

DISTRICT 751

AERO MECHANIC

PUBLISHED BY THE WORLD'S FINEST WORKERS



VOL. 57 NO. 11

DECEMBER 2003/JANUARY 2004

Together, "We Did It!"

WE DID IT!! From the start, the Union was determined to ensure the "E" in the 7E7 would stand for Everett. On December 16, the year-long efforts paid off as Boeing announced its decision to build the 7E7 in Everett.



District President Mark Blondin declared, "This is the best news we've heard in a long time. This decision was about whether or not Washington state would have a future with Boeing. This announcement signals our

members will be a part of Boeing's future."

When the 7E7 criteria was announced, analysts gave Washington state less than a 25 percent chance to land the plane. We won the 7E7 because we worked tirelessly for it. Our members went out into the community with our "We

Can Do It" campaign and made a difference.

Many criticized the Union actions with statements like Boeing has already made

up their minds to leave. This Union refused to believe that and continued to work toward our goal.

• Our members rallied on the Capitol steps, testified at hearings, made phone calls, sent e-mails, lobbied legislators to resolve issue after issue to bring the 7E7 to Everett: unemployment reform, streamlining the permitting process, trans-



Members at the Everett hall applaud the decision.

portation, Mukilteo pier, improving education, sales use tax correction, energy and of course, the \$3 billion incentive package.

- Members went out into the community to get support from area businesses.
- Members posted thousands of yard signs.
- Members rallied in Everett and Auburn bringing family and friends to gather public support.
- Members wrote letters to the editor, called into talk shows, wrote editorials to promote our cause.
- The Union built coalitions with elected officials, business leaders, community leaders, regional leaders - demonstrating how

Continued on page 2

District 751 President Mark Blondin surrounded by the federal, state and local officials, who worked on the Action Washington team, celebrate the decision.



Employee Improvements Keep 737 Strakelet Work In-House

Six IAM Union members in Renton responsible for the 737 Strakelet Assembly demonstrated their ingenuity by substantially reducing the time required to build their part. As a result of their efforts, Boeing will be more competitive, members will continue to build the assembly and the work has been taken off the list for possible offload.

The strakelet is a part that sits between the body fuselage and wings where landing lights go. Because the power system to the wing runs through the strakelet, it is a critical part to the plane and far more complex than at first glance.



Bill Lotspeich is one of the six employees that have worked together to redesign the work flow and work area of the 737 strakelet assembly.

As competition with Airbus continues to heat up, members were challenged to reduce their time or face potential offload. The members responded

and showed they were the best group to perform the work by not only meeting the target Boeing set, but actually surpassing it. By participating in an Accelerated Improvement Workshop (AIW), they brainstormed ideas, kept an open mind, and found innovative ways to improve their process. This teamwork and the resulting changes allowed them to reduce cycle time by 23 percent, cut set-up time by 50 percent, trim 16 percent off lead time, and diminish foot travel by 48 percent.

Basically, these members have completely redesigned their entire work area, as well as the way work travels through the shop to be more efficient. In addition, the six members in the shop are being trained on all facets of the strakelet work and will regularly rotate through the positions to ensure all are capable of working up to speed in every area. This has made each

Continued on page 12



Steve Myhrwell helped bring about improvements that cut production time for the strakelets and kept the work in-house.

EMF's Capabilities Attract Outside Work

Boeing employees working in the Emergent Manufacturing Facility (EMF) at the Auburn plant possess exceptional skills and cutting edge technology, which enable them to have very unique production capabilities that have yet to be mirrored anyplace else in the world. While Boeing is aware of EMF's potential, other industries are just beginning to look to EMF to fulfill their difficult production needs.

However, it's no accident that others are discovering what EMF has to offer. In early 2002, an initiative directed business units to go out and actively seek outside contracts where Boeing could be cost competitive.

Since then, EMF has completed tools for several outside companies and is looking to manufacture production parts for those companies, as well. Word of their quality work is spreading. Companies like Paccar, International Harvester, Goodrich, Flamenco, Mayflower Vehicle Systems, Ford Motor Company, Chrysler, GM, and Schlumberger (oil and gas), have all expressed interest in

Continued on page 5



At EMF, Rick Eller (l) and John Davis fabricate parts with a unique process at up to 1800 degrees



Delivering Joy

Generosity ensures laid-off members have a happy holiday

5



A Tree to Remember

Members help make a holiday tradition special

12



Inside Index

President's Message 2
 Political Action 3
 Community Service 6
 Retirement 8
 Want Ads 10

REPORT FROM THE PRESIDENT

The Members, With Pride and Determination, Beat the Odds

by **Mark Blondin**,
District President



Many people said we couldn't do it. They said, "It was a done deal. Boeing is out of here." We said, "WE CAN DO IT." We put together an unbeatable coalition consisting of Machinists (active, laid off, and retired), our Congressional delegation, Governor Locke, our state legislature, our economic development councils, our brothers and sisters in labor, our chambers of commerce, our mayors, our county executives, and our communities.

Without all of us working as one on this campaign, we never would have had a chance. The threat was real. Boeing could

have easily gone to another state where they offered them millions of dollars for the right to be a player in the manufacture of aircraft.

Let this be a lesson for all of us. When we stick together and work hard for what is right, we WILL win in the end.

Together, WE delivered the 7E7 to the Puget Sound region. WE did it. I am so proud of our members – the most productive and skilled aerospace workers in the world, and the **number one** reason we got this airplane.

The job is not done however, as we must get more fabrication work on this airplane. It is something we will continue to work toward. First, we had to ensure we had a piece of the pie. Then we can negotiate for more. However, if we didn't get that critical piece (final assembly in Everett), the task

would be much harder. We are happy to get the vertical fin, and some other work as has been announced, but we are far too skilled and have far too much capacity and capability to be satisfied.

With the announcement of the 7E7, we now have a stake in the future generations of Boeing airplanes. This is an opportunity for Boeing to embrace the workforce that made them great. Together, we must focus on beating Airbus, and I truly believe our workers are the best weapon to make that happen.

Finalizing the Tanker order will be our other priority as we enter next year. It is critical to stabilizing the workforce and preventing layoffs on the 767 line. Boeing did the right thing by going ahead with production to keep our members on the payroll instead of laying them off. Now,

we need to help ensure the order is approved.

We need to stop the layoffs and start the recalls and these priorities will help.

In Eastern Washington, congratulations to our members at Kenworth sales on their first contract and to members at Rabanco on their contract ratification. Things are looking up at Triumph, and hopefully they will get a share of this 7E7. We will certainly be pressing for them, too. We also look forward to a first contract at Camp Chevrolet. In addition, we had great news for the HAMMER training center at Hanford, as our funding looks secure.

It's been a tough year, but we end on a positive note. Rest up, have a happy holiday season, and let's build on our success in 2004.

Boeing Decision Lands the 7E7 in Everett

Continued from page 1

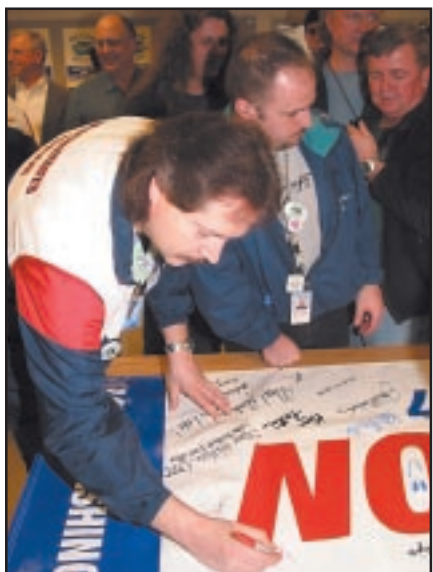
powerful we can be when we all work together.

- The Union launched a public relations/community outreach campaign that brought coverage in every newspaper, radio and television station in this region.

No matter what the challenge, we found a way to conquer it.

On the hundredth anniversary of powered flight, it was only appropriate to kick off the second century of flight with the announcement the 7E7 will be built in Everett, and we have a stake in that future.

Blondin praised the members' efforts stating, "First and foremost, I'd like to thank our members for rallying so hard for the state's proposal. I'd also like to thank the Governor and the state legislature for crafting an incentive package that ensured our state was the most compelling. But most of all, I'd like to thank the generations of Boeing workers that have made Boeing the greatest aerospace company in the world."



Steward James Miller signs the Action Washington banner.



Members sign the Governor's banner to signify landing the 7E7 in Everett.

Members were excited to hear the news and breathed a heavy sigh of relief.

Steward Ed Shambaugh stated, "There is a lot of relief. People are happy there is a future. Their homes will be worth something, and they will be able to raise their kids here."

Steward Chuck Ayers noted members in his shops said, "Now we feel we may be able to retire from Boeing. Maybe those stickers on my car really worked."

One thing is certain, the coalition of workers, unions, elected officials, businesses and community activists made a difference and tipped the scales in our favor. Without these efforts, Boeing would have selected a different location. Governor Gary Locke showed tremendous leadership and insight in crafting a proposal that ensured the plane would land in Washington state. The Congressional delegation did their part. State legislators put aside political differences to work on a common goal. County and city officials worked diligently to facilitate required changes. Area businesses expressed support. Citizens got involved. Radio and TV talk shows focused on the importance of keeping Boeing in this region. All these activities pushed Everett to the forefront.

"This is a huge victory for all of Wash-

ington state," declared Governor Locke. "Washington has competed nationally and won. This should be a sign to companies all over the world that we are open for business in a way we have never been before. This has always been about more than just a few thousand jobs. It's about ensuring the future of Boeing commercial airplane production remains in our state for decades to come."

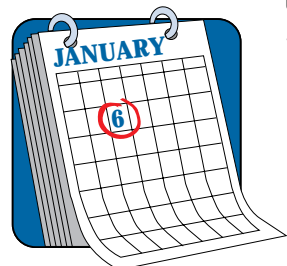
It was good news for the holidays and a signal we are a part of Boeing's future.



Senator Patty Murray thanks members at the Everett hall for their role in landing the 7E7.

Local A Meeting Change

Mark your calendar: Local A's 6 p.m. meeting for January has been moved to Tuesday, January 6 because of the New Year's Day holiday. Please make a note of the change.



Union Classes Offered in Everett

Evergreen Labor Center is offering Union Consciousness and Leadership Schools in Everett as a way of introducing basic and advanced elements of trade union activity to union members and leaders. All classes are organized to encourage participants to reflect on their own experiences and learn from each other. Registration fee of \$80 can be paid by QTTP. Classes will be held in Everett on Friday January 23 from 6:30 p.m. to 9 p.m. and Saturday, January 24 from 9 a.m. to 4:30 p.m. at the Snohomish

County Labor Temple (2810 Lombard Ave). Participants may enroll in one of the following classes:

- Collective Bargaining and Contract Campaigns;
- Health & Safety Bargaining and Activism;
- Diversity and the Survival of Unions
- U.S. Labor History in the 20th Century.

For more information call Peter Kardas at 360-867-6526 or e-mail kardasp@evergreen.edu.

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International Assn. of
Machinists and
Aerospace Workers

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Susan Palmer

Zack Zaratkiewicz
Paul Milliken

Union Business Representatives

Union Offices:

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



751 AERO MECHANIC

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District 751 AERO MECHANIC (ISSN 0894-7864, USPS 008-660) is published Monthly except Bi-monthly in December/January by Aerospace Industrial District Lodge 751, 9125 15th Pl. S., Seattle WA 98108. \$3.50 of the annual dues goes toward a one-year subscription to the Aero Mechanic. \$4 per year for non-members by District Lodge 751, International Association of Machinists and Aerospace Workers, AFL-CIO, 9125 15th Pl. S., Seattle, WA 98108. Periodicals postage paid at Seattle, WA. POSTMASTER: Send address changes to District 751 Aero Mechanic, 9125 15th Pl. S., Seattle, WA 98108

POLITICAL ACTION

Boeing Keeps 767 Line Moving (and Members Working) While Tanker Deal Is Stalled

Just weeks after receiving approval from the final Congressional Committee, the long-awaited Air Force 767 tanker deal is again on 'pause' (to use the Pentagon's words) until a new government investigation is completed.

The Washington Congressional Delegation led by Senators Patty Murray and Maria Cantwell, along with Representative Norm Dicks, remain confident the tankers will be ordered. Boeing seems to agree with that assessment and began production on the first tanker in



Union Steward Tony Perry appreciates that members are working on the 767 Air Force tankers - even without the official order. Boeing could have laid-off the members until the order was finally approved.

December. The move was a good-faith action from Boeing that the deal will be approved, but it was more than that. It saved hundreds of workers from imminent layoff. Without the tanker order, Boeing could not sustain the current 767 workforce.

Workers on the line were relieved to learn that Boeing was going ahead with production despite the new investigation.

District President Mark Blondin stated, "The Union is encouraged to see Boeing doing the right thing for the employees. They could have simply cutback the workforce while they waited for final approval. Instead they are moving forward with production to keep our members on the payroll. The gesture did not go unnoticed."

Tony Perry, a Steward on the 767 line, noted, "Everyone understands the company did not have to go ahead and could have had more layoffs. It will allow those of us on the 767 line to have a happy holiday and, hopefully, mean no break in employment. We all breathed a huge sigh of relief when we learned Boeing was still going to begin production."

This is perhaps one of the most studied, examined and dissected issues to come before Congress. The compromise deal Congress approved had the Air Force leasing the initial 20 planes and purchasing the remaining 80 planes.

U.S. Senator Patty Murray pledged continued support and stated, "We have come a long way since the beginning of this process. There have been many bumps along the way. I'm confident that another round of scrutiny will prove that this is still a good deal."



751 Political Director Linda Lanham talks with Speaker of the House Frank Chopp about the upcoming legislative session in Olympia.

Gearing Up for Olympia

As legislators are preparing to return to Olympia, the Union is also gearing up for the next legislative session. 751 Political Director Linda Lanham has been meeting with other labor leaders and legislators to coordinate efforts in Olympia. While it is a short session, this is an opportunity to build a base of support on our issues. Some of the items we will be working on in 2004 include:

- Looking for ways to decrease health care costs.
- Working to bring the manufacturing base and jobs back to Washington State.
- Make sure we preserve issues we worked hard to approve in the past so there are no takeaways.
- Continue to work on a regional transportation solution.
- Exploring a paid family-leave bill for the state.
- Make sure we protect our members' interests on workers compensation.

Members Who Made a Difference in the Reardon Election

Newly elected Snohomish County Executive Aaron Reardon couldn't say enough about the help he received from many Machinists members. Despite being outspent in both the Primary and General Elections, Reardon won the election. Special thanks to the following who volunteered their time in this effort.

Dennis Adams
Marilyn Ali
Asuncion Anderson
Darrell Andrews
Dennis Anthony
Peter Atkinson
Patrick Augustin
Anthony Ayala

Kenneth Bosik
Gary Boulch
David Bowling
Ronald Bradley
Noel Brandon
Dorothy Brands
Dale Brown
Jaimy Brown

Mitchell Christian
Howard Churchill
Mark Clark
Patrick Clary
Bart Clauson
David Clay
Ronald Coen
Dale Conklin
Randy Conway
Jaunice Conyers
Barry Cooke
Matthew Cooper
James Cotherman
Dorothy Crace
Michael Cramer
Barbara Crandall
Gail Crandall
Richard Craw
Joe Crockett
Anthony Crouch
John Cunningham
Sally Cunningham
Connie Dang
Bennie Daniels
David Davis
John Davis
David Day
Gregg Dean
Sandra Desimone
Daniel Detton
Ricky Dicks
Daniel Dodson
Donald Donovan
Vickie Drysdale
John Dupea
David Duryee
George Edgerton
Eric Edwards
Lori Elfeghith
Jimmy Chappell
Gerald "Bear" Chaput
Francis "Bud" Cheever

Terryld Green
Kenneth Gruebel
Manford Guier
Rober Gustavson
Ed Haala
Gary Hagen
Jack Hake
Michael Hall
Dale Hamilton
Fred Hamilton
David Hamre
Darlene Hanley
Carl Hansen, Jr.
Walter Hanson
Charles Hawkinson
Mark Hedges
Michael Heggie
Mark Henning
Craig Henningsen
David Henry
Bill Herrmann
Fred Higgins
Thomas Higgins

Stephen Itter
Gary Jacobs
David James
Lloyd Jarrett
Brad Johnson
Jeanne Johnson
Jon Johnson
Steven Johnson
Tim Johnson
Tony Johnson
Anne Jones
Robbee Jones
Bradley Jorren
James Kakuschke
Thomas Kapalczynski
Gregory Karnes
David Kartes
Terrance Kartes
Gwendolyn Kears
Michael Kears
William Kemp
Armand Kepler
Kevin Kinerk

W. Randy Lee
Wayne Lemieux
Kim Leufroy
Bonnie Lewis
Walter Lewis
Paul Lindholm
Mark Little
Rey Lobo
Ken Longanecker
Carlos Lopez
William Lorig
Christopher Louie
Helen Lowe
Garth Luark
Ed Lutgen
Nick Lutgen
James Mack
Joe Maddux
Penny Mahmood
Dennis Mahmood
John Malgarini
Richard Mast
Charles Masterson



Gerald Bailey
Michael Baker
Reme Banez
Chris Bannister
Gerald Barchenger
Dena Bartman
Anne Baumgardner
Ray Baumgardner
Becky Beasley
Terrance Becht
Terry Becker
Ronnie Behnke
Robert Belles
Robert Betsworth
Gary Bjarnason
Pam Black
Stephen Blake
Elaine Bolar
Jackie Boschok

Lyle Brown
Robert Brown
Daniel Bruce
Larry Bryner
Paul Bucklen
Michael Busch
Stephen Byrne
Todd Campbell
Gregory Campos
David Cannon
Howard Carlson
Kelly Carlson
Michael Cassel
Gary Caya
Dale Chalfant
Lee Chan
Jimmy Chappell
Gerald "Bear" Chaput
Francis "Bud" Cheever

John Foy
Richard Frantsvog
Douglas Freitas
John Gannon
James George
Robert Giannetti
Randie Gillum
Alan Gingras
Clifford Goetsch
Lee Gotti
Robert Gratton
Phillip Green



Paul Hoffman
Jon Holden
Grace Holland
Lois Holton
Scott Holtzclaw
Richard Horton
Steven Hoyer
Cheryl Hughes
Rick Humiston
Lee Huntzberger
Ken Inglet
Clifford Irvin

Patrick Kinsella
David Kitson
Carl Knust
Phyllis Kopick
Kimberly Krause
Kelly Kristjanson
Troy Labrum
Theresa La Coss
Mary Lain
Phillip Larvie
Dennis Lavallo
Todd Leadenham

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Lawrence McIntosh
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Scot McKenzie
Leonard McKinney
Rick McKinney
Kim McNamee
Gerald Miller
James Miller
Jonney Miller
Timothy Miller
Kerry Millick

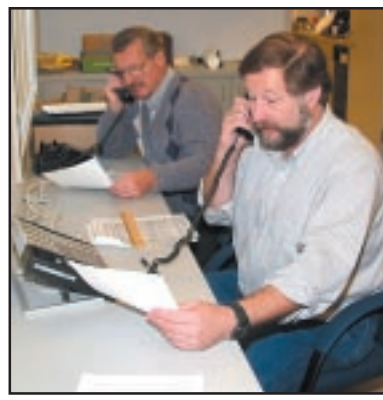


Kevin Mims
Kevin Moe
Matt Moeller
Debra Moore
Don Morris
Jared Moschkau
Dave Muellenbach
Thomas Murphy
Noel Naranjo
Travis Nations
Roderick Nelson
Robert Nesbit
Judy Neumann
Bob Neumann
Steven O'Connor
Robert Oglesby
Ted Ogston
Lori Olsen
Alexander Ortiz
Sue Palmer
Brian Pankratz
Jack Parker
Sarah Parker
Yvonne

David Rasmussen
Jason Redrup
Andrew Reyes
William Rice
James Rice, Jr.
Marvin Rich
Alfred Richardson
Harvey Ritland
Jim Roberts
James Rodger
Xuan Romano
Duane Roope
Todd Ruthruff
David Sattler
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Matthew Schuler
Mark Severson
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Gary Simon
Gary Skoog
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Helen Thompson
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Sandra Torfin
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Rhonda Tutino
Hans Ulstein
Curtis Umbaugh
Norman Vague
Vannessa Valles
Raymond Van Court
Dean Vandenberg
Nevada
Vanvolkenburg
Paul Veltkamp
Michael Vereeke
Joel Walker
Michael Washburn
Steven Watts
Larry Weckhorst
Natalie Weideman
Steve Wesala
Kenneth White

Roy Wilkinson
James Williams
Michael Williams
Ed Williamson
Robert Wolsky
Charles Wood
Darrell Woodard
Michael Woods
Orene Woods
Clifton Wyatt
Michael Yde
William Young
Denis Youngson
Edward Zvonik



HUMAN RIGHTS COMMITTEE

Hundreds Rally for Human Rights

Union activists and their supporters in the community gathered in downtown Seattle to advocate the right to join a Union on December 10. Several members of the 751 Human Rights Committee and other interested individuals attended, including Abdul-álem Ahmed, Bob Belles, Emerson Hamilton, Sam Hargrove, Aletha Johnson, Ed Lutgen, Ron McGaha, and Dave Swan.

The day was designated a National Day of Action in cities across the U.S. marking the anniversary of the United Nation's adoption in 1948 of the Universal Declaration of Human Rights.

Teamsters used the event as a way to spread the word about their boycott of Darigold products. Since August 30, some 200 workers in Issaquah and Seattle have been



Human Rights Action event included promoting the Darigold boycott.

locked out of their jobs. The company fired the workers and hired permanent replacements.

The Human Rights Committee invites everyone to join them at the M. L. King Rally in Seattle on January 19 (see box below for details).

Words Worth Sharing

Following are excerpts from a speech given at the A. Philip Randolph Institute (APRI) National Education Conference. The speaker Maxine Carter is Director of the Civil Rights Department of the United Steelworkers of America. The 751 Human Rights Committee wanted to share her words with the membership. For a full text of the speech visit www.iam751.org/humanrights/humanfront.htm

With the reality of living in a global economy and competing against global players, let us be ever vigilant that the ultimate measure of a man or woman is not where we stand in moments of comfort and convenience, but how well we withstand times of challenge and controversy.

We are not only in a fight for justice and equality, we are at the economic crossroads of life today – and our freedom, liberty and survival hangs in the balance...

We can no longer permit our issues to be absent from the national agenda or stand idly by while our benefits and rights are being eradicated and wrapped in the flag under the guise of National Security – while discrimination, in multiple forms is spinning out of control...

We must make a choice in 2004 of whether we want to spend the next four years on the leading edge or the bleeding edge – because if we don't rock the votes and lead the fight, they will reclaim all of our rights. And that slippery slope to a two-class society will, indeed, become a reality...

If history teaches us any one thing, it's the lesson that great civilizations collapse when there is an insurmountable gap between the haves and the have nots.

Unfortunately, there are no magic answers or miraculous solutions to conquer the problems that face the labor movement, just the familiar ones: commitment, education, dedication and an effective plan of action.

Despite the temptations of disillusionment – despite many failures and very limited resources or successes – we must step up to the plate and claim our destiny – inspired only by an unassailable optimism and vision of a brighter future – because without a vision, the people perish – and

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751's Bob Belles and Aletha Johnson braved the driving rain to attend the Human Rights Rally in Seattle.

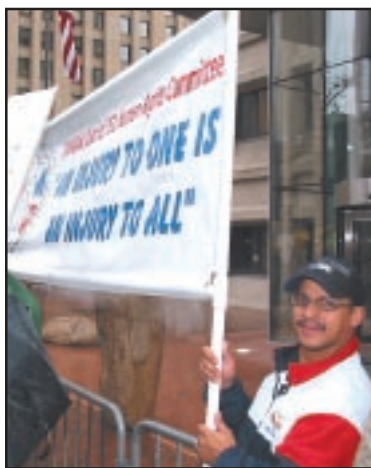
**Plan to Attend
Martin Luther King
Rally - January 19**

**Garfield High School
(23rd & East Jefferson -
Seattle).**

9:30 a.m. Workshops

11 a.m. Rally

Noon March begins.



Dave Swan proudly carried the IAM 751 Human Rights Committee banner.



Business Rep Paul Milliken (standing) congratulates employees at Camp Chevrolet/Cadillac for voting for IAM Union Representation.

Union Yes in Eastern Washington

Employees at Camp Chevrolet/Cadillac in Spokane recently voted to have the IAM represent them in collective bargaining for wages, benefits and working conditions with their employer. The 34 workers are anxious to become a part of the IAM and look forward to getting a first contract. Nineteen voted for Union representation and 13 against (2 supporters were on vacation).

The bargaining unit covers mechanics, service type people on lube work, lot attendants, and maintenance service. Employees have identified top issues, which are being discussed in bargaining sessions between the IAM and Camp Chevrolet/Cadillac. The first talks were held on December 18.

After employees voted for Union representation, they attended a victory party at Savage Pizza House. Business Rep Paul Milliken noted, "I'm looking forward to working with these members and representing their interests and feel

honored they chose the IAM as their Union."

Kenworth Contract Approved

Machinists Union members at Kenworth Sales in Spokane voted to accept a first contract on November 17. The 19 technicians covered by the contract voted to ratify the proposal by an 11 to 7 vote.

Members had identified pensions as a top priority. The contract included a 40 cent wage increase; however, members chose instead to roll back wages \$1 (after the 40¢ increase) to get \$2.25 per hour put into the pension plan.

Business Rep Paul Milliken noted, "The employees determined their priorities, and we were able to negotiate an agreement that addressed their issues. The pension package is really good - especially for a first contract."

The Kenworth employees had voted to approve IAM Union Representation on April 9.

IAM Scholarship Competition for 2004

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

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

Awards to Children of Members are: \$1,000 per academic year for college. All awards are renewed each year for a maximum of four years

until a Bachelor's degree is obtained. Vocational/Technical School awards offer \$2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

For rules of eligibility or to obtain an application, complete and return the form below. No application forms post-marked later than Febru-

ary 25, 2004, will be considered. No exceptions will be permitted even if a third party is responsible for the delay.



REQUEST FOR IAM 2004 SCHOLARSHIP APPLICATION PACKET

Please send me an Application Packet for the 2004 IAM Scholarship Competition. If the proper packet is not received within 30 days, advise the Scholarship Department immediately. I understand that this request is not an application, and that the Application Packet must be completed and postmarked no later than February 25, 2004.

REMINDER: Please check the appropriate box listed below and the requested application will be mailed to you. As an IAM member who will have 2 years' continuous membership in the IAM as of February 25, 2004, I am requesting an Application Form for:

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

Print your name and address clearly:

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

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

Members Deliver Holiday Joy to Laid-off Families

The holiday spirit was evident in the generous contributions our members made to help laid-off co-workers. Emotions ran high as laid-off families arrived at the Seattle hall on December 13 to pick up donations of toys and gifts for the holidays from their Union brothers and sisters.

The 751 Women's Committee again organized the toy drive and distribution, which ensured every family that came forward had a special holiday. In the end, 57 families will have a special Holiday Season and 143 children will have been touched by the generous donations of our members.

751 member Paul Fox, who heads up Boeing's Toys and Gifts Programs, along with member Jim Coats came through again this year by providing stockings filled with appropriate gifts for every child. Paul and Jim

also made sure that other toys from the gift program went to our laid-off members.

The gratitude was obvious as families entered the hall. Greeted by holiday music, cookies and refreshments, they were instantly at ease with fellow Union members. Several agonized over coming inside to accept the gifts. Any uneasiness was alleviated as the Women's Committee went to great lengths to ensure everyone was comfortable and emphasized the donations poured in because "we all realize it could just as easily be any one of us that could be laid-off and looking for work."

Business Rep and Co-Chair of the Women's Committee Susan Palmer noted, "Hearing their stories of looking for work and struggling to make the holidays special brought tears to my eyes. I'm so glad the Union (through the generosity of the members) could ensure they have a happy holiday. They have enough to worry about keeping food on the table and making

mortgage payments without trying to budget for gifts too. Being able to help our members is what the Union is all about."

Special thanks to everyone who contributed money or toys: members, business reps, officers, staff, man-



L to R: Nadine and Patrick Riley were filled with appreciation at the members' generosity as Rebecca Pohl delivers their bag of gifts.

agers, other co-workers, and friends. Judy Neumann's shop contributed \$500, Kevin Mims' shop donated over \$300, Chris Louie and his shop donated over \$300, Connie Dang's shop over \$200 and many other anonymous donations were received.

The Women's Committee put in many hours behind the scenes namely Sally Cunningham, Helen Lowe, Aletha Johnson, Rebecca Pohl, Pam Black, Lois Holton and Linda Sperry, and Co-Chairs Gloria Millsaps and Susan Palmer. Yet several others who deserve recognition for their role include: Jennifer Millsaps, Stephanie Schuman, Jim Schwalm, Jerry Shreve, Tommy Wilson, Rob Woodworth and Ernie McCarthy, as well as Bill Borders and Davette Wakefield of Snohomish County United Way and Nancy Holland-Young

and Sandy Hadfield from the King County Labor Agency.

A recipient of the toy drive, laid-off member Patrick Riley noted, "This is a great service from the Union. I want to extend a special thanks to the men and women working in the 40-56 building in Everett. I have been laid-off twice and they have been great. They helped us out during the first layoff and this time around."



Gloria Millsaps stuffs a bag with appropriate toys for the laid-off family.



Helping to deliver toys Standing L to R: Lois Holton, Aletha Johnson, Linda Sperry, Gloria Millsaps, Sue Palmer, Sally Cunningham. Front Rebecca Pohl and Rob Woodworth.

EMF Works to Attract Additional Work

Continued from page 1

tapping into EMF capabilities for their production needs. EMF has also put in bids for multiple contracts on the 7E7. With their expertise and experience, they appear the logical choice.

While the building may look small, EMF is the largest manufacturer of hot formed titanium parts in the world. Their sign at the entrance sums up their strategy, "We are here to help you solve your most difficult design, development and production problems." That motto applies to Boeing airplane parts, defense parts, and other industries, as well.

Union Steward John Davis stated, "It's encouraging to know our group is actively trying to recruit additional work. In the old days, Bill Boeing put people back to work doing other things like making furniture. We have perfected super plastic forming and working with advanced composites to make us a world leader in these processes. Boeing has invested a lot of money into equipment and training for the employees. It makes sense that other companies would want to have work done here."

EMF's capabilities have evolved over time – incorporating ideas from the highly-skilled employees. Engineers, along with tool and die makers and other hourly employees, worked years to refine the process of fabricating advanced composites at up to 1800 degrees. Other companies that have tried to do the same have experienced cracking problems as the dies cool. Boeing has solved that problem and is eager to market their services to others.



Engineer Dan Sanders (r) explains to IAM Work Transfer Rep Sherrie Williams the unique capabilities at EMF that have attracted outside work.



Steward John Davis (l) and District President Mark Blondin discuss potential work packages for EMF.

Before Boeing perfected its ceramic (advanced composite) process, dies were made of special stainless steel that took six months just to get the raw material. Ceramics are about 10 percent of the cost of the stainless dies and offer substantially reduced production time (three weeks, on average).

Some of EMF's best customers have been jet engine companies like Pratt & Whitney, Rolls Royce, GE, Snecma. They require hollow titanium fan blades for their engines. EMF initially made them on stainless steel dies, but have since delivered success with ceramics. The EMF has built fan blades for Pratt & Whitney in past years and is currently negotiating a contract with Rolls Royce to build an engine set (30) of hollow wide chord fan blades in 2004.

Engineer Dan Sanders has been a driving force in the effort and works closely with management and Tool and Die Maker Chuck Willis to ensure additional work comes to this facility.

Sanders noted, "Being able to make fan blades with ceramics is incredible. No one else had been able to do it. When new engines come out, we hope they will want us to help out. It could be a huge opportunity for EMF."

The Union's Auburn Work Transfer Representatives Sherrie Williams and Larry Kuebler are also trying to actively promote EMF's capabilities within Boeing when fabrication work is needed.

One thing is sure, the organization is getting lots of attention, which will hopefully transfer into additional work for the highly-skilled employees in this area.

A Speech Worth Sharing

Continued from page 4

the time has come for minorities to develop a majority vision.

When we examine the footprints of legendary giants...you see they were everyday people, rising above their present circumstances and the prejudices of those around them, determined to build lives of dignity for their fellow man. Look at Rosa Parks, Dr. Martin Luther King, Jr., or A. Philip Randolph.

They were champions of a common cause because they respected their weaknesses – while making the most of their strengths – they were positive thinkers and relentless believers who simply refused to let setbacks keep them from soaring...

And despite all their valiant efforts, despite the challenges that we thought we had overcome, the civil and human rights problems still exist...

What's right and good doesn't come naturally. You have to stand up and fight for it as if the cause depends on you – BECAUSE IT DOES!

Yes, ideas have power – as long as they are not frozen in doctrine – but ideas need arms and legs to carry out their mission...

Allow yourselves the conceit to believe that the flame of democracy will never go out as long as there's one candle in your hand – because only you can be the change that you want to see in the world. You see I'm a firm believer that sometimes we have to give even destiny a push!

We have the power to make a difference in our communities, our cities, and our states, but we must be willing to make the necessary sacrifices to bring about change – because change does not come absent of commitment...

Indeed, one machine may be able to do the work of 50 ordinary people – but no machine can do the work of one extraordinary person.

IAM Volunteers Making a Difference in the Community

751 Union members throughout 2003 have made a tremendous difference in the community. Collectively, members have donated over 8,500 volunteer hours. The projects were as varied as the membership. Some built wheelchair ramps, playgrounds or sidewalks while others served meals at a mission, collected food or toys, or cleaned up the streets. The impact cannot be measured. This is just a sampling of some of the recent events members where members have volunteered in the community.

Toy and Gift Drive

Throughout the year Boeing employees demonstrate their generosity. One of the most visible is the toy and gift program. By staging events throughout the year, Boeing employees make Christmas special for literally thousands of families throughout the region. Despite the massive layoffs, contribution levels were higher than last year – proving what a big heart these employees have.

For nearly 15 years, 751-member Paul Fox has organized the program for the Auburn plant. For the past several years, he has coordinated the event for all of Puget Sound, which is no simple feat.

Again, this year Paul delivered stockings

Matteson and Carol Wolfe; East Corridor - Debbie Nelson and Diane McNickle.

Paul noted, "Thanks to HSI and QTTP for their continued support. A big thanks to my warehouse crew santa's helpers that shipped out the toys: Jim Coats, Shirley Fox and Rose Granlund. Once again Boeing employees have outdone themselves with donations of over 6,441 filled stockings; 4,160 purchased toys; 4,500 blankets, pillows and stuffed animals; and almost 3,000 wooden cars and yoyo's. It's hard to believe with less people they managed to surpass last year's numbers - and these aren't even the final totals."

Paul also ensured the Union donated 300 filled stockings for our troops in Iraq.

Meals At Area Missions

At least one Sunday a month, members converge on the Everett Gospel Mission and Tacoma Rescue Mission to prepare and serve food to those less fortunate. The Sundays have become a tradition for many members and their families and provide a good way to give back to the community.

Special thanks to the following who have volunteered in recent months: Robert Amick, Byron Babbel, Dave Brueher, Gary Caya, Todd Christensen, Bennie Daniels, Linda Daniels, Wayne Dinwiddie, Cliff Dodson, Dennis Edgar, Robert "Gus" Gustaveson, Maureen Hoff, Earnest Hopson, Chris Louie, Gerry Miller, Vennie Murphy, Brian Pankratz, Jason Redrup, John Saywers, Kenny Smith, Muriel Truax, and Wayne Wilson.

Barrels for Toys

When the Salvation Army delivered 150 barrels previously filled with vinegar that they hoped to use for toy collection, the Machinists went to work. Members spent a Saturday diligently scrubbing the barrels.

Volunteers spent a second weekend securing the appropriate signs and labels to designate the donation barrels.

Thanks to the following who helped with the project: Marilyn Ali, Robert Amick, Bruce Bob Anderson, Robert Brands, Mary



Members rolled up their sleeves and started scrubbing barrels to be used in the Salvation Army toy drive. The barrels had previously held vinegar – making it a very messy job.



751 members helped at a food drive in Everett and brought in \$7,571.24 and 13,559 pounds of food.



751 members helping the cleanup project in Renton.



Paul Fox did an outstanding job organizing the Toys and Gifts Program throughout Puget Sound. He has coordinated the program for 15 years.

to every laid-off child that came to the Union hall filled with goodies appropriate for their age. In addition, a number of toys were also contributed.

Thanks to the following for serving as coordinators at the various plants: Auburn - Jay Helman and Becky Briggs; Everett - Linda Rimestad and Betsey Garrett; Kent - Carolyn Vanosdol and Annie Rosello; Renton - Chris Blake and Daliah Harris; Frederickson - Mo Medford; West Corridor - Connie

Cadwell, Mary Clark, Ron Coen, Wayne Dinwiddie, Ernest Fortson, Jim Gleb, Ken Gruebel, Clifford Irvin, John Isaacks, Kevin Kinerk, Pat Kinsella, Steven Krance, Errol Lays, Billy Lorig, Ed Lutgen, Nick Lutgen, Sharon McCann, Ron McGaha, Fred McKenzie, Scot McKenzie, Rick McKinney, Gloria Millsaps, Matt Moeller, Brian Ohman, Yvonne Parnell-Smith, Patrick Rickard, Stephanie Schuman, Joseph J. Smith, Clarise Strock, Patricia Sullivan-Barfield, Hans Ulstein, Gary Wagner and Lee Weil.

Food Drives

When King 5 and Northwest Harvest organized a food drive at area shopping malls, 751 members stepped forward to help at the Everett and Tacoma Malls. Everett brought in \$7,571.24 and approximately 13,559 pounds of food. Tacoma collected \$7,484.69 and approximately 26,940 pounds of food – the largest amount of any of the locations.

Northwest Harvest Executive Director Shelley Rotondo noted, "Many thanks for your participation. To see an increase in the amount of food gathered and a 50 percent increase in the amount of funds donated at a

time when many folks are struggling is remarkable. I hope that in spite of your exhaustion you can feel a tremendous amount of satisfaction and appreciate what an impact this will have on those we serve."

Thanks to the following who volunteered at Everett Mall: Becky Beasley, Ron Cottingham, Connie Dang, Julius Green, Phil Hicks, Jon Holden, Ronald Kinney, Phyllis Kopick, Kim Leufroy, Chris Louie, Garth Luark, Gerry Miller, Judy Neumann, Duane Roope, and Michael Vereeke.

Tacoma Mall Volunteers- Byron Babbel, Rocky Caldwell, Vickie Drysdale, Robert Gokey, Brad Merna, Vennie Murphy, Sam Nelson, Andy Pantoja, Jack Parker, Scott Salo, and Alan Tripp.

Cleaning Up the Streets

751 continues to maintain two different streets in the region, as part of the Adopt-A-Street program. At least quarterly members mow, trim and weed the designated area, as well as picking up trash. Thanks to the following who helped on recent road cleanups: Justin Bailes, Heather Barstow, Bud Fink, Bobby Griffin, Gus Gustaveson, Jon Holden,



L to R: Maureen Hoff, Earnest Hopson, Gus Gustaveson and Kenny Smith were a few who volunteered recently at the Everett Gospel Mission.



Retired member Bobby Griffin (l) and Ed Lutgen work on the street cleanup project in Renton.



The recent R... R: Nick Lutg... Satterlee, Bo...

Y SERVICE



Volunteers attach signs and decals to the cleaned Salvation Army toy barrels before they were delivered to area stores.



751 members again turned out in force to ring the bells for the Salvation Army in downtown Seattle. Thanks to the efforts of our members \$980.82 was collected in the couple of hours they volunteered.



Food drive at the Tacoma Mall collected \$7,489.69 and 100 pounds of food for Northwest Harvest.



District President Mark Blondin (l) and Secretary-Treasurer Bruce Spalding took to the streets to help out the cause.



Tom McDonald (l) and Carl Weer were two of the many that rang bells in Seattle.

Larry McIntosh, Tony Johnson, Ed Lutgen and son Nick Lutgen, Jason Redrup, Louis Satterlee, John Saywers, and Mike Vereeke.

Sidewalk Project

Lutheran Community Services Family Support Center in Lynnwood also benefitted from 751 volunteers. The following members: Robert "Gus" Gustavson, Phil Hicks, Jon Holden, Garth Luark, Vennie Murphy, Jason Redrup, and Duane Roope built a 40-foot long sidewalk in October.

Bells Are Ringing

On Friday, December 5, members were ringing the bells for the Salvation Army in downtown Seattle. Pairs of volunteers took over the task of bell ringing during the annual Figgy Pudding Caroling Contests. The crew collected \$980.82, which adds up to an average of \$44.58 per hour collected. Local C President Mark Johnson got into the spirit and donned a Santa Claus suit for the event.

Thanks to the following who turned out to help: Heather Barstow, Ray Baumgardner,

Anne Baumgardner, Sarah Baumgardner, Ron Cottingham, Barb Crandall, Jim Darrah, Angie Ford, Robert "Gus" Gustavson, David Henry, Jon Holden, Mark B. Johnson, Helen Lowe, Garth Luark, Ed Lutgen, Tom McDonald, Rick McKinney, Leah Miller, Vennie Murphy, Jack Parker, Duane Roope, John Saywers, Stephanie Saywers, Tracy A. Smith, Paige Solsberry, Dave Swan, Jacob Swan, Carl Weer.

Your Chance to Help Over the Holidays at Northwest Harvest December 30

The annual Northwest Harvest warehouse event will be Tuesday, December 30 from 10 a.m. until 1 p.m. It is a good time to bring family and friends to help an organization that does so much for our community. Members will be packing and sorting food items at the Northwest Harvest warehouse (2001 W. Garfield in Building 50, Terminal 91 -- the big white building near the base of the Magnolia Bridge).



Above: Back to front: Phil Hicks, Duane Roope, Jon Holden and Garth Luark spread gravel to build a sidewalk. Gus Gustavson, Vennie Murphy and Jason Redrup also helped on the project.



Front road cleanup crew consisted of L to R: Ed Lutgen, Tony Johnson, Justin Bailes, Louis Satterlee, and Ed Lutgen (not pictured).



Photo left: Volunteers built a 40-foot long sidewalk at the Lutheran Community Services Family Support Center in Lynnwood. Above:

RETIREMENT NEWS

751 Retired Club Business Minutes

By Mary Wood,
Retired Club Secretary

NOTE: There was no December business meeting, as the holiday luncheon was on that date.

Vice President Cy Noble called the November 10 meeting to order at 11 a.m. The Lord's Prayer was said followed by the flag salute and the singing of "God Bless America."

Roll Call of Officers: All present or excused.

Minutes: Minutes accepted as printed.

Financial Report: Financial Report was accepted as read.

New Members: The Club welcomed Lynn and Ann Rames as new members.

Health and Welfare: Report was given by Toni Morzenti. Ill brothers and sisters this past month were: Bill Taylor, Jerome Balken, Al Wydick. Get well cards were sent to all.

Deceased members are: Martin Caturia, Donald Eilertson, Ronald Knackstedt, Homer Lessard, Charles Martin, James Miller, Nelson Monical, Ruth Philmlee, Roy Tofstad, Calvin Wilson. Sympathy cards were sent to the next of kin.

Calendar of events:

No more meetings until January 5, 2004

Legislative Report: by Linda Lanham, 751 Political Director

Linda reported on November 12 the Senate overwhelmingly voted to approved the long-delayed deal with the Air Force to lease and buy 100 converted 767 refueling tankers. The vote ended a nearly two-year fight to secure this deal, which will sustain thousands of jobs well into the future. (However, since the vote, another investigation has delayed finalization of the order).



Live music is regularly featured at the Retired Club, allowing many to dance.

This order is critical to ensure the 767 line remains in production through 2014 and will help stabilize employment. Without the diligent efforts of Representative Norm Dicks, Senator Patty Murray and Senator Maria Cantwell, this would not have happened. Despite numerous roadblocks, they have stuck with it, offered alternatives and will continue to work until it is finalized.

Linda also noted she is working on prescription drug coverage legislation.

Good and Welfare: Motion made, seconded and passed to raise gifts to \$400 for door prizes for the Christmas luncheon.

Christmas luncheon will be held December 8 (see story on page 9).

Unfinished Business: None

New Business: None

Adjournment: Meeting adjourned at noon.

RETIRED CLUB OFFICERS

President	Al Wydick	253-815-9601
Vice President	Cy Noble	425-392-1345
Secretary	Mary Wood	206-243-7428
Treasurer	Betty Ness	206-762-0725
Srgnt-at-Arms	Alvin Menke	206-772-1482
Trustees:	Merle Bogstie	206-725-3831
	Louise Burns	206-242-5878
	Cherie Menke	206-772-1482
Union Office:	(1-800-763-1301) or 206-763-1300	

Retirees

Congratulations to the following members who retired from Boeing:

Gregory Anglin
Robert Connelly
Marvin Denney
John Langley
Carl Matthews
Eddie Peck
Alice Phelps
Eleanor Polk
Jarilyn Tallman
Gary Yielding

Congratulations also to the following members who retired in Eastern Washington:

Local 1123 - Arnie Willms, Alcoa
From Local 86
Bonnie Garris, Triumph
Rolin 'Steve' Stevens, CumminsNW

Noble Thanked for Service

Shortly after his appointment as Vice President of the Retired Club, Cy Noble submitted his resignation. He and his wife decided to move to Utah to be closer to their children and grandchildren.



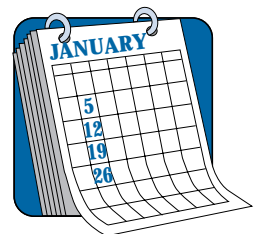
While Cy had only served as Vice President a short time, he has served as Legislative Chair for the Retired Club for the past few years. Prior to his retirement from Boeing, Cy was very active as a Union Steward, Local A Officer, District Council delegate and volunteered for legislative activities, as well as performing various community service activities. His presence will be missed, as we wish him well in his new home.

At least one Monday a month, the Retired Club offers bingo for those in attendance.



Fred Deacon helps make lunch for the retirees who attend each Monday.

January Retired Club Meetings



January 5 - Bingo

January 12 - Business Meeting

January 19 - Video

January 26 - Bingo & Potluck

Senior Politics

By Cy Noble

Cy reported that more than 51 million Americans will get a 2.1 percent increase in their Social Security checks next year – an extra \$19 a month for an average retiree.

The Social Security Administration announced the cost-of-living adjustment yesterday, reflecting the nation's low inflation rate as measured by an index of consumer prices. This year's cost-of-living increase was 1.4 percent, or \$13 a month for a typical retiree.

But most older Americans won't get to pocket all of the increase. Monthly Medicare premiums also are rising starting in January, by 13.5 percent – \$7.90 a month – to \$66.60.

Kourpias Appeals to Congress to Preserve Medicare

George Kourpias, President of the Alliance for Retired Americans, says the current debate over revamping Medicare is "a national disgrace." According to Kourpias, "Members of Congress seem to have forgotten their original goal which was to provide help for older Americans faced with outrageous prescription drug costs. Instead, they seem determined to dismantle the traditional Medicare program without actually providing a universal prescription drug benefit for all Medicare beneficiaries."



Retired Members Check-in Form

Cut out the mailing label bearing your name and address attached to this issue's front page. Paste, tape or staple the label in the space above. Place coupon in an envelope and mail to Bruce Spalding, Secretary-Treasurer, IAM District 751, 9125 15th Place S., Seattle, WA 98108. The Union requests this information each year to ensure we have your current address. Please mail this coupon as soon as possible or call the information into the Dues Office at 206-763-1300 or 1-800-763-1301.

Attach Mailing Label Here

NAME: _____

SS# _____

NEW ADDRESS: _____

CITY _____ STATE _____ ZIP _____

RETIREMENT NEWS

Holiday Spirit at Luncheon

Hundreds attended the annual Retired Club Christmas luncheon on December 8th. The atmosphere was festive as the Salvation Army band provided music before the food was served. Santa Claus and his elf made a surprise appearance to deliver candy canes to the audience.

The Union hall was festive with Christmas decorations adorning each table. Those

attending received a delicious hot turkey lunch, complete with pumpkin pie. A wide variety of donations allowed nearly 100 to receive door prizes at the raffle. Prizes ranged from candy to holiday centerpieces to books and tools. The event gave retirees a chance to visit with former co-workers, catch up on news of friends, and to get acquainted with other retirees.



Everyone attending was full of smiles.



Wendy Ivanhoe had to smile as her husband, Don, used the candy canes for decorations.



The catered lunch featured turkey and all the trimmings.



Photo above: Maria Mouser and Al Koenig wore santa hats to join the festivities.



The luncheon gave many a chance to catch up on what friends had been doing throughout the year.



Photo left: There was a lot to chose from in raffle prizes for those attending the Retired Club Christmas luncheon.

CLUW and IAM Women's Conferences Focus on Organizing for the Future

IAM members from across the U.S. and Canada came together in Seattle for the sixth annual IAM Women's Conference with the theme "Sisters in Solidarity." Delegates learned such things as how to use networking to enhance your career to strengthening our Union through organizing. Workshops covered topics such as human rights in the IAM, strategic planning for success, community service, and the IAM pension plan. A group discussion was held on global issues and working women.

IAM International President Tom Buffenbarger talked about women moving up in our Union and encouraged them to get involved and make it happen.

In order to allow higher participation,

IAM Women's Department Director Cheryl Eastburn scheduled the IAM Conference in conjunction with the Coalition of Labor Union Women's (CLUW) 12th Biennial Convention

The CLUW conference helped women find ways to use their vision, voices and votes to rebuild the labor movement and devise strategies to elect worker-friendly political candidates in 2004. CLUW is an AFL-CIO constituency group that allows union women to be involved in the



751 Vice President Gloria Millsaps introduced one of the guest speakers at the IAM Conference.

labor movement outside of their own union.

Throughout the convention, delegates listened to the success stories of CLUW women who have reached new heights.

A number of impressive guest speakers also addressed the delegates, including Washington State's senior U.S. Senator Patty Murray and Washington State Attorney General Christine Gregoire, who is running for Governor in 2004.

751 delegates who attended include: Ronnie Behnkie, Judy Neumann, Zon Anderson, Cheryl Hughes, Sally Cunningham, Helen Lowe, Kim Leufroy, Aletha Johnson, Rebecca Pohl, Pamela Black, Lois Holton, Linda Sperry, Sue Palmer, Gloria Millsaps and Jackie Boschok.

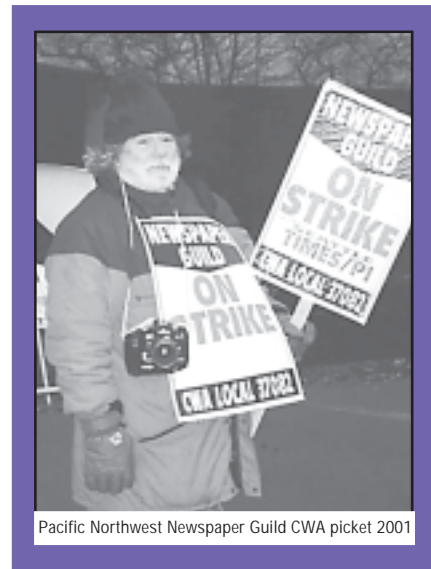


At the IAM Women's Conference in Seattle, 751 delegates applaud a resolution on health care. L to R: Sue Palmer, Gloria Millsaps, Ronnie Behnkie, Pam Black and Linda Sperry.

Labor History Calendars \$7

The 751 Labor History Committee is selling 2004 Pacific Northwest Labor History Calendars for just \$7. These calendars are now available at the Everett, Seattle, Renton, and Auburn Halls.

The theme of the calendar this year is "Unions and Political Action" and our Everett rally earlier this year to land the 7E7 is the featured picture for the month of March. Almost every day on this calendar features an event from labor's history, which makes it educational for us and also our families. How many times have you said, "They need to teach more about labor history in the schools?" The calendars offer that opportunity to your family. Buy one today!



Pacific Northwest Newspaper Guild CWA picket 2001

FREE WANT ADS FOR MEMBERS ONLY

ANIMALS

TACK TO YOU – New horse equipment and supplies at discount prices/low overhead. Call 253-884-6688 or email luderpv@earthlink.net

COCKATIELS - hand-fed and tame, orange-faced \$45; white-faced \$50; albino \$60; peach-faced lovebirds \$45; baby chinchillas \$75; but-ton quail \$10 each. 253-839-2159

PERSIANS – CFA registered chinchilla and shaded silvers (Fancy Feast kitties). Pet, breeder, and show quality. Starting at \$400. 360-691-7364

AUTO PARTS & ACC

2 STUDDERED TIRES and rims – mounted and balanced, size P185 75R14, 5-holed rims for General Motors cars. Good tread \$20 each OBO. 425-861-5633

1986 HONDA ACCORD – 4 cyl, fuel inj, automatic. Tires and interior all in very good condition. Passenger side damage. Low miles. Use for parts or fixer. Reasonable offer accepted. 425-413-2293 or 206-240-3561

1947-1954 CHEVY pickup parts – fenders, bed sides, bumpers & brackets, hood, etc. 206-755-7782

FOUR (4) TIRES AND RIMS 16" standard for 2003 Chevy truck. Used only 6K miles \$100 each. 253-261-2123

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

ONE (1) ALUMINUM WHEEL off 1994 OLDS 16" \$20. 253-941-5987

TRUCK – Parting out or all: Black 1999 Toyota Tacoma V6. 206-579-3202 or 206-226-8598

STUDDERED SNOW TIRES – 185/70R14 on Plymouth Acclaim rims. Very good shape. Pair for \$45. 253-862-6759

CAR ALARM WITH 2 REMOTES. Brand new! Can flash park lights, disable starter, lock & unlock doors. Includes siren, impact sensor, LED, manuals \$45. Warranty. Installation available. 253-826-4378 or 206-755-7782

CALL FOR ALL YOUR UPHOLSTERY NEEDS – 206-551-4701

2 STUDDERED SNOW TIRES 245/75R16 – approximately 1000 miles used on 2 trips \$100 OBO. 253-735-5838

CAR ALARM W/KEYLESS ENTRY. New in box. 2remotes, siren, impact sensor, etc. Can flash park lights, disable starter, more. All manuals included. Lifetime warranty \$60. Installation avail. 253-826-4378 or 206-755-7782

TRUCKBOX – 31" wide, 18" deep, 62" long. Fits full-size pickup bed. Used with 5th wheel. \$400 new, will sacrifice for \$125. 253-839-3539

5th WHEEL TAILGATE for 1993 GMC \$50. **GAS TANK** for 1957 Ford car \$50. 253-770-0666

BOATS

BOEING BOAT CLUB seeking new members. Group cruises, parades, Commodore balls, and reciprocal discount overnight moorage at many marinas. Small yearly dues. www.seabacs.org. Walt 253-852-4781

14' ALUMINUM BOAT with 15 HP motor – low hours, trolling motor, pole holders, battery, anchor, lights, fish finder, wood flooring w/ storage, galvanized trailer with spare tire. All in great shape \$1450. 253-848-3918

MOTOR 9.9 HP Johnson \$600 with gas tank. **CAR TOP** carrier \$20. **BASKETBALL** system \$30. All good condition. 206-355-7056

COTTAGE IND.

WANTED: HOME OWNERS or first time homebuyers! NOW is the time to refinance or purchase while rates are low! Call Jerome at Wash National Mortgage 206-574-0598, ext 22.

TACK TO YOU – New horse equipment and supplies at discount prices/low overhead. Call 253-884-6688 or email luderpv@earthlink.net

AD RULES

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

Jan. 9 Deadline for Next Issue

COLORFUL LAP QUILTS or stroller/car seat quilts. Large adult bibs. Large hospital gowns. Snap sides- no open rear-end. 253-639-5178

INTERESTED IN BUYING/SELLING Avon, Mark or BeComing? Contact Cindy 425-334-3876 or cindyavon1@juno.com

INTERESTED IN BUYING/SELLING WATKINS? Contact Cindy 425-334-3876 or farrarcindy@hotmail.com, Associate #342365, www.watkinsonline.com

HOUSEWORK & CHILDCARE – Lynnwood, Edmonds, north end area. Experienced mother of 13-year old son. Overnights okay. \$10/hour. 425-741-0021

DO YOU LOVE CANDLES? Weekly profit checks, monthly bonuses, flexible schedules, advancement opportunities, awards and recognition, free training and professional development. No experience necessary! Call Diana 360-491-4675

ARE YOU IN NEED OF ENERGY? Now there's a new liquid nutritional supplement called SeaSilver. For more info log on to www.myseahhealth.com/fredvittetoe/retail.html or call 1-877-903-3663

SNACK WIZARD VENDING SERVICES - have various type candy/soda machines available for placement in your business. I service and fill machines weekly. No cost to you! Sheila 253-670-3188

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

HOUSECLEANING or painting – one time or weekly. Greater Marysville and Tulalip areas. Sherrie 360-929-6790

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

SCRAPBOOK SUPPLIES – creative memories and more! Keep your pictures safe. 425-501-7733

ELECTR & ENTER

CAR ALARM W/KEYLESS ENTRY. New in box. 2 remotes, siren, impact sensor, etc. Can flash park lights, disable starter, more. All manuals included. Lifetime warranty \$60. Installation available. 253-826-4378 or 206-755-7782

HP DESIGN JET 350C - 36" with plotter, roll feed and stand. Hardly used \$1000. Call Sally 206-769-1674

NEW/USED pool tables for home. Pool balls, lights, sticks, cover. Will recover pool tables, move, set-up & level. 253-638-0008

CAR ALARM WITH 2 REMOTES. Brand new! Can flash park lights, disable starter, lock & unlock doors. Includes siren, impact sensor, LED, manuals \$45. Warranty. Installation available. 253-826-4378 or 206-755-7782

GENERATOR – LIKE NEW, 10 HP, 1500 AMPS – Coleman. Cash only. 253-875-8745

TV – 27" Toshiba, JVC disc player, JVC videocassette, JVC digital receiver, JVC double cassette, Two Advent Laureate, maple entertainment center \$1800. 360-435-7249

ELECTRIC SCOOTERS - 100-500 watts, 24-36 volts, 10-17 MPH. Several colors. Easy fold down. Great for RV, boats, campus- fun for all ages! 206-542-0104

FURNITURE & APPL

CALL FOR ALL your upholstery needs – 206-551-4701

LEATHER COUCH, warm white Emerson, chair and ottoman \$2K. 42" round solid wood antique table \$600. Cherry computer desk/ wardrobe \$800. Sally 206-769-1674

BRAND NEW GAS KITCHEN PLATE and hood \$300 for both – never installed. Child's bed and mattress with matching toy box for ages up to 8 \$60. 206-772-1752

NEW KENMORE WASHING MACHINE - \$200. Typewriter \$25. 206-772-1752

COMPUTER DESK w/hutch – dark oak finish. Great condition \$120. 425-255-1184

TYPEWRITER – Smith-Corona \$25. Abdoer \$35. Voit Gravity rider \$35. Back massager \$25. 425-255-1184

FRIGIDAIRE 4-BURNER natural gas cooktop- very clean \$50 OBO. New white porcelain, cast-iron bath sink \$25 OBO. 425-255-1804

ANTIQUE 1920's WALNUT DINING room set – table, two (2) leaves, six (6) chairs, buffet \$400. 360-886-1010

HAND-CARVED CHINESE WOOD CHESTS – set of 3. Two smaller ones fit into biggest one. New. \$275. Oak kitchen nook – great for small space \$175. 206-932-8672

ANTIQUE BRASS & BLACK FIREPLACE SCREEN with glass doors – fits opening 36.5" x 23.5". Great condition – switched to gas insert \$50. 425-881-0339

TWIN / FULL BED FRAMES – like new condition. Only used a couple of months. Brown metal with wheels. I have two frames for sale at \$15 each. 425-387-0521

TWO APARTMENT TABLES – apt size \$20 each. 206-772-1752

HOUSING

OCEAN SHORES BEACH HOUSE – must sell for health reasons. 2+ bdrm, walk to beach, greenhouses, fruit trees, plus more! 3000 sq ft. Reduced for quick sale. \$105K. 360-709-0200

CABIN FOR RENT - Copalis Beach, WA. Sleeps 5. Fireplace. 5 miles north of Ocean Shores – 2 blocks from ocean. For reservations or information, call 253-529-5444. \$75/night.

ATTENTION POTENTIAL HOMEOWNERS AND RETIREES – Now is the time to take advantage of the great housing market. For those retirees, have you ever considered "reverse mortgage"? Don't make another mortgage payment, let the lender pay you back each month! For more information, call 425-228-8411 or visit marcel@cachecreekmortgage.com

LOOKING TO BUY A HOUSE? NO \$\$\$ for down payment! Never have to pay back! Call now for an experienced team in Down Payment Assistance Programs. Jerome – ext 22 & Jr. – ext 27. 1-877-447-7700

WANTED TO SHARE YOUR HOME – willing to care for child and housework for rent reduction. Mother and 13-year old son. Lynnwood, Edmonds, north-end area. 425-741-0021 or email PenguinPowerUSA@aol.com

FOR SALE – 4 BDRM/3 BATH with apartment in the basement. Built in 1985. View of water and Space Needle from living room. 2 kitchens – a two-family house. 5 minutes to Boeing in Renton and 15 minutes to Plant II \$300K. 206-772-1752

AUBURN – furnished/unfurnished studio apartment. Located close to Auburn Boeing site. Perfect for student. Clean, cozy and safe. \$425 with utilities included. \$200 deposit. Contact Dee 253-939-4876

KONA, HAWAII beachfront condo, large 2 BDRM/2 bath, spectacular view. Sleeps 4. \$700-\$750 a week + tax, 10% discount to Boeing employees, pays taxes. 206-938-9214 or www.banyantreecondo.com

1983 – 2 bdrm mobile in park. \$8000 OBO. 360-886-0381

FOR QUICK SALE – 3 bdrm/2 full bath in SE park. Heat pump, air conditioner. All appliances stay. Gated park and well-maintained. Small yard, carport, and large storage shed. One block to stores and on bus line. \$75K. 206-232-9475 or 206-360-4003

WALK TO SHOP – clean 1992 mobile home in 55+ park. Federal Way. 2 bdrm/1 bath. Cathedral ceilings – all appliances stay. \$14,500 cash. 253-946-4963 (owner)

FOR SALE – Apache Junction, Arizona in 55+ community with all amenities. 2 bdrm/2 bath home, garage, 70' x 100' lot. Furnished. \$94,500. 480-982-4014

MISCELLANEOUS

POCKET ANGELS, \$1 plus postage. Send to: P.O. Box 2864, Renton, WA 98059

HOLIDAY TIME IS CHIME TIME. To get more information on these hand-made chimes. Inquire at: P.O. Box 2864, Renton, WA 98059

WANTED: I need OIL BARREL(s), pipes and hook-ups, and a stand for garage heater. 425-228-3138

WANTED: CANOE – any size and cond up to \$150 or a 8' to 12' aluminum boat. Also looking for Schwinn Stingray bikes. 425-271-8789

TWO SETS tire chains – 14" and 15" \$8 each. 14" studded tires on 5-stud wheels – BO. 2" x 12" planks – 8, 10, 12' lengths BO. Poker chips with dispenser \$5. 206-935-6535.

- | | | | |
|--------------------|-------------------------------------|--|--------------------------------|
| Circle One: | ANIMALS | ELECTRONICS & ENTERTAINMENT | PROPERTY |
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Ad (25 word limit. Please print).

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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 January 9!

WANTED: HOME OWNERS OR FIRST TIME HOME BUYERS! NOW is the time to refinance or purchase while rates are low! Call Jerome at Washington National Mortgage 206-574-0598, ext 22.

WANTED: CONCRETE FINISHER - \$15 hr cash. SE Renton. Call 425-226-1405

GAS PUMPS, dispensers, hoses and auto nozzles. \$75 to \$200. 425-226-1405

UNLIMITED FREE CALLING throughout the U.S. and Canada from your home phone. You now have a choice for local carriers. Call Dale at 206-361-0318

DEREGULATION OF UTILITIES creating new wealth for average Americans! Your ground-floor opportunity in a \$400 billion industry can begin today! Call Dale at 206-361-0318

ELECTRIC CART w/built-in charger, front basket with horn for handicapped \$2K, cost \$6500 new. 206-767-5244

CRAFTSMAN 3.8 HP 9" edger/trimmer \$75. 10" BRUSHWACKER GAS CRAFTSMAN \$60. 253-941-5987

AVALON FIREPLACE (wood). Excellent cond \$600 OBO. Evenings- 253-922-2013

LARGE ADULT BIBS - colorful lap quilts or stroller/car seat quilts. Large hospital gowns. Snap sides- no open rear-end. 253-639-5178

CABIN FOR RENT - Copalis Beach, WA. Sleeps 5. Fireplace. 5 miles north of Ocean Shores - 2 blocks from ocean. For reservations or information, call 253-529-5444. \$75/night.

FOR RENT: CAR TRAILER and utility trailer (w/3" high sides). Reasonable L78 15" studded snow tires on Ford truck wheels 4 each - never used \$50 OBO. Studded snow tires 14" on Chevy Beretta wheels 1992 model \$30 each OBO. 253-630-8520

WANTED: STORAGE. I am restoring the Seattle Fire Department's first Medic One van (1969). I need a garage or warehouse space to work on this project. I have formed a non-profit corporation "Medic One Van Restoration Fund". We need volunteer help from aircraft mechanics since this Medic One van is built of aluminum and needs body work. 206-954-6498

WANTED: Landyard ring for Mark IV .38 or Webley Revolver - or Enfield No. 2 Mark I or Mark I. Will pay \$10. 425-255-2999

KIRBY VACUUM CLEANER - Heritage II, like new. Had very little use. Includes all attachments. Make offer 206-232-8348

LIKE NEW - 19" x 17" high profile Roho dry floatation cushion for wheelchair. Includes new nylon cover \$250. 425-226-7252

NEED A COMPACT TRACTOR? We specialize in used Gray-market tractors. Yanmar, all 4-WD, new loaders, 18 to 28 HP, low hours. Implements new & used. Terry 206-261-8347

ATTENTION FLOWER GARDENERS - I have a unique iris that has a pronounced sweet scented fragrance. 253-864-4832. Visit my website www.geocities.com/hollandgardens.

SELMER USA TENOR SAXOPHONE - excellent condition \$1950. 425-255-1184

LOPI WOODSTOVE cooktop. Takes 18" log. Used 3 years with glass door, brass trim on door and legs \$700. You haul. 360-825-0763

TRUCKBOX - 33" wide, 20" deep, 62" long. Fits full-size pickup bed. Used with 5th wheel. \$400 new- will sacrifice for \$125. 253-839-3539

ARE YOU IN NEED OF ENERGY? Now there's a new liquid nutritional supplement called SeaSilver. For more info log on to www.myseahhealth.com/fredvittetoe/retail.html or call 1-877-903-3663

ARE YOU MAKING CABINETS? Have natural cedar drawers, doors, etc. Mahogany closet doors with passage and hinges, regular doors. 425-255-1804

WHEELED YARD VACUUM - 5 HP engine, new bag. LWB canopy- very good condition with boat rack \$195. 425-255-1804

FREE NATURAL CEDAR drawers, doors, etc. Mahogany closet doors with passages & hinges, regular doors. Free lumber. 425-255-1804

SNACK WIZARD VENDING SERVICES- have various type candy/soda machines available for placement in your business. I service and fill machines weekly. No cost to you! Sheila 253-670-3188

B CLARINET - SELMER SIGNET SOLO-IST. Grenadilla wood. Excellent condition \$400. 253-884-4553

15" STUDDERED TIRES \$30, 15" snow chains - like new \$10. Assorted lengths 2"x12" planks - cedar and fir. Craftsman Cut & Clamp set \$15. 206-935-6535

GARDEN HOSE REEL attaches to faucet, wheeled push cultivator, wood fruit boxes, 5th wheel lock, 2 wood swing seats. 425-255-1804

SEEDLESS GRAPE PLANTS, filbert, hazelnut, lavender, crocosmia, flame fennel, anise, holly and firs. Free hanging baskets. 425-255-1804

TWO SECTIONS 6' SCAFFOLDING - with plywood platforms. 18" x 26" natural finish, dresser mirror. 425-255-1804

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

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

PROPERTY

2 LOTS on Hood Canal. Light and water connected. Boat ramp. Good fishing. 206-772-1752

BOULEVARD PARK NO. SEATAC - 700 sq ft, split level, 1 BDRM cottage home. 15 minutes to Boeing Field - HWY 509 and I-5 busline. \$595. 425-501-7733

50' x 177.2' LOT - Wye Lake. Undeveloped lot in Kitsap County with trees. Sale price \$3500. Below assessed value. 360-657-5342

DESERT AIRE PROPERTY in Eastern Washington on Priest Rapids Lake (Columbia River). Corner lot with utilities. Golf, tennis, pool, airport, boat launch. Below market \$19,500. 425-355-9685

ABBEY VIEW Memorial Park - Two side-by-side plots. Cedar Lawn section. Valued \$1950 each. Sell both \$1000 plus deed transfer. 206-248-5137

OCEAN SHORES BEACH HOUSE - must sell for health reasons. 2+ bdrm, walk to beach, greenhouses, fruit trees, plus more! 3000 sq ft. Reduced for quick sale. \$105K. 360-709-0200

LOT ON LAKE TRASK - Lake Trask, Mason County. 21' trailer - sleeps 6. Available to all members: hot showers, pool, tennis, lodge, playgrounds. \$4500. 2004 dues paid. 425-334-3844

REC MEMBERSHIP

ADVANCE RESORTS of America, Inc. \$2K. 253-941-5987

BOEING BOAT CLUB seeking new members. Group cruises, parades, Commodore balls, and reciprocal discount overnight moorage at many marinas. Small yearly dues. www.seabacs.org. Walt 253-852-4781

LOT ON LAKE TRASK - Lake Trask, Mason County. 21' trailer - sleeps 6. Available to all members: hot showers, pool, tennis, lodge, playgrounds. \$4500. 2004 dues paid. 425-334-3844

REC VEHICLES

ELECTRIC SCOOTERS - 100-500 watts, 24-36 volts, 10-17 MPH. Several colors. Easy fold down. Great for RV, boats, campus- fun for all ages! 206-542-0104

1987 HONDA ELITE MOTOR SCOOTER - low miles \$700. 206-232-2669

TRUCKBOX - 31" wide, 18" deep, 62" long. Fits full-size pickup bed. Used with 5th wheel. \$400 new- will sacrifice for \$125. 253-839-3539

1978 HONDA CX500 MOTORCYCLE - 13K miles. Full vetter faring and hard trunks \$15K. Sally 206-796-1674

HONDA CT110 - 1980. Low miles, automatic. ORV licensed through Feb 2004. Everything works. Very well-kept bike \$995. 253-862-6759

MOTORCYCLE - Intrudon LC 1500 CE. Better-than-new Corbin seat, light bar, cruise control, bags, luggage rack, windshield, back seat rest, side bars. Lots of chrome. Save about \$3K - a steal at \$9995. Bob at 253-804-5442 or 253-670-0008

1984 CLASS A MOTORHOME - 454 engine, 2 new tires. Fully loaded, new license. \$8500 OBO. 425-743-6599 - leave message.

1967 HONDA CT90 - \$700. Yellow and runs well. 425-347-5693

1993 PHOENIX COBRA - Class A, 30', 38K miles. Sleeps 6, microwave, TV, rear bdrm. \$28K OBO. 425-277-8136

10-SPEED BIKE - Columbia Ridge Runner, 26" wheels. New- used 3 times. \$100 firm. Paid \$175. 425-255-2999

SPORTING GOODS

ELECTRIC SCOOTERS - 100-500 watts, 24-36 volts, 10-17 MPH. Several colors. Easy fold down. Great for RV, boats, campus- fun for all ages! 206-542-0104

WANTED: Automatic pistol, 22 cal to 9 mm. No large calibers. Reasonable price. 360-802-0810

TWO LEFT-HAND MUZZLELOADERS for sale. Excellent condition. Your choice \$150 each or \$275 for both. 50 & 54 caliber. 425-308-5432

TOOLS

OLDER SMALL SEARS TABLE SAW with antique motor \$30. 206-232-2669

CRAFTSMAN 3.8 HP 9" edger/trimmer \$75. 10" BRUSHWACKER GAS CRAFTSMAN \$60. 253-941-5987

SHOPSMITH - with jointer and band saw, Model 510. Includes extra table saw blade, wobble dato blade, pushers and apron. \$2500. email rainbowtroutfisherman@yahoo.com for photo. 509-632-5760

NEED A COMPACT TRACTOR? We specialize in used Gray-market tractors. Yanmar, all 4-WD, new loaders, 18 to 28 HP, low hours. Implements new and used. Terry 206-261-8347

VEHICLES

WANTED: Shorty van. 425-347-5693

1946 RESTORED PLYMOUTH Deluxe - new paint, new tires, new brakes and engine restored. Must sell \$4500. 206-234-6750

1947-1954 CHEVY pickup parts - fenders, bed sides, bumpers & brackets, hood, etc. 206-755-7782

1950 ANTIQUE TRUCK - GMC 150 restored and original, 6-cyl 228ci, Fenton headers, new dual exhaust. Coker Classic tires - oak bed. 12V conversion. \$17,250. Dan 206-878-0118

1957 CHEVY BELAIR - 4-door sedan. Beautiful Robin's Egg Blue with white top and matching interior. V8, AT, wide WW tires go with car. Front disk brakes. Runs and drives great! \$14,500. John 425-353-4136

1961 CHEVY PU, half-ton, AT, 283, 90K miles. Fiberglass box cover. \$3500 firm. 253-891-1353

1963 SWB CHEV PU - 8K miles on overhaul, fair body, shop manual, canopy, repair records \$895 OBO. 425-255-1804

1963 OLDS SUPER 88 sedan - 83K miles, original condition and interior. 27K miles on rebuilt 394 4-barrel, P/S, P/B, safety sentinel, power vacuum truck lock \$1200. 509-276-6001

1965 BUICK SKYLARK - 4 door, auto, air, tint 300 V8 PS. 300K miles - still running. Looking for a new home. Many extras. Excellent cruiser/restoration project \$1650 OBO. 509-633-3532

1967 HONDA CT 90 - \$700, runs well. Yellow. 425-347-5693

1998 WINDSTAR MINIVAN - power windows/locks, front and rear heat/AC, excellent condition \$5100 OBO. 425-861-5633

1967 BRONCO - 5.0 HO engine, new solar yellow custom paint, hard top, soft top, door inserts. No rust! Remote control Rancho 9000's winch. Excellent hwy! Moses Lake \$10,500. 509-765-7402

1967 FORD BRONCO, injected 5.0 HO engine, auto, power steering, brakes. Custom suspension with coil rear, 35" tires, 4-11 gears, locker. Disk brake Dana 44. Tons more. Moses Lake \$10,500. 509-764-1825

78 LINCOLN TOWNCAR - excellent cond. Clean - every option you can imagine! Everything works. V8 460, 75K original miles, new tires, new carburetor \$2900. 253-891-2744

TWO 1980 YAMAHA QT50G2 MOTOR SCOOTERS - 50CC, street legal, racks, helmets, low miles, great shape. \$950 for both. 1969 Sears utility trailer 3' x 7' custom-built \$350. 253-826-3907

1986 HONDA ACCORD - 4 cyl, fuel inj, automatic. Tires and interior all in very good condition. Passenger side damage. Low miles. Use for parts or fixer. Reasonable offer accepted. 425-413-2293 or 206-240-3561

1986 FORD TEMPO - white with blue interior. 144K miles. Dependable, good running work or student car. Minor fender dent. Grandma quit driving! \$1100. 253-862-6759

1986 PONTIAC 6-PASSENGER wagon with snow tires \$800. 206-232-2669

1989 ISUZU TROOPER 4X4, 4-cyl, 67K miles, 5-speed, black \$1500. 360-856-9022

1993 PONTIAC SUNBIRD - convertible. \$1250. 360-886-0381

1995 GMC FULL-SIZE conversion van - 70K miles, black, security system, electric windows, locks, mirrors, dual air, TV & VCR \$9750. 253-630-3394

1995 GMC YUKON SLE - teal blue, gray interior, terrific condition. Power windows and locks, AC, AM/FM CD/cassette, new tires and running boards. 132K miles. Must see \$11K OBO. 360-651-8333

1996 EDDIE BAUER - 4x4 F150, 86K miles. PS, PB, AC, CC, dual tanks. 5-speed V8, original owner. Matching canopy \$10K. 425-823-6319

1997 JEEP GRAND CHEROKEE TSI - 100,500 miles, under warranty through February. Must sell - family expanding. Loaded with black leather, heated seats, all power options. \$10K OBO. Call Tera at 206-242-0881

1998 FORD ESCORT - red, 2-door, A/C, 5-speed, CD player. 18K on new motor. \$4400 OBO. Must sell for bills. 425-379-9033

2000 LINCOLN sports car LS model with the Jaguar engine. Silver with 12K miles, built-in phone. All leather. Paid \$45K, will sell for \$30K. It has everything you could want in a car. A real beauty. 206-772-1752

2001 KIA SPECTRA - 4-doors, seats 5, automatic, AC, CD with detachable face, alarm and tinted windows. 30 MPG. 14K miles. Excellent condition \$9K. 425-353-9143

2002 DAEWOO LANOS, 20K miles, 33 mpg, AC, radio, 5-speed hatchback, seats fold down rear, cassette player, 4-mounted studded snow tires \$4499. 253-804-0424

LINCOLN CONTINENTAL - all leather interior, hardly broken in, excellent condition, new air conditioning, all new tires, everything is automatic, 43K miles, green, selling for \$9K, paid \$30K. Drive and see the comfort. 206-772-1752

MAZDA TRUCK in excellent condition \$4K. 206-772-1752

Accepting the Oath of Office

Judy Neumann (r) accepts the oath of office for Local F District Council Alternate from District Vice President Gloria Millsaps at the November 12 District Council meeting.



Members Make A Holiday Tradition

751 members played a role in what has become one of the Northwest's holiday traditions - Pacific Northwest Ballet's (PNB) production of "The Nutcracker."

While the show is known for top notch dancers, it is just as famous for elaborate sets, which is where our members come in. As the Nutcracker celebrates its twentieth year with PNB, many 751 members fondly reflect on their contribution. The giant Christmas tree that grows from 14 feet to an enormous 28 feet was designed, fabricated and painted at the Renton plant. Mem-

bers in the Renton mockup shop vividly recall the project because of its stark difference from the usual airplane mockups.

Retired 751-member Howard Hanson worked as lead on the "Christmas Tree" project in 1984. Howard noted, "The plans we were given were on a very small scale so we had to project it to be much larger. We had to have it done in a relatively short period of time. Everyone pitched in and helped on the project. It was quite a sight to see this tree towering far above the planes in the factory. The tree covers approximately 500 square feet. Every year when I hear the ads for the Nutcracker, I have to smile and remember what it took to build the tree."

Retired member Bob Lindcrantz also worked on the project and added, "Getting the tree to expand was the biggest challenge. We didn't have the facilities to open and close it like in the theater. We had to try lots of different methods with engineering aides. It was one of the most unique projects I recall working on. The names of those of us who worked on it are on a plaque on the back of the tree. Every year we watch it on TV to see if they are still using our tree."

Just how did Boeing employees come to build the Nutcracker tree? In 1983, the first year of the PNB Nutcracker performances, the original tree created many problems. It took ten people to operate and often didn't grow to



In 1984, Renton mockup employees pose in front of the finished tree they built for the Pacific Northwest Ballet's Nutcracker. It stands 28 feet tall (much higher than the 757 plane at right) and covers 500 square feet.



The Pacific Northwest Ballet's Nutcracker features the Christmas tree made by Boeing employees, which magically grows to enormous proportions.

new heights or fly off the stage during the snow scene.

At the time, a retired Boeing executive served as CEO of PNB. He learned of the tree problem and immediately suggested they go to Boeing to get it built right. Boeing held an internal design competition that generated a variety of proposals from both engineers and designers. The basic idea for growing the tree's dimensions - which creates the illusion that the performers in front of the tree are shrinking in size - was conceived by Boeing engi-

neers George Sherotsky and Roy Woodcock. The change in dimensions happens magically through lifting cables which operate a cam.

The tree is a central part of much of the stage, as it grows to nightmarish proportions and helps make the dream sequence believable. Since the tree is built of aluminum honeycomb and fiberglass - the same material used on airplanes, it will literally last forever and continue to be a part of a Northwest holiday tradition.

Improvements Keep Work for Members

Continued from page 1

employee more productive and valuable to the Company while giving the members more variety in their work packages.

Yet the changes went beyond design and workflow. In the past, workers would travel to the toolroom at least once a day. Now a fully stocked supply cart is kept in the area and toolroom trips occur about once every two weeks.

Heather Barstow and Jim Darrah, the Union's representatives on the Work Transfer Committee, have kept close tabs on the work package to ensure that Boeing was acutely aware of the improvements our members have made. District 751 President Mark Blondin also brought the matter to the attention of Corporate Boeing - pointing out our members had reduced the time and made the process more efficient, which meant there was



Richard Dudley is proud of employee improvements that allowed them to not only reach Boeing's target, but exceed it.

no longer a business case to consider moving the work. Management agreed and the work transfer study was cancelled.

Union Steward Jim Peters is proud of the results and stated, "It was a matter of getting everyone going in the same direction. If we didn't cut hours, they would offload our work. We all take a lot of pride in the work we do and the last thing we wanted to see is someone else making this part. The strakelet work keeps six people on the payroll."

Steve Myhrwell, who offered many suggestions that were ultimately implemented, added, "We have what we need in the shop now to be more productive. In the past, we could make a phone call, but the support wasn't within reach. That has changed. Support organizations are now available to us. Many of these changes had been talked about for years, but were never seriously addressed. We cut down the clutter, made tools and parts accessible within the shop, made things standard so everyone knows where everything is. The changes ensure we are the best place to do this work."



District 751 President Mark Blondin (r) examines the strakelet assembly as IAM Work Transfer Rep Jim Darrah and Steward Jim Peters explain the changes that took the work off the offload list.

COLA Generates 9 Cents for December 5

Effective December 5, 2003, a 9 cent cost-of-living adjustment (COLA) will be added to the hourly wage rate for IAM members at Boeing. This brings the total hourly COLA gain under the current contract to 36 cents. The new 9 cents was generated for the quarter August, September, October of 2003. COLA is generated quarterly under the IAM contract and is based on the federal government's Consumer Price Index. The next quarterly COLA payment will be effective March 5, 2004.

New Union Dues \$59.50

Monthly Union dues rate for IAM hourly workers at Boeing will be \$59.50 for the year 2004 (up from \$54.10 in 2003). Per the IAM Constitution, the 2004 dues are calculated at two times the average hourly wage (based on wages from September 2002 through August 2003, which includes the 8 percent ratification bonus as required by IAM International Headquarters) plus \$1.10 per capita tax to the Grand Lodge.

This increase is yet another side effect of the layoffs, which resulted in a very senior workforce at the top end of the wage scale in each labor grade. If you have any questions on the dues rate, please contact Secretary-Treasurer Bruce Spalding on 206-764-0310 and 1-800-763-1301, ext. 3310.

Fact to Consider: The 9 cents COLA increase effective December 5th will more than pay for the dues increase. This 9 cent COLA will generate \$15.57 a month while the dues increase is \$5.40 a month.