Morrell, D

26th District

- ✓ House 2 Larry Seaquist*, D

28th District

- ✓ Senate Debi Srail*, D
- ✓ House 1 Troy Kelley, D
- ✓ House 2 Tami Green, D

29th District

- ✓ House 1 Steve Conway, D

30th District

- ✓ House 1 Mark Miloscia, D

31st District

- ✓ House 1 Ron Weigelt*, D
- ✓ House 2 Christopher Hurst, D

32nd District

- ✓ House 1 Maralyn Chase, D

33rd District

- ✓ House 1 Tina Orwall, D▲
- ✓ House 2 Dave Upthegrove, D

34th District

- ✓ House 1 Eileen Cody, D

35th District

- ✓ House 1 Darrell Daus, D▲

36th District

- ✓ House 1 John Burbank, D▲
- ✓ House 2 Mary Lou Dickerson, D

37th District

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

38th District

- ✓ House 1 John McCoy, D
- ✓ House 2 Mike Sells, D

40th District

- ✓ Senate Kevin Ranker, D▲
- ✓ House 1 David Quall, D

43rd District

- ✓ House 2 Frank Chopp, D

44th District

- ✓ House 1 Hans Dunshee, D
- ✓ House 2 Liz Loomis, D

45th District

- ✓ House 1 Roger Goodman, D
- ✓ House 2 Larry Springer, D

46th District

- ✓ House 1 Gerry Pollet, D▲
- ✓ House 2 Phyllis Kenney, D

47th District

- ✓ House 1 Geoff Simpson, D
- ✓ House 2 Pat Sullivan, D

SNOHOMISH CO SUPERIOR COURT JUDGE

- ✓ Pos. 6 - Jim Johanson

KING COUNTY SUPERIOR COURT JUDGE

- ✓ Pos. 1 - Suzanne Parisien, NP
- ✓ Pos. 22 - Holly Hill, NP
- Pos. 37 - Nick Corning, NP

Machinists Wary on Tanker Rebid Rules

In the emotional roller coaster ride we call the U.S. Air Force tanker saga, we are still holding on for the next turn around the track. On July 10th, just three weeks after the Government Accountability Office (GAO) upheld Boeing’s protest of the Air Force’s tanker decision, Defense Secretary Robert Gates announced he is reopening competition for a fleet of U.S. Air Force refueling tankers.

The IAM is calling on Secretary of Defense Robert M. Gates to ensure the new round of bidding for the Air Force refueling tanker contract does not include any residual bias from the initial competition, which contained significant errors and was heavily skewed toward the Airbus tanker. Defense Secretary Gates noted that his office – not the Air Force – will oversee the competition since senior civilians at the Defense Department have lost confidence in the Air Force’s ability to manage the contract.

“We are calling for aggressive oversight of the bidding process to make sure Boeing’s tanker is evaluated on a fair, level playing field,” said IAM Headquarters General Vice President Rich Michalski. “We will not accept, nor should American taxpayers accept a process or an outcome that is only slightly less rigged than the initial round of bidding.”

Fresh concerns erupted following an announcement that the Pentagon might once again use excessive fuel capacity and other criteria to favor the Airbus aircraft in the new round of tanker bidding.

“I am concerned that the department is trying to find a new way to justify selecting the larger Airbus tanker again, even though there is no current operational requirement for a larger refueling tanker,” said Washington Congressman Norm Dicks, who has been a leader throughout the tanker bid process.

Congressman Dicks also noted that the Airbus tanker is 53 percent larger than the Boeing 767, requiring greater maintenance and operations costs. He noted the Boeing KC-767 could save \$35 billion in fuel costs over 40 years—an amount large enough to equal the purchase of the entire fleet.



If We Vote to Strike

Interested in Serving As Picket Captain? Attend Training!

Picket captain training will be held at the Auburn, Seattle, Everett and Renton Union Halls on August 4, 5, 6 and 8, respectively. Members interested in serving as a picket captain can call to enroll in this specialized one-hour training. In the event members vote to strike on September 3rd, we need to be prepared with trained picket captains in place.

Business Rep & Defense Committee Chair Heather Barstow and Union Steward Coordinator Ed Lutgen have pre-

pared a one-hour training course, which will be presented in a morning and afternoon session at each location.

Picket captains are the volunteers who keep the strike organized and dispatch members to the various picket assignments 7 days a week, 24 hours a day. The training prepares individuals to step into these leadership roles.

Picket captains not only address the members who arrive for picket duty and provide updated information to each

group of picketers, they help coordinate various activities at the halls such as van drivers, kitchen help, community services, information tables,



Last contract, Business Rep Ray Baumgardner helped deliver picket captain training to hundreds of members who volunteered to serve.

changing picket assignments, and a variety of other responsibilities. To effectively run a successful strike, we need hundreds of trained picket captains to work every shift at each location. The more volunteers, the less frequent the

shifts. Thanks again to all who have served in the past and have volunteered for another tour of duty!

If you have not already signed up and would like to attend, please call 425-267-3210 or 1-800-763-1301, ext. 3210.

Picket Captain Training Sessions

August 4, Auburn Hall, 10 a.m. or 3 p.m.

August 5 - Seattle Hall, 10 a.m. or 4 p.m.

August 6 - Everett Hall, 10 a.m. or 3 p.m.

August 8 - Renton Hall, 10 a.m. or 3 p.m.

To sign up call, 800-763-1301, ext. 3210

Picket Duty Notices Will be Mailed

Regardless of whether or not members reject the contract on September 3rd, the Union must be prepared for a potential strike. Therefore, members will be receiving a notice of picket duty assignment in mid-August. This will assign coverage for the first month, if a strike occurs.

The notice in no way indicates a strike is likely. It is merely a way to ensure, if members vote to strike, picketers will already be scheduled to begin picketing at 12:01 a.m. on September 4th.

Picket duty is four hours long and members are typically asked to perform duty about every five to seven days. Picket assignments are based on the location closest to the members' home to minimize the commute. If the nearest location cannot be assigned (because more

members are required at another location), the second closest plant location is assigned. Keep in mind the pickets must cover nearly 100 Boeing gates from Frederickson to Everett, 24-hours a day, 7 days a week.

A random computer program assigns dates and times of duty. The same group of members are assigned to the same shifts on the picket duty card to foster camaraderie and to make ride sharing easier.

All members should receive their picket duty assignment before August 31st. When you report for picket duty, bring your Boeing badge or ID and the picket card. If you do not receive a card, please call the nearest Union hall on or after September 8th.

If you need to change your picket duty, call the location on your picket duty card AFTER SEPTEMBER 8th. Any change in assignment must be completed within a week of the original assignment – otherwise, members need to see the strike committee

person at their assigned location. The new assignment must be for a full scheduled shift.

If this procedure is not followed, you run the risk of losing eligibility for your \$150 a week strike benefit check.

Keeping the picket lines strong is the responsibility of every member. It's Our Time This Time!

Health Care Coverage, If We Strike

If members vote to go out on strike on September 3rd, here are the facts on health care coverage.

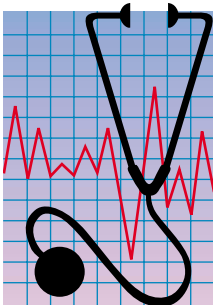
Members will have health care coverage for the month of September, IF, ON SEPTEMBER 1ST, YOU:

- ARE ON THE ACTIVE PAYROLL
- ARE ON SICK LEAVE, VACATION OR APPROVED LEAVE.

If we go out on strike, Boeing will mail you an information packet by September 30th describing the options available to continue health care coverage beyond September. Keep in mind there is a significant time period, once the mailing is received, to elect continuation of existing coverage. This is guaranteed under federal law.

If you're on an approved leave of absence prior to the strike, your insurance coverage continues.

Additional details will be provided on the Union web page (www.iam751.org) and in future flyers, if we find ourselves in a strike situation.



NOTICE OF PICKET DUTY ASSIGNMENT

This picket duty assignment card will cover your next 5 assignments. You have been assigned the following at the Everett location.

DATE	TIME	IAM&AW Strike Headquarters
09/04/08	6:00 a.m.	8729 Airport Rd., Everett WA
09/11/08	4:00 p.m.	Telephone: (425) 355-8821
09/18/08	8:00 p.m.	
09/29/08	12:00 noon	Please report to the Picket Captain for assignment one hour before your picket duty is to start. Instruction sheets will be available.
10/6/08	12:01 a.m.	

This card is your receipt for picket duty served. Please have it stamped by the Picket Captain

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Tom Wroblewski, District President & Directing Business Representative

Committee Makes Preparations for Potential Strike

As the saying goes, the best offense is a good defense -- Defense Committee that is, in the case of the Union. Whether or not the membership rejects the contract on September 3rd and votes to strike, the Union must be prepared for a strike. This takes months of planning -- and is the duty of the 751 Defense Committee. Long before the ballots are cast and the final offer extended, this Committee is busy, working behind the scenes.

The 2008 Defense Committee is chaired by Business Representative Heather Barstow. The Committee is comprised of Steve Parsley from Local 751-A, Jim Kakuschke from Local 751-C, Dan Meddaugh from Local 751-E, and Nate Gary representing Local 751-F.

Just a few of the activities this Committee has undertaken include:

- Selected and scheduled training for picket captains;
- Ordered picket signs;
- Identified gates for picket lines;
- Provided burn barrels and complied with various city fire codes.
- Arranged transportation to transport picketers from the Union halls to the line.
- Recruited volunteers for kitchen duty, phone duty, etc.
- Secured locations to distribute strike checks.

Yet the Defense Committee does more than just prepare for a strike. This Committee arranges the strike sanction vote and contract ratification votes. This again means recruiting volunteers to work the meetings and ballot locations, scheduling sign painting parties, and producing



Members of the Defense Committee, led by Business Rep Heather Barstow, must prepare to run a strike. The Committee is also charged with organizing the strike sanction meeting, contract vote and other events.

informational flyers for the membership.

Hopefully, the strike efforts will not be needed, but if the members vote to strike, our Defense Committee has en-

sured everything will run smoothly -- building on the theme that the best offense is a good defense - Defense Committee that is!

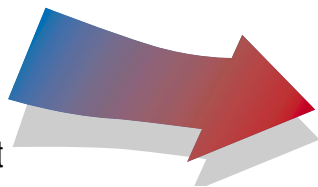
VOTING THE CONTRACT - SEPT. 3rd

1 Bring Your Eligibility Card

A tan colored eligibility card will be mailed to your home the week of August 18th. Watch for the card and bring it with you when you go to vote.



If you forget your card, go to the good standing window at the voting location to get a good standing card.

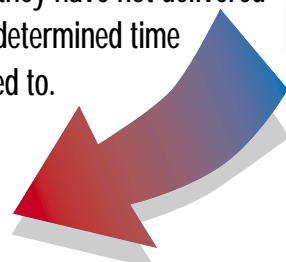


2 Get a Copy of ALL Proposed Contract Changes, as well as a Summary

Members can obtain a complete copy of **ALL PROPOSED CHANGES** in Boeing's last and final offer, as well as a summary of proposed changes at:

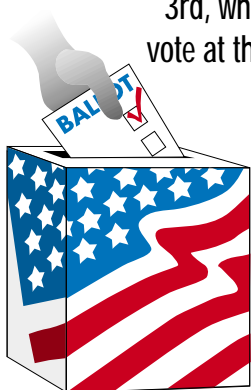
- ✓ Any of the Union offices OR
- ✓ The Union website at www.iam751.org

While we hope to have them available some time during Labor Day weekend, it depends on when Boeing delivers their last, best and final offer. In the last few contracts, they have not delivered at the predetermined time they agreed to.

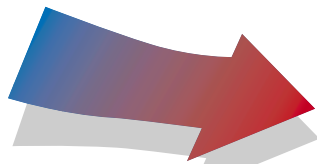


3 Where and When to Vote

All voting locations will be open from 5 a.m. to 6 p.m. on September 3rd, which allows members to vote outside their shift. Members may vote at the locations listed below:



- **Auburn Hall** - 201 "A" Street SW
- **Everett Union Hall** - 8729 Airport Rd.
- **Renton Union Hall** - 233 Burnett N.
- **Frederickson** - Tacoma Sportsmen's Club - 16409 Canyon Rd.
- **Seattle Union Hall** - 9135 15th Pl. S.



4 What Is on the Ballots

There are two separate ballots:

- One to accept or reject the contract.
- One to authorize a strike

IAM&AW BOEING CORPORATE CONTRACT
September 3, 2008

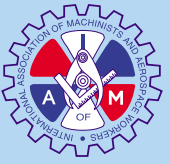
I VOTE TO STRIKE

Yes..... ☐

No..... ☐

Failure to obtain a two-thirds (2/3) YES in this section of the ballot will result in the acceptance and ratification of the Company's last and final offer.

IAM&AW BOEING CORPORATE CONTRACT
September 3, 2008

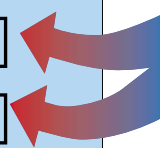


I ACCEPT the Contract ☐

I REJECT the Contract ☐

BALLOT 1:

Do you wish to accept or reject the contract proposal?
Vote for one.



BALLOT 2:

IMPORTANT: The IAM Constitution requires two-thirds YES vote on this ballot to strike. Without two-thirds, even if a majority of the members reject the contract - the contract will be accepted by default.

5 How Are the Ballots Counted?

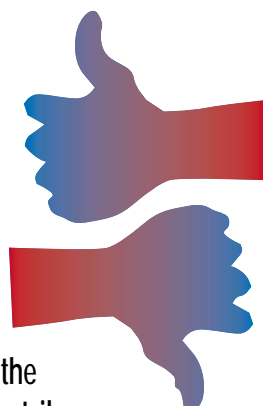
- Ballots from all locations are transported to the Seattle Union Hall after the polls close at 6 p.m.
- Volunteer 751 members count the ballots.
- Members are invited to watch the ballot counting at the Seattle Union Hall.
- Once the ballots are counted, the results will be posted on the Union web page (www.iam751.org) and the Union hotline (1-800-763-1310), as well as released to the media.



REMEMBER ON THE STRIKE BALLOT: Whether you vote to accept or reject the offer, a vote to strike gives negotiators an option to improve the offer should a majority of members reject the contract.

6 What Do the Results Mean?

- ✓ If a majority of voting members vote to **ACCEPT** the contract, negotiations end and the contract is signed.
- ✓ If a majority of voting members vote to **REJECT** the contract, but **LESS THAN TWO-THIRDS** vote to strike, the contract is automatically accepted by default. The Union cannot call a strike.
- ✓ If a majority of voting members vote to **REJECT** the contract, and **MORE THAN TWO-THIRDS** vote to strike, a strike can be called at 12:01 a.m. September 4th.





Highlighting Our Issues

Here is a compilation of articles and graphics that ran in previous issues of the *Aero Mechanic* – giving you a complete picture of top issues in our contract negotiations with Boeing.

Pay Issues

General Wage Increase

In the last round of bargaining in 2005, membership surveys showed members wanted to focus on health care and pension rather than General Wage Increases. As a result, we accepted a 3-year contract with only lump sum payments. During that same time period that we did not take any General Wage Increases, top executives at Boeing increased their own pay from 19 to 21 percent.

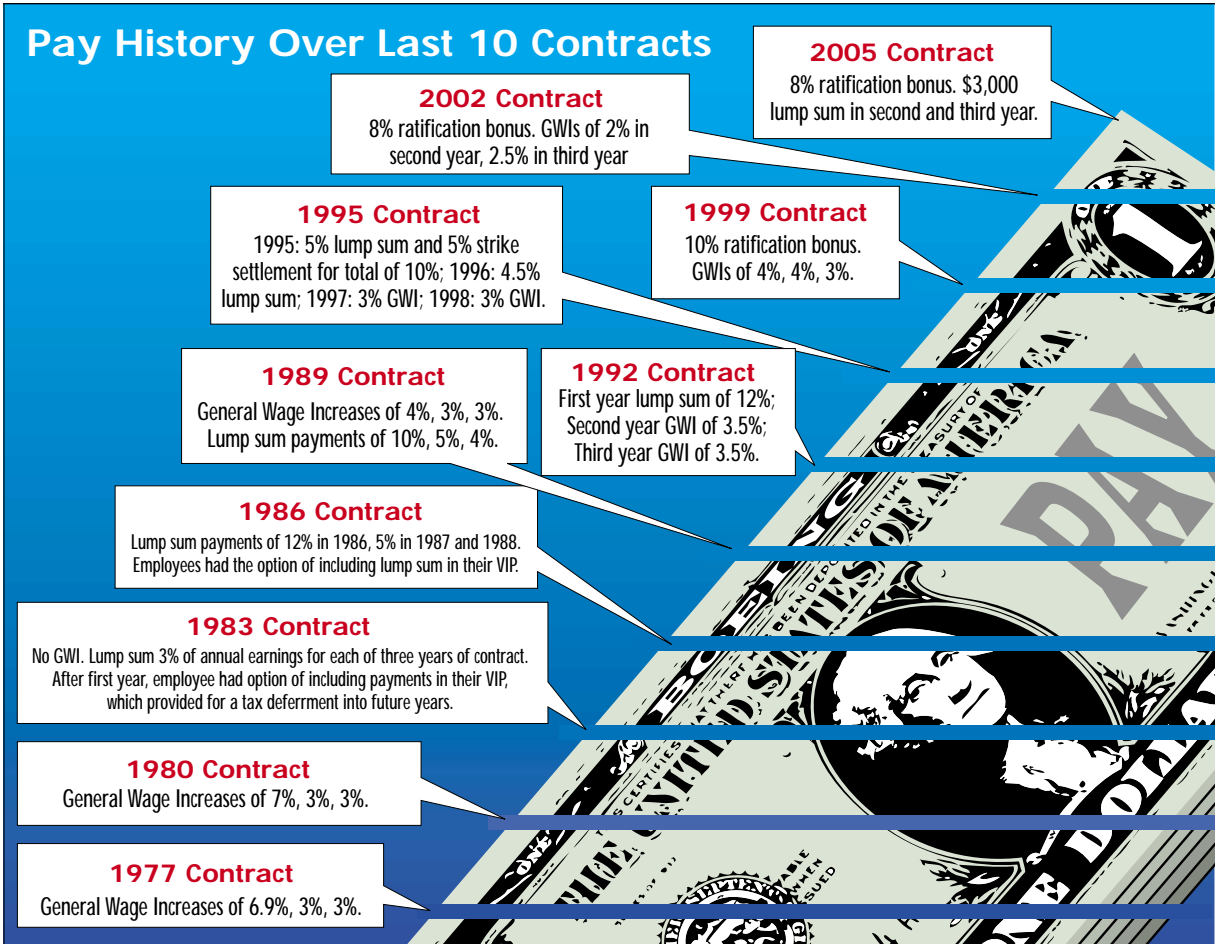
Despite being over half way through the negotiation process, Boeing remains adamant that those at the maximum rate should not receive a General Wage Increase. We say **NO WAY** to any offer that does not include General Wage Increases for **EVERY** member. We cannot allow them to divide the membership by offering different proposals to different groups.

With the soaring price of gas and other products, every member has mentioned General Wage Increases in the surveys with the expectation that **It's Our Time.. This Time** to receive an increase each year of the contract.

Improve Progression

Under the best circumstances, it takes six years to climb from Minimum Rate to Maximum Rate! And that's assuming you never get downgraded or laid-off and recalled. It only takes four years to get a Bachelor's Degree or complete an apprenticeship and obtain a journeyman's card.

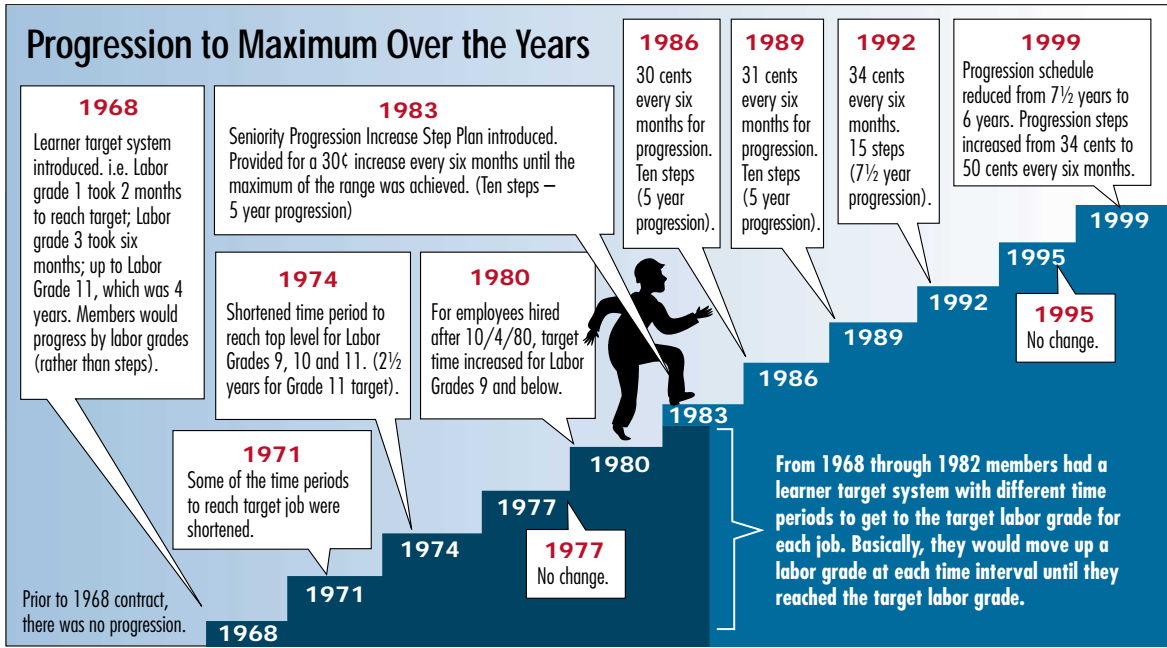
Boeing exploits loopholes in the Progression Schedule to hold down your pay. And the gap between minimum and maximum rates is so huge, it has created a virtual two-tier wage system within the Boeing workforce. Boeing should raise the Minimum Rates; shorten the Progression Schedule and increase the raises earned per step. Demand a fair wage system - **It's Our Time...This Time!**



Entry Level Wages

Entry level rates have not only fallen behind aerospace, but other industries as well. The minimums have not been increased since 1992. Prior to this contract, there were no members working at the entry level rates. The Union has tried to get Boeing to address this prior

to negotiations. While Boeing acknowledges it must be raised (come on it's been over 16 years), they want to use it as a bartering chip in negotiations. The fact is it is long overdue. **It's Our Time This Time** to raise entry level rates.



Entry Level Rates

The minimum rates were established in 1992 and have remained the same. You need only look at what has happened to the maximum rates to realize why the need to increase the minimums is so great.

Labor Grade	1992-2007 Minimum	1992 Maximum	2007 Maximum	Percent Increase
A	\$8.72	--	\$17.67	
1	9.72	\$14.70	25.21	71.50%
2	10.72	15.42	26.15	69.58%
3	11.72	16.15	27.13	67.99%
4	12.72	16.87	28.06	66.33%
5	13.72	17.57	28.99	65.00%
6	14.72	18.30	29.97	63.77%
7	15.72	19.02	30.91	62.51%
8	16.72	19.76	31.90	61.44%
9	17.72	20.49	32.87	60.24%
10	18.72	21.18	33.75	59.35%
11	19.72	21.91	34.76	58.65%

Boeing Employee Incentive Plan (EIP) MUST Include Our Members

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

With only one month to go in negotiations, Boeing continues to propose a new and different incentive pay program that is untested and separate from all the other payrolls at Boeing. The Union believes we should be included in the existing EIP, which consistently pays out between 8 and 15 days of work per year. Again, Boeing is not listening and does not believe you should be included in the incentive plan nearly every other payroll receives. This divide and conquer strategy will not work. **It's Our Time This**

Time!

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

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

mance, it is time the Machinists are a part of that reward system.

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

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

If the ShareValue system can be set

up to theoretically reward 100% of the Company employees, then EIP should be set up the same way. The EIP foundational premise of rewarding performance is great, but the way it is currently implemented is divisive since not everyone who helps meet the target goals is rewarded for their efforts.

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



Highlighting Our Issues

HEALTH CARE

Health insurance is one of the most important benefits your IAM contract has secured over the years. **It's Our Time This Time** to get back to basics and ensure Boeing will not shift **ANY** health care costs to their most valuable asset – **YOU**. The workers, who created Boeing's profits, deserve (and will insist upon) the **BEST** medical coverage!

Yet Boeing seems to think that offer-

ing or increasing coverage while passing additional costs onto you is an improvement. As the *Aero Mechanic* newspaper went to print the last week of July, Boeing remains adamant that **YOU** will pay for health care improvements – rather than using some of their billions in profits. We tell them **NO WAY!**

The Union also continues to dispute Boeing's switch of the no-monthly premium plan from Selections to the Traditional Medical Plan (TMP). Boeing should not have been able to make this

change during a contract and figures show it was simply another way to shift costs onto additional employees. It is an issue we will continue to fight and look to resolve in arbitration or in this round of bargaining.

Boeing also seems more interested in making comparisons to what other companies charge their employees for health care. They fail to recognize they are a unique company making billions and their only real competition is Airbus.

Last year, Boeing put all employees

through a rigorous procedure to verify their dependents to save them money on health care. This should not result in increased costs to you.

If Boeing truly cares about your health and the cost of the plans, they will improve your benefits (without additional costs to you) and be at the forefront of pushing for changes in the health care system instead of trying to pass costs on to their employees. **It's Our Time This Time** to **IMPROVE** the services provided and levels of coverage.

The Long & Winding Road to Health & Benefits



1968 Contract

- Hospitalization improved to \$46 a day and \$50 a day in last year of contract.
- Significantly increased company contribution on dependent coverage
- Introduced dental coverage
- Maximum lifetime benefit \$15,000

1965 Contract

1963 Contract

- Company agreed for first time to pay a portion of the medical, surgical and hospital coverage for dependents. First year Boeing paid less than 50% of premium (Boeing paid \$8.95 and employee paid \$12.79). In 1967 Boeing paid \$11.93 and employee paid \$9.81).
- Hospital allowance for tonsils and adenoids increased from \$45 to "in-full" on a one-day basis.

1952 Contract

- Medical coverage offered for employee only. Employee paid 57 cents per month; Company paid \$8.65.
- Medical and surgical benefits provided by: King County Medical Service Bureau.
- Maternity benefits: \$75.00.
- Ambulance fee: one-time payment of up to \$8.00.
- Hospitalization: maximum \$10.00 per day for sixty days.

1960 Contract

- Company paid entire cost to maximum of \$10.30 per month per employee.
- Hospitalization is increased to \$16.50 per day.

1971 Contract

- Eligible dependents age increased from under 19 to under age 23.
- Employee continued to pay a portion of monthly premium for spouse and dependent children.
- Hospitalization increased to \$62 per day.
- Increases in covered amounts for ambulance, normal maternity, caesarean births.
- Maximum lifetime benefit increased to \$20,000.

1974 Contract

- First prescription drug plan available (Company paid) with \$2 prescription deductible.
- Employee contribution for dependent coverage completely eliminated.
- Improvements in daily hospital room and board expense.
- Added as allowed expenses: clinical psychologists for treatment of mental disorders; treatment of alcoholism at an approved alcohol treatment facility; physicians charges for well baby care during the first 48 hours after birth.

1977 Contract

- Added retiree medical for employees who retired prior to being eligible for Medicare.
- Added vision benefit program to cover glasses or contacts (previously only covered eye exam).
- Added coverage for convalescent care facilities.
- Added coverage for chiropractic service.
- Added benefits for routine pap smear exam, and for vasectomies and tubal ligations.
- Maximum lifetime benefit increased to \$250,000.

1980 Contract

- Added \$400 hearing aid benefit.
- Added home health care payable at 80%.
- Added option to obtain voluntary second surgical opinion.
- Improvements in daily hospital room and board limits, alcoholic treatment center limits and other enhancements.
- Maximum lifetime benefit increased to \$500,000.

1983 Contract

- Improvements in chiropractic, treatment of alcoholism, treatment of nervous disorders, home health care.
- Vision program improved to provide a pair of lenses every two years, even though there is no change in prescription. Previously required a prescription change to get new lenses.
- Coverage for baby care immediately following birth was expanded to cover all newborns, rather than just well babies.
- Added coverage for hospice care.
- Injections in doctor's office now covered.
- Anesthesia for oral surgery will be covered as an outpatient expense.
- Introduced individual and family deductibles, \$100 and \$300 respectively.

1986 Contract

- Eligible dependents expanded to age 25 (previously to age 23)
- Maternity benefits: paid in full.
- Ambulance fee: \$25 co-payment.
- Hospitalization: paid in full.
- Improvements in hearing aid benefit, substance abuse treatment, nervous and mental conditions, office visits, vision benefits.
- Maximum lifetime benefit increased to \$1,000,000.

1989 Contract

- Addition of coverage for routine physical exams and for routine immunizations, and for well baby check-ups during the first three years of a child's life.
- Increases in substance abuse benefits and the addition of coverage for the treatment of eating disorders.
- Improvements in home health and hospice care benefits.
- Added coverage for organ donor expenses for organ procurement.
- Improvements in vision care schedule.

1992 Contract

- Improvements in vision frames benefit, hearing aid benefit, and organ donor procurement.
- Revised early retiree medical for those hired on or after 1/1/93, the Company will contribute 3 1/3% of the cost for each year of service with the Company.
- Introduced if a dependent spouse is employed elsewhere and waives medical coverage under their employer-sponsored plan, employee will contribute \$100 per month for that spouse to be covered by a Boeing medical plan.

1995 Contract

- Starting in 1996 offered incentives to switch from Traditional Medical Plan to Optional Health Plans. Incentives as follows: 1996 \$600; 1997 \$400, 1998 \$200, which provided up to \$1200 to any member who switched or stayed in an Optional Health plan.
- Added coverage for one routine physical exam every three years for employees and spouses under age 35, and one exam every calendar year when over age 35 (up to \$200 each)
- Added coverage for routine screening mammograms, pap smears and prostate exams as recommended by physician.
- Expanded coverage for up to 8 routine physical exams for well-baby care during child's first 24 months.
- Coverage added for a variety of immunizations
- A Joint Committee on Health Care Costs and Quality formed.
- Deductibles for Traditional Medical Plan increased to \$125 for individual; \$375 for family

1999 Contract

- Pregnancy and pregnancy related conditions for dependent children covered.
- Acupuncture services covered under certain conditions.
- Expanded prescription drug coverage to cover contraceptive drugs.
- Added Neuro Developmental Therapy benefits of up to \$1,000 per year for kids age 6 and below as part of the physical, occupational and speech therapy.
- Added coverage for infertility diagnosis and treatment, and treatment of organic erectile dysfunction.
- Skilled Nursing Care unlimited (previously 120-day limit).
- Hospice Care increased from 120 hours in a six month period to unlimited.
- Maximum lifetime benefit increased to \$1,500,000.

2002 Contract

- Continued to offer Selections as a 100% Company paid monthly premium plan.
- Increases in deductibles (\$200 individual, \$600 family) & co-pays in medical plans, prescription and vision.
- Ambulance Services and treatment of mental illness and substance abuse reduced from 100% to 95%.
- Decreased time it takes for new employees to be eligible for coverage.

2005 Contract

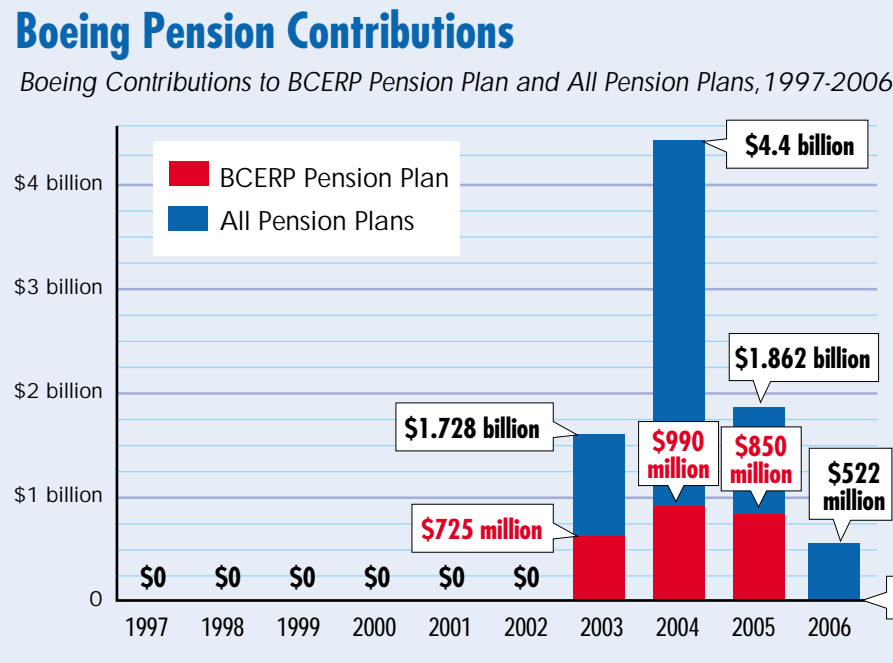
- No takeaways – due to the resolve of the membership we were able to maintain our medical benefits even though workers across the country were losing many of their benefits and paying more of the cost.
- New hires continue to be eligible to receive early retiree medical. Nearly every payroll at Boeing since our negotiations in 2005 has eliminated this benefit.



PENSION PLANS

The American Dream used to include a comfortable retirement after a lifetime of hard work. Now Boeing is proposing to eliminate the traditional pension plan and instead offer a 401(k) style plan for new hires. It is obviously a divide and conquer strategy to pit the more senior workers against the new hires or the next generation of workers. It didn't work for Boeing in 2005, and it won't work in 2008.

If Boeing truly wants just a 401(k) style plan, they can try it out on their executives. But if you look at Boeing's proxy statement, the executives at Boeing all have two defined-benefit pension plans – which is where the majority of the pension costs go (see chart below). If traditional pensions are



NOTE: BCERP is the plan which covers IAM, SPEEA and some salaried employees. One look at the chart above shows: **THE REAL COSTS ARE WITH THE EXECUTIVE PENSION PLANS, WHICH BOEING DOES NOT INTEND TO ELIMINATE.**

good enough for executives, they are good enough for our members.

If Boeing wants to eliminate pensions for new hires, you can only image what they have in store for current employees and existing retirees.

Pension remains a top concern and one that must be addressed this contract. With Boeing posting record profits (up 828 percent in the last five years and over \$13 billion in after tax profits), it's time to improve our pension benefits! Demand they reward our years of hard work and dedication. Young or old, active or retired – **It's Our Time, This Time!**

FACT: The Company did not contribute one cent into the plan from 1997 through 2002. Again in 2006, Boeing did not contribute one penny into the BCERP plan which covers IAM, SPEEA and some salaried employees.

FACT: If Boeing had made steady contributions all along, they would not have had to make huge payments in some years.

FACT: Pension benefits are part of the total compensation package, just like wages. When the Union negotiates a pension increase, it means there is less money for other areas of the contract.

FACT: In late October 2007, the Boeing Board announced it would repurchase up to \$7 billion of Boeing stock. A better choice would be to invest in better pension benefits for employees who have made this Company great!

FACT: The Boeing Board provided \$22 million in supplemental retirement benefits when CEO James McNerney was hired in 2005. If Boeing has \$22 million for supplemental retirement benefits for just one person, they can provide a substantial pension increase for Machinists Union members.

FACT: The Union has listened to members and proposed:

- Increasing the Boeing pension plan,
- Adding the IAM Pension Plan as a second plan
- Improving the existing 401(k)
- Eliminating early retirement penalties.

Tell your managers and in crew meetings - **It's Our Time This Time!**

Boeing Pension Plan
\$0.00 Monthly basic benefit

If employee was laid off for consecutive years of...

Full unreduced benefit available at age 65 for Employees who work after age 65 and have 30 years of work (previously work after 65 and have 30 years of work)

Alternate formula introduced. Retirement coverage for employees retiring after age 65.

3-year waiting period to accrue pension service reduced to one year.

The IAM National Pension Plan

The Union's proposal included adding the IAM National Pension Plan as a second/additional pension plan for IAM members. This would be a second pension plan that would guarantee members benefits upon retirement in addition to the Boeing Plan - like diversifying your portfolio, such a second plan only makes your retirement security stronger. Following are some facts to consider.

Numbers tell a Good Story

The National Pension Plan began in 1960 with a small number of employers and has grown to over 1,750 employers and \$9 billion in assets today. The National Pension Plan has over 113,000 active employees currently accruing benefits and pays over 71,000 retirees and beneficiaries monthly. The Plan is 113% funded under the Pension Protection Act of 2006 (PPA).

Multi-employer vs. Single Employer Plan

Both the National Pension Plan and the Boeing Company Plan are "Defined Benefit Plans" (DB Plans) meaning you know what your benefit will be at retirement and benefits are paid monthly for your lifetime. There are some key differences between a multi-employer plan, like the National Pension Plan and a single employer plan, like Boeing's, however. Following are some key differences:

Multi-Employer vs. Single Employer Plan

	Multi-Employer Plans (IAM Nat'l Pension Plan)	Single Employer Plan (Boeing)
Plan is jointly administered by Labor and Management	Yes	No
Employer can terminate plan	No	Usually
Positive investment returns can benefit participants	Yes	Usually lowers company's costs. Profits to stockholders
Employer can recover overfunding	No	Yes – in certain circumstances
Portability	Yes	No
Pension Benefit Guaranty Corporation (PBGC) annual premiums	\$9 per participant (cost included in company's hourly contribution rate)	Minimum of \$33 per participant (could be used for additional pension benefits if cost was eliminated for company)

*IAM National Pension Plan Annual Report

Recent Changes in Law "Pension Protection Act of 2006" - Something to Consider

The Pension Protection Act (PPA) was adopted in 2006 partly in response to a long history of single employer pension plan terminations, like United Airlines and many others. In these cases companies did not fund their plans adequately and ended up terminating their plans and turning them over to the Pension Benefit Guaranty Corporation which pays a portion of promised benefits in many cases. The new law imposes strict new funding and disclosure requirements for both single and multiple employer plans alike.

Under the PPA, for single employer plans, employers have less control. The volatility of their assets and liabilities increases as well as their funding requirements. Although new funding requirements under the PPA also apply to multi-employer plans, the way a multi-employer plan is designed requires consistent funding and the assets are pooled to benefit the participants only, making multi-employer plans more secure and less volatile. And unfortunately, although the new law is intended to protect DB Plans, for single employer plans the unintended backlash is more companies want to get rid of their DB Plans and offer a Defined Contribution Plan (DC Plan) like a 401(k) Plan as employees' only retirement option.

Defined Benefit (DB) vs. Defined Contribution (DC) Plan

A Defined Contribution Plan, like a 401(k) plan, is a great supplemental savings plan and should be a part of your retirement portfolio. But they don't make a great stand alone retirement plan for the following reasons:

- You probably aren't deferring enough – if you defer at all
- You can cash-out between jobs instead of rolling your money over
- You can take a withdrawal or loan
- The amount that will be there for you at retirement is unknown and subject to market swings making it difficult to plan
- You bear all the investment risks

With a DB Plan, you don't have any of these problems. The investment risk is shouldered by the plan and does not impact your benefit amount. Market fluctuations are factored in over the long haul. You know what your benefit will be and you cannot access it until retirement.

For employers, getting rid of their DB Plan and switching to a DC Plan switches the burden to the employee. Also, and rightfully so,

Pension Power: Average

1 year	5 years
+17.05%	+11.72%

*IAM National Pension Plan Annual Report

the employer can now focus on their business instead of running a pension plan.

Comparing the Benefits: Boeing vs. National Pension Plan

Although the Boeing Plan is fundamentally sound, the National Pension Plan offers many improvements, as follows:

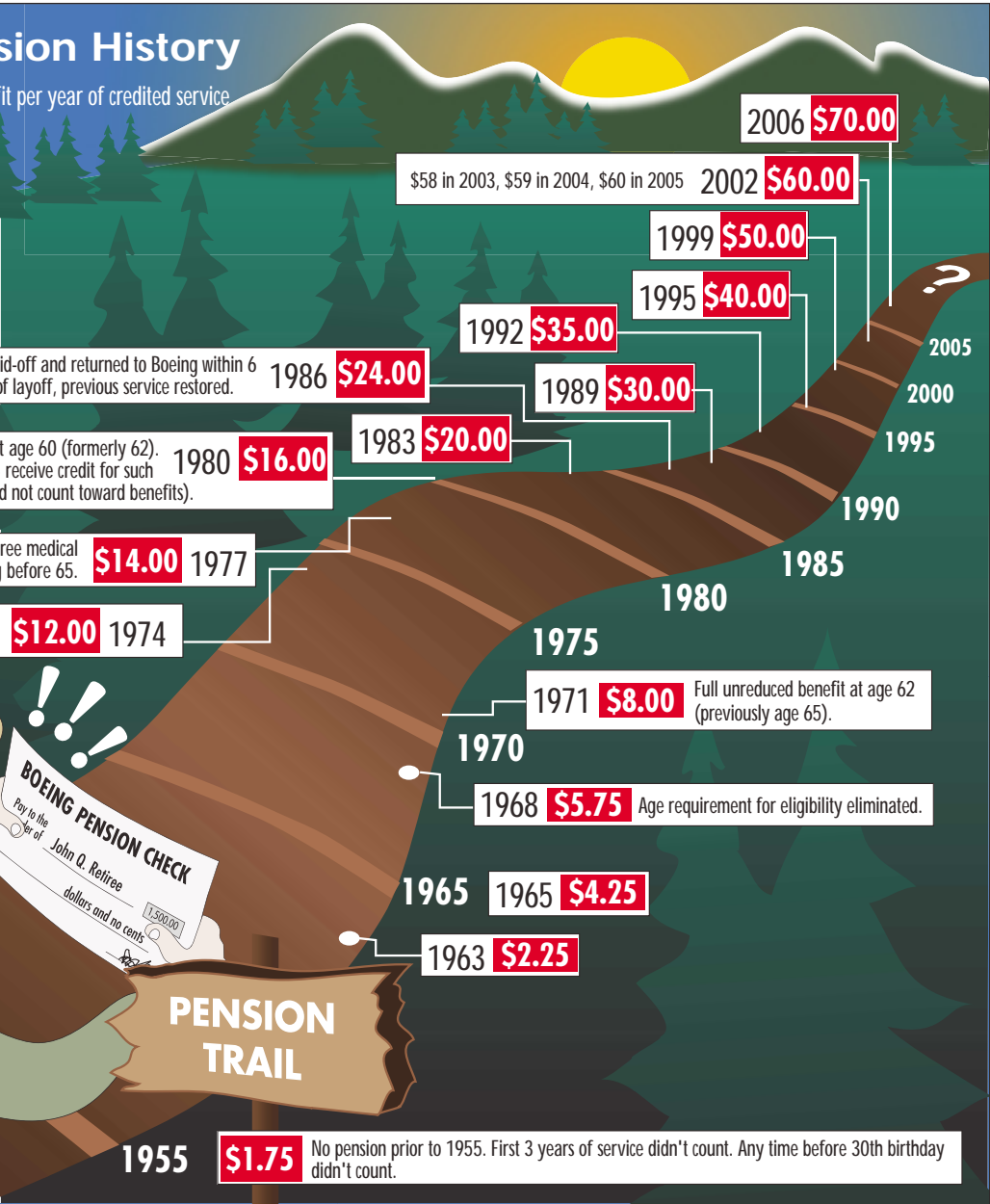
- Less Hours of Service required under the Boeing Plan
- Unreduced benefit at any age with 30 years of service
- Lower age reduction for early vested benefits (Boeing requires 55 and 10 years, National Pension Plan requires 50 and 10 years)
- No age requirement for disability pension (Boeing requires 55 and 10 years, National Pension Plan requires 50 and 10 years)
- Disability under Social Security definition (Boeing requires 55 and 10 years, National Pension Plan requires 50 and 10 years)
- Lifetime benefit with 60 certain guaranteed years of service (Boeing requires 55 and 10 years, National Pension Plan requires 50 and 10 years)
- Preretirement Death benefits for single participants (Boeing requires 55 and 10 years, National Pension Plan requires 50 and 10 years)

Pension Power: By the Numbers

Nearly \$9 billion	Market Value
1,750	Contributors
113,000	Active Participants
71,000+	Retirees
Sixth	Largest Pension Plan
\$342 million	Paid out in benefits
47	Years of service

*IAM National Pension Plan Annual Report

ting Our Issues



Age Return on Investments through 2006

	10 years	15 years	25 years
	+11.70%	+12.28%	+13.25%

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National Pension Plan

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ut benefits in 2006

f growth, integrity, security, success

to married participants)

- Lump Sum Preretirement Death benefits

The Basic Benefit offered in the Boeing Plan is \$70 per month per year

of service. For an employee with 30 years of Credited Service, this provides a normal pension benefit of \$2,100.00 per month. According to the 5500 Forms filed with the IRS by the Company for the 2005 and 2006 Plan years, the Company contributed \$9.19 per hour, per employee for the 2005 Plan year and nothing for the 2006 Plan year. (The Company contributed \$4.95 per hour, per employee for the 2003 Plan year; the Form for 2004 was not available at this writing.) If you average the Company's cost over the three known years, the Company paid an average of \$4.71 per hour, per employee. A contribution rate of \$4.70 per hour provides a benefit value of \$169.19 per month, per year of Credited Service in the National Pension Plan. Or, conversely, the Company's cost to continue the current multiplier would be \$1.60 per hour (provides \$70.09 per month per year of Service). However, please note that groups of over 10,000 employees must be actuarially studied to determine if the standard benefit levels apply.

Best of Both Worlds

For an employer, a multi-employer plan, like the National Pension Plan, offers the ease of contributing to a 401(k) without the administrative burden. For employees, a multiemployer plan like the National Pension Plan offers increased security. As the anticipated effects of the PPA come into focus this year, well-funded multi-employer plans like the National Pension Plan are more than ever the best option for providing reliable pension benefits.

* **The National Pension Plan will recognize time under the Boeing Pension Plan to qualify you for these benefits; however, the amount of your benefit would be based on time in the National Pension Plan.**

Existing Retirees Need an Increase

Could you live on your current income if it were frozen until the year 2035? Our retired members are asked to do just that. District 751 has hundreds of members who retired in the 1980's and have had virtually no change in their pension.

Since 1989, Boeing has refused to offer any increases to current retirees (even though Boeing has a \$5 billion surplus in its pension fund). Meanwhile, IBM has chosen to make an increase for their existing retirees for the third time in the same time frame (and the second time since 2000). COLA for retirees is a priority issue in

this round of negotiations - for both active and currently retired members.

While the Union is pushing Boeing to use excess money in the pension fund to help existing retirees, unfortunately because of federal law, Boeing can simply decline to discuss the matter and dismiss it from the bargaining table.

Increases for Those Already Retired

Contract yr.	Explanation of increase												
1965	An additional \$1.45 per year of credited service												
1971	\$1 per year of service increase												
1977	An additional \$2 per month for each year of credited service												
1980	Those retired prior to 1/1/78 receive greater of \$1 per year of credited service or 1% of their retirement income times the number of years since their retirement date												
1989	The greater of \$1 per year of credited service or a percentage calculated at right:												
	<table><tr><th>Retired</th><th>% Increase</th></tr><tr><td>Pre-1983</td><td>15%</td></tr><tr><td>1983</td><td>12%</td></tr><tr><td>1984</td><td>9%</td></tr><tr><td>1985</td><td>6%</td></tr><tr><td>1986</td><td>3%</td></tr></table>	Retired	% Increase	Pre-1983	15%	1983	12%	1984	9%	1985	6%	1986	3%
Retired	% Increase												
Pre-1983	15%												
1983	12%												
1984	9%												
1985	6%												
1986	3%												

JOB SECURITY

Job Security: A Constant Battle

What does Job Security actually mean? Job Security does not mean the employer can never eliminate a job. Everyone understands aerospace is a cyclical business. But everyone also knows layoffs at Boeing often have nothing to do with orders. One need only look at the make/buy chart on the various airplane models to see how Boeing is eliminating jobs with each new plane.

Recent issues with the 787 verify what the Union has been warning the Company about for years: increased outsourcing will cause Boeing to lose control of their product and fall hostage to their supplier.

In this round of negotiations, we have an opportunity to make gains in job security, if we remain united and focused.

Job Security comes in many forms. **Seniority provisions** in the contract are just one form of job security. The more seniority you have, the better your chances of staying employed during a layoff. This is true; however, there are many areas in the seniority provisions of the contract we should improve on. The challenge is finding a way to make it fair and equitable for the more senior members who may get bumped into other jobs and ensure that their skill level fits.

Boeing has close to 450 different job titles. Yet Airbus and other very large corporations operate with only a few dozen jobs. If you have less job numbers, senior-

Continued on page 11

LOU 37 Threatens Many Jobs

In 2002, Boeing forced Letter of Understanding #37 - Materials Delivery and Inventory Process upon the membership, which the Union adamantly opposed because it threatened many of our jobs. In 2005, the Union again pushed to eliminate this language (a position the Company strongly opposes). While we did not get it eliminated, we did get some improvements, which included:

- Clarified that vendors will not install parts or components on the airplane.
- Added language that our forklift drivers will deliver parts within the factory.

- Company will conduct quarterly reviews to update the Union on activities and discuss ways to improve the process.

As Boeing has moved forward with

their Material Delivery system, more and more members are beginning to understand the far-reaching impacts of this language and the indirect effect it can have on other jobs. While LOU #37 states you won't be laid-off as a direct result of subcontracting (direct is the key word), Boeing can subcontract your job causing you to be downgraded. Your downgrade could cause someone in the other job to get laid-off. While it was not a direct result of the subcontract, the end result is someone got laid-off. Let's get rid of the word games in our contract.

Only membership solidarity can force Boeing to change this language and ensure our members continue to provide material delivery and inventory process for all Boeing airplane models.

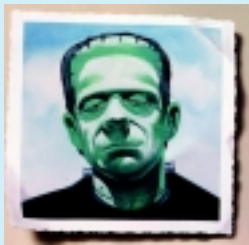
Subcontracting: The Results Can Be a Nightmare!

Frankenstein was a perfect example of the danger of getting parts from various sources. While the parts seem good, collectively things can go wrong.

Boeing continues to try and outsource more and more of our work building airplanes – yet at 30,000 feet in the air, precision parts are critical.

Boeing:

- Keep control of your product!
- Make the commitment to fabricate your parts.
- Don't fall hostage to your vendors.
- Have the work done in-house by skilled, experienced workers who build the best, highest quality airplanes in the world - the IAM members at Boeing!



Frankenstein is an example of what can happen when you get parts from other sources.



Highlighting Our Issues

Retiree Medical

For any member who wants to retire before age 65, early retiree medical is critical. Without this essential coverage, members would pay the high cost of medical premiums at a time when they may need it the most and are living on a fixed income. This benefit will be even more important for our younger members who may have the Medicare eligibility age pushed up to 67 in the coming years.

Boeing has made no secret of their desire to eliminate this benefit for new hires and to reduce the benefits for others. Boeing pushed for this in 2002 and 2005. Only through membership solidarity and a 28-day strike were we able to preserve this benefit for new hires.

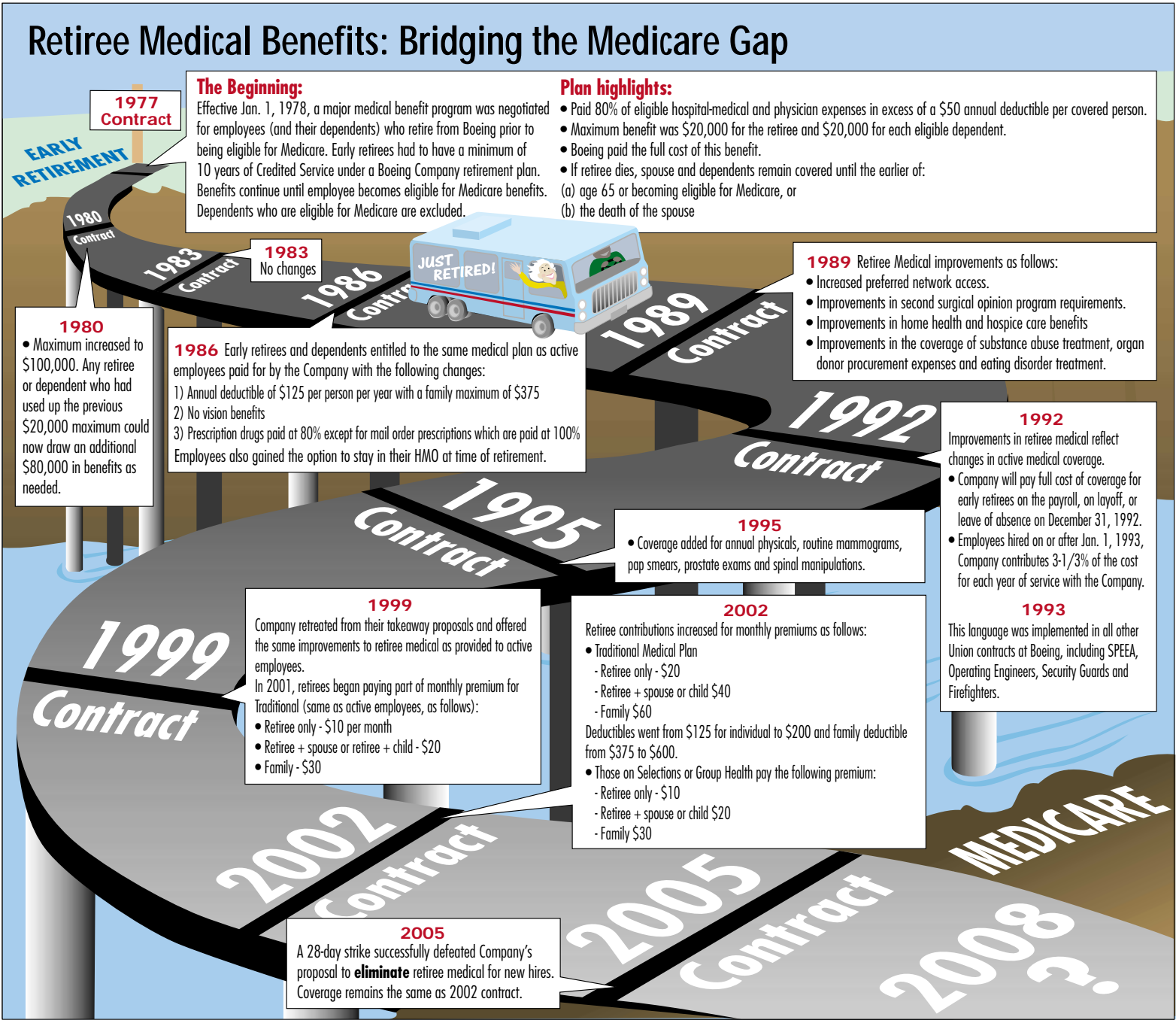
Keep in mind during the 1992 negotiations, Boeing forced a new formula into the contract for calculating the retiree medical benefits. Employees hired after 1/1/93 earn the retiree medical benefit at 3 1/3 percent per year of service. At that time, this change was imposed on all payrolls and all Unions at Boeing. Since that time, Boeing has eroded or eliminated

this benefit altogether for many Boeing employees. The IAM is one of the ONLY units to maintain this benefit and insist that our members have the option of early retiree medical.

Boeing is very profitable. We cannot allow Boeing to shift additional burden and costs onto our retired members living on a fixed income – the ones who are least able to handle the skyrocketing costs. Nor

can we allow Boeing to eliminate this benefit for future retirees.

Tell Boeing we must maintain retiree medical for current and future retirees – we’ve earned it! **It’s Our Time This Time!**

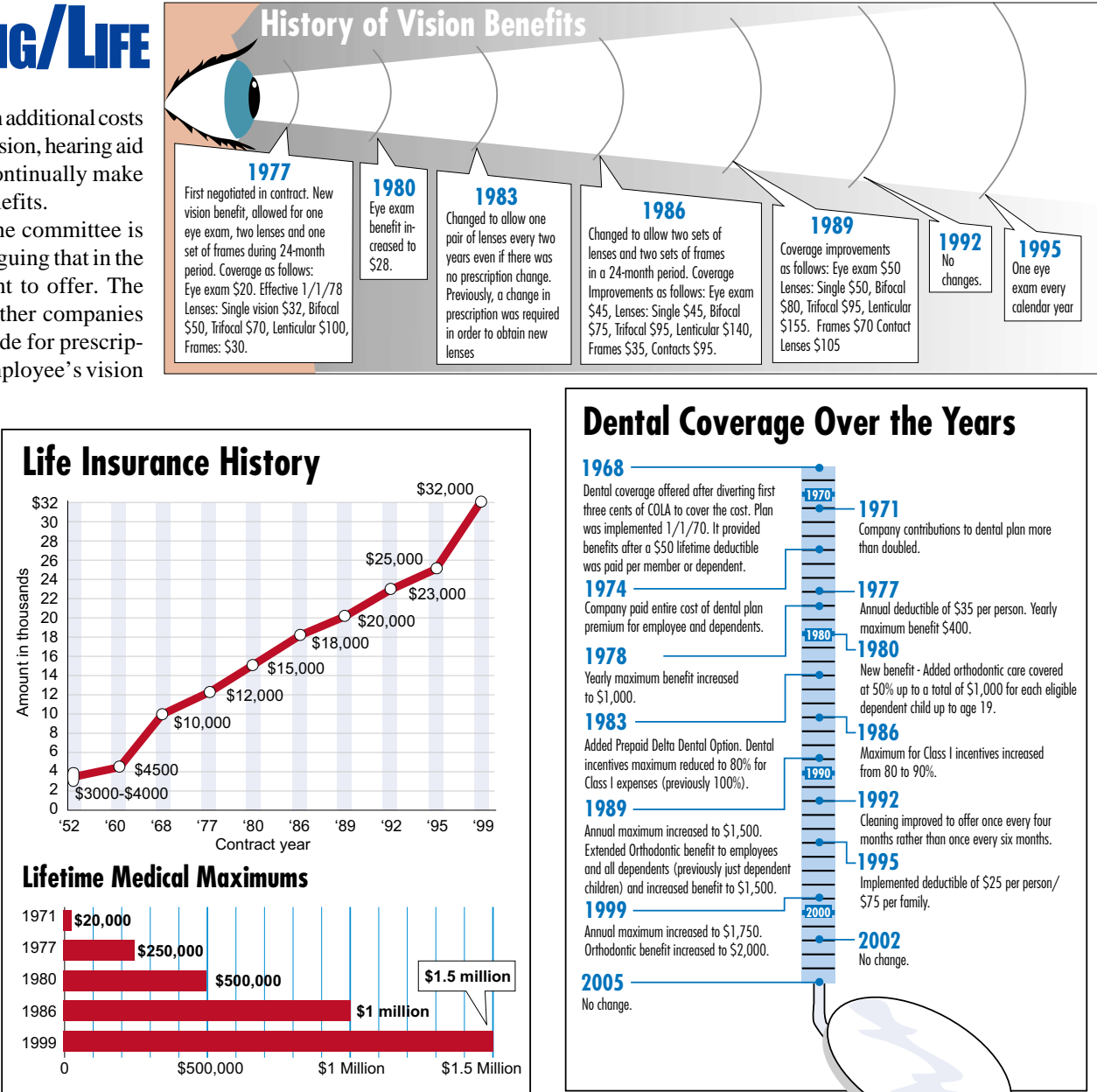
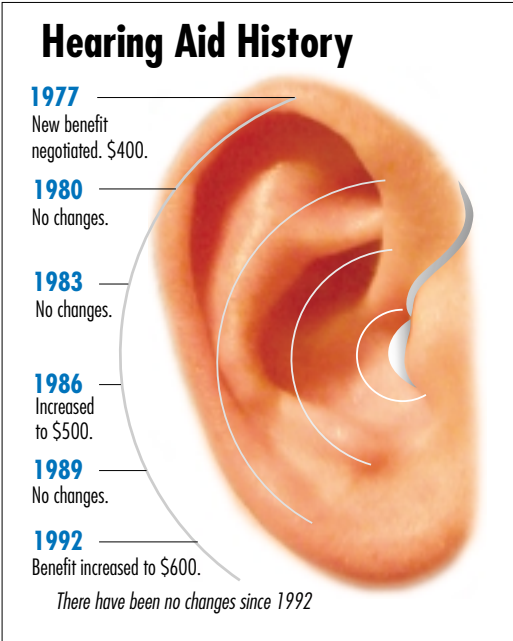


DENTAL/VISION/HEARING/LIFE

While Union negotiators have held the line on passing on additional costs for health care plans in recent years, the improvements in vision, hearing aid and dental care are overdue. In every survey, members continually make comments about the lack of improvements in these benefits.

Beyond just increasing the current benefit levels, the committee is also pushing for Lasik treatment for vision coverage – arguing that in the long run, it would be the most cost effective treatment to offer. The Committee has also researched and documented that other companies (even some of Boeing’s subcontractors) currently provide for prescription safety glasses without having it count against the employee’s vision benefits.

Each year these benefit levels have become more outdated as prices and inflation have skyrocketed. **It’s Our Time This Time** to get some overdue improvements to these important benefits.





Highlighting Our Issues

PAID LEAVE BENEFITS

Members have told us loud and clear they want more time with their families. Five days of sick leave is just not enough to care for sick children or to deal with a

major illness. Members end up using vacation time to cover absences due to illness – it's enough to make you sick! Members have identified additional

vacation and sick leave as a priority. Hourly workers deserve the same time off with their families (sick leave and vacation) that other Boeing payrolls get.

Who wants to use precious vacation time when they are sick.

Demand more paid leave – **It's Our Time This Time!**

Bereavement History

1971
Introduced bereavement leave. Employees allowed three days off for death of spouse, mother, father, mother-in-law, father-in-law, children, brother, sister, son-in-law, daughter-in-law, grandparents and grandchildren.

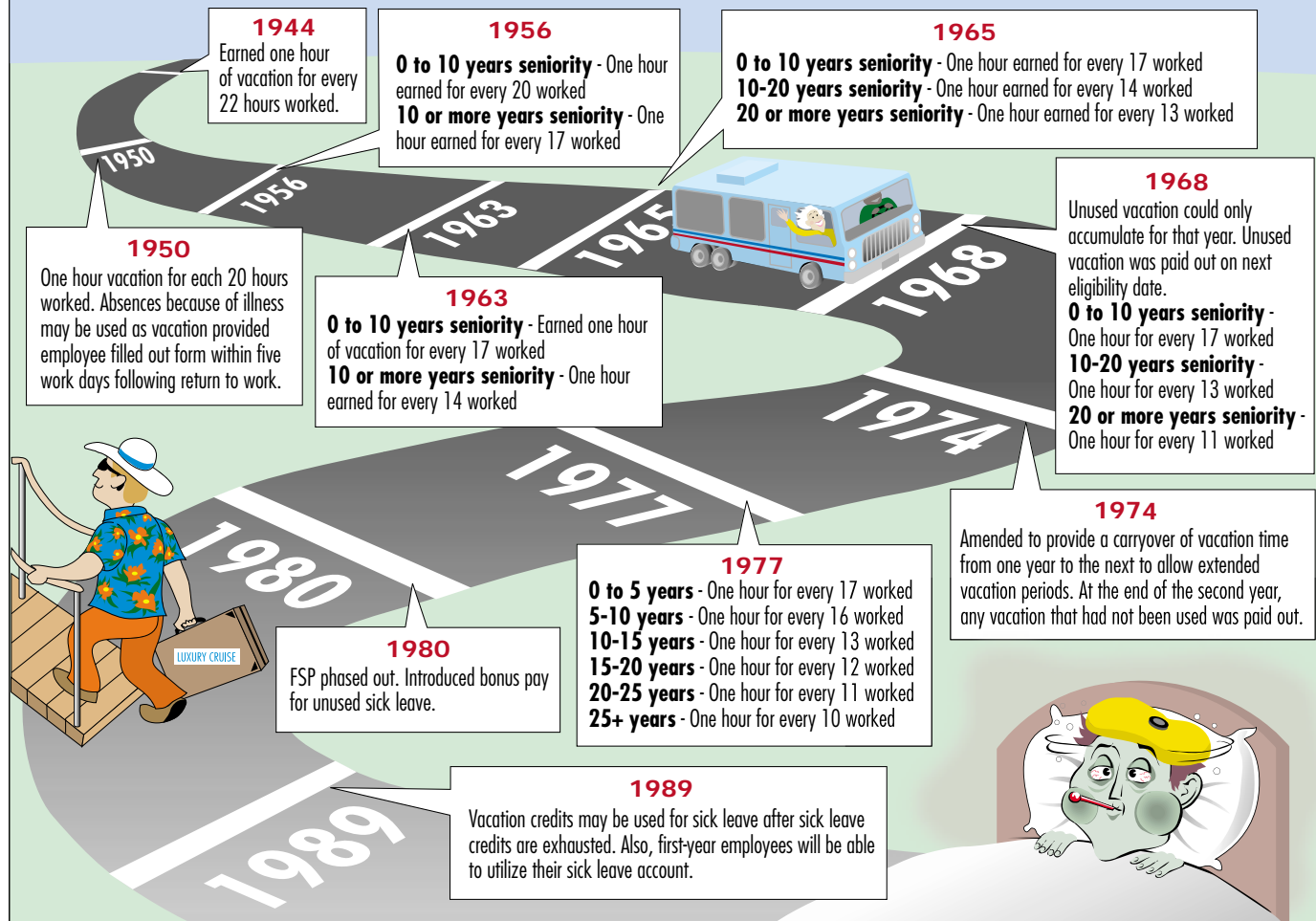
1974
Expanded family definition to include step mother, step father, step children, step brother, step sister, half brother and half sister.

1980
Expanded family definition to include spouse's grandparents. Eliminated requirement for employee to attend a funeral or service.

1986
Employees given option of selecting three consecutive days off within 14 days of death of a family member. Exceptions to 14-day provision will be made when death notification is received late.

1992
Eligibility increased from 14 days to 21 days from date of death of immediate family member. Expanded family definition to include great grandparents.

Vacation/Sick Leave Benefits: Progress Through the Years



Paid Holiday History

1950 Paid holidays were first negotiated in 1950. Prior to that, a holiday was a day off without pay. There were eight paid holidays in 1950: New Year's Day, Washington's Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the Friday following Thanksgiving and Christmas.

1960 The last working day before Christmas was permanently substituted for Washington's Birthday.

1968 Added one more paid holiday – the regular working day following Christmas was added.

1989 All holidays and weekends consecutive to a holiday will be worked solely on a voluntary basis.

1958 There were still eight paid holidays; however, a provision was included to the effect that in lieu of Washington's Birthday, the last working day before Christmas might be substituted.

1965 Number of holidays expanded to nine with the addition of Good Friday for all locations except Michoud Plant and Mississippi Test Facilities, which had Mardi Gras Day.

1971 Good Friday moved to the extra day off at Christmas. This contract marked the first time the holidays stretched from Christmas Eve through New Year's Day, which has continued ever since.

1995 Eliminated requirement that employee must work either the day before or day after the holiday to qualify for holiday pay. Employee is eligible for holiday pay if on active payroll or if absent for medical reasons not longer than 90 days prior to holiday.

Pushing for Job Security

Continued from page 9

ity increases, and the workforce as a whole becomes even more highly skilled and valuable to the Company. Other ways to attain job security include:

- **Guaranteed Minimum Employment Levels**
- **Retraining and Reassignment.**
- **Raise the Cost of Layoffs.**

Union contracts also promote Job Security by keeping work inside the Company, by bringing work back into the Company, and by creating new business. Examples include: Limits on Subcontracting and Offloading or implementing a High Performance Work Organization.

Job security is attainable so long as it is a priority of the majority of the membership. Every contract we attempt to make strides with job security by strengthening existing language, restricting or eliminating language such as LOU #37 and expanding language into new areas to protect our members. However, so long as the leadership of the Company wants to maintain leadership control, no matter how good or bad that leadership is, it will always be a tough battle. Solidarity wins, if everyone is on board.

Voting on the Final Offer - September 3rd

Continued from page 1

the offer by Labor Day weekend (unfortunately, in the past few negotiations, they have not held to that commitment). As soon as the Union has the last, best and final, we will print a summary, as well as a complete copy of ALL proposed language changes. At the very latest, both will be available the morning of September 2nd. We want members to have as much time as possible to review the proposal.

What is on the ballot?

There are two separate ballots.

- 1) Accept or reject the contract.
- 2) Yes or No to strike. Must get a 2/3 yes vote on this ballot to go on strike. Anything less than 2/3 Yes on this ballot and the contract will be accepted regardless of the vote on the offer itself.

What do the results mean?

- ✓ If a majority of voting members vote to **ACCEPT** the contract, negotiations end and the contract is signed.
- ✓ If a majority of voting members vote to **REJECT** the contract, but **LESS THAN TWO-THIRDS**

vote to strike, the contract is automatically accepted by default. The Union cannot call a strike.

✓ If a majority of voting members vote to **REJECT** the contract, and **MORE THAN TWO-THIRDS** vote to strike, a strike can be called at 12:01 a.m. September 2nd.

Who is eligible to vote?

Members who have dues paid through July. Recalls or new hires can pay their fee on or before September 3 and still be eligible to vote.

How are the ballots counted?

Ballots from all locations are transported to the Seattle Union hall after the polls close at 6 p.m. Volunteer 751 members count the ballots. Members are invited to watch the ballot counting and subsequent press conference announcing the results. Simply come to the Seattle Union Hall (9135 15th Pl. S.) after 6 p.m. on September 3rd.

How will we learn the outcome? Once the ballots are counted, the results will be posted on the Union web site (www.iam751.org) and on the Union hotline. In addition, the Union will hold a press conference to announce the results to the media.

Over \$13,400 Roars in for Guide Dogs at Puppy Putt

The Sixth Annual Puppy Putt roared to success on Saturday, June 21st as riders and sponsors brought in nearly \$13,400 for Guide Dogs of America.

Jim Kakuschke was again the top fundraiser, bringing in \$4,639 for this worthwhile charity. In addition, Jim was able to recruit \$1,500 in raffle prizes.

This year's ride began in Marysville at Sound Harley Davidson. The ride included a stop at the Pickled Onion Restaurant (which was a sponsor) before ending at RMC Motorcycles in Renton. At RMC, participants were treated to a performance by the Northwest Wing drill team, slow race, live music from a local band and lots of raffle prizes. Participants also took part in a bike show before awards were presented.

Special thanks to the Puppy Putt Organizing Committee members who put in many hours to ensure the event was a success: Dave Brueher, Don Shove, Terri Myette, Jim Kakuschke, and Tom Plummer, as well as the volunteers on the day of the event.



Participants lined up their bikes at RMC Motorcycles in Renton.



Dave Brueher (r) presents Paul Chauvin with trophies for Best of Show and Best Metric.



Puppy Putt Organizer Dave Brueher (l) presents Robert Falkowski with the Best Custom trophy.



Jerry Penor (r) accepts the Best Touring trophy from Puppy Putt Organizer Dave Brueher.

Thanks to our Sponsors

- Subway of Arlington
- Trophies & Awards Unlimited, Everett, WA
- Big fatty's
- Seattle Cossacks
- Sound Tax Services
- Vallantine Motor Works



Seattle Hall Celebrates 20 Year Anniversary



In July, the Seattle Union Hall turned 20 years old. At each Local Lodge meeting in July, members celebrated with a cake and banner thanking the maintenance staff (Shawn Diteman, Corey Hubert and Mike Diteman) for their hard work. Only through the diligence and hard work of our maintenance staff has the hall continued to look as new as it did in 1988 when we moved in. When you see them, take a moment to thank them for caring for the hall as though it were their home.

The vision that went into building the hall is evident daily, as it has been able to accommodate increasing needs of 751, the labor community and local politicians throughout the last 20 years. It remains a tribute to the membership.

The Seattle Union Hall - at 20 years old - still looks brand new thanks to efforts of our maintenance staff.

Below: The Seattle Hall under construction in 1988.



Apply Now to Be an ECF Trustee

Members of the Employees Community Fund (ECF) can apply Aug. 6-Sept. 2 to be a trustee candidate for the upcoming ECF election. Candidates vie for four trustee positions on the board, two hourly and two salaried. The board of trustees allocates pooled fund contributions to the community. Those with strong communication, computer, finan-

cial and teamwork skills should complete an online application no later than Sept. 2. Direct questions to Colette Ogle, grants administrator, 206-544-9246. Visit community.web.boeing.com/nwregion/ei_ecf.cfm on the Boeing intranet to access the online application form. Management approval is required to be a trustee.



Everett 3rd shift employees react to an ECF parade in the factory to bring awareness to the ECF campaign.

Employees Give Generously to ECF

Boeing employees in the Puget Sound region gave generously to their community during the Employees Community Fund annual May campaign. More than 1,300 new or returning donors decided to help the community through payroll deductions. Their gifts totaled more than \$850,000 in new dollars to the pooled fund to support the many local health and human service agencies and the United Way. That amount, when added to the generous gifts of current donors, makes a tremendous difference for people in local communities.

“The board of trustees thanks past, present and new donors to the fund. Your generosity shows a huge commitment to the community here in the Puget Sound area,” said Grace Holland, president of the board of trustees and an expeditor in Everett. “The dollars you give make such a positive impact for those who need help. Thank you.”

Employees also viewed a video featuring three Boeing employees who explained why they give to ECF. To view the video, visit the Boeing intranet at community.web.boeing.com/nwregion/ei_ecf.cfm and select, “View a video!” Just because the May campaign period is over, doesn’t mean it’s too late to begin giving or to increase your gift. Simply visit TotalAccess and select My Community Giving.

RETIREMENT NEWS

Annual Retired Club Picnic

On July 14th, retirees and their families turned out for the annual Retired Club picnic at Woodland Park in Seattle. The weather was picture perfect in the mid-70's making it enjoyable for all. The picnic area provided shade for those who wanted it. The 751 Business Reps, District Officers and staff provided chicken and sodas for the crowd while retirees shared their favorite side dish or dessert.

Many retirees shared their concerns over getting increases for existing retirees in the upcoming negotiations because the rising gas prices and prescription drug prices have substantially reduced their standard of living.

The picnic allowed retirees to catch up with old friends, make new friends and enjoy music provided by the Old Time Fiddlers.



58-year member Onorato Chiodo recalled hiring into Boeing at \$1.15 an hour as a riveter at Plant II. He noted the need for an increase for existing retirees.



Retirees brought their favorite side dish or dessert to share at the picnic.



Business Rep Paul Knebel chats with retirees.



The buffet offered a delicious spread of salads and side dishes, as well as a table full of scrumptious desserts.



Jean Barnes (l) and Wanda Bjorn-Robinson pose for a photo.



L to R: Bob Young, Laura Kulgis and Dustin Nguyen were all smiles.



Al Morzenti talks with District President Tom Wroblewski.



The Old Time Fiddlers provided musical entertainment at the picnic.

Satterlee Retires After 26+ Years of Service

Alison Satterlee, who diligently served the membership for more than 26 years, retired from District 751 in July - leaving a void that will be tough to fill. From the moment she hired in, her compassion for others was evident. She treated every Union member as though they were a member of her family - giving them special attention and making sure they were taken care of.

Over the years, Alison worked in various positions - Health and Benefits office, Renton office, and as Executive Secretary to the District President for the past 15 years. In that capacity, she worked for three District Presidents, but the members were her top priority.

Alison always put the needs of others before her own. Person after person at her retirement party noted she was like a mother to them - nurturing, caring, concerned. She always had time to listen and would never say no to helping anyone. Many retirees have relied on Alison over the years to help with issues that have arisen - even though they were not in her area of responsibility. When other 751 employees retired, Alison was the person making

sure they had a party planned and were respectfully honored.

Yet she shied away from attention at every turn - more intent on helping others than receiving credit. That is her nature.

At her retirement party, District 751 presented Alison with a plaque that

summed up this amazing lady:

"There is, and will forever be, only one Alison Satterlee. As a valued and respected employee of District 751, you have inspired everyone you've come into contact with over the years. Your kindness and willingness to lend a hand to anyone who needed it, no matter what it was, is testament to your unbelievable character.

No words can truly describe our heartfelt appreciation of your selfless dedication to the leadership and members of this Union. You have always gone the extra mile and approached every assignment with a helpful attitude that has benefited this Lodge and its members. Know that your dedication has helped countless members and their families enjoy a better life."

Thanks again Alison for all the personal sacrifices and for always going above and beyond to help others. You made the Union more than just a job, but a way of life. It was appreciated more than you know - enjoy your well-deserved retirement!



At her retirement party, Alison Satterlee (center) was joined with family members to honor her commitment to helping others.

Union Retirees:

Congratulations to the following members who retired from the Union:

- Calvin Allen
- Donald Barker
- Kelly Gleason
- Paulla Gordon
- Daniel Harrington
- Victoria Hicks
- Ronald Johnson
- Donald Leinum
- Jack Loudon
- Roger Mccammon
- Terry Mills
- Virginia Nix
- Wayne Peters
- Craig Sand
- Garcia Wade
- Kenneth Walls
- Cheryl Whelpley
- Fred Yust

RETIRED CLUB OFFICERS

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

FREE

WANT ADS

FOR MEMBERS ONLY

AUTO PARTS & ACCESSORIES

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

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

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

CUB INTERNATIONAL TRACTOR MANUAL of general contents – engine, fuel system, steering, etc. 9 sections, electrical last. \$25. 253-852-6809

SET OF (4) JACK STANDS, 3-ton ea., \$45 for all. Set of (4) vehicle dolly's, 1,000 lbs. ea., \$65 for all. In new cond. 360-387-5572

BOATS

16' CAPRI BAYLINER, 85 hp motor. Serviced regularly, stored covered, used only in lakes. Bimini top/portable ski pylon, extras also. Ski/fish. \$3,500. 253-740-4735 or email jsaldino@hotmail.com

TIRED OF TOWING YOUR TOYS? Park your RV or boat in our fenced lot in Moses Lake. 24-hr security, close to camping, sand dunes, hunting, fishing. \$30/mo. 360-652-7430

COTTAGE INDUSTRIES

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

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

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

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

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

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

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

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

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

AD RULES

Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad. Ads are free only to members - active, laid-off, or retired. For best response, include phone number instead of addresses. 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 Aug. 22nd

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

NEED SMALL HOME REPAIR WORK? Licensed & bonded. 206-715-6615 Jeff

COPYRIGHT PROTECT YOUR BOOKS, poems, songs, manuals, thesis, photo's, website, sound recordings, artwork or other documents. Fixed rate copyright services – www.geomantha.com. 253-828-0510

SERVICE WITH INTEGRITY – The Law Office of Cynthia C. McDonald, Attorney and Counselor at Law. 901 South "I" Street, Ste 101, Tacoma WA 98402. 253-584-2384

ELECTRONICS & ENTERTAINMENT

HP PHOTOSMART 6221 PREMIUM DIGITAL CAMERA DOCK, is brand new and never used. All items including box are in new cond. The 6221 works with HP Photosmart R725, R727 and \$927 cameras. The box also includes a rechargeable lithium-ion battery, a battery for the remote, & AV and USB cables. Battery operated (included) or AC power (not included). \$55. 425-432-6134

(4) CANON FX-1 TONER CARTRIDGES, #H116221-220. Each is in unopened in original carton and packaging but they do have expiration dates of 8/2001. For use in the following machines: L700, 760, 770, 775, 780, 785, 790, 3300, Pitney Bowes models 9500, 9520, and 9. \$35 ea. 425-432-6134

BROTHER MFC8300 3-IN-1 LASER MULTIFUNCTION CENTER, multi-page fax, copier, printer. Has ink and works. Doesn't have manual (but can get one on Amazon) and no PC software. Comes with AC adapter and phone cord. Measures 12.7 x 17.1 x 17.4" and weighs approx. 26.5 lbs. For an older printer, is in good cond. \$65. 425-432-6134

NORTHWEST/NORTHERN PLAINS REGIONAL FREQUENCY DIRECTORY, 1988. Covers AK, ID, IA, MN, MT, NE, ND, SD, OR, WA, & WY. 389 pages. In very good cond. \$25. 425-432-6134

REALISTIC PRO-38 HANDHELD PROGRAMMABLE SCANNER, 10 channels. Model #20-139. Includes antenna and manual. Runs on 6 "AA" batteries or power adapter, both of which are not included. Covers these bands: 29 – 54 MHz, 136 – 174 MHz, 406 – 512 MHz. In very good cond. \$40. 425-432-6134

RADIO SHACK POLICE CALL FREQUENCY Guide, 1989, #62-1069, Vol. 9. Radio Shack Police Call, Plus Beyond Police Call, Codes – Maps, CA – OR – WA, 233 pages. Used with some writing of frequencies hand-written in book on a couple of pages – otherwise in really good cond. \$15. 425-432-6134

WIRLITZER ORGAN, good shape. Seat and music included. \$59. 206-244-7948

FURNITURE AND APPLIANCES

ROUND SOLID OAK TABLE including protective glass on top. 41 1/2" across top, 29" tall, supported by single pedestal 24" round – 4 legs on pedestal. \$85 OBO. 253-852-6809

FOR SALE: Bathroom vanity, dresser, desk. Call 206-783-1111 for more info.

OTTOMAN, 37" x 37" x 17", light golden tan fabric, new – never used. \$100 OBO. 206-762-1117

FRONT LOADERS – washer/dryer, side-by-side refrigerator. Many household goods, great prices. File cabinet, portable 8 x 4 x 3 garden planter, other odds/ends, table w/ chairs. Call Wendy at 253-307-3500 or James at 253-661-0659 for more info.

LARGE UNFINISHED REDWOOD BUREAU, 48" x 40" x 3.5" thick, irregular shape. New dinette set, 2 extra leaves, 6 chairs. 40" x 35" x 3" irregular shape suitable for table or coffee table tops. Call 425-418-2960 for more info.

7 FT LEATHER COUCH, very good condition, \$250. TV Armoire, 4'L x 6'H with doors, good condition, paid \$1,500 will sell for \$200. 253-350-6484 after 4:30 pm

HOUSING

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

FOR RENT: Las Vegas vacation house, 4 BDRM/3 BATH, 2 family rooms, 10 min. away from strip. \$195 per day, minimum of 3 days. Call Julie at 253-732-9660 or email juliemortega@gmail.com.

FOR RENT: Spanaway house, 4 BDRM/3.5 BATH, near Prep. Elementary, High School, church, 10 min. drive to Boeing Frederickson Plant. Potential income producing property with huge playground. Call Julie at 253-732-9660 or email juliemortega@gmail.com.

FOR RENT: Condo – 3 BDRM/3 BATH. Garage, pool, deck. In Manson, 7 miles from Chelan in Wapato Ridge. Call Kelly's Vacation Rentals, ask for Paula and Ken Hofmann's condo. 509-888-7284

3 BDRM/2.75 BATH in Bonney Lake/Lake Tapps. Close to schools/shopping. Open kitchen, daylight basement, fenced, hot tub, out bldg., patio, RV parking, hardwood/vinyl, wall-to-wall carpet, 2 fireplaces – both off master bedroom, double windows. \$255,000. Call Ken at 253-632-1430 or 253-863-9664

FOR RENT: South Everett home, 3 BDRM/2.5 BATH, built in 2006. Enjoy the easy access to Boeing. Appliances included with hardwood on entire level. \$1,595/mo. 425-374-8173

TRANSFORMATION COMPLETE! West Seattle house, 2,169 sq ft, 4 BDRM/3 BATH, spacious green belt, minutes to downtown, RV parking. See at 8419 7th Ave SW. \$379,950. 206-355-2711

FOR RENT: 3 BDRM/2.5 BATH beautiful home in Federal Way, 1,520 sq ft. Vaulted ceilings, formal living & dining w/fireplace, family room, kitchen with new stove range. Fully fenced w/deck, 2-car garage. Close to everything. \$1,590/mo. Call 253-838-2439 for more info.

MISCELLANEOUS

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

(4) MARBLE PIECES, 15 1/2" x 21 1/2", 21" x 12". \$10 ea. 253-852-6809

EVERYDAY LIVING MICROWAVE OVEN, 700 watts. 8 1/8"H x 11 13/16"W x 11 3/16"D, white, clean, nice cond. \$25. Crystal punch bowl set. \$35. 253-852-6809

OSCILLATING 3-SPD. FAN, Collins Cool Breeze. 12", white, works. \$10. Windmere 2 spd fan, white. \$8. 253-852-6809

LARGE WOOD YARD/LAWN CHAIR. \$15. Sleeping bag, child size with hood and sleeves. Size 58" x 26", new-in bag, never used. \$20. 253-852-6809

CEDAR CHEST, large maple color, 42"L x 12"D x 14"W. Fairly nice cond. \$100. Set of numbers & letters. \$20 & \$10. 253-852-6809

(2) STORAGE CABINETS, steel, 24 drawers each. 2"D x 17.5"W x 10"H x 34"L. \$35-\$45 each or \$80 for both. 253-852-6809

30' ELECTRICAL CORD, black, heavy duty, 6-gauge, \$45. 12-3' gauge, 100', yellow, \$45. 12-3 black cord, 75', \$40. Multi-purpose grease compound – a vastly superior lubricant for reducing friction, heat-wear and noise. New, very good. 14 oz. tube, 12 in case. \$120/case or \$11 a tube. 253-852-6809

FOR SALE: Lots of 33 records, albums, and VCR video tapes. \$1 ea. 253-852-6809

ES GERMAN LANGUAGE COURSE on 2 cassette tapes and Guide Book for 90 minutes of guided greetings and conversations for travel and entertaining. Exc. cond. \$25. 425-432-6134

(3) SILK POTTED HYDRANGEA's in blue lavender with green leaves, 20"H x 16"W. Incredibly life-like large blooms. Good cond. \$19 ea. 425-432-6134

GREAT AMERICAN home baking notebook & recipe collection. Over 150 recipe cards along with indexes. New cond. \$30. 425-432-6134

Circle One:

ANIMALS
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HOUSING
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ELECTRONICS & ENTERTAINMENT
FURNITURE & APPLIANCES
RECREATIONAL VEHICLES
MISCELLANEOUS

PROPERTY
RECREATIONAL MEMBERSHIP
SPORTING GOODS
VEHICLES
COTTAGE INDUSTRIES

Ad (25 word limit. Please print).

Phone (or Address)

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

Name

Clock Number

Address

Shop Number

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Aug 22nd!

WILTON CAKE DECORATING BOOKS: Wilton 1970 yearbook, \$8; B&G 1983 Creative Cake Decorating Book, \$6; (4) Wilton Celebrate Books, \$8 ea; Wilton 1978 Pattern Book, unused, \$7; Wilton Cake Decorating Home Study Course, manual & pages only, comes with (2) cake decorating practice boards & sheets, \$13. All in very good cond. 425-432-6134

TASCO 300 POWER MICROSCOPE with accessories; model #60300-0. Bright red and black plastic with silver plastic eye piece and trim. Has 3 powers: 100X, 200X and 300X. Boxed – box measures 9 1/2”H x 6 1/2”W x 3 1/4”D. The microscope itself measures 8 5/8”H x 4 7/8”W and has black rubber base. 14 left, buy 1 or buy all – \$20 each. 425-432-6134

THE ULTIMATE SMOOTHIE BOOK – soft cover (2001), \$10. The Ready Aim Cookbook for Electric Food Gun – soft cover (1976), \$6. Home Canning/Freezer Book – soft cover (1979), comes with a jar grip/tongs, \$6. The American Country Inn and Bed & Breakfast Cookbook Vol. 1 – soft cover in brand new cond., \$15. 425-432-6134

ROYAL DAULTON JILL BARKLEM BRAMBLEY hedge cups and saucer sets: 1983 Spring, unboxed; 1983 Summer, unboxed; 1983 Autumn, in original box – box is good, a bit worn; 1983 Winter, in original box – box is good, but has a tear on top flap; 1987 The Birthday, unboxed; 1987 The Wedding, in original box – box is good, has tear on inside flap; 1980 The Engagement, unboxed. All are in very good cond., no chips or repairs, some may have minor shelf wear on bottom rim of cups. \$50 ea set (plate & saucer). 425-432-6134

FLUSH PORTA-TOILET, new – still in box. FREE. 425-255-1804

(2)SAWHORSES–heavy duty,\$10.60pieces of deck material, best offer. Wheelbarrow – like new, \$15. 3 1/2 hp lawnmower exc. cond., \$50. 2 sheets 1/2” plywood, \$10. Baby stroller, hardly used, \$35. 206-935-6535

PLEASE SUPPORT OUR TROOPS in the Middle East! I have links and ideas at my site. Click on the “Support Our Troops” link. www.951-in-iraq.com

TORK LIFT UTILITY TRAILER, 5’2” ID x 9”, 2 sides 2”, tilt bed. Always stored inside. \$700. 425-266-8247

LADIES BLACK LEATHER MOTOR-CYCLE JACKET, size-Medium; Vest, size-Medium; size 10-12 leather pants. All exc. condition, worn only twice. \$150 takes all 3 pieces. 253-441-9316

RETIREE NEEDS HELP with yard work and clean-up in Burien/Seahurst area. 206-242-2635 11 am to 6 pm.

PLEASE SUPPORT OUR TROOPS in the Middle East! Don’t let them feel forgotten...ideas at my website; not for profit! www.951-in-iraq.com.

(9) JOHN DEERE TOY TRACTORS w/ boxes. All 1/16scale; 3 are collector series. If interested, call for the model numbers. All \$110. 360-652-7962

FIRE WOOD – fir, rounds, nice wood cut 16” to 18” long. 3 cords, \$150/cord – you split and haul. 253-939-4739 (Auburn)

LADY SCOOTER RIDERS. If you are in the Orting, Sumner, Auburn, Kent, Renton area and want to go riding with other women, call Helene at 253-222-4190

WANTED: Dependable ride to Renton Plant from Graham. Work hours 6 am to 2:30 pm. 253-875-7944

PROPERTY

HEY CLAM DIGGERS & PILOTS! Gorgeous Copalis Beach lots, ocean-side, Iron Springs, fly-in, beach with beach access off Hwy. 108. 70 lots avail. \$28,570 ea. 877-743-1900 or 863-983-6885

3BDRM/3BATHHOME, 2.32 acres. 2 chicken houses and 40x60 pole bldg. Must see to appreciate. \$595,000 OBO. 509-662-8349

3 BDRM/2.75 BATH HOME. Open lg. kitchen, daylight basement, fenced, hot tub, out bldg., patio, RV parking, hardwood/vinyl wall-to-wall carpeting, 2 fireplaces – both off master bdrm, dbl windows. Bonney Lake schools/shopping. Call Ken at 253-863-9664 or 253-632-1430 for more info.

1.75 ACRES IN WEST OLYMPIA, 230’ x 330’. Amenities close, all utilities to center of property, gated, septic system approved, well, also natural gas. \$225,000. 425-277-8708

3 BDRM/1.75 BATH RAMBLER. Great location in Tukwila, 2 mi to Boeing Developmental Center. Corner lot, new roof, nice 16’ x 16’ deck. Retired couple moving. \$300,000. 206-762-3259 or 206-550-7044

4 BDRM/2 BATH HOUSE on Emerald Lake on peninsula. 2,112 sq ft. .06 acre, Lowe windows, 2-car garage (finished), lake access, RV parking, on cul-de-sac, greenbelt, 30 yr roof, breakfast bar. Call 360-275-0974 for more info.

CEMETARY PLOTS, Washington Memorial, Section 12, Block 65, Lot D, Spaces 3 & 4. Reg. cost \$3,795 ea but will sell for \$2,795 ea. 206-244-7948

REC MEMBERSHIP

LEISURE TIME/THOUSAND TRAILS RESORTS. Will sell for \$3,000 + transfer fees. 360-266-0620

LEISURE TIME CHARTER MEMBERSHIP/Thousand Trails. 11 NW parks. \$500 + transfer fee. 253-833-4018

THOUSAND TRAILS 1ST MEMBERSHIP. Parks in WA, OR, CA and more. \$1,000 – you pay closing costs. 206-363-0584

MAUI BEACH TIME SHARE, every even year, selling for cheap! Has cocktail lounge, laundry, cooking, swimming, hot tub. Near-by beach, bicycle trails, boat marina, exercise room, fishing, golf, grocery, playground, sailing, scuba diving, tennis, VCR, video rental. Call 253-846-1442 for more info.

REC VEHICLES

1981 BROUMAN – 23 MMH – MOTOR VAN, BRO/CRM. WA plate to 4/09. Exc. cond., good tires, small miles, shower, full frig, stove, oven, A/C, and back door. Must see! Call 360-653-4864 for more info.

2002 REXHAULL MOTORHOME, 32’ Ford V10, gas, living room slide-out, fully equipped with many options. Exc. cond. \$47,500. 509-346-2850

1981 BROHM 23’ CHEVY 350 DELUXE VAN, exc. cond., 71,000 acc miles, bath, stove, microwave, CB, sleeps 4; reasonable. 5th wheel hitch-new, \$400. Dining set w/2 leaves, exc. cond. Call 425-418-2960 for more info.

1991 ROADTREK – INDEPENDENT (DODGE). 18 1/2’ van motorhome, A/T, A/C, 17 mpg, 318 CID engine, 57,000 miles, deluxe interior. Very nice. \$10,100. 253-941-6885

1965 OASIS TRAVEL TRAILER, 15’ in good cond. Battery 1 yr. old, new A/C, refrigerator, TV, trailer cable ready, 3-burner stove top, microwave. \$4,500 OBO. 425-353-4136

2006 SUN VALLEY X-TREME LITE XT180 travel trailer, 18 ft fiberglass trailer, 2,900 lbs dry weight. Ext. measures 19’5”L x 7’6”W x 8’4”H, sleeps 4. Fully self-contained with all the comforts of home, bed, bath, kitchen, dinette, A/C, microwave and more. A must see! Call 425-432-6134 for more info.

TIRED OF TOWING YOUR TOYS? Park you RV or boat in our fenced lot in Moses Lake. 24-hr security, close to camping, sand dunes, hunting, fishing. \$30/mo. 360-652-7430

2005 35’ ITASCA MOTORHOME. 5,400 mi, gas engine, 2 slide-outs, queen size Select Comfort bed. Membership in Thousand Trails included under extended warranty, many extras. \$88,000. 253-854-3560

SPORTING GOODS

TREADMILL, Sears ProForm Trainer. Has power incline, displays heart rate, pulse, calories, and distance. This is a space-saver model, folds upright. Excellent, very low miles. \$100. 253-441-9316

(2) MONGOOSE 10-SPD BICYCLES – 1 men’s and 1 women’s. Both bikes for \$100. 360-802-2074

FOR SALE: (1) men’s and (1) women’s 6-spd. bicycles, like new. \$50 ea. 253-631-6119

TOOLS

YUASA HORIZONTAL PRECISION ROTARY TABLE, diameter 8”. 4.1” center slots, 4 worm holes, 3 MT, weight ratio 90 to 1, 59 lbs. Was \$1,210 in 2000, like new. \$400. Metric dial caliper, .02 – 6”, Craftsman, in case. \$40. Tool cabinet, Dorman heavy duty for screws, nuts, springs, thermicals. 8 drawers w/dividers. 34’L x 13”W x 17”H. \$50. 253-852-6809

BLACK PLUNGER DIAL INDICATOR, .200 range/dial type .001. Made by Central Tool Company. Was \$115.90 in 2000, with case. \$60. Universal bevel protractor, 7” x 12” with case and acute angle attachment. Was \$323 in 2000. \$161.50. 253-852-6809

JOHN DEERE tractor mower – GX75 rider. 30” deck cut, 2-bag bagger & chute plus manual. Works great, key start. \$800. Flat 4” Omega Vise, heavy duty, new in box. \$34. Meat saw blade 21” long. \$20. High lift utility jack for 3 1/2 ton. 41 1/2” high for lifting spreading clamp, heavy duty. \$50. Old logging saw blade – 8 ft. long, 5” wide. Also used for painting. \$25. 253-852-6809

AIRCRAFT JIG BUILDERS TOOLS, adjustable parallels, planer gauge, 2 1/2” sine bar, etc. Too many to list; reasonable prices. Call 425-255-1804 after 11 am for more info.

TORK LIFT UTILITY TRAILER, 5’2” ID x 9”, 2 sides 2”, tilt bed. Always stored inside. \$700. 425-266-8247

SALE: August 9 & 10 – lots of tools, large & small, assorted lumber & misc items. Sale hours 9 am to 5 pm. Cash only. 13927 56th Ave S, Tukwila.

VEHICLES

1998 C5 SILVER CORVETTE, black leather interior, exc cond. All the bells & whistles with transparent removable top, 6-spd. manual trans., 6-way power adj. sport bucket seats, remote 12-disc Bose premium sound system, dual zone A/C, adv. security system, cover included. \$19,000 OBO. 253-863-6721

1965 FORD PICKUP, white with canopy. Good cond. Call 425-235-8255 for more info.

05 SCREAMING EAGLE FAT BOY Harley Davidson, 15th Anniv Edition – only 600 made in blue & brushed metal. Vance & Hines pipes. Showroom cond, great on gas! \$26,000. 360-652-3650

1998 GS 400 LEXUS, fully loaded. Navigation, new tires, 6-disc CD changer, sunroof, 94,000 miles. Too much to list – must see! \$11,200 OBO. 253-227-2482

1993 BUICK REGAL, Limited. Nice shape, new tires. \$1,595. ’89 Bronoc, 4 wheel drive, new tires, runs great. \$1,595. 206-854-1700

1986 SILVER SUBARU WAGON “TURBO.” Head gasket and fuel injector leak, manual trans. Must see! \$400 or reasonable offer. 206-723-0116

751 Member Stands Proud at Wichita Strike Vote

By Loren Guzzone

I am a 751 member currently in the IAM Organizing Apprenticeship program. Because I was assigned to work in Kansas at the time of our strike sanction vote, I couldn’t attend the Seattle meeting on July 16th.

I know how important it is to cast my vote. After discovering that Local 834 in Wichita, Kansas would also be having a Strike Sanction vote on July 16th, I contacted District 751 and asked if I could vote in Kansas.

I went to the voting location and was able to talk to District Lodge 70 President Steve Rooney and a lot of the Boeing employees in the area. I was really impressed with their knowledge of the issues facing us during these negotiations. The workers in Wichita have been through a lot with layoffs, plant sales and threats of cutting them out of our economic package. While their membership

average 22 years seniority, one of the things they felt strongly about was not letting Boeing take away hard won benefits from new hires.

I think District 70 President Steve Rooney put it best when he said we will not forget our children, our families and the sacrifices our forefathers made. ‘We will stand strong and will remain proud of our Union’.

It’s Our Time This Time – in Puget Sound, Wichita, Portland and all other locations covered by our contract.



Above: 751 member Loren Guzzone (r) thanks District 70 President Steve Rooney.

Left: Members in Wichita show solidarity at their Strike Sanction vote.



5th Annual Local E Horseshoe Tournament - Saturday, August 16 - Noon

The 5th Annual Local E Horseshoe Tournament will be held in Maple Valley at the South Seattle Saddle Club (22740 SE 228th) on Saturday, August 16, 2008. The tournament begins at noon.

All members are invited to attend not only the tournament, but the barbecue as well. It is a good time to get together and talk contract issues with other members. Members are welcome to camp at the facility, which is adjacent to the Cedar River. Come and make a week-end of family fun of the event.

Teams will consist of two players and will follow Pacer rules (available upon request). Team fees will be \$50 per person with prizes given to the top three teams. Chili cook-off competition will be held during the horseshoe tournament. Chili can be pre-made or put together at the park.

- Other amenities include:
- Overnight camping will be allowed Friday and/or Saturday night.
 - Property adjacent to Cedar River with river access.
 - Pit sponsorships will be accepted for \$50 contributions. For more info, contact: Al Myers at 206-271-2416 or Ira J. Carterman 253-740-5565.
- Entry forms are available at all Union offices.



Strength in Numbers Evident with 99% Strike Vote

Continued from page 1

Do you think that's an improvement? Once again, they're not listening."

He applauded members for attending the vote meeting on their own time – especially second and third shift members. He noted, 'Despite management e-mails and intimidation in crew meetings to stay at work. Our members have done their part to make this Company profitable; **It's Our Time This Time** for workers to get their fair share.'

IAM Aerospace Coordinator Mark Blondin expanded the It's Our Time slogan by adding 'It's Payback Time.' He declared, "We've sacrificed and took less during the lean times, now **It's Our Time This Time** to get ours."

In addition to the record profits, Boeing is being pressured by an order backlog of more than \$340 billion and an already delayed 787 delivery.

Blondin also talked of settlements

throughout the industry that have averaged General Wage Increases of 9 to 13 percent for a three-year contract - and those companies did not have nearly the after-tax profits Boeing has posted.

Members also heard from International President Tom Buffenbarger and General Vice Presidents Rich Michalski and Lee Pearson. Chants of strike and It's Our Time repeatedly interrupted speakers as members voiced their determination to get a fair contract.

Yet the meeting was for more than just members. It was a chance to involve

entire families in the Union to help teach the next generation of workers the importance of solidarity and Unions. Following the formal program, members and their families could enjoy a day of fun at the Seattle Center.

Union negotiators remained cautiously optimistic about the negotiations (see related story page 1), but urged members to continually send their managers a message that we expect improvements in ALL areas of



IAM Int'l President Tom Buffenbarger also spoke.



Key Arena was a sea of blue shirts - demonstrating solidarity, as members cheered 'It's Our Time This Time!'

the contract. Union negotiators will continue to meet regularly until round-the-clock bargaining begins on August 21st. Members will vote on an offer on September 3. The current contract expires at 12:01 a.m. on Sept 4.

The July 16th vote was a preliminary step in grant-

ing strike authorization that is required per the IAM Constitution to collect strike benefits in the event members reject the Company's last, best and final offer and vote to strike on September 3.



Aryn Escudero had a message for Boeing lead negotiator Doug Kight as he shouted It's Our Time!

A Telling Sign

Prior to each Local Lodge meeting in July, members painted and made signs for the Strike Sanction meeting. The messages all showed Boeing the membership is determined to get a good contract. Signs were as varied as the members who painted them.

Many kids got involved and helped create the signs that carried our message in Key Arena. Literally hundreds of signs were made outlining our contract issues.



A member looks determined as he shows his strike authorization ballot.



After the formal program ended, thousands of members were still lined up to get ballots.

Solidarity Fun in the Sun

Following the Strike Sanction meeting thousands of members and their families enjoyed the Seattle Center activities.



751 members were easily identified with their blue contract wristbands - enjoying the rides with their family.



The balancing bike at the Science Center.



Brian Watkins enjoyed the family events with wife Linda and son Brian.



Members' kids also wore the blue contract shirts and enjoyed the rides at the Fun Forest.

Members lined up for games at the Science Center 'Speed' Exhibit.



Dave Swan and his son Jacob enjoy the wild river ride.