Tanker Triumph: Teamwork Delivers

District 751 Machinists deserve a big share of the credit for Boeing’s success in its bid to build aerial refueling tankers for the U.S. Air Force, according to the union’s president – and to Boeing CEO Jim McNerney.

“It has been an incredible partnership,” said Tom Wrobleski, the president of Machinists Union District Lodge 751.

For 10 years, “we have worked hand-in-hand on this issue – on the political front, on the shop floor — and together we made this happen,” said Wrobleski, speaking to thousands of Boeing workers who’d gathered on the Everett factory floor on Feb. 25 to celebrate the signing of a contract to provide 179 KC-46A refueling tankers to the U.S. Air Force.

Boeing Co. Chief Executive Jim McNerney acknowledged the union’s contribution to securing the $35 billion contract. “The IAM was a big deal on this thing, a big deal,” he said, addressing Wrobleski directly during the Everett factory rally. “We’ve got to keep working together like this.”

Winning the bid, McNerney continued, “makes this country greater, makes our company stronger, and gives us all the jobs we deserve and earned.”

After nearly a decade of debate, the Pentagon announced Feb. 24 it had picked Machinist-built Boeing 767 to be the next refueling tankers for the U.S. Air Force.

“These jobs are ours,” declared U.S. Sen. Patty Murray, at a press conference in Seattle celebrating the decision. Just an hour before, Deputy Defense Secretary William Lynn had declared Boeing “a clear winner” in the bidding to provide 179 tankers to the Air Force, a contract worth more than an estimated $35 billion.

“We went through a process that evaluated war-fighting requirements, evaluated price, evaluated life-cycle costs,” he said. “And the process yielded the result it did with Boeing winning.”

That result led to an explosion of cheers from groups gathered around TV sets and computer monitors around Boeing’s Everett plant. And it verified what District 751 Machinists have known all along, said Wrobleski. “The Boeing tanker is the right one for America’s military, for our taxpayers and for the U.S. economy.”

Boeing has signed a contract for the first phase of the tanker deal, a $3.5 billion agreement to develop four prototype tankers for the Air Force. The plan...
Efforts Progress Toward First Contract at URS

After the IAM was certified by the National Labor Relations Board (NLRB) as the Union representative for 220 URS employees at Whidbey Island Naval Air Station, the Union immediately began moving toward the goal of negotiating a first collective bargaining agreement.

On February 5, URS members turned out in force to celebrate their unionizing efforts and to nominate a negotiating committee. URS reps were present to answer questions on the collective bargaining process, listen to issues members are having at URS and congratulate them on gaining a voice in their future.

Prior to that meeting, members nominated co-workers they would like to see on the committee to communicate concerns from the workplace and provide input on potential contract language. The following were selected to the negotiating committee:


Supply/Support/Logistics: Shannon Cato

Thanks to all who stepped forward and were willing to help in the bargaining process.

Justice, common sense and jobs. We’ve got high unemployment and a big budget gap in America today, and we don’t need to be exporting our problems dollars anywhere.

We’ll also need your help. Before the announcement, we asked you to poll the White House and your members in Congress, to let them know how you feel about the tanker. Hundreds of you responded in the first few days, and I thank you for that.

But we’ll need to keep up the pressure. Please take a minute, go to our union home page at www.IAM751.org, click the links and write another email to President Obama, to make sure he knows that you’re keeping an eye on what he does in regards to the tanker bid. There’s power in numbers, and if enough of us speak in support of the Boeing tanker, we’ll finally be able to start building the best tanker for our U.S. military.

As we’ve seen over and over again in recent weeks – from Egypt to Wisconsin – when ordinary people come together in a common cause, they can do extraordinary things.

We talk about this in the labor movement, this idea of solidarity. But the recent demonstrations in the state capitals of Wisconsin, Indiana and Ohio are remarkable illustrations of what that concept means.

Those union workers in the Midwest – the cops, the firefighters, the sanitation workers and the school teachers – are the kind of everyday heroes who do the fundamental tasks that make everyday life possible for the rest of us. They pave our roads, teach our kids and keep us safe. As individuals, their goals are like ours: to make the jobs they go to each day better, and to build better communities for themselves and their families to live in.

But over the past few years, in my eyes, they’ve moved from being unsung heroes to being leaders in the struggle to protect the American Dream. Republicans and Democrats can disagree over many things, but no one can deny that the union protesters there have accomplished:

They’ve turned back an attack on the American middle class lifestyle, and they’ve said no to powerful forces that were trying to take away some of our basic economic rights. They’ve drawn a line in the sand, and stood up to Wall Street, the corporate titans and the politicians who put profits before people, and reminded all of us that America still is a land where every person has a voice, and where the will of the people is more than a match for the whims of the wealthy few.

I salute these working class heroes. What they’re doing – saying “No” to economic injustice — should be an inspiration to everyone who has ever drawn a paycheck.

And I hope they’ll be an example for us here at District 751. Like the government workers in Wisconsin today, we’ve taken some lumps in recent years. Like them, we’ve been attacked — downsized and outsourced, criticized and coerced. But we’ve held together, in solidarity, and now at long last, Wall Street and the pundits are starting to realize we were right and Chicago was wrong, just like the Midwest politicians are starting to realize they were wrong to try to take away their employees’ basic rights.

On the picket lines, we vow to last “one day longer” than management to make sure we get a fair contract. And in Wisconsin, the union workers there say they’ll carry the fight one day longer than their misguided governor, until he gives up on his efforts to crush them.

This should be the goal of all working people nationwide. The American Dream itself is under attack from those who dream only of increasing corporate wealth, and who see us only as obstacles to be crushed so they can grow their profits. To preserve our middle-class hopes for the future, we’ll have to stand together, and fight one day longer than our opponents.

If we do this, really stand together – like the workers in District 751, the Members of Wisconsin have done – we can achieve one perfect union, for us here in the Washington state, and for all people across America.
is for Boeing to deliver the first 18 tankers – which will be designated KC-46A – by 2017.

The decision had been very much in doubt, with a steady swirl of rumors in the week leading up to the decision that EADS would win the bidding.

Machinist Lorraine Gibson said her group of 767 workers had heard all the media speculation. So when the good news came, “it was somewhat unexpected,” she said. “We kept a positive attitude. I know in my heart we would get this.”

Air Force officials were guarded in their statements about the bids from Boeing and rival EADS. But Air Force Secretary Michael Donley said that Boeing’s bid price was more than 1 percent lower than the competing EADS bid.

“We structured a competition that was fair,” insisted Secretary Lynn. “And Boeing was the clear winner of that process.”

That aggressive bid from Boeing was the key, said U.S. Rep. Norm Dicks during the Feb. 24 press conference. “This is, I think, our greatest victory in the history of the state.”

Inslee credited “Boeing employees, because in the end they are the ones who won this bid.”

Wroblewski said Machinists made two vital contributions that made a real difference in the tanker bidding.

In particular, Machinists Union members working on the 767 line at Boeing’s Everett plant helped the company cut production costs by transforming the line using lean production techniques. That allowed Boeing to lower its asking price and “bring the tanker home,” he said.

In addition, Machinists rallied political support for the American-built tanker option, which political leaders said made an important difference in swaying attitudes about the tanker bidding in Washington.

“It was your passion,” said Murray. “It was your perseverance.”

Machinists Union members were “relentless,” Wroblewski said, “attending countless rallies, sending letters and e-mails and calling friends around the country to build support for an American-made tanker.”

As a result, a new generation of Puget Sound Machinists will build a new generation of aircraft vital to national defense, Inslee said. Much like the generation that built the B-17 bombers that won World War II, and theB-52s and KC-135s that won the Cold War, “our children and grandchildren will be building these new tankers for years to come,” he said.

Boeing Commercial Airplanes Chief Jim Albaugh said he knows Machinists and other Boeing workers will be particularly motivated to build these planes for the Air Force.

“After all, you know who’s going to be flying them,” he said. “They’re your sons and daughters, your friends and neighbors. I’m not sure they can say that in Toulouse.”

The tanker contract will pump an estimated $569 million into the region’s economy each year, and support 11,000 jobs, said Sen. Maria Cantwell.

Wroblewski said Boeing will increase headcount as it ramps up production on the 767 line to meet the Air Force’s schedule. Boeing’s suppliers also are expected to hire workers as their 767 orders go up as well.

For District 751 members, Boeing’s victory in the tanker bidding was more personal. “It’s the promise of work for the indefinite future,” said Machinist Nathan Melnyk. “It’s a huge deal,” said Cory Ward, a systems installer who works on 767 aft sections. “We finally start planning beyond just maxing out. Buying a house is more feasible. College is an option for my son.”

For Machinist Mike Carp, it means “I can plan for retirement. I can plan for my kids going to school. I can be comfortable in paying the mortgage on my home.”

But it’s also important for America, said 767 Machinist Scott Galley. “For the nation to recover from this recession, to have all these jobs supported is a huge deal,” he said. “To have an American-made product – it’s huge.”

Wroblewski said that because of the skills possessed by Machinists and their fellow workers at Boeing, it never made sense to him to consider the EADS plan to build tankers in Mobile, Ala., from parts fabricated in Europe.

“That’s nothing against the workers in Alabama,” he told a reporter on Feb. 25. “Eventually they would have become skilled workers if it would have taken five, 10 or 15 years for EADS to get things rolling, and the Air Force shouldn’t have had to wait that long, not when our workers are ready to go today.”

The first KC-46A deliveries are still a few years away, but “I know every one of our Machinists Union members is ready, willing and able to start delivering for the Air Force today,” Wroblewski said. “We are excited to share our expertise and deliver the best tanker to our military.”

Coverage for Emergency Room Visits in Boeing Contract Unchanged

Recently, IAM members working at Boeing received a mailing from BlueCross BlueShield of Illinois on behalf of The Boeing Co. that aimed to discourage you from using hospital emergency rooms unless you’re certain that you or your loved one is facing a life-threatening emergency.

The truth is your Machinists Union contract with Boeing affords you the ability to visit the emergency room any time you have a health issue and you feel it’s unsafe to wait until you can get in to see your regular doctor – any time. Our union contract also guarantees that you’ll be covered for those visits – every time.

None of us are healthcare experts, and it’s unreasonable for Boeing and BlueCross BlueShield of Illinois to expect us to be able to tell when extreme heartburn is the sign of a heart attack, or a sign you have simply eaten something that disagrees with you. Your union negotiating committees have argued this point over and over through the years, and every time, Boeing’s negotiators have ended up agreeing that our argument is correct.

Boeing has tried in several negotiations to introduce the term “emergency” to determine the level of payment for Emergency Room visits. Your negotiators have successfully kept this out of our contract, thus if you deem it to be an emergency, as long as the hospital you visit is in the network, it’s covered at the maximum rate called out in the plan you are in with a $50 co-pay (waived if admitted to the hospital).

This union continues to be committed to working with Boeing on reducing health care costs. You’re a first-rate workforce and our primary mission is to negotiate for you the best possible pay and benefit package.

Be assured if you make the decision to seek medical help at the Emergency Room, there will be no test for “true emergency” later when paying the bill.
Celebrating Union Contest Winners in School

By Rosanne Tomyn

At the beginning of last month, District 751 helped to celebrate two very special Coloring Contest winners by hosting pizza parties in their classes. The two winners, third grader Michael Simms and fifth grader Olivia Bolin, won first place in their contest categories last summer. Their prize was a pizza party to celebrate with their teacher and classmates. What better way to celebrate a big win than with pizza?

The first stop was Olivia Bolin’s class. On Friday, February 4, District Secretary-Treasurer Susan Palmer and Business Representative Heather Barstow paid a visit to Mount View Elementary with ten pizzas, a big bag of candy, and some fun trivia in-hand. When they entered the classroom ready for the party, Mrs. Concepcion’s fifth grade class was ready to celebrate Olivia’s big win along with her parents, Lorna and Tom Bolin. Lorna is a 26-year member who currently works at the Frederickson plant on third shift, and Tom is a firefighter who is also a union member. Olivia and her classmates solved trivia about the labor movement, Boeing airplanes, and what it means to be a Union member. Equipped with really great answers, the students in Mrs. Concepcion’s class all earned candy by the handful for their participation.

When Susan Palmer asked the students what kinds of benefits Union members earn through collective bargaining, they were quick to answer with better pay, vacation, and even healthcare. And one of the most lively answers came after Heather asked if it is fair that in some countries, whether or not you get to go to school depends on if you are a boy or a girl. Quick to respond, many girls in the class said “no way!”

After the event, Olivia’s Father Tom, said his daughter thought the party was great. “Any chance you get to take time out with some pizza and have fun is a good time. And, it was pretty informative for the kids.”

The next stop was winner Michael Simms’ class at Qael Cedar Elementary. The following Friday, February 11, District Secretary-Treasurer Susan Palmer and Business Representative Richard Jackson and Mr. Longacres visited Mrs. Britt-Buhrs’ class where Michael, his classmates, and his father Gerard Lalone were ready to celebrate. Gerard, a 24-year member, works at the Everett plant and said that his son had been counting down the days until it was time for his pizza party. He explained that Michael thought it was pretty cool. He was the big man on campus that day, I told him I was going to start calling him Hollywood.”

While Michael and his classmates ate pizza, they answered trivia questions. They learned about the Union, the labor movement, and the importance of collective bargaining. When Susan Palmer asked the students about workers in other countries, they were quick to share what they had recently learned in class. Not only did they already understand that some workers around the world don’t have the right to break, but they had already studied just how lucky they are to get to spend their days in school and not in a factory. Both parties were a great time—not only for the students, but for all involved. Holbrook said, “It was fun presenting the Union to the kids in their class. They had a great time answering questions and we had a great opportunity to share our Union with them.”

Author Discusses Changes at Boeing Post Merger

The radical reshaping of Boeing after its 1997 merger with McDonnell-Douglas caused permanent damage to the relationship between the company’s executives and the people who do the hard work of building airplanes, a team of researchers found.

“Boeing leadership was quite derelict,” said Ed Greenberg, a University of Colorado political science professor and lead author of the book “Turbulence: Boeing and the State of American Workers and Managers.”

Greenberg discussed his team’s 10-year study of Boeing employees and their attitudes towards the company, where they work during a Feb. 9 lecture at South Seattle Community College.

“Much of what Boeing did, such as making massive production changes, was understandable, but they wouldn’t set aside what they knew of people who were taking these measures very seriously,” Greenberg said. “But much was overdone, or done carelessly of their employees.”

“stunningly insensitive at times to the needs and wishes of their employees,” they wrote.

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Graduates Are True Masters of their Crafts

The graduation banquet on February 11 culminated over 8,000 hours of work for the five union members who completed the IAM/Boeing Joint Apprenticeship Program. It was fitting to hold the apprenticeship graduation at the Museum of Flight — home to so much of aviation history.

The IAM/Boeing Joint Apprenticeship Program has been in place since 1935, with the first class graduating in 1941. Most people are unaware of the rigorous schedule and standards these members endure to finish the program. For four years, these individuals rotated plants, learned a new machine every few months, attended school two to three days a week after work, in addition to having their progress regularly reviewed by a group of people. The mixture of on-the-job training and classroom instruction covers courses such as shop theory, trigonometry, physics, metallurgy and machine programming.

This is just a small sample of what an apprentice goes through before earning the title of journeyman.

Just getting into the program is an accomplishment, which requires meeting stringent criteria and demonstrating certain skills. Many take classes for years just to qualify to enter the program.

This year’s graduates represented three trades. Rene Grenier, Michael Henry and Tho Quach completed the Machine Tool Maintenance Mechanics Program. John Minerich graduated from the Model Maker while Jamal Washington finished the Cellular Manufacturing Machinists Program.

The highlight of the evening was the presentation of the Arnie Durall Achievement Award to Model Maker Graduate, John Minerich. This award, named after an apprenticeship-related instructor who taught for more than 40 years, is presented to the graduate receiving the highest marks in both shop work and classroom work over the life of the program.

Rene Grenier spoke on behalf of the graduating apprentices and thanked the committee, shop coordinators, instructors, and especially their families for the support they received in completing the programs. “It took a lot of hard work and dedication and it has changed our lives forever.” Demonstrating the importance of apprentice graduates, the union sent top officials to address the graduates with IAM International President Tom Buffenbarger and District 751 President Tom Wroblewski.

“You have done your part to meet the increasing demands of changing technology by completing the apprenticeship program. It is this commitment to continual learning that will keep America great and keep Boeing strong,” said Wroblewski as he congratulated the graduates and noted that apprenticeship is the first four-year degree. “Going back to school is never easy, but each of you set your sights on a goal and worked to make it a reality. That is a testimony to your character and work ethic. Be proud of your accomplishment. The skills you have obtained in this program will help the Boeing Company remain competitive for years to come and ensure that America maintains its edge in the aerospace industry.”

Buffenbarger, who graduated from a Tool & Die apprenticeship at General Electric, told graduates that “the highest honor within our Union is to be called a journeyman – a master of your craft.” He added some advice: “You are the master of your work and control your destiny. I see what goes on around the world and you are gems. These apprenticeships are treasures we must preserve to keep our country strong. You can’t learn this anywhere else because it is tribal knowledge that is passed from one journeyman to another. It is an honor to be with you and share your graduation.”

Congratulations to all the graduates!

Honored for Apprenticeship Service

At the banquet the Apprenticeship Committee also honored two veterans (Paul Knebel and Tom Lux) who served on the committee and presented them with recognition awards for their service.

Math Challenge to Enter Apprenticeship

The IAM/Boeing Joint Apprenticeship and Training Committee will soon be accepting applications for our apprenticeship programs. Boeing and non-Boeing interested parties may apply. Each apprenticeship program has minimum requirements that include, but are not limited to, the following math courses: Math, Practical, Level 2. Math, Beginning Algebra, Level 2, Math, Practical Shop Geometry, Math, Trigonometry. These math requirements must have been taken within the past five years.

For those that are interested in applying for an apprenticeship program who are not able to satisfy the math requirement, there will be a Math Challenge test on March 3 at the Seattle Union Hall, 9125 15th Pl. S., Seattle, WA 98108. Morning session will be from 8:30 a.m. to 11:30 a.m. The afternoon session will be 12:30 p.m. to 3:30 p.m.

Those who want to take the math challenge test, please register by emailing sherrie.e.williams@boeing.com. Include your name, email address, phone number and session you plan on attending. The committee will soon be posting specific information regarding the date of the open enrollment period, programs available and how to apply.
### Volunteers Help Community

Volunteers continued to help build a better community in February: preparing and serving hundreds of meals at area missions, helping with a cannery project for Northwest Harvest, building a hand rail for a member in need, and several other projects throughout the Puget Sound region.

### Joint Programs Delivers Integrated Training System for New Employees

In April 2010, an MBU leader in the 777 wings area approached IAM/Boeing Joint Programs asking for assistance in meeting the challenge of providing a better trained employee to the shop floor. With rate increases for the 777 line looming in the near future, workers and managers on the shop floor were anxious to find new and innovative ways to train new hires, allowing them to be productive employees from day one on the job.

In the past, a new hire in Everett would spend up to 10 weeks in the Skills Process Center (SPC) learning everything from Blueprint Reading and online systems like REDARS and OWL, to how to drill a hole, solder a wire, and countless other skills, safety and job-related knowledge.

Often, however, the new employee found that even though he or she had learned certain skills during their time in the SPC, some of that knowledge may not be relevant to their new job assignment, or they had been taught a skill so early in their training that by the time they reported to their assignment, they’d forgotten and needed retraining. In addition, there always seemed to be job-specific skills and area-specific safety information that still needed to be communicated to the new employee.

Upon the request from 777 leadership, IAM/Boeing Joint Programs implemented the basic Peer Training program in Everett in 2008, and workgroups involved in Peer Training know how beneficial it can be. There is no more credible trainer than the employee who does the job every day. The challenge for the new team was to make sure the new employee learns what they need to learn and how it will apply in their new job.

Using the Peer Training model as part of the new integrated approach to new-employee training allows the training to go beyond the SPC. The most notable change incorporated by using the ITS is familiarizing the employee with their new area start-up and how what he or she learns in the SPC will be productive when they receive their area shop job.

### Fundraiser Delivers for Former Member

District 751 members are continually striving to build a better community and help others. While members regularly volunteer in the community, every so often they get a chance to help out a fellow union member in need.

The Everett crane crew showed the power of solidarity when they organized a fundraiser to help a former co-worker. Dion Senger, who was laid-off in 2001.

Dion’s daughter, Delaney, was born with a rare eye condition called Aniridia Fibrosis Syndrome (AFS), which means “without iris.” At just two months old, she had surgery to remove cataracts from both eyes and had intraocular lenses implanted.

She has undergone multiple surgeries in her three years of life. While her left eye has healed, her right eye had complications, which required the see a specialist in Cincinnati who will remove the AFS and give her an artificial cornea to hopefully allow her to see again in her right eye.

The diagnosis has been a family struggle – not just with the medical condition, but with the financial impact. There are the added costs of traveling to specialists around the country to receive medical care for Delaney.

When the crane crew learned of the situation, they immediately sprang into action and began putting together a fundraiser. They organized a hotdog and chili feed at two locations in the Everett plant. Word of mouth spread and by the time the food was served, there were long lines at both locations.

While the crane crew gave generously with an impressive $1,100 in contributions, they watched as hundreds of other Boeing employees opened their hearts and their wallets to help Dion’s family during their time of need. By the time the event was finished, they had raised $4,000 for the family.

“We want to thank every- one who turned out to help and contributed so generously. It is hard enough to watch your child battle an illness without having to worry about the added financial hardships. We wanted Dion to know we are there to help,” said members Eddie Bjorgo and Daryl Schwab who helped organize the fundraiser.

“We were thrilled with the response and hope it alleviates some of the stress they can focus on Delaney without other distractions.”

Donations can still be made for Delaney’s Fundraiser at any Bank of America branch – account number 4391545.
In an unprecedented attack on state workers, Wisconsin Governor and well-known Tea Party advocate Scott Walker moved to slash the collective bargaining rights of some 200,000 government employees last month. Using the pretext of the budget crisis, one that was in large part created by his own pen as he signed off on tax breaks for his corporate sponsors, the Governor tried to ram through one of the worst union busting bills in the history of this country. The bill would impact teachers, fire fighters, police officers, librarians, and most other state workers. It would require that these union represented employees of the government give up more of their pensions and health insurance, would further erode their pay, and worse still, take away their collective bargaining rights. And though they have already expressed their willingness to accept financial takeaways, they are unwilling to allow their collective bargaining rights to be taken away.

Though Governor Walker would have Americans think that public sector workers are somehow different, and undeserving of the protection in the workplace as much as – if not more than – those of us working in the private sector. Why? Because no employer should have the right to swiftly revoke the rights of its employees through false claims of financial insecurity. We hold the employers of our members here in Washington state to a higher standard – why wouldn’t we hold the government to the same?

The Governor would have Americans believe that public sector employees are the “cash-cows” of the country. That teachers, whose median wage is $40-43,000 a year for teaching classrooms of 30 children are making so much more than they are worth. That librarians who make an average of $31,390 a year managing understaffed, underfunded libraries and serving hundreds of thousands of patrons a year are, through their “huge incomes” stealing money from the state coffers. And that fire fighters and police officers who risk their lives every day to guarantee our safety, and the many others who work day-in and day-out for local and state governments making wages that are already well below what most make in the private sector.

Why? Because of their collective bargaining rights. As the first state to enact legislation that would strip collective bargaining rights from public employees.

Reps Help Educate Stewards at Boeing on LOA

Thousands of union members jam the Wisconsin capitol in Madison to protest legislation that would strip collective bargaining rights from public employees. CEO friends, to put more power in the hands of big business while taking hard earned dollars out of the hands of the middle class. It’s plain and simple – these actions are simply a glimpse of what is to come as Republicans try their hardest to erode the rights of many to fill the pockets of a few. And if they succeed - don’t think that they won’t set their eyes on those union represented workers in the private sector next. They already have.

It is one of the more ironic twists surrounding this Republican attack on state workers that Wisconsin should find itself at the heart of the battle for collective bargaining rights. As the first state to enact legislation that formally recognized the right of state employees to collectively bargain in 1959, Wisconsin was a pioneer for the rights of all workers. Now, over 50 years later, Wisconsin finds itself in a very different position - at the forefront of one of the most anti-worker battles since the beginning of the labor movement.

Since just after Valentine’s Day, thousands of teachers, fire fighters, police officers, and other state workers accompanied by students, union advocates, and supporters from states all over the country have marched on the Wisconsin capitol building to protest the anti-union, anti-staffing actions.

**Continued on page 11**
Union Calls for More Aerospace Job Training

There’s a story that’s told at Boeing, about a long-time Machinist who spent decades of his career working at Renton building landing gear for 737s. He finally retired, after long years of service. And there was a certain Director on the 737 line who started facing problems with the landing gear. Time went by, the problems kept cropping up — to the point that it was starting to affect delivery schedules — when someone got the idea to bring the recently retired Machinist back to see if he could figure out the problem.

Turns out that for years, he’d been grinding shims by hand to ensure that the landing gear fit together right. Laura Hopkins, the executive director of AJAC, the Aerospace Joint Apprenticeship Committee. But nobody had ever asked him about it, so he’d never mentioned it — so after he left, nobody knew.

“That’s the perfect example of what we’re trying to stop before it happens,” Hopkins told attendees of the Pacific Northwest Aerospace Alliance, who held their annual conference in Lynnwood in February.

Hopkins and District 751 Legislative Director Larry Brown were part of a panel discussion at the conference focused on workforce development.

Analyst Predicts Long-Term Growth for Aerospace

For the aerospace industry, the Great Recession was little more than a hiccup. Now Boeing’s competitors and suppliers are looking ahead toward “irresistible” long-term growth, noted analyst Richard Aboulafia said.

“We went through the worst economic recession since World War II with 5.3 percent annual growth — that’s weird,” Aboulafia told people attending the annual conference of the Pacific Northwest Aerospace Alliance in Lynnwood.

“There’s absolutely nothing that we can see now that would indicate production cuts,” Aboulafia, who is vice president for analysis with the Teal Group in Alexandria, Va., said, based his forecast on some important trends:

• Air cargo has fully rebounded from a disastrous crash in 2008-09, which saw “the sorts of numbers you associate with nuclear war or an epidemic,” Aboulafia noted.

• Airlines worldwide are posting some of their biggest profits in history, showing strong growth in the passenger as well as cargo, as a result, they have money to spend on fuel-efficient new planes.

• Growth is particularly strong in emerging markets, particularly Brazil, India and China.

• Civil aircraft, in particular, are growing much faster than the cargo fleet.

“Boeing and Airbus are both preparing the next generation of aircraft for the new single-aisle planes to market, he said.

For Bombardier, the issue is that the company has adopted a globally outsourced production model for its new Cheries, much like Boeing’s unsuccessful 787.

“The difference is that Boeing started with well-known and respected suppliers — who still couldn’t deliver,” Bombardier, on the other hand, has picked suppliers “who are extremely new,” Aboulafia said.

Meanwhile, the Chinese face a number of other issues with their C919.

Since the dawn of the Jet Age, there’s only been one new aerospace company in the world, Aboulafia said that being Brazil’s Embraer.

Embraer had nearly unlimited government support in Brazil, yet it took nearly 25 years for it to successfully compete in the regional and business jet market, he said.

China today has a lot of money and people to devote to the new C919, Aboulafia said, and “a lot of people have the image that if they throw a lot of resources at an aircraft program, they’ll actually get results.”

But “it takes a lot longer than you ever expect to get there,” he said.

Aboulafia said China also has a problem in that Western aerospace companies — whether eager to sell components and systems for the new Chinese plane — aren’t willing to give Comac their latest-model electronics, for fear they’ll be stolen and copied by Chinese suppliers who don’t have to comply with strict copyright laws.

And overall, in aerospace, “having a labor-cost advantage, historically speaking, means exactly nothing,” Aboulafia said.

“What matters is human capital and experience.”

In time, the Chinese will gain those skills and experience and they’re very likely to become serious competitors — but it won’t happen soon enough to make the C919 a major threat to either Boeing or Airbus, he predicted.

751 Political Director Larry Brown (center) participated in a panel discussion on ensuring the aerospace workforce of the future has proper training. Also participating were Queensland President Tom M’Carthey and Laura Hopkins, Exec. Director of the Aerospace Joint Apprenticeship Committee.

Hopkins said, “about the shortage of aerospace workers and the need to train the next generation workforce.”

In addition, Boeing has increased its hiring in the past year. Brown noted. Typically, a problem that has happened, the company pouches workers from smaller aerospace suppliers.

“That is a problem if we don’t replenish that supplier workforce,” Brown said.

Job skill development is a key component of District 751’s vision for the future of Washington’s aerospace cluster, Brown said. To that end, the union is working closely with AJAC to ensure the training it offers remains relevant and focused.

The union is also working with the Legislature on a bill that would provide tax breaks for companies that hire apprentices through AJAC or similar programs.

“Our commitment to aerospace in the state of Washington is to all aerospace companies,” Brown said. “We know that in the long run, if it’s good for the aerospace industry, it’s good for our union and its members.”

Plus, it is “a lot easier to maintain and grow an aerospace cluster than start one from scratch,” he added. “Just ask South Carolina.”

751 Sponsors Aerospace Scholarship

Travis Garvin wants to either build or maintain commercial jets. The Bellingham man is that much closer to his goal, thanks to District 751.

Garman received a $500 scholarship to Everett Community College from District 751 at the Pacific Northwest Aerospace Alliance Conference. Garman said he was thankful for the scholarship and plans to use the money to finish his studies toward an aircraft main tenance technician’s license. After that, “working for a big airline would be great,” he said. “Boeing would be fantastic. Anything around planes.”

District 751 President Tom Wroblewski attended the conference and presented the scholarship. “Our union closely works with both companies to ensure the next generation of aerospace workers in Washington state, and to ensure there are good-paying, high-skill jobs for them when they finish their training,” Wroblewski said. “It was great to meet Travis, and I wish him all the best.”

Joint Programs Delivers Integrated Training System for New Employees

Stan Caldwell, 777 W ing of the company’s 476 employees, was one of the Peer Coordinators in Everett.
February Retired Club Business Meeting Minutes

by Ruth Render, Retired Club Secretary

The meeting was called to order by Vice President Helen Lowe. The "Lord’s Prayer" was said followed by the flag salute and singing of “God Bless America.”

President’s Report: Vice President Helen Lowe wished everyone a Happy Valentine’s Day and welcomed everyone to the meeting.

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

Financial Report: The report was read by Treasurer Betty Ness. A motion was made to accept the report as read. MSP

Minutes: It was MSP to accept the minutes as printed.

Communications Report: There were no communications.

Guest/Visitors: There were no new guests or visitors.

Vice President Helen Lowe requested to suspend the regular order of business to welcome District President Tom Wroblewski to the podium. He is honored to be at the meeting today to present some service awards.

Tom reported he attended the 747-8 rollout in Everett on Sunday. There, they spoke of the incredible skills and efficiency our members bring to Boeing every day. Tom explained to the club that the International sends notices of service awards once a year. He requested that he be notified of any service awards that are being given to officers or members of the Retired Club so he can present them.

The first award was presented to Calvin Doss. Calvin received the 45 year veteran’s award. For this, he received a gold veteran’s badge. Tom explained that he first met Calvin during the 1995 strike. He and his wife were a constant, helpful presence at the Renton Union Hall. There, they offered help wherever it was needed throughout the entire strike and their help was very much appreciated. Tom congratulated Calvin and thanked him for his unwavering service.

The second award was presented to Leroy Miller for his more than half century of service. Tom explained that he first met Leroy when they worked together in the shop. Even though he wasn’t currently a steward at that time, Leroy always wore the Union colors and he was always happy to help. Tom congratulated Leroy and thanked him for his unwavering service.

Tom said it was an honor to hand out the service awards and thanked the Club. Tom also introduced Mike Flynn, Tom Luk, and Jesse Cote to the Club. Mike is visiting from the International and is here to take a tour of the AJAC Program.

Business Representatives Report: Health and Benefits Representative Garth Lauk read the report.

Health & Benefits Report: Health and Benefits Representative Garth Lauk spoke about a letter that some retirees may receive from the Company. This letter is regarding visits to the Emergency Room.

Garth explained this letter concerns him. The gist of the letter is when to use the ER. The Company wants you to look at other options rather than going to the ER, but our members should NOT hesitate to go to the ER if you feel you need to. Don’t second-guess yourself.

Garth explained that his biggest concern is that people who receive this letter will second-guess themselves about going to the ER. Don’t second-guess yourself. Make sure that others that you know who may receive this letter second-guess themselves if they feel they need to go to the ER. It’s too important.

Legislative Report: Carl Schwartz wished everyone a Happy Valentine’s Day. He explained that the biggest concern right now is Social Security. Congress has been meeting and many have been making crazy statements about adjusting Social Security.

But know that they haven’t gone through the process – even if the House did get together to make changes, they would still have to pass them through the Senate and the President.

Social Security, a very serious, very important issue. Without Social Security, many Americans would be in deep trouble – especially Retirees. And the real force behind “Social Security Reform” is a group of investors that only want to get their hands on that money to make investments. But, don’t want that! There is nothing wrong with the program, it is separately financed and doesn’t need to be changed.

Carl also reported that the Legislative Committee is working to schedule a meeting with Congressman Jim McDermott. We are very concerned about the potential cuts coming to the Basic Health Plan. This will impact over 18,000 low income seniors. The proposal is to cut their benefits. And what will happen if these seniors have no healthcare? I don’t even want to think about it. That’s just sad.

Carl also reminded everyone that we had a balanced budget in 1993. Not one Republican voted for the balanced budget then. And from 1994 – 2001 we had a balanced budget. It can be done.

Birthdays & Anniversaries: There was one Birthday in February: Isaac Mora, 69 years. There were two anniversaries: Calvin and Vera Doss, 53 years and Al and Toni Morozenti, 62 years. The Club sang Happy Birthday.

Good and Welfare: Vice President Helen Lowe read a note from Helen Miller. Helen wrote “Comment to the Prime Minister: Please do not let the Republicans cut Social Security and Medicare, that is the people’s money. It is not part of the budget to cut. Somehow, it should be put in an account of its own, if possible. Is there a way to change the law. If the Republicans will let you?”

John Guevarra shared the Friday Alert with the Club and asked that everyone share it.

John also spoke about the Labor Council’s Lobbying Training day that he recently attended. Legislative Director Larry Brown led everyone in lobbying exercises. It was a great day to learn how to lobby and write effective letters.

John also mentioned that they are working to see an expansion of the Apprenticeship Program at Boeing. It is an important program that helps train people for good Union jobs that we all support.

Adjudgment: A motion was made to adjourn. MSP

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 following Monday 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.

• Alliance of Retired Americans South Area Chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center (600 E. Smith St). We share information about developments affecting seniors, we decide on letters and e-mails to public officials expressing elders’ concerns and what is happening to us. Come on in and sit in and see what goes on. For more info, contact Leroy Miller at 206-878-0601.

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

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The Battle for the American Dream

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Wisconsin: The Battle for the American Dream

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workers’ legislation. Every day, prosecutors are standing up for what they know is right – and making history by doing so. Teachers are staging “sick outs”, state assemblymen are standing united with the many in Wisconsin. pooled together, with the results being a better community for all. those who are standing together to fight for a better, stronger future. To stand together in defense of the American Dream.

What is the American dream if not a reality where schools are able to hire the best and most educated teachers to instruct our children, where fire houses are well staffed so that they can reach each fire quickly, where police officers are equipped with the knowledge of how to safely navigate each situation, and where libraries are open to all who want nothing more than to learn. If the American dream is this dream of a real, true, united and honest prosperity, then how on earth can we allow it to be squandered by greed, the conquest for control, and bottom line? We can’t.

Please support the workers in Wisconsin as the fight for what we all know is right. They risk all that they have to guarantee a strong future for all of us. Though we cannot all be there in person to march in unity, we can show our solidarity in a number of ways.

The AFL-CIO has a page where you can pledge support and get the latest updates. That site can be viewed at http://www.aflcio.org/issues/states. There is also a petition available at YPERLINK “http://www.wearewiscosin.org” www.wearewiscosin.org and support can also be shown to the many in Wisconsin and other states by visiting the We Are One page on Facebook.

United we stand; divided we fall.

Turbulence Author Examines Changes at Boeing

Continued from page 4

These aren’t just happening at Boeing, Greenberg said during his lecture. His team believes the changes at Boeing are similar to those across Corporate America. But there’s a big difference, he continued: “Most private-sector workers don’t have the protection of unions.”

In the book, the authors wrote that the bad news is that “Boeing may be as good as it gets for American workers,” the authors said.

They explained that “The vast majority of Boeing employees, unlike the overwhelming majority of private sector workers in the United States, are represented by relatively strong and active unions, and as a result, retain higher average salaries and a wide range of company-provided benefits.”

Evaluation

Continued from page 4

Turbulence is available at Amazon.com for $25 and at local libraries.

New Program to Get Members Involved

Continued from page 1

We want them all to participate, which will make our union even stronger. With the Boeing contract coming up next year, it was the perfect time to kick off the program and start the education process.”

Local A has already started the recruitment and had 12 new members attend their first meeting in February. Members were welcomed from the podium and given the opportunity to speak at the microphone if they wanted.

Locals A, C and F are printing postcards inviting members to attend a Local Lodge meeting, which will be distributed by Union Stewards on the shop floor. This will ensure members meet their steward and know the person to turn to with contract or work questions. Those Stewards who bring new members will be entered in a raffle drawing as incentive to get more members involved.

The invitation has coupons for items members can redeem at the monthly lodge meeting such as a free union T-shirt when a member attends their first local lodge meeting. There will also be coupons inviting the member to join MNPL and Guide Dogs of America.

The Eastern Washington locals are also kicking off similar programs for members there.

The strength in numbers and solidarity theory are the driving force in unions and key to our success. The more members who take ownership in the Union, the stronger we are at the bargaining table, in the legislative arena, in community service with the results being a better community for all.

COLA Generates 4¢ in Boeing Contract

Effective March 4, 2011, a 4 cent cost-of-living adjustment (COLA) will be added to the hourly wage rate for IAM members at Boeing. This is the first COLA members have received since ratifying the current contract. Since the contract’s effective date on Nov. 1, 2008, the Consumer Price Index has fallen from the near-record levels set in the second quarter of 2008, which was the base quarter.

During that quarter, gas prices hit $4.50 a gallon and home prices were at an all-time peak. Prices for both fell sharply in 2009, as the Great Recession hit, and while they climbed steadily in 2010, this is the first quarter that the Consumer Price Index has gone over the base level since then.

As defined in the contract with Boeing, COLAs are computed quarterly, and folded into base rates of pay annually each September. COLA is added to the base rate for those employees who are on the active payroll – or who are on approved leave of absence for less than 90 days – as of the effective date of an adjustment, which is March 4, in this case.

Throughout the year, cost-of-living adjustments are paid as an additive to base wages, shift differentials and premiums. The contract’s fold-in provision protects wages from “negative COLA” – or cuts to hourly pay based on a declining Consumer Price Index – in all but one scenario. (An example of that, if wages rise 25 cents an hour through a COLA in March, then consumer prices fall back in July, “a negative COLA” could deduct a portion of the earlier COLA gain – but not more than the 25 cents.)

Not all employees receive the same COLA amounts: new hires don’t earn COLA generated before their date of hire, and employees on an inactive leave of absence (more than 90 days) do not generate COLA, unless they’re on military leave or leave for an industrial injury or illness.

If other working Americans want better working conditions, forming unions and becoming politically active are about the only options, Greenberg said. He said voters should push governments, companies and unions to expand job-training options and bring outsource work back to America.

Without the support of either a union or friendly politicians, working-class Americans are on their own, Greenberg said. “If we want firms to do good things, we have to require that they do them,” he said. “Unions are the only organization that has an interest in the economic well being of working people. Unions are it.”

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Wisconsin: The Battle for the American Dream

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Funding Secured for Inland NW Aerospace Technology Center

AJAC, the Aerospace Joint Apprenticeship Committee, has helped secure $275,000 toward building a new home for the Inland Northwest Aerospace Technology Center planned for Spokane.

The building is planned to be built near Spokane International Airport and is intended to be the new home of Spokane Community College’s Aviation Maintenance Technicians School.

The building also would house AJAC’s aerospace apprenticeship programs in Spokane, and other customized business and industry training, including programs created in partnership with the new Washington Aerospace Training & Research Center, which already has opened a facility at Paine Field in Everett.

The funding from AJAC “brings us one step closer to actual design and construction of the facility,” which will enhance SCC’s ability to train the skilled technicians needed for Washington’s rapidly expanding aerospace industry, said Joe Dunlap, the Spokane Community College president.

AJAC is the statewide state-funded group that develops and implements registered apprenticeship programs for aerospace and related industries, with the goal of creating the next generation of skilled aerospace tradespeople. Its programs are helping train aircraft parts machinists, composites technicians, aircraft interiors assembly mechanics and aviation maintenance technicians.

District 751 is a strong supporter of AJAC, having helped secure state funding for its creation in 2008. District 751 representatives also serve on the AJAC board.

In Spokane, AJAC is working closely with SCC on a number of projects, officials said, including an effort to develop a statewide curriculum for aviation maintenance training programs.

That effort was nicknamed the “Fighting 147s Project,” from the Federal Aviation Administration’s Part 147 regulations that cover maintenance training programs. It is intended to raise training standards statewide, expand training opportunities for more people interested in aerospace careers and increase the ability of students to transfer between the five community and technical colleges in Washington that offer AMT training.

Leadership Acknowledged in Yakima

At the February Machinists Union meeting in Yakima, Union leaders presented Dave Bailey and Jack Clinton with recognition awards for their assistance in recent negotiations at Pexco.

The awards were presented in front of their peers to thank them for the extra effort they put into securing a new contract at Pexco.

In the recent contract ratified in November, members gained two additional Union Steward positions to ensure better representation on all shifts and shops. With the additional positions, Steward Jack Clinton (who is beginning to plan for his retirement) decided to step down as Union Steward to give other members an chance to serve as Steward.

The Union presented Clinton with a cake to thank him for his service as a Steward.

L to R: Staff Assistant Ken Howard presented recognition awards to Jack Clinton and Dave Bailey for their help in the recent Pexco contract negotiations.

Union Effort Overturns Unjust Termination for 31 Year Member

Continued from page 1

to the Hanford Atomic Trades Council (HAMTC) grievance board to see if a quick resolution could be reached. At that time, the Union tried to get the company to acknowledge they hadn’t followed procedure, had no documentation to support their action and could have left and cost less resolution - rather than taking the case before an arbiter.

The company refused to change their decision so the Union proceeded through the arbitration process. After hearing both sides and reviewing all the facts, the arbiter agreed with the Union that the employer did not have just cause for termination and ordered Jose to be reimbursed for any and all lost wages and benefits (less a two-week suspension).

“The company didn’t want to listen because it was too personal. They couldn’t step back and ask if their action was justified,” said Jose. “Without the union I would have had no resource or even a way to question the company did.”

Often companies insist grievance settlements not be disclosed – making it hard for the union to publicize the results they bring for members. However, arbiter’s decisions are not gagged and can be reported.

“This is a great win for organized labor. We are out there working for our members every day. This shows what having a voice in the workplace can do for you,” said Staff Assistant Ken Howard. “This decision educates workers on how a Union can help if their rights are violated and is a good example of how we help workers when an injustice occurs.”

Jose echoed that sentiment and said, “I wouldn’t be back at work today without the Union. I wouldn’t have had the money or resources to pursue it alone. Others should join a union if they get a chance because you don’t know what can happen. You need unions all the time even when things are good to ensure you have an advocate and voice on your behalf.”

Goldendale Members Begin to Identify Contract Issues

IAM members in Goldendale working at the Roosevelt Regional Landfill are preparing for their upcoming contract negotiations with Allied Waste.

The current contract expires in November and members have already started to identify issues. At Union meetings, members are going article by article through the existing contract and discussing areas that need improvement or revision.

“I am impressed with the turnout we have had at the weekend meetings and the interest shown in the upcoming contract. Membership participation is key to successful negotiations and ensuring accurate two-way communication between members and union leaders,” said Staff Assistant Ken Howard.

With over 120 Machinists Union members, this is one of the larger employers in Klickitat County. This is the tenth largest landfill in the country and the largest waste by rail operation in the United States – making their jobs vital to not just Eastern Washington, but the entire Pacific Northwest region.