

Machinists Vote for Jobs at Boeing!

In a historic vote, Machinists Union members on Dec. 7 approved a four-year contract extension with the Boeing Co. that ensures the 737 MAX will be built in Puget Sound.

The final vote was 74 percent to accept the extension, union officers said. More than 31,000 union members in Washington, Oregon, Kansas and California were eligible to vote.

"This agreement represents a historic moment in changing the relationship between this union and the Boeing Co.," said District 751 President Tom Wroblewski. "For the first time, company executives are committing to you — in writing — to keep work in

Puget Sound."

"This agreement also shows the collective bargaining process is flexible enough to adjust with the times," said Wroblewski. "The process allowed us to be creative and produce a win-win for everyone — our members, Boeing, airline customers, and our communities. This is a vote of confidence for job security and a stronger future for this region."

The agreement extends the current contract, which was set to expire in September 2012, another four years, until Sept. 8, 2016.

The biggest benefit to the contract was the job security it brings, Wroblewski said.

"As a result of this vote, we have the strongest commitment to the future of aerospace jobs in Washington state that we've ever had," he said.

With ratification, Boeing committed to doing final assembly of 737 MAX model jets in Renton, and to keeping in place 737 fabrication work now done by Machinists in Puget Sound and Portland.

"That commitment to



Richard Bachmeier (l) and Travis Oney were a few of the members who volunteered to count ballots.

the 737 MAX secures the jobs of District 751 Machinists from Everett to Fredrickson," Wroblewski said.

As many as 6,000 jobs were preserved as a result, he said, and more are likely to be created as Boeing and the union study ways to increase production of 737NGs and MAXs in Renton from the current 35 a month to 50 — or even higher.

Boeing had been openly looking for non-union sites to do 737 MAX work.

The deal also ensures that all work on the KC-46 tanker for the Air Force and P-8 sub-hunter for the Navy

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Members gave a standing ovation as the 74 percent ratification was announced on Dec. 7.

Historic Agreement Delivers 737MAX for Washington State

The IAM and Boeing jointly delivered thousands of jobs and a 737 MAX model that is. On Dec. 14th, at a legisla-

tive reception, President Tom Wroblewski and Boeing Vice President Julie Acosta presented a brand new 737 MAX model to Washington Governor

Chris Gregoire.

The presentation ceremony, which took place at the Boeing governmental

affairs building in Olympia was co-hosted by the IAM and Boeing. It came just one week after delivering a historic ratifica-



Union and Boeing leaders presented Gov. Gregoire with a 737MAX model - symbolic of landing the jobs for this state. L to R: Larry Brown, Tom Wroblewski, Gov. Gregoire, Julie Acosta, Laura Peterson.

tion vote on a four-year contract extension and securing the 737 MAX and thousands of jobs for the state of Washington. The political and community leaders were

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District 751 volunteers prepare to contact URS workers at JBLM to answer their questions about IAM representation. 71.2% voted for the IAM.

Union Yes for URS workers at JBLM

More than 350 workers who re-set helicopters and do site maintenance at Joint Base Lewis-McChord for our active military have voted to join the Machinists Union.

The new Machinists work for defense contractor URS Federal Services Corp. Some 71.2 percent of them voted in favor of joining District 751 in an election held Dec. 8.

It was the second time around for the URS workers, who had contacted District 751 organizers before when they worked for defense contractor Lear Siegler at JBLM.

That first effort in 2009 failed to gain enough support to justify taking it to a National Labor Relations Board vote. But this time around, the URS workers were more receptive to voting "Union Yes."

District 751's success in negotiating labor agreements with defense contractors made the difference, said Gary Allen, the General Vice President for the IAM&AW's Western Territories. "The

URS workers saw the District's success in achieving quality first contracts for these units, and they wanted the same."

There wasn't much debate on it among the new members, said John Davis, who is a backshop Lead for the group.

"Everybody had their own opinions, kept them to themselves and took it in to vote," he said. "Everybody had heard what they needed to hear."

For many workers, paid time off was a big issue, Davis said.

"A bunch of people got fed up with having their vacation rearranged," he said. "I'd like to have some sick time back. I hate to head out sick and have to burn up vacation days."

Pay and benefits were also an issue. Davis said that he — like many in the group — has no need for company health insurance, since he has retired military health benefits after his 20-year Army career. "So an opting out provision like the group received up on NAS Whidbey

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Increased Education Benefits for 2012

Active IAM-represented employees working at Boeing in Puget Sound will soon see an increase in their annual Education Assistance (EA) benefits. The annual benefit allocation will increase to \$3,000 per year per employee. This will be for active and laid-off employees beginning January 1, 2012.

Students wishing to take advantage of their Education Assistance benefits and

pursue higher education, should contact an IAM/Boeing Joint Programs Career Advisor.

For more information, visit the IAM/Boeing Joint Programs website (<http://iamboeing.web.boeing.com/careeradviser.cfm>) or <http://www.iam-boeing.com/careeradviser.cfm>). To schedule an appointment, call 1-800-235-3453 (Puget Sound).

Ratification Rally

Members at JBLM overwhelmingly ratify four new agreements to wrap up the year

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Red Cross Real Hero

Member honored for action that saved his Angel

7



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REPORT FROM THE PRESIDENT

Boeing and Union Working Together for Success

by Tom Wroblewski, District President



This past year, 2011, will loom large in aviation history. It's the year the first 787 was delivered, as well as the first of the new 747-8s. It's the year the U.S. Air Force finally settled the long-running dispute over who would build its next-generation aerial refueling tanker: the Boeing Co., which is poised to begin building them in Everett over the next couple of years. And it's the year Boeing decided to extend the life of the most-successful airliner in history, by deciding to build the 737 MAX in Renton.

But when historians years in the future write this chapter on the major events of 2011, I believe they'll focus on something else that happened this year that got overshadowed by the headlines and ignored by the TV talking heads: Boeing and the Machinists Union have agreed to a common set of goals and a new framework for achieving them, and we've committed to working toward the mutual success of both labor and management.

All this was part of the four-year contract extension that you voted to ratify earlier this month. Boeing's commitment to building the 737 MAX here in Puget Sound grabbed all the headlines, but it was the pledge to work together that I feel will bring the longest-lasting benefits.

We all know the story of how we got here, of how relations between Boeing and this union have deteriorated over the past decade or more. We've gotten good – very good – at fighting each other.

But even as we engaged in very public arguments, Boeing and District 751 continued to find ways to work together –

quietly but effectively – to win new business and to improve on old processes. There is no better example of this than the fact that for nearly a decade, Boeing and the Machinists fought side-by-side to ensure that America's military would get an American-made refueling tanker.

Working together, Machinists, engineers and managers, we were able to find ways to reduce costs and improve productivity, and that's what allowed Boeing to submit the winning bid for the Air Force's KC-46 tanker, which means we'll be building 767s here in Everett for years to come.

Think of what that meant: Instead of fighting our union in hopes of squeezing 1 or 2 percent cost savings through drastic wage and benefit cuts, Boeing management worked with us to improve processes and efficiencies, and together we were able to slice more than 20 percent off the asking price. And because of that, Boeing won a huge order.

This will be the example for how Boeing and the Machinists will work together in the future, for the benefit of everyone.

I say "everyone" because the contract extension is good news for Washington state.

The agreement secures the jobs of thousands of men and women across the region by ensuring that they'll get to continue doing the work they do on current-model 737s on the next version. This includes all the people working on 737 parts in the Everett Wire and Interiors shops, as well as Fabrication Division workers in Auburn, Fredrickson and Portland.

The significance of this agreement to work toward the mutual success of both labor and management goes beyond Boeing and Puget Sound, however.

For the past generation, the thinking in American business has been domi-

nated by the notion that success is a zero-sum game. By that, I mean that Wall Street and its political allies decided that there was only so much money to go around, and the only way that they could increase their share was to take it away from workers by crushing the unions here at home and outsourcing as much work as possible to overseas nations desperate for jobs and business investment. Labor has responded with a desperate fight to hold on to what is left of America's shrinking middle class.

After 30 years of this fighting, we now see the result: this month, the Census Bureau reported that nearly half of all Americans are living in poverty, or are just one missed paycheck or emergency room visit away from it. In the meantime, U.S. corporations are sitting on record piles of cash that they're afraid to invest in America, because with poverty at an all-time high, no one here can afford to buy their products.

With this contract extension, Boeing is choosing another path. It is committing to the Machinists Union that one of its top goals is to sustain and grow good-paying jobs with benefits: health care that means a sudden illness won't bankrupt a family, pensions that will allow our seniors to contribute to our communities in their retirement.

And it has been rewarded for it. Since we announced our tentative deal with Boeing, shares of the company's stock has jumped up by as much as \$3 a share, which means the company's valuation jumped by more than \$2 billion. Boeing customers have responded to the news by ordering more than 250 planes with a list price of close to \$30 billion. And these amazing financial gains have come even though the company has committed to keeping work in the United States, has given its workers pay raises and agreed to keep providing

pensions – which is the opposite of what the Wall Street types have been urging companies to do.

At the same time, our union has agreed to a new roadmap, using our skills, experience and knowledge to help Boeing lower costs and raise productivity so that together we can better fight our competitors in Europe, Asia and South America. We'll be meeting every month to look for new opportunities and to resolve issues before they become problems.

We also have been rewarded for our actions, with stronger written commitments than we've ever had to ensure a new generation of workers will find jobs at Boeing.

I know not all of you agreed with the proposal, and it's not going to be easy – after all these years of conflict – for any

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Workers at URS from Joint Base Lewis-McChord voted for IAM representation on December 8. Above a group of the URS workers pose with Union leaders.

IAM Union Yes for URS Workers at JBLM

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sounds pretty good," he said. "I'd like to see an area market pay raise," he added. "I've been there 13 years and haven't seen a pay raise or cost of living increase in four years. That'd be kind of nice."

A year ago, more than 220 URS employees working at Whidbey Island Naval Air Station also voted to join District 751. They ratified their first contract in July, and began seeing the first fruits of their new contract this fall, when they started collecting the increased wages that were negotiated. They also began to accrue sick leave, which the URS workers at NAS Whidbey didn't have before.

After seeing what the union could do for their co-workers, the URS workers at JBLM were eager to listen, said District 751 President Tom Wroblewski.

"We have a lot of highly skilled members who do work that's essential for America's defense," said Wroblewski. "They deserve to be paid fairly and treated

fairly, and a Machinists Union contract can give them both."

The new Machinists still have a lot of hard work to do before they get their first union contract, said District 751 Organizing Director Jesse Cote, who led the URS campaign.

"This doesn't get done without plenty of involvement from the folks on the shop floor; participation is the key to a successful deal," Cote said. "The good news is that

we've got a strong core group who understand all the benefits a union contract can bring. Their solidarity gives us a strong platform to work from as we go to work with the company on a solid contract that the new members can vote on."

GVP Allen personally thanked all the volunteers who worked on the URS campaign. "It was your hard work and dedication that made it possible to bring this victory home for this workforce," he said.



751 Organizer Jesse Cote (standing front right) gives last-minute instructions to the volunteers who provided Union information to URS workers at JBLM.

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

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Jason Redrup
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Susan Palmer
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Heather Barstow

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Ray Baumgardner

Richard Jackson
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Jon Holden
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D. Joe Crockett
Ron Bradley

Emerson Hamilton
Charles G. Craft

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 - 233 Burnett N., Renton; 425-235-3777
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 - 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305
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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

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will be done by Machinists Union workers in Puget Sound or Wichita.

The new contract also creates a new, top-level joint council of union and company leaders that will meet monthly to pursue opportunities and work together to solve problems.

"This committee has agreed to four mutual objectives, and first among them is this: creating and sustaining good-paying jobs with benefits," Wroblewski said. "Thanks to your vote on this contract extension, that now is one of the Boeing Co.'s stated goals – that's another thing we got in writing."

Once the joint council starts meeting, Wroblewski said one of his goals will be to explore "how to help the Boeing Co. stop wasting money by outsourcing work that our union members can do better, quicker and cheaper."

Under the terms of the extended contract, Machinists will receive:

- 2-percent wage increases in each year of the contract, plus additional cost-



Steward Marnie Young (l) gives her view on the ratification vote.



Business Reps and staff from District 751, District W24 and District 70 stood with District President Tom Wroblewski and Aerospace Coordinator Mark Blondin as they announced the tentative contract extension on November 30.

of-living adjustments calculated under the current formula;

- A new incentive plan that has the potential to pay out up to 4 percent each year – a similar plan for St. Louis Machinists has paid an average of \$1,447 a year over the past decade;

- Increases to the formula for calculating pensions, topping out at \$91 a month per year of service in 2016, plus a continuation of the current 401(k) savings plan with a company match, plus a commitment to preserving pensions for new hires;

- Improved vision and dental insurance benefits; and
- A \$5,000 ratification bonus, which was paid on Dec. 15 – pumping close to \$145 million into the Puget Sound economy, just before Christmas.



While the vote was unusually quiet, many were clearly happy with the offer.

In exchange, union members agreed to pay higher medical premiums starting in 2013.

Boeing and the Machinists Union have clashed in the past, Wroblewski acknowledged. But with the ratification of the contract extension, the two sides are now committed to working together.

"It'll be a big shift that we both need to embrace. But we must do this," he said. "Because it's obvious that we, as union members, cannot prosper if the Boeing Co. isn't successful, and we've seen quite clearly that Boeing's success is tied directly to the skills and experience of our Machinists Union members."



Business Rep Emerson Hamilton (l) interviews with KUOW following the ratification announcement.



District President Tom Wroblewski (r), along with Aerospace Coordinator Mark Blondin, announces that members ratified the agreement by 74 percent.

NLRB Case Was Always About Puget Sound Jobs

The National Labor Relations Board dropped its complaint against Boeing on Dec. 9, after the Machinists Union notified a federal administrative law judge that the newly ratified contract extension had resolved its dispute with the company.

Lafe Solomon, the Labor Board's lead attorney, said he was "happy to announce" that the complaint had been resolved by collective bargaining between the union and Boeing.

"This is the outcome we have always preferred, and one that is typical for our agency," Solomon said. "About 90 percent of meritorious NLRB cases are resolved as a result of agreements between the parties or settlements with the agency."

From District 751's perspective, resolving the NLRB complaint this way made far more sense than continuing to fight it out in the courts, said District President Tom Wroblewski.

"We were confident our attorneys could prove in court that Boeing had broken the law and violated our members' rights," he said. "We had the evidence right there on video. But we also knew that it was going to be a long, hard fight."

Wroblewski said the legal battle was likely to take six to eight years, as Boeing, the union and the NLRB fought their way through the federal court system – potentially all the way to the U.S. Supreme Court.

In the meantime, District 751 would have to negotiate at least one, and perhaps two, new contracts sitting

across the table from the same Boeing executives who would have had to testify in court. It would be hard, Wroblewski noted, to get a fair contract for workers under those circumstances.

And in the end, the best the IAM could get was an order forcing Boeing to bring back the work it had taken away from its union workers.

"So we did the math," Wroblewski said. "We could continue the fight for the next eight years in the hopes that the Supreme Court would do the right thing and give us our three 787s a month back – or take the contract extension Boeing was offering, which gives us more jobs at a much higher production rate."

Machinists build more components for the 737 than any other airplane, he noted, while the only completed piece of the 787 union members build is the vertical stabilizer.

"Taking the contract extension and settling the case gives us more jobs in the near term, and our new relationship with Boeing gives us a better chance of negotiating good contracts with the company and securing new work in the long run," he said.

"This union is about jobs," he concluded, "and while it may have been satisfying to hear a judge tell Boeing that it was guilty of breaking the law, which we already knew, to me it's more important to know that another generation of Machinists Union members will get to build Boeing airplanes in Puget Sound."

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still amazed and relieved to have the jobs secured for our state's economy.

Everyone was also celebrating the Southwest Airlines announcement of the record sale of 208 737s. Earlier in the day Southwest had ordered 150 737MAX aircraft and 58 Next Gen 737s. Southwest was the launch customer on three earlier versions: the 737-300, 737-500 and the Next-Generation 737-700.

In President Wroblewski's remarks he said, "At an earlier and more skeptical time, we might have assumed that Boeing held off on the Southwest Airlines announcement until after negotiations. Now I believe the fact we have this new four-year contract extension, is the reason Boeing was able to make the announcement."

Boeing Vice President Julie Acosta explained that these negotiations and the agreement to build the 737 MAX in Washington were the result of honest discussions and willingness by both the company and the union to understand

the fundamental needs of each other and commit to a future shared destiny.

Governor Gregoire was ecstatic to receive the 737 MAX and recognized the commitment of both the Machinists Union and the Boeing Company to the future of aerospace manufacturing in Washington. She told the gathered legislators, "The company and the union did their job. Now it is time for us to do our job here in state government."

She urged the legislators to quickly pass her legislation calling for additional investment in aerospace workforce education.

The legislative reception included Democrats and Republicans, members of the Senate and House. All were brimming with happiness at the historic labor agreement and the solid commitment of jobs for our state. Now we have to ensure they reciprocate that commitment by investing in the K-12 and the higher education systems to ensure we have enough trained aerospace workers to take us to the future.



Legislators lined up to thank the Machinists for their role in securing jobs for the state. L to R: Sen. Jeanne Kohl-Welles, 751 President Tom Wroblewski, Rep. Phyllis Kenney, 751 Political Director Larry Brown.

Four-Way Parlay Delivers Solid Contracts at JBLM

District 751 continued its success in representing members covered by the Service Contract Act with four new contracts recently ratified at Joint Base Lewis McChord.

Building on the experience and expertise, Machinists Union negotiators delivered the new agreements, which were overwhelmingly ratified over a two-week period from November 30 to December 15.

As November and December came to a close, District 751 wrapped up the negotiations with the four contractors at Joint Base Lewis McChord. In a four-way parlay, members at L-3 Communications, Delaware Resource Group (DRG), AAI and Eagle Systems overwhelmingly ratified three-year agreements.

L-3 is the prime contractor with members there serving as pilot and loadmaster instructors. AAI employs the tech simulators II and III, members at DRG are classified as simulator maintenance technicians while Eagle Systems has the schedulers. The Agreement for DRG also covers workers in Charleston, South Carolina.



James (JDub) Williams casts his vote on the AAI Agreement.

"This was the first time that I've participated in a negotiation. It was truly exciting and empowering to be a part of the process. I'm very happy with the results and I feel that our entire unit agrees," said Jamey Shewman, who sat on the union side of the table in the DRG negotiations. "I actually look forward to being at the table again, in three years!"

Ruben Ontiveros, Union Steward and negotiator for AAI, was also pleased with the results and said, "With the backing of all the IAM members at our site, we came back from the negotiation table with a contract that we can be happy with."

"Our membership voted unanimously to accept the negotiated agreement," said Jim Schneller from L-3. "We are pleased with improved pay and benefits and believe we set a solid baseline for future CBA's with L-3. Our IAM negotiators fought hard for this agreement and guided us to a successful conclusion."

The four contracts are just another demonstration of the experience 751 brings in representing members under



IAM reps who negotiated the new agreement with L-3 L to R: Mark Lewis, Jesse Cote, Ray Rivera, Ray Moffatt and Jim Schneller.

the Service Contract Act.

The new collective bargaining agreements delivered similar economics and each delivered general wage increases each year of the contract with a substantial market wage adjustment in the first year followed by 3 percent raises in both the second and third years.

Other economic improvements included shift differential, report time and call back pay provisions, pay additives for lead and other certifications, as well as lump sum payments on the agreement and job classification.

Each of the new collective bargaining agreements also increased the opt-out wage option for benefits to \$6 per hour in 2012, \$7 an hour in 2013 and \$8 an hour in 2014. Since many of the members are retired military and have other benefits, the opt-out benefit pay is always important under the Service Contract Act. Each contract also delivered the 401(K) savings plan with employer match while those working at DRG also receive an additional 3 percent profit sharing contribution into the savings plan.

Paid time off, which was an important issue, was also addressed with personal time off (PTO), vacation and bereavement spelled out in writing.

"The overwhelming votes for each agreement show these members understand the benefits of Union representation and appreciate having the Machinists Union negotiate their wages, hours and working conditions," stated IAM District 751 President Tom

Wroblewski. "Jesse Cote demonstrated his expertise not only as an organizer, but at the bargaining table as well—playing a key role in all four agreements."

"Despite these hard economic times, these agreements show the IAM can still bring improvements to wages, benefits and working conditions to Service Contract employees," said District 751's Organizing Director, Jesse Cote II. "It also brings a measure of job security and levels the playing field between the current employer and other companies that might compete for the contract in the future, because there will be a collective bargaining agreement in place that sets the standard."

All four agreements will expire October 1, 2014.



At the bargaining table with DRG representatives, IAM negotiators (right side of table) Jamey Shewman, Jesse Cote and DBR Steve Hernandez delivered an agreement that was ratified by members at JBLM and in South Carolina.



Ruben Ontiveros counts the contract and strike sanction ballots for AAI.

Hytek Solidarity Strong as Negotiations Progress

District 751 members working at Hytek Finishes have overwhelmingly approved a strike sanction vote, giving the union's negotiating team more leverage at the bargaining table.

The strike sanction measure was approved with a 99-percent "yes" vote on Dec. 13, the union said. The vote does not mean a strike is imminent. However, it does signal to Hytek executives that their union workforce is willing to support a labor action, should talks with management fail to result in an acceptable contract.

Negotiations are set to resume in early January.

The workers at Hytek specialize in doing various types of metal finishing and coating for aerospace manufacturers, including Boeing, Lockheed and Bell Helicopters.

The union has been in talks with



Members from Hytek showed their solidarity and tried to impact the bargaining by casting a 99 percent yes vote to authorize strike sanction on Dec. 13.

Hytek management about a contract for the company's 170 workers since the fall. The workers voted to join District 751 in August.

High-cost health care, below-market pay and dissatisfaction with the company's process for promotions and pay upgrades were the biggest issues union members had going into the talks, and so far "negotiations with Hytek have not produced adequate attention to their concerns" said IAM&AW Grand Lodge Rep Kevin Cummings.

"These workers perform a highly skilled and critical function in a toxic and carcinogenic atmosphere, and deserve better respect and compensation than they are getting," he said.

Hytek is a subsidiary of Bellevue-based Esterline Corp., which released its fourth quarter and year-end

financial results on Dec. 8. At the time, Chief Executive Brad Lawrence said that "fiscal 2011 was one of the strongest years in our history" and he added that "we expect to grow about 20 percent in fiscal 2012," in large part because of Boeing's plans to increase production rates for its 737 models.

"We aren't asking for the moon," said Cummings, "just a fair contract that recognizes the sacrifices of their workers. Let's hope Hytek managers come to their senses and quit talking about how much they care, and start acting like they care."



Member volunteers counted the ballots once the polls had closed.

Blondin Named to New Position

Former District 751 President Mark Blondin has been named as a General Vice President of the International Association of Machinists & Aerospace Workers. Blondin is now the leader of the union's newly created Aerospace Territory.



"Aerospace industry workers make up almost 25 percent of our union's membership," said IAM&AW International President Tom Buffenbarger, who announced the creation of the new Territory on Dec. 16. "Mark Blondin's years of experience in the aerospace industry make him the ideal person to lead this new Territory."

Blondin was previously assigned as Aerospace Coordinator in 2007 with the primary responsibility of negotiating agreements between the IAM and Boeing throughout the United States and Canada. Before that, he'd served as District 751's President and Directing Business Representative for more than six years. He was a Business Rep for five years.

"It is an honor to lead this new Aerospace Territory," said Blondin. "Organizing our aerospace members under one banner will help keep North America the leader in high-tech manufacturing, the world's best producer of aerospace products and the creator of solid, middle-class jobs."



Jay Lang and Business Rep Heather Barstow (center) answer questions for members at Hytek.

Winners Honored in Essay and Coloring Contests

At the December local lodge meetings, District 751 honored winners of the fall 2011 coloring and essay contests.

Members attending the October local lodge meetings voted on the coloring entries while a committee reviewed and graded the essays.

The successful contests got additional members and their children involved in Union activities. Congratulations to all who took part in the contest.



Winners honored at the Dec 1 Local A meeting L to R: District Sec-Treasurer Susan Palmer, Renae Espiritu, Christine Espiritu, Sanghee Gabrio, Veanne Gabrio, Viecheuro Gabrio, David Allgood, MacKenzie Allgood, Zachary Allgood, Drew Klein, Tia Nguyen, Kailyn Thai, Natalie McGraw, Local A President Jason Redrup, Aaron Phong, Hailey Hand, Scott Hand.

COLORING CONTEST WINNERS

PRE-K

- 1st - Veanne Gabrio (Sanghee Gabrio)
- 2nd - Emma Grace Johnson (Ryan Johnson)
- 3rd - Sydney Fleischer (Michael Fleischer)

KINDERGARTEN

- 1st - Hailey Hand (Scott Hand)
- 2nd - Renae Espiritu (Christine Espiritu)
- 3rd - Jake Lincoln (Barbara Jean Stallman)

1ST GRADE

- 1st - MacKenzie Allgood (David Allgood)
- 2nd - Owen Sechtman (David Sechtman)
- 3rd - Marina Long (Stanley Long)

2ND GRADE

- 1st - Leonie Nguyen (Thomas Nguyen)
- 2nd - Jaden Lincoln (Barbara Jean Stallman)
- 3rd - Kailyn Thai (Charles Moore)

3RD GRADE

- 1st - Ayaka Takei (Felix de Leon)
- 2nd - Shaynah de Leon (Felix de Leon)
- 3rd - Drew Klein (Bradford Klein)

4TH GRADE

- 1st - Natalie McGraw (Becky McGraw)
- 2nd - Aaron Phong (Sam Phong)
- 3rd - Spencer Hoirup (David Hoirup)

5TH GRADE

- 1st - Hailey Riggs (Warren Riggs)
- 2nd - Zach Allgood (David Allgood)
- 3rd - Tia Nguyen (Tuan Nguyen)

6TH GRADE

- 1st - Celine Nguyen (Minh Nguyen)
- 2nd - Emily Barker (Scott Barker)
- 3rd - Anjelica de Leon (Felix de Leon)

ESSAY CONTEST WINNERS

7-8 GRADES

- 1st - Kevin Woodward (Dahlia Woodward)
- 2nd - Viecheuro Gabrio (Sanghe Gabrio)
- Reganne Hoirup (David Hoirup)

9-10 GRADES

- 1st - Austin Hanson (Alan Sutton)



Local F contest winners: L to R: Local F President Dwyane Johnson, Angelica de Leon, Local F Recording Secretary Paul Veltkamp, Thomas Nguyen, Leonie Nguyen, Michael Fleischer, Sydney Fleischer, Shaynah de Leon, David Sechtman, Owen Sechtman, Kevin Woodward, Ayaka Takei, Dahlia Woodward, Christian de Leon, District 751 Sec-Treasurer Susan Palmer, Felix de Leon



Local C winners L to R: District 751 Sec-Treasurer Susan Palmer, David Hoirup, Reganne Hoirup, Spencer Hoirup, Minh Nguyen, Celine Nguyen, April Long, Marina Long, Local C President John Lopez, Jr.

Honored at the Local C second shift meeting: L to R: Local C Rec. Secretary David Henry, Local C President John Lopez, Jr., Emily Barker, Scott Barker and District 751 Secretary-Treasurer Susan Palmer.



Santa Visits December Meetings

Children and grandchildren of 751 members had an added treat at the December Union meetings in Seattle – the chance to visit with Santa Claus and get a Christmas photo.

Special thanks to Local A Vice President Wilson 'Fergie' Ferguson for his part in making Christmas special for the kids.



Children and adults enjoyed getting their photo with Santa. Anyone who would like to receive their photo via email should contact: conniek@iam751.org. The Puget Sound local lodges started the tradition last year and hope more children will come next year as word spreads.

Dues Rate at Boeing Decreases for 2012

The monthly union dues for District 751 Machinists at Boeing will be \$65.80 during 2012. This is a decrease of \$1.55 per month. The 2011 dues rate was \$67.35.

Under the formula approved by members in 2010, the 2012 dues were calculated at 2.25 times the weighted average hourly earnings for bargaining unit members as of Aug. 31 – excluding bonus pay – plus any IAM Grand Lodge per capita assessment increases.



Boeing and Union Working Together for Success

Continued from page 2

of us to completely trust Boeing. As I've said before, it's going to take a leap of faith.

But it should be obvious to everyone that our old path of fighting with Boeing at every turn was not working. We had to try something different. So for the next four years, Boeing and the Machinists Union have pledged to work closely together to achieve these goals, and to meet other objectives that are central to

the mutual success of both the company, and its people.

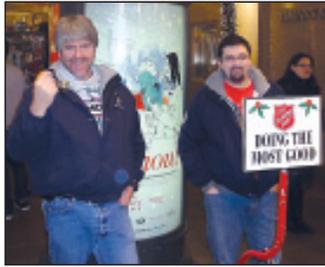
To me, that could be the greatest legacy of our contract extension with the Boeing Co., and the most-important achievement of 2011, a year that has seen more than its share of groundbreaking successes.

Thanks to everyone for all the hard work you did in 2011, to make our companies and our communities better, and thanks in advance for all the work you'll be called on to do in 2012.

COMMUNITY SERVICE

751's Helping Hands Make Holidays Brighter for Many

Machinists' helping hands reached out across Puget Sound to make the holidays special for countless individuals. Throughout November and December, members volunteered for dozens of activities. Members turned out to clean up roads, build wheelchair ramps, collect donations for Salvation Army, help Northwest Harvest with food drives and at their warehouse, prepare and serve food at area missions, and to deliver and distribute toys to name just a few.



Paul Richards and Anthony Pearce turned out for the annual bell ringing.



L to R: George Braun, Vennie Murphy and Rob Curran took part in the street cleanup at our Adopt a Road site in Kent.

Above and right: 751 regularly prepares and serves meals at the Everett Mission several Sundays each month.



After completing a ramp for an Olympia resident L to R: Rob Curran, Tom Lindberg, Dave Henry, Pat Bertucci, Stosh Tomala and Vennie Murphy.



Rob Curran and Scott Hopkins frame the ramp.



Working on the ramp frame L to R: Vennie Murphy, Pat Bertucci, Dave Henry, and Stosh Tomala.



Sydney Esenwine (l) and Gabby Rogano were in spirit as they took over the Salvation Army bucket in front of Old Navy.



After taking over the Salvation Army collection buckets around Westlake Center for a night, 751 volunteers pose for a group photo near the holiday carousel.



Since last summer, 751 volunteers have helped out at the Northwest Harvest warehouse in Kent on Wednesday evenings. Above a group poses after finishing their volunteer work for the night.



Vennie Murphy (l) and George Braun are regular volunteers at the Northwest Harvest warehouse in Kent.



Helping with distribution at the Puget Sound Labor Agency event L to R: Glenda Sweet, Kevin Cummings, Karen White, Santa, Julie Sawyer, Susan Palmer and Steve Fox.



Helping to prepare and serve meals at the Tacoma Rescue Mission on December 10 L to R: Ken Ruether, Carl Dahl, Vennie Murphy, Tom Lindberg, George Braun, Scott Adams, Rob Curran and Dave Henry. Also helping that day and not pictured: Luzia Ballew.



Robley Evans unloads toys for the Toy N Joy event.



Dena Bartman helps someone find the right toy at the Salvation Army Toy N Joy event.



Working a table at the Toy N Joy event L to R: Rob Curran, Clark Fromong, Jackie Boschok, Susan Palmer, Rich McCabe, Ashley McCabe and Marnie McCabe.

COMMUNITY SERVICE

Red Cross Honors Robinson as Hero

When the Snohomish County Red Cross honored real heroes at a breakfast on December 8th, David Robinson, a 32-year District 751 member who works at Boeing in functional test, was one of the shining stars. It wasn't a case of an angel looking out for a grandfather. Rather, it was a grandfather looking out for his Angel.

His story shows how an instant can change everything. He became a lifesaver doing the simplest of tasks – crossing a street.

His selfless moment came on April 26 after taking his granddaughter Angel to her swimming lessons and then out to dinner at a local cafe – something they did on a regular basis.

As David carried his three year old granddaughter across an intersection, he was struck by an SUV making a right-hand turn onto U.S. Highway 2. With only a split second to think, David's instinct was to protect Angel. He lifted her high over his head to protect her from being hit. When both crashed to the street, she landed on top of him. His body broke her fall, and Angel only suffered a small bruise on her bottom.

David was not so lucky.

In protecting his granddaughter, he took the full blow of the vehicle and suffered serious injuries including a frac-



Phontel Shami (l), a Boeing employee and Red Cross board member, congratulated 751-member David Robinson upon receiving a Real Hero award from the Red Cross for saving his granddaughter, Angel. He lifted her up to avoid being struck by an SUV in a crosswalk. His quick thinking saved her life.

tured skull, two broken legs, internal damage and a broken bone around his right eye socket.

"I just remember pushing her up and out of the way," he said. "I knew there was no stopping that vehicle from hitting me. I think she went up on the hood and fell on me when she came down. I had a compound fracture in my left leg – both lower bones were broken – and a fractured right knee."

He spent six days at Providence Regional Medical Center Everett, two of them in an intensive care unit. He used a wheelchair for more than a month, then crutches and a cane. He still walks with a limp. He was off work for four and a half months recovering.

Angel was taken to a hospital for observation and other than the little bruise on her bottom was unharmed.

David and his granddaughter always had a special bond. His lifesaving impulse only made it stronger.

"Angel is a pretty special little girl," Robinson said.

While the Red Cross breakfast honored many trained to handle emergencies like police officers and security guards, individuals like David who in a split second made a decision to save someone while putting themselves in danger are what the Real Heroes Breakfast is all about.



David Robinson has always treasured time with his grandkids, but it is even more precious since the accident. Above with granddaughters Angel and Isabella.



751's Rob Curran (l) and Vennie Murphy (r), who regularly volunteer at the Tacoma Rescue Mission, delivered 58 turkeys, seven hams and \$1,458 in donations to the mission for Thanksgiving.

Turkeys for the Mission

Homeless people in Tacoma enjoyed hot and hearty Thanksgiving dinners thanks to the efforts of District 751 volunteers.

In November, members of the Machinists Volunteer Program delivered 58 turkeys and seven hams to the mission, plus checks and cash totaling \$1,458.

That was enough to meet the need for Thanksgiving turkeys, with some left over for Christmas, the volunteers said.

"Our members volunteer in the mission's kitchen several times a month, and they see the need there," said Robley Evans, the president of the MVP Committee.

According to those volunteers, the number of people who come to the mission seeking meals has more than doubled this fall, to the point that they're regularly feeding 350 people. Yet while demand for meals and other services increases, the volume of donations to the missions has fallen off this fall, as work on Tacoma's new light rail link has made it harder for people to reach the mission to drop off food or other donations.

"Our members saw a need and acted," said District 751 President Tom Wroblewski. "They didn't wait to be asked. That kind of community service really is something to admire."

Union volunteers were back at the mission to serve breakfast at the Tacoma mission on Christmas Eve and Christmas Day, as well as many weekends in between.



Photo left: 751 volunteers went live on King 5 with a presentation of our donations.



Photo right: Dena Bartman and Robley Evans helped out at the Tacoma Mall location.

Helping the Hungry with Home Team Harvest Throughout the Region

Hungry families in Western Washington will find it easier to put food on their tables this winter, thanks to the efforts of the Machinists Union and its members.

More than 125 members of District 751 gave up a Saturday to help out during KING-TV's recent Home

Team Harvest food drive to benefit Northwest Harvest. They helped collect cash and load donated food into semi trailers at sites from Tacoma to Everett.

District 751's local lodges and individual members also came together to donate \$3,563 in cash, plus more than 500 pounds of food that was collected at union halls across Puget Sound.

And the food drive got further support from the Washington Machinists Council – the umbrella group for all Machinists Union districts and locals statewide – which contributed another \$1,500 to the food drive.

"Our MVPs volunteer nearly every weekend, feeding the homeless at missions in Tacoma and Everett," said Robley Evans, the chairman of the union's Machinists Volunteer Program. "We're seeing more and more people coming in – homeless families and veterans. Given that the need is so great, it's more important than ever for groups like ours to get involved."

This is the 10th year in a row that District 751 volunteers have taken part in KING-TV's Home Team Harvest event.

"Truly, the Aerospace Machinists Union has

become as much a part of Home Team Harvest as anyone else," said Betsy Roberson, the community relations manager for the TV station. "You're the ones out there directing traffic and carrying those big bags of food from trunks to trucks."



Despite cold, foggy weather Machinists helped out the Home Team Harvest at Everett, Northgate, Southcenter and Tacoma Malls from 7 a.m. to 3 p.m. on Dec. 3rd.



L to R: David Henry, Thong Trang, Rob Curran and Chris Louie were some of the volunteers for the Home Team Harvest to benefit Northwest Harvest.

December 10 L to R: Scott Adams, Luzia Ballew.

Green for the Guide Dogs

Throughout the year, District 751 members continually raise money to benefit Guide Dogs of America, a charity that provides service dogs to visually impaired individuals free of charge. 751 was again the top contributor - donating \$263,078 for fundraising activities in 2011. District and Local Lodge fundraisers for Guide Dogs of America have proven very successful and demonstrate the variety of events that can bring in additional donations. Horseshoe tournaments, raffles, car shows and golf tournaments are just a few of the ways 751 raises money for this very worthwhile charity. Below are just a few of the events that helped raise the money.



At the Guide Dogs banquet, District 751 President Tom Wroblewski (center) presented Int'l President Tom Buffenbarger (r) and Dale Hartford with 751's check for \$263,078.



Local E's Horseshoe Tournament brought in \$2,788 for Guide Dogs. L to R: Guerdon Ellis, Ron Bradley, Roy Wilkinson, Tom Wroblewski, Susan Palmer. Also thanks to Ira Carterman for his role in planning and organizing the event.



Local F's VISA raffle raised \$7,000 for Guide Dogs. L to R: Grace Holland, Jim Roberts, Dena Bartman, Terri Myette, Mitchell Christian, Paul Veltkamp, James Williams, Sec-Treasurer Susan Palmer, Dist. President Tom Wroblewski and Dwyane Johnson.



Local A's Bill Baker Memorial Steel and Wheel Super Show brought in \$4,922. L to R: Phil Westberg, Kenda McKinzey, District President Tom Wroblewski, Rich McCabe, Joel Hetland, Brent Sanchez, Rachel Sarzynski, Karl Blom, Raymond Fredette, Local A President Jason Redrup, and Les Mullen.



District 751 Golf Tourney brought in \$14,440.23 for Guide Dogs. L to R: Richard Jackson, Dave Swan, Richard McCabe, Susan Palmer, John Carter, Pat Bertucci, Mark Clark, Jon Holden, Chuck Craft, Tom Wroblewski, Jim Roberts, Garth Luark and Ron Coen.



Local C's Christmas Card Raffle delivered \$7,750 for Guide Dogs. L to R: Rob Curran, District Secretary-Treasurer Susan Palmer, John Lopez and District President Tom Wroblewski.

751 Honored for Communication Excellence



When labor communicators from across North America gathered in Seattle this fall, the District 751 Communication Department took home some of the top awards. ILCA President Steve Stallone (2nd from right) presented 751 awards to Bryan Corliss (far left), Rosanne Tomyn, and Connie Kelliher (far right). Kelliher and Corliss received second place in General Excellence for the Aero Mechanic. Corliss also received second place for Social Media, while Rosanne Tomyn took home two second place awards for her writing in Labor History and Human Interest categories.

Conference Explores Cultural Barriers

Asian and Pacific Americans face a unique set of problems in the workplace.

And in the workplace, younger supervisors often don't treat their older employees with respect. This goes against traditional Asian thinking that elders should be honored.

Tran was one of the speakers at the Asian Pacific American Labor Alliance's workers hearing in Seattle on Nov. 19. APALA is a constituency group within the AFL-CIO that serves as a bridge to connect Asian Pacific Americans with the broader labor movement.

Tran spoke on the issues he's encountered in eight years serving as a union steward at Boeing.

Tran spoke on the issues he's encountered in eight years serving as a union steward at Boeing. "For many Asians, our greatest downfall is that English is our second-language," he said. "Our accents often make

people treat us as a kid."

And in the workplace, younger supervisors often don't treat their older employees with respect. This goes against traditional Asian thinking that elders should be honored.

Language and cultural difficulties often prevent Asian workers from speaking up for themselves, Tran said.

Managers say they want to hear employees' ideas but "they don't make the effort to understand us when we talk," Tran said. "They blame us when things go wrong, because they know we won't talk back."

Without unions at work, "Asians have full experience and wisdom, but they have no voice," Tran concluded.



Steward Duy Tran explained issues resulting from cultural barriers.

RETIREMENT NEWS

Holiday Spirit Abounds at Annual Retired Club Party

The Seattle Union Hall was filled with holiday spirit and festive decoration as hundreds of retirees turned out for the annual Retired Club Christmas Party. District President Tom Wroblewski opened the event and thanked the Retired Club officers for planning the celebration. In addition to a delicious lunch, those attending caught up with old friends, made new friends and many went home with raffle prizes.



The Seattle Union Hall was packed for the annual Retired Club Christmas Party on December 12.



Photo left: Business Rep Ron Bradley (r) visits with friends at the retiree event.



Those attending were treated to festive music, a delicious lunch and a variety of raffle prizes to kick off the holiday season.



Des Moines Creek Restaurant catered the event and served a delicious lunch, complete with pumpkin pie for dessert.



Above: Business Rep Ray Baumgardner (far right) enjoyed talking to a table of retired members.



Above: Business Rep Don Morris visits with a table of retirees.



Photo left: Frances Horan won a poinsettia.

Right: The Seattle Hall was packed for the annual event.



November Retired Club Minutes

by Ruth Render, Retired Club Secretary

The Nov. 7 meeting was called to order by President T.J. Seibert. The regular order of business was suspended so Legislative Director Larry Brown could present a video called "Move Your Money" about the banking industry and the choice we have to move our money out of the national banks to community banks and credit unions.

Trustee John Guevarra then read a poem to honor veterans for the upcoming Veteran's Day. The poem told about the last wishes of a Desert Storm soldier.

Officers' Roll Call: All officers were present or excused. President Seibert introduced Norm Harris of Edward Jones. Mr. Harris said he was an IAM member when he worked at NW Airlines. He gave information about the various products and services that his office provides.

Minutes: M/S/P to accept the October meeting minutes as printed.

Financial Report: The October expense report was read by Treasurer Betty Ness. A motion was made to

accept the reports as read. **M/S/P.**

Health & Welfare: Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: Albert Cook, Merle Deardorf, A.B. De Rosario, Veola Howard, Daniel Olson, Michael Radford and David Schneider. Sympathy cards were sent to the next of kin.

Legislative Report: Carl Schwartz noted the "Move Your Money" video can be viewed on the District 751 website. Next year the Legislative Committee would like to get out information to younger people about Social Security so they realize it isn't just for seniors. It also helps disabled children and provides survivor benefits for children who have lost a parent. We want to get across the concept of paying in to the program while working and then receiving money when retired.

Carl then read a letter signed by the Retired Club officers that will be sent to Senator Cantwell. The letter asks the senator to request a senate committee investigation of drug companies that hold back drugs for financial gain.

Helen Lowe then spoke about a Washington delegate

Continued on page 11

Union Retirees:

Congratulations to the following members who retired from the Union:

Leonila T Anton	John S Hansen
Leslie W Barden	Kay K Jirovec
Robert C Beisler	Ronald A Kenne
Charles M Callahan	David W Leigh
Roy R Cantu	Margaret M O Donnell
Bradley E Curtis	Ricky A Peterson
Dale L Divelbiss	Patricia A Pumphrey
Randy I Eldridge	Daniel G Rowley
Roger Garza	Roy B Warner

RETIRED CLUB OFFICERS

President	T.J. Seibert	206-329-0160
Vice President	Helen Lowe	206-523-9526
Secretary	Ruth Render	206-324-4055
Treasurer	Betty Ness	206-762-0725
Srgnt-at-Arms	Leroy Miller	253-736-2756
Trustees:	Louise Burns	206-242-5878
	John Guevarra	206-762-3848
	Mike Keller	206-723-4973

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

Retired Club Meetings

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

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

FREE WANT ADS FOR MEMBERS ONLY

ANIMALS

FOR RENT: 2 very friendly goats – very reasonable rates. Need well-fenced area. Call Rita at 253-389-5847

AUTO PARTS & ACCESSORIES

CHEV AVEO STUDED SNOW TIRES w/rims, used one wk only, \$450. 206-769-5179 or 206-246-6192.

COTTAGE INDUSTRIES

AFFORDABLE PROFESSIONAL PHOTOGRAPHY. Studio J Images is a local photography company offering professional HOLIDAY, wedding, anniversary, engagement, pregnancy, family, baby, graduation, and specialty photography. All digital packages available or design your own package. Flexible, reliable, and eager to be a part of your event or special occasion. Ask about our SPECIAL FOR MACHINISTS MEMBERS. More information and slideshows at <http://studiojimages.net/> or call Beth at 402-730-8663.

RETIRES FROM KSC shop 2-2165, 18-62 bldg. meet for breakfast monthly in Auburn. Contact clintconnie@hotmail.com for more info

GOLD'S GYM, RENTON, 10728 NE Carr Rd. Take advantage of Special Boeing Employee Rate – simply present your Boeing badge for discount! Family Owned & Operated by Boeing Employee Michael Cavaiani, a strong Union brother! One time processing fee of \$49, single monthly membership dues of \$29, family add-ons \$20. Personal Training rates available at \$49 per session (reg \$60). 425-793-5457 RETIRED TOOL GRINDERS from Auburn Shop. meet for lunch 2nd Wednesday of every month at Old Country Buffet in Federal Way at 11:00 AM

ALLURE BOUTIQUE – couture consignment for women, now accepting consignments. Come visit us at 7304 Lakewood Drive W, Lakewood WA 98499. 253-472-0141

HOME BUYERS call me for your first home or next home. Great rates and selection, historic low prices. Von Provo, 425-359-0165, Admiral Realty.

PERSONALIZED ORNAMENTS made by member's daughter. www.personalizedholidayornaments.com. Names embroidered on handmade felt ornaments. 253-631-1750.

FUSSY HOUSEKEEPER - \$25/hr for a thorough professional job. Working the Bellevue, Issaquah, Maple Valley, Auburn and Black Diamond areas. I use and supply green cleaning products. Referrals available. Call Barb at 206-909-2196.

NEED ANOTHER SOURCE OF REVENUE? We help people prepare for and invest the right amount of money for a SUCCESSFUL RETIREMENT. What is your Financial Independence Number? Find out free of charge. Call Joe at 206-819-7924

ELECTRONICS & ENTERTAINMENT

SEARS SILVERTONE ORGAN, model #4751, approx. age 1964, works great. Asking \$150 OBO, CASH ONLY, have original manual and music. 425-226-2385.

SONY XPLode AMPLIFIER, 2002 qtr, 1200 watt, great deal at \$50. Multi-size "Spec-tre" air filter, new, \$6. Mech. simulator w/ command center, "Steele Battalion," like new, \$125. 253-925-1936.

60" REAR PROJECTION TV, 6 yrs old, great condition and picture. Paid \$3,000 asking \$350. Big black box, heavy. 253-925-1939

FURNITURE AND APPLIANCES

PINE TV/ARMOIRE UNIT, sturdy, excellent condition, 3 drawers, TV swivel stand behind 2 cabinet doors. Call for pics. \$250 OBO. 425-424-9008.

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 in ad copy. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

Deadline For Next Issue Jan. 17th

BROYHILL CHINA CABINET, oak, lighted/glass. Must see – awesome. \$275. 206-523-9526.

ANTIQUe DRESSERS, must see! Some in great condition – some need tender care. Asking best offer – CASH ONLY. 425-226-2385

ANTIQUe WING-BACK CHAIRS, fair condition, may need reupholstered. Asking \$100 each OBO – CASH ONLY. 425-226-2385

2 PIER 1 DAKOTA RATTAN CHAIRS, paid \$200 each, asking \$100 for both, includes ottoman and pillows. 253-925-1939.

CHINA CABINET, fabulous oak, glass shelves, must see – great condition. \$250. Call 206-523-9526.

HOUSING

KONA HAWAII OCEANFRONT condo, enjoy spectacular views, 2BD/2BA condo/private lanai, pool, Jacuzzi, see www.banyantreecondo.com for more info, \$1025-\$1175/wk. Boeing discount pay for taxes. 206-938-9214.

FOR RENT, 3BD/2BA 1250 sq ft house in Spanaway, large fully fenced yard, vaulted ceilings, extra closet and pantry space, great natural light throughout, new refrigerator & dishwasher, new flooring and newly painted, covered patio, attached 2 car garage, plenty of extra parking, close to schools, shopping, bus lines, bases and Boeing plant, \$1195/month with move in special of 1/2 off first month! Please call Ashley at 253-531-2000 for details! MLS# 302003

KONA HAWAII OCEANFRONT condo, 2 BD/2BA fully equipped. Amenities: DSL, pool, Jacuzzi, BBQ, underground parking, see www.banyantreecondo.com. Boeing discount pays HI taxes. 206-459-3444.

2BD/2BA, 2-car garage, workshop, RV parking, approx. 13,504 sq. ft. lot. Covered deck, picture windows, mt. view, built 1991, easy access to Everett plant, mall shopping, all appliances stay, \$21,500 or make offer. 206-697-0468

ESTATE SALE: 3 BD home in Burien, economical, clean electric heat, triple pane windows and insulation. Large rooms w/cozy wood stove, level 1/3 acre w/detached garage. \$164,900. 206-660-3836.

HOME FOR SALE, real, nice, Palm Harbor, 1550 sq. ft., 4 years old, 3BD/2BA, 2 car c/p shed, \$65000. 480-654-8840.

KONA HAWAII Direct oceanview condo in heart of Kona watch spinner dolphins from condo, 1BD/1BA pool, underground parking. <http://www.vrbo.com/315920>. Big Boeing discounts, mention ad 425 830-0070

MISCELLANEOUS

12-PL CHINA, Harmony House Westwing design, \$175. Oil painting copies of masters, \$100 ea. State quarter books, \$25 ea. 253-840-2108.

OLD STEAMER TRUNK, fair condition, must see. Best offer – CASH ONLY. 425-226-2385.

2000 MOTORIZED WHEELCHAIR, works great, asking \$2500 OBO – CASH ONLY. Used in nursing home. 425-226-2385.

MISC. ANTIQUe BOTTLES, many collector items, must see. Best offer – CASH ONLY. 425-226-2385.

MISC. ANTIQUe PLATES, complete Avon owl collector plates. Complete set worth about \$45 each to collector. Sell as set – asking \$300 OBO. Misc plates – best offer. CASH ONLY. 425-226-2385.

GARAGE FULL OF COLLECTABLES – must see! Old glasses, old plates, books, collectable cans. Set up appt. CASH ONLY. 425-226-2385.

ANTIQUe WOOD PENDULUM CLOCK, works great, runs on batteries, asking \$75 OBO – CASH ONLY. 425-226-2385.

GENERATOR, new, 7000 watt, silent run diesel, electric start, 120/240, Tahoe model #TL7000 LXR, started only once. New \$4500, asking \$2850. 253-631-3993.

BEARLY PEOPLE DRESSED BEARS, 8" to 16", 11 to pick from, \$10 ea. 8" Franklin Mint Bear plates, \$3 ea. Thomas Kincaid collector edition radio, 1932, \$10. 425-226-7252

HELP FOR X-MAS, worked for Boeing 12 yrs, really hard this year. Want to have X-mas for my grandkids, both sons homes are in foreclosure, my daughter works low-paying job trying to raise her 4 boys. I have 10 grandkids ages 2-18. You can get me through message phone 253-447-8748 or mail 1606 Main St Apt 10, Sumner WA 98390. I have no car. Thank you so much & God Bless and Happy Holidays

10 LITTLE WOOD BOXES, 9" x 12" x 3", great little drawers, etc. \$2.00 253-852-6809.

COLLECTOR SHOEBOX, cardboard, holds 9 pair, real neat, has sayings on it, \$20. 253-852-6809.

10FT METAL HAND BRAKE, Pro II by Tapco, in great condition. \$1000. Cub International Tractor manual of general contents, fuel system, steering, etc., 9 sections electrical. \$25 OBO. 253-852-6809.

EUREKA STYLE F & G disposable dust bags for upright vacuum cleaner (16) for \$10. 253-852-6809.

20 GALLON CANS w/lids, clean, \$.15 cents each. 253-852-6809.

26 PAIR plus warm jeans, men's and women's, for quilting, \$15. 283-852-6809.

MEN'S SWEAT JUMP SUITS by Buck and Buck designs for assisted and nursing home, etc., zips up in the back, 1 cotton polyester new rust color, \$30, 2 navy and royal, \$30 each, large, worn about two weeks, very good condition. 253-852-6809.

COVERALLS, grey strip size 42 short, 1 regular length, good condition, \$20 each. 253-852-6809.

PORTABLE ROLLING CART, with liner (white), folds for easy storage for groceries, laundry, etc., 18" high-17" square, \$20 like new. 253-852-6809.

COLLECTIBLE CHANDELIER, all brass with printed flowers, 6 electric bulbs, plus big bottom one. \$150. 253-852-6809.

NATIONAL PRESSURE COOKER instructions, recipes book, for modern guide for home cooking, \$.5. 253-852-6809.

PLATE GLASS SHELVING, 6, 17 x 23.5, \$5 ea. 253-852-6809.

HAPPY BIRTHDAY WINDMILL, 21.5" high, candles to keep windmill turning, 18# for all birthdays, over 100, 0-9 some double, \$100 OBO. 253-852-6809.

NIKKEN MATTRESS, Kenkopad deluxe, thick all new material, consisting of polyurethane foam 100%, queen 60x80, 6" thick, the Kenkopad deluxe represents the summit of excellence in sleep technology, much more than a mattress, this is a sleep system, very clean and in good cond. \$600. 253-852-6809.

MEMORY FOAM PAD, queen size, 60x80, 4" thick, used 2 years, very good condition. \$100. 253-852-6809.

1 NIKKEN KENKOPAD, the thinner style that goes over your mattress, featuring a thick layer for added softness, offers portable version of the Kenkopad Deluxe without sacrificing the important features and benefits, \$300 each, new in original boxes, queen size. 253-852-6809.

HOUSE PLANTS, purple heart rooted in water – free. Other house plants \$3 to \$25. 253-852-6809.

1979 SPORTCOACH MOTORHOME window screens for driver window and table side screen, \$20 both, good cond. 253-852-6809.

MARBLE PIECES, 41, 15.5" x 21.5" and 21" x 12". \$10 OBO. 253-852-6809.

PROPERTY

SIDE-BY-SIDE cemetery plots, Greenwood Memorial Azalea Gardens. Both lots \$3500 or each for \$1800. 509-962-4960.

TWO SIDE-BY-SIDE cemetery plots in Washington Memorial Park in Sea-Tac, rock of ages section, level area/easy access, \$3250 each, both for \$6000. 253-332-2285

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Name _____ Clock Number _____

Address _____ Shop Number _____

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Jan. 17th!

THREE CEMETARY PLOTS, three single, one interment, one Monticello vault, Holly Road Cemetery. \$6200. 206-406-0277.

FUN 1/2 ACRE in the San Juans! Wooded, secluded, airstrip, boat dock, club house, water. Build your secret hideout. Center Island. Lot 133. Google this! 206-799-2656.

5.3 ACRES, underground electricity and phone, good building site backing up to forest, facing south with an awesome view of the valley. Great DOT terms. \$55,321. 206-243-4790

THREE SIDE-BY-SIDE PLOTS in Floral Hills, Lynnwood. Valued at \$9000, accepting \$2000 ea or \$5000 together plus \$200 per sale. 425-419-4873.

RECREATIONAL MEMBERSHIP

K&M MEMBERSHIP, \$2500 OBO plus transfer fees. 360-785-3702.

TWO PORT SUSAN CAMPING CLUB memberships, Lot 1762 \$39,000, Lot 1763 \$6,000. Call 425-422-1341 or 425-238-0445, phillip_taylor_82@hotmail.com: www.portsusancamping.org.

RECREATIONAL VEHICLES

LICENSED 1978 BEAVER MOTORHOME, good condition, toilet, shower, fridge, furnace, stove oven, sleeps 6. Engine needs tuning. 253-863-7641 Bonney Lake.

1998 CLUB CARELECTRIC GOLF CART, new Trojan batteries, full enclosure, includes battery charger, 48-volt, parked last 6 yrs, excellent condition. \$2400. 360-275-3903.

27' JAYCO GREYHAWK MOTORHOME, 2005, front entertainment center, backup camera and monitor, walk-around queen bed. \$35000 FIRM. 253-840-2946.

1986 MALLARD 26' MOTORHOME, A/C, generator, new trans, interior, awning, rear bath, sleeps 6, newly sealed roof, all appliances. Has an engine knock, still runs. \$3500. 425-280-2183.

SPORTING GOODS

REMINGTON 572 BDL, 22LR, in box, 500 rounds ammo, N. Arlington. Make offer. 425-422-4908.

30-30 CALIPER BOLT ACTION, Stevens Model 325B rifle made by Savage Arms. \$300. 425-821-1974.

WINCHESTER 1300, 12 ga, in box, 5 boxes shells, case of clay targets, spring thrower. N. Arlington. Make offer. 425-422-4908.

EPIC ROLLER BLADES, used, size 10-11, \$15 OBO. 206-523-9526.

HOYT DEVIATOR BOW, single cam, black and silver, 60-70#, extra draw length modules, excellent condition. \$250 CASH. 360-659-8032.

VEHICLES

2001 FORD F250 DIESEL w/winch&h, excellent condition. \$5800. 206-769-5179 or 206-246-6192.

2008 FORD TAURUS SL, 4-dr sedan. Can be towed, tow pkg included, very good condition. \$16,000. \$360-675-3369.

1982 RED HONDA 110 TRAIL BIKE, very good condition, \$1000 FIRM. 425-238-8581.

2008 HYUNDAI ACCENT GS, has 28K miles, just like new, XM radio w/CD. \$7500. Also have 1992 Mercury Grand Marquee 4-dr sedan, excellent shape, \$2200 OBO. 253-840-2108.

2003 DODGE RAM 3/4 TON, \$13,900 OBO. 206-246-4193

WANTED

FIBERGLASS TONNEAU COVER, 1926 Ford F250 long-bed. 360-829-1938.

SHOP & OC PARTS MANUAL for Gibson tractor. 509-697-6844.

New Member Involvement Rewarded



Local F President Dwyane Johnson (l) and Local F Recording Secretary Paul Veltkamp (r) present Steward Bob Martin with a \$250 VISA gift card. His name was drawn from among those who brought new members to Local F meetings since September. Jean James (photo right) won the \$250 VISA gift card drawn from among the new members attending the meetings.

Retired Club Minutes November Meeting

Continued from page 9

meeting that she and Tom Lux attended in October in Tacoma. Topics included various issues that are important to seniors. She also mentioned several handouts that she brought to the meeting which included information about Social Security.

Robin Guevarra spoke about the South King County Alliance for Retired Americans meetings on the second Thursday of each month from 1 to 3 p.m.

at the Kent Senior Center and encouraged people to attend. Many relevant topics for seniors are covered at the meetings.

Birthdays & Anniversaries: The following celebrated birthdays in November: James Evanson & Mike Keller. John & Helen Pompeo celebrated an anniversary. The club sang Happy Birthday.

Good & Welfare:

John Guevarra spoke about a plastic holder for credit cards the District has made available to the Retiree Club to use to make a photocopy of the front and back of credit cards so you will have the information in case a card is lost or stolen. The club officers will try out the process first and

then later four to five people per meeting can have their cards photocopied at the Dues office. John also spoke about the Occupy Seattle movement and mentioned the news that we are currently experiencing the worst income gap in all of US history.

President's Report:

President Seibert spoke about the Christmas dinner on December 12. Tickets will be available at the rest of the club meetings prior to the 12th. The District will help with raffle prizes. Volunteers are needed

to help decorate the room. Anyone who can come one or two hours early to help would be appreciated. Betty Ness and Ruth Render have made arrangements for the food and Helen Lowe will be in charge of selling tickets. Invitations will be mailed out by the District.

Jim Hutchins applauded about what a great job Helen Pompeo does to plan the casino trips. He presented her with a bouquet of flowers to acknowledge all her hard work and President Seibert thanked Helen and expressed how much everyone appreciated all that she did.

Unfinished/New Business:

None
Adjournment: A motion was made to adjourn at 11:50 p.m. M/S/P

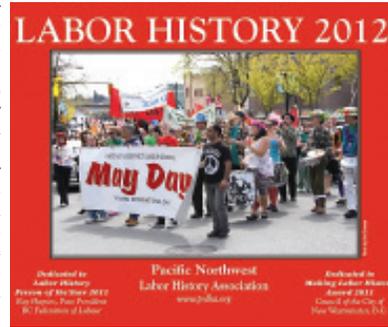


James Evanson (l) and Mike Keller had November birthdays while Helen Pompeo (r) & John Pompeo (not pictured) celebrated a November anniversary.

Labor History Calendars \$5

You can get your labor history all year long by purchasing a 2012 Labor History Calendar for just \$5. Almost every day on this calendar features full-color photos of an event from labor's history.

The District 751 Labor History & Education Committee has these educational calendars available for purchase at the Local Lodge meetings and the Everett, Seattle, Renton and Auburn Union Halls.



2012 IAM Scholarship Competition

The IAM Scholarship Competition is open each year 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:

College: \$1,000 per academic year. All awards are renewable each year, until a bachelor's degree is obtained or for a maximum of four years, whichever occurs first.

Vocational/Technical School: \$2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

Eligibility for Competition

Any applicant must be either--
• an IAM member, or
• the son, daughter, stepchild or legally adopted child of an IAM member.

Child of a Member Applicant--

• Must have one living parent with two years of continuous good-standing membership up to and including the closing

date of February 24, 2012

- Must be planning to graduate during the winter or by the end of the spring 2012 school year (i.e., normally a high school senior);
- Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;
- Will be eligible if the parent died after the son or daughter entered high school, if the parent had two years of "continuous good-standing membership" at the time of death;
- A "continuous good-standing membership" is understood to be a period of membership during which the member continuously has paid monthly dues uninterrupted by withdrawal cards;
- The IAM member must maintain continuous good-standing membership throughout the life of the award.

For information on rules of eligibility or to obtain an application form, visit www.goiam.org/iamscholarship.

NOTE: Completed Application Packets must be postmarked no later than February 24, 2012.

Obtain an IAM Scholarship application and guidelines online by visiting www.goiam.org/iamscholarship

Stewards' Appreciation Raffle

Union Steward Tom Murphy (r) was the lucky winner of an autographed Seattle Thunderbirds jersey. Murphy won the jersey from a raffle of Stewards attending their local lodge meetings in October.

District 751 President Tom Wroblewski presented the jersey and thanked Murphy for the job he and other Stewards do daily on the shop floor.



EASTERN WASHINGTON

Overwhelming Contract Approval at Allied Waste

District 751 members who operate Washington's largest regional landfill have overwhelmingly ratified a new four-year contract.

Some 82 percent of Local 1951 members voted in favor of ratifying the deal with Allied Waste, which owns the regional landfill at Roosevelt in south-central Washington. The contract was approved on Nov. 16, and took effect on Nov. 22.

Under the terms of the contract, union members will receive:

- A lump sum bonus of \$1,250 that was paid on Dec. 9, plus raises of 35 cents an hour in the second year, 45 cents an hour in the third year and 40 cents an hour in the fourth year;
- \$350 reimbursement for buying winter work clothes and boots in 2012, going up to \$375 in 2013 and 2014;
- Increased company contributions to a pension fund and the addition of a

401(k) plan managed by the Western Employees Benefits Trust;

- Improved language on seniority; and

• A new job category for "utility personnel" that added three more employees — who had been doing some union work — to the bargaining unit.

The contract covers more than 150 employees of Allied Waste's Rabanco subsidiary. In the last year of the contract, pay at the site will range from \$16.99 to \$27.43, depending on job classification.

The union's negotiating committee had recommended its members accept the contract offer.

This was the third contract that union Steward Rick Porter helped negotiate with the company, and of the three, it was the most difficult, he said, with little movement from the company's negotiating team until the final day.



Union leaders answer questions on the contract offer prior to members casting their ballots. The agreement was approved by 82 percent.

"It was fairly tough," he said. "The way things are, we did alright."

Porter said the seniority language — which clarifies procedures for work assignments and start times — was a significant improvement.

Local 1951 is affiliated with District 751. District President Tom Wroblewski praised the Roosevelt Landfill workers, saying that

the work they do is essential to preserving the health and safety of several million people in cities all up and down the

West Coast.

"Our members operate and maintain large complex machines at the landfill, and their skill and dedication are second to none," Wroblewski said.

The Roosevelt landfill is the largest private landfill in Washington, covering 2,545 acres. Trash from Puget Sound — and from as far away as California — is shipped by rail to the site.

Trash also comes from Alaska on barges up the Columbia River.



Members get their ballot to vote on the offer.



Staff Assistant Ken Howard answers questions from members working at Allied Waste in Goldendale.

Spirit of Giving Evident Across Eastern Washington

Machinists Union members' willingness to help out others was evident across Eastern Washington.

In Goldendale, after voting to ratify a new four-year agreement, members there took time to help out another — Michelle Stanley, the widow of long-time member Guy Stanley, who passed away earlier this year after working for years at the landfill.

"Guy was a strong Union brother who served as a Steward for many years. We held a fundraiser at one of the Union meetings with hamburgers and hot dogs and asked for donations," said Steward Jerry Mickelson. "We got the company to match the amount. It was a good thing to do because he was such a loyal brother, and it showed he wasn't forgotten."

In the Tri-Cities, many understand that Machinists are known for their helping hand. When Local 1951 President Craig Smoot was asked if he would help



Members in Goldendale held fundraisers to help the family of a long-time member who passed away earlier this year and convinced Allied Waste to match the contribution.

a family in need, he readily agreed.

The family's father was diagnosed with a fast-spreading cancer last month and was not expected to see Christmas. They were in need of a mechanic to help get their vehicle safe to drive. His wife needed the van to take the kids to school and to get him to medical and chemotherapy appointments. Without hesitation Craig volunteered his services, replaced the front brake rotors and pads, as well as fixing the dash lights.

Machinists Union members working at Triumph Composite Systems in Spokane did their part to make the holidays brighter for others in their community. Members took part in a number of different fundraisers and events.

• **Toys for Tots** - Collected \$3,880 in cash and collected 128 toys. This effort was done in conjunction with the U.S. Marines.

• **Meals on Wheels** - Helped provide food for the needy; members sold gourmet lunches and cinnagrams on a variety of occasions.

• **Catholic Charities** - Members helped this charity by cleaning around buildings, cutting shrubbery, power washing buildings and laying bark.

• **United Way** - The employees at Triumph also showed their generosity and concern for others by increasing United Way contributions by 17 percent. With needs increasing during the current recession, the timing for the increased contributions couldn't be better.

Triumph employees also held the

Annual Children's Christmas Party, which is funded through silent auctions, crafts, holiday gift baskets, etc. Triumph also kicked in funds and the membership brought in treats. More than 1,000 people attended with 900 of those being kids. The remaining toys were donated to Wishing Star Foundation.



Local 1951 President Craig Smoot (r) repaired the family vehicle for Miguel and Macaria Ealbuena after Miguel was diagnosed with fast-growing cancer.



Volunteers from Triumph in Spokane who helped perform clean up chores outside the House of Charity.