

# Better Method Saves Work and Bodies

Preserving jobs and keeping Boeing successful should be top goals of every 751 member at Boeing. Yet, often times we hear of members initiating the offload of hourly work because it is a job they don't like or don't want to do.

Recently, Everett Union Steward Bob Gratton did an excellent job of not only stopping an offload a member had proposed, but working with others to find a better way to perform the work. The result kept the work in hourly hands and

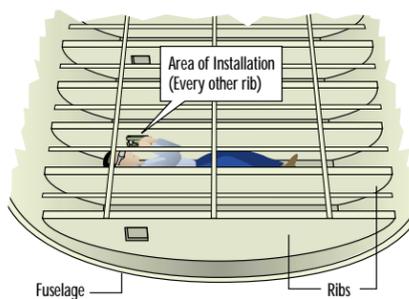
moved it earlier in the production process, which made it a more ergonomic installation. In addition, the members who will now perform the installation are looking forward to doing the work.

The issue initially arose in a lean team when a member suggested offloading two installation plans (IP) to Vought because it put a strain on his body, didn't really fit with the other work that flowed through the area, and he didn't like those jobs. In the current process, a person had to put down a gray mat over the airplane skin, lay down and reach up to per-

## MAKING INSTALLATION EASIER

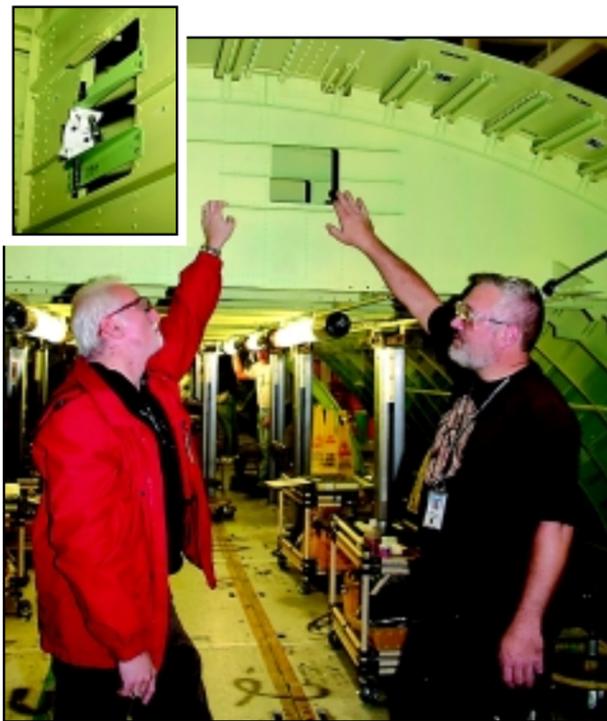
### Before

With fuselage positioned downward, a worker was forced to crawl into a tight space between ribs and attach the part while lying in an awkward position.



### After

By moving the installation earlier in production, the fuselage is rotated 180 degrees so the worker stands on a two-step stool to attach the part, making the installation easier.



Steward Bob Gratton (r) explains to Business Rep Ray Baumgardner how moving the part installation earlier will now be done from a two-step stool. Inset above: Close up of the part to be installed.

form the installations. It was awkward and caused strain on the body. The parts had to be installed on every other rib of the plane, which meant a person was in the awkward position for most of a day.

Immediately upon hearing of the offload suggestion, Bob voiced his objection. He pointed out that any offload, no matter how small, could eventually cost someone their job because every task/job adds up. Other members agreed with Bob and joined in the effort to keep the work in-house.

"It was frustrating to hear one of our own members suggesting to offload

work. We continually hear complaints about offload, but to have a member initiate it is unthinkable. I knew there were others in our bargaining unit willing to do the work," Bob recalled. "While it might not affect the person who made the suggestion, somewhere down the line an hourly job is impacted."

Rather than simply oppose the offload suggestion, Bob and several others looked for a better solution. The issue was brought up several times before a better method was suggested. By working together, members discovered that

**Continued on page 12**

## Boeing to Conduct Dependent Audit

Do your dependents meet Boeing's health plan eligibility rules? That is the question Boeing is asking in an upcoming health care dependent audit. They are

asking employees and retirees to provide documentation verifying the eligibility of their dependents enrolled in Boeing health coverage. This applies to all 270,000 Boeing employees worldwide.

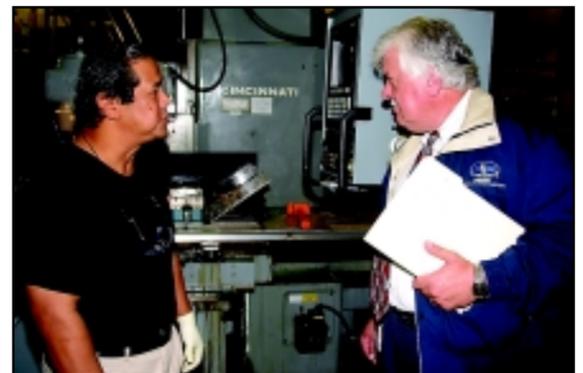
Over the next several months, employees and retirees (on early retiree medical) will receive information to guide them through this process and help them understand the actions they need to take. To help get the word out, the Union is printing the information in our paper, posting it on our website, as well as in Union News bulletins.

"These dependent audits have been around for a long time, but are becoming more common as companies struggle to keep health-care costs down," said Larry Brown, who serves on the 751 Benefits Committee. "We encourage members to follow the instructions to ensure their eligible dependents remain covered."

The dependent eligibility verification includes several steps:

\* **STEP 1 - Notification Phase** – Nov. 6 through Dec. 1, 2006. Employees will receive a mailing, which explains dependent verification and includes an eligibility checklist. This is the employees'/retirees' chance to review Boeing's eligibility requirements and remove ineligible dependents without penalty - meaning they won't be asked to repay claims incurred by those individuals. If dependents listed in the mailing are correct, no action is required at this time. You can only

**Continued on page 3**



Business Rep Paul Knebel (r) talks with Peter Guerrero at GKN on the upcoming negotiations.

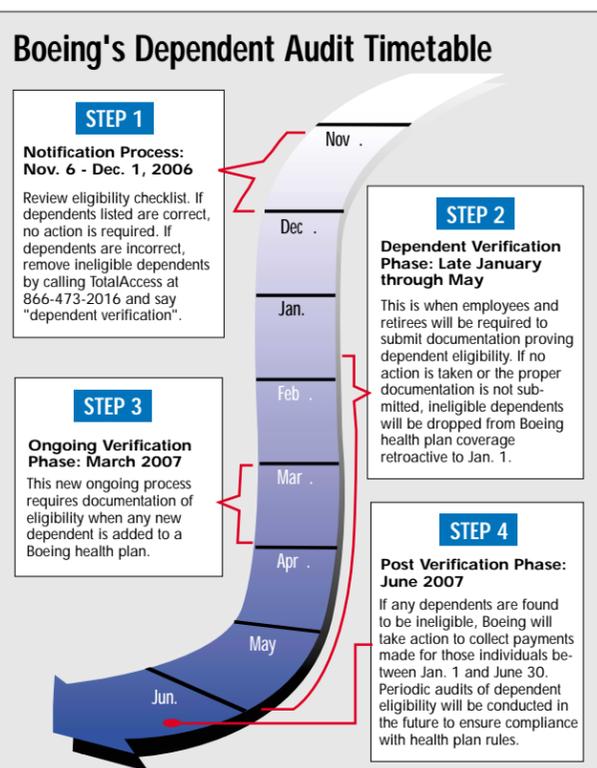
## Preparing to Bargain at GKN

With the GKN contract negotiations fast approaching, members were eager to share their issues with the Union. Recently, Business Representative Paul Knebel visited with GKN employees to learn their top concerns. In addition, the Union distributed a second, more comprehensive survey asking members to prioritize issues within a category such as health care, pension, and wages.

Members in this Kent facility had some strong opinions on what needs to be addressed in this round of bargaining. Union negotiators will use the membership input to formulate a proposal to present to GKN management when negotiations open in mid-November.

The contract, which expires on January 11th, will be the second one with IAM District 751 and GKN after

**Continued on page 2**



### Behind the Scenes

Thanks to the dedicated individuals who keep the Union running day-to-day

**6**

### Custom Choices

New program offers members an opportunity to purchase additional insurance on Company time

**3**



### Inside Index

President's Message .....	2	Fundraising .....	8
Community Service .....	4	Retirement .....	9
Health & Safety .....	5	Want Ads .....	10
Labor History .....	7		

## REPORT FROM THE PRESIDENT

# Organizing Helps Improve Our Bargaining Position

by Mark Blondin,  
District President



As you know, our success depends on several things. First, we need to make sure all of us are on the same page. We all need to understand the issues that have the greatest effect and those that are most important to us. Issues like health care and retirement are always at the top of this list. If we don't have solid health care that is affordable, our families suffer. If the retirement we negotiate is not enough, we can't retire with dignity.

We also understand that laws have a huge effect on us. We are affected by laws at both the state and national level. More importantly, who is elected to govern and enact these laws impacts us. Our industry and our jobs here at Boeing were greatly affected when the state legislature enacted laws that granted tax breaks to Boeing and other aerospace companies to keep work in Washington State. On the surface this sounds great, but if this means companies will be awarded tax breaks simply because Boeing shifts our Union family-wage jobs outside our factories to non-union low-wage jobs, then we must tell the

lawmakers it does not work for us. When we support candidates who support us, then we can expect to have a fair voice in the legislature to make changes that will improve working people's lives.

Another way we can improve our bargaining position during contract time is to improve union density in Washington State. Union density is determined by the percentage of jobs in the community that are Union and provide the wages, benefits, and retirement that workers deserve.

Currently, we average around 100 members a week being recalled back into their Machinists Union jobs at Boeing. They are coming back because of the recall rights successfully negotiated in our contract and because the jobs that are available in the community do not provide the same level of benefits, wages, retirement or fairness and dignity that we expect in our contract.

Although District 751 has over 20,000 members statewide, we are only a fraction of the thousands of aerospace workers in Washington state. There are well over 700 aerospace companies, suppliers, and vendors. Most of them are non-union and do not provide the wages and

benefits we have in our contract. They don't have a grievance and arbitration procedure to ensure fairness. Most do not provide a pension. These non-union companies are setting a low standard that can drag us down during negotiations. When we negotiate with Boeing, we are competing against all the non-union suppliers operating at this lower standard.

To help us succeed in our negotiations, we need to improve the Union density in this area by organizing these workers and giving them the same protections we enjoy. We have the right to bargain with our employers and we demand fairness and dignity. Other workers deserve the same. These workers also deserve to be at or near our standard and have that standard protected in an IAM contract.

Union density is not only important in our own industry but in the community as well. When we raise the standard for all workers, companies that do business in Washington State will know they have to live up to this standard to compete and retain workers. If workers choose to change jobs or industries, they can be assured of enjoying the same standard wherever they go.

This is not about the number of members we have in District 751 but more

importantly the number of Union households in our community that enjoy good family wages, good health care, and a strong pension for retirement.

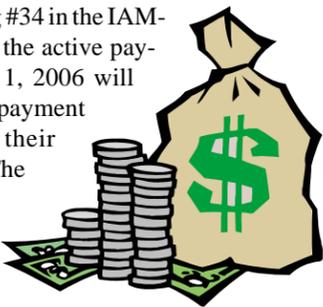
Whether the employees who approach us are in the aerospace industry or not, if we succeed in increasing union density and provide the protection of a strong Union contract, our members will benefit during negotiations from the improved standard we helped set. Our success and a strong community go hand in hand.

We cannot forget that we are not alone. As workers, we rise and fall together in this economy. It is time that we help ensure that our friends, neighbors, and family members enjoy the same fairness and dignity that IAM members enjoy.

## \$3,000 Lump Sum

Per Letter of Understanding #34 in the IAM-Boeing contract, members on the active payroll at Boeing on September 1, 2006 will receive the \$3,000 lump sum payment (less applicable taxes) on their November 22nd paycheck. The contract called for the payment to be made by December 1, 2006. This \$3,000 lump sum payment is a negotiated item in the 2005 contract—showing it pays to be Union.

The lump sum will put over \$56,000,000 into the Puget Sound economy.



## A Chance to Help Others

Boeing employees in the Puget Sound region have the opportunity to put a smile on someone's face with the Spirit of the Holidays, which encompasses three programs: Adopt-a-Family/Senior, Child's Delight and Adopt-a-Stocking. The programs help those in the community who might not otherwise receive gifts or special meals this holiday season. Adopt-a-Family provides gifts and meals for families and seniors referred to Boeing by our nonprofit community partners. With Child's Delight, employees provide gifts for children receiving services from the Department of Social and Health Services. Adopt-a-Stocking provides employees with the chance to fill stockings for children and seniors who are referred by local nonprofits. Get involved today! For more information, visit the [Volunteer Programs Web page](http://community.web.boeing.com/nwregion/ei_drivers_soh.cfm) ([http://community.web.boeing.com/nwregion/ei\\_drivers\\_soh.cfm](http://community.web.boeing.com/nwregion/ei_drivers_soh.cfm))

## GKN Members Identify Top Issues for Negotiations

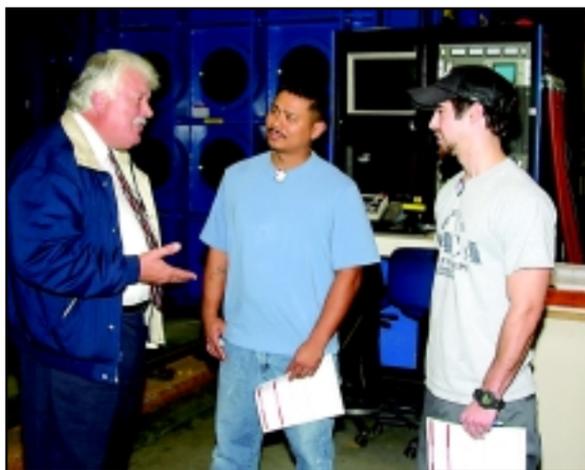
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Boeing sold the plant in late 2001. Since the sale, GKN has hired many new employees—making wages a top issue. Like new employees at Boeing, GKN new hires start at substantially lower wages. However, GKN has only one job description. Members voiced concern that even if they learn additional skills, there is no monetary benefit for the added stress and responsibility.

Members also repeatedly requested changes to the pay progression. Currently, they are eligible for up to 50 cents every six months. However, the 50 cent raise is discretionary and depends on the supervisor's review rather than being automatic like the Boeing contract. In addition, members would like to see a specific end time for the progression, i.e. six years.

Other top issues include medical, getting quarterly COLA payments rather than semi-annual lump sums, adding more job titles, overtime, and stronger shift preference language so those who want to be on day shift can more easily obtain their preferred shift.

Profit sharing could also be improved. One member stated, "We met most of our goals, but because profit sharing is based



Business Rep Paul Knebel (l) discusses member concerns at GKN with Michael Afleje (center) and Jason Ward. The contract expires January 11, 2007.

on all West Coast plants' performance and not just our plant, we didn't get the full amount. The problems stemmed from the supply management chain, which we have no control over. It should not be involved in our deal. It is the basis of everything—yet if we don't have material, we can't make the parts."

Members who transferred from Boeing at the time of the sale acknowledge they make more than new hires, but are feeling the strain of having frozen wages for five years while the price of everything else continues to rise.

Turnover is also an issue because it requires members to spend much of their time training new employees.

Union negotiators will be holding lunch time meetings with the members to keep the two-way communication flowing throughout bargaining—especially since it is the first time some members have been involved in Union negotiations.

David Muth, who transferred from Boeing at the time of the initial sale, appreciates having the Union present. He noted, "If we didn't have the Union for the last five years, management would have gone crazy. Every time something came up, the Union had to push to get them to back down."

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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

# Machinists Custom Choices Offers Members More Financial Security

Everyone makes sure they have car and homeowners' insurance, but how many members have taken out insurance on themselves – life insurance, critical illness or long-term disability?

751 members working at Boeing have a unique opportunity to learn about the Machinists Custom Choices. This unique program offers coverage you can't get anywhere else – with no one being denied life insurance. These plans are designed to supplement the comprehensive health care

benefits employees receive through our Boeing Collective Bargaining Agreement. Participation in this plan is strictly voluntary (no pressure to purchase) with the cost fully paid by individual employees. The program was developed to provide members with more financial security for themselves and their families. Since 1996, over 65,000 Machinists Union members—many at Boeing St. Louis, Oak Ridge, and Huntington Beach have enrolled.

Members requested such an option be

made available. In response to these requests, the Union has worked to provide an opportunity for these options. In negotiations last year, under Letter of Understanding #33, Boeing agreed to provide a payroll deduction service to members who choose to purchase life insurance, long-term disability or accidental death and dismemberment coverage.

Realizing how busy everyone's schedule is, the Union offered these plans in the workplace for our members' convenience. The Union negotiated to allow members the opportunity to learn about the plans and conduct an on-hour consultation during an employee's shift (lasting 10 to 15 minutes) on Boeing property.

The Life, Cancer, Critical Illness and Disability products were custom made for Machinists and negotiated with features and values based



Custom Choices Rep Carol Groom shares with William Dang how the cancer coverage paid off when she battled breast cancer 8 years ago.

on the size of our national membership (see chart at left for more specifics). Permanent life insurance is available to you, and also to your spouse, children and grandchildren. **You can purchase life insurance regardless of your health, and the cost of your policy will never go up.** Several members questioned if they were currently undergoing cancer treatment, could they buy the insurance. Yes, there is no restriction during this initial offering and the price will never go up.

Long-term disability insurance is available if you become totally disabled  
**Continued on page 4**

## Boeing Health Care Dependent Audit

Continued from page 1

drop ineligible dependents by calling TotalAccess at 866-473-2016 and say "dependent verification." **Again, you have until December 1, 2006 to remove ineligible dependents.**

**NOTE: If you do not receive a mailing packet by November 10<sup>th</sup>, please call TotalAccess 1-866-473-2016.**

**\*STEP 2 - Dependent Verification Phase** – late January through May 2007. This is when employees and retirees will be required to submit documentation proving dependent eligibility. If no action is taken or the proper documentation is not submitted, ineligible dependents will be dropped from Boeing health plan coverage retroactive to Jan. 1.

**\*STEP 3 Ongoing Verification Process** begins March 2007. This new ongoing process requires documentation of eligibility when any new dependent is added to a Boeing health plan.

**\*STEP 4 Post-Verification Phase in June 2007.** If any dependents are found to be ineligible, Boeing will take action to collect payments made for those individuals between Jan. 1 and June 30. Periodic audits of dependent eligibility will be conducted in the future to ensure compliance with health plan rules.

It is extremely important that employees and retirees carefully read the information they receive, review the eligibility rules and remove ineligible dependents from coverage by December 1, 2006. There will be an appeal process if you disagree with the ruling of an ineligible dependent.

### Why Is Boeing Doing This?

Boeing benefit plans must be administered according to the rules outlined in the plan documents. One element of this responsibility is ensuring that the plan is providing coverage only to dependents who meet the eligibility requirements. In addition, providing coverage to ineligible dependents drives health care costs up for all health plan participants - as well as The Boeing Company.

751 staff will continue to meet with Boeing benefits to give input and raise questions on the process, ensuring a safety net for unforeseen circumstances.

### Machinists Custom Choices – Benefits Overview

- ◆ Member gets 15 minutes on Company time with a Custom Choices counselor
- ◆ Premiums are payroll deducted
- ◆ Life & critical illness plans remain with no change in costs or benefits when you retire or leave Boeing
- ◆ Strike waiver of premium for Life & Disability Plans. Critical Illness has an unemployment provision

#### Life Insurance

- ◆ Guaranteed issued to everyone with NO health questions & immediate coverage
- ◆ Cost will never go up & death benefit will never go down
- ◆ Available for employee, spouse, children & grandchildren
- ◆ Premiums of \$2 to \$15/week. Initial purchase guarantees you can increase coverage at future enrollments regardless of health at that time

#### Critical Illness/Cancer Coverage

- ◆ Members select \$20,000 or \$50,000 benefit
- ◆ Pay benefit (\$20,000 or \$50,000) directly to member on diagnosis of heart attack, stroke, cancer, kidney failure & other covered illnesses

#### Disability Income

- ◆ Choose benefit amount from \$300 to \$2,000 per month
- ◆ Tax-free benefits begin after 6 months of disability, when Boeing short-term plan ends
- ◆ Benefits payable for up to 5 years

# Lawsuit Aimed to Correct Regence High Performance Network for SPEEA Members

The Washington State Medical Association (WSMA) filed a lawsuit against Regence BlueShield in response to the insurer's attempt to implement a 'high performance' provider network for SPEEA-represented employees at The Boeing Company in Puget Sound.

The lawsuit seeks, among other things, to stop implementation of the Select Network (now delayed until July 2007). It also calls on Regence and Boeing to work with WSMA and SPEEA to find a solution.

This is the same plan that Machinist Union negotiators rejected at the bargaining table. After SPEEA raised objections when the plan was introduced in May, the implementation was delayed until July 2007. Problems arose when the new plan dropped more than 500 physicians, which affected more than 6,000 SPEEA-represented employees and their families. While it was delayed,



Stan Sorscher, SPEEA labor rep, tells the news media about the outcry from SPEEA members after they learned Regence was dropping their doctors.

Regence and Boeing have not changed the methodology for determining if a doctor meets the standards.

SPEEA labor representative Stan Sorscher spoke at the WSMA press conference stating, "We know process improvement when we see it, and we know cost cutting. This system, put together by Regence, looks less like process im-

provement and more like cost cutting."

WSMA President W. Hugh Maloney said the WSMA is concerned Regence's high performance network may be the tip of an iceberg and could spread to other groups.

In meetings with Boeing, SPEEA representatives continue to suggest that Regence and Boeing work with doctors and SPEEA to build a plan that helps all care providers use evidence-based medicine to improve health outcomes.

"If Select Network continues in its present form, it will undermine the credibility of evidence-based medicine," Sorscher said. "It is a step backward and makes real progress that much more difficult in the future."

751 continues to watch the situation and offer support. In its present form, it is certainly a network we do not want to see at the bargaining table in 2008.

## NOTEWORTHY

### LOCAL A HOLIDAY BONANZA

Local A invites you to attend its Holiday Drawing Bonanza on December 7th at the conclusion of the 6 p.m. meeting at the Seattle Union Hall (9135 15th Pl. S.). All proceeds benefit Guide Dogs of America. 3 tickets for \$1. Also have a chance to buy raffle tickets to win a big screen plasma TV. Each child receives a free ticket for our kid's drawing. Everyone in attendance will also be entered into a free turkey drawing.

### LOCAL C HOLIDAY EXTRAVAGANZA

Local C is inviting you to their 15th Annual Holiday Extravaganza, following the 6 pm December 14 meeting and following the 10:30 am December 21st meeting. Bring the kids, Santa is filling stockings too. Gift drawing 3 tickets for \$1. Also get a free ticket for the annual turkey giveaway.

### LABOR DAY ARBITRATION

The arbitrator's decision came on October 23rd regarding the Labor Day 2005 case. Unfortunately, the arbitrator ruled in favor of the Company citing the following two reasons:

- 1) Strikers were not on the active payroll and, therefore, not entitled to holiday pay;
- 2) There was no Collective Bargaining Agreement in existence at the time of the Labor Day holiday.

Although the arbitrator has a right to his opinion, our negotiating team firmly believed the understanding in Washington DC was that those individuals out on strike would be paid for Labor Day 2005 as part of the overall compensation package. The Union exhausted every avenue available to enforce that provision of the contract. Per Article 19 of our contract, the arbitrator's decision is final and binding, and there is no right to appeal.

## COMMUNITY SERVICE

# 751 Helps Make Strides Against Breast Cancer

Pouring rain couldn't dampen the spirit of 751 members and their families who took part in the Making Strides Against Breast Cancer walk. Yet 751 members did more than just walk and donate money. Our Union helped with registration and some even volunteered to be route marshals.

Overall, the event raised over \$315,000. For many 751 members participating, it was very personal, and they were proud to wear the survivor ribbon. Union Steward Debbie Donnell, who is a breast cancer survivor herself, brings her daughter to the walk each year.

Thanks to the Stewards, members, and their families who participated, which included the following: Debbie

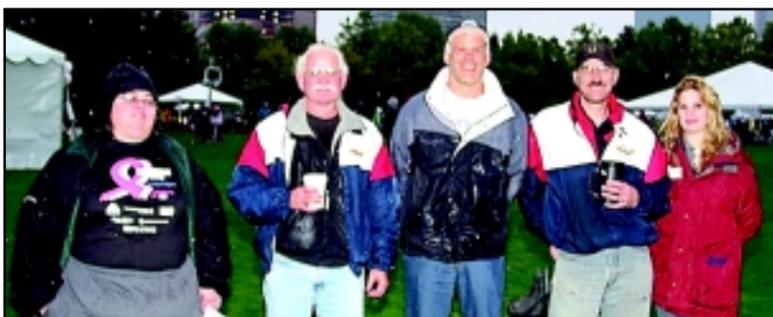
Anderson, Reme Banez, Heather Barstow, Jackie Boschok, Dave Brueler, Connie Dang, Debbie Donnell, Bob Giannetti, Joe Ha, Dave Hamre, Paul Hoffman, Grace Holland, Rachel Jorren, Brad Jorren, Ellen Juneau, Alex Karooiannis, Connie Kelliher, Rosanne Lawson, Tom Lux, Leonard McKinney, Suzanne Moreau, Terri Myette, Susan Palmer, Rebecca Pohl, Jon Pohl, Jim Rodger, Jim Schwalm, Daryl Sherman, Hans Ulstein, Stephanie Ulstein, Jerry Williams, Tom Wroblewski, and Ann Wroblewski.

The event coincides with Breast Cancer Awareness month.



Photo left: L to R: Connie Dang, Tom Lux and Debbie Anderson braved the rain to walk the course in Bellevue.

Below: Some of the Team 751 members gathered for a group photo before the walk.



L to R: Terri Myette, Daryl Sherman, Dave Hamre, Paul Hoffman and his daughter served as route marshals for the walk.

### Events in December

#### Bells Will Be Ringing

751 volunteers are again taking over Salvation Army Bell Ringing buckets around Westlake Mall the evening of Friday, December 1 from 6 to 8 p.m. Volunteers should meet in front of Starbucks at Westlake Center at 5:45 p.m. The event coincides with the annual Figgy Pudding Caroling Competition and makes for a very festive evening.

#### Help on the Food Drive

The annual KING 5 Home Team Harvest Collection will be Saturday, December 2. 751 will be helping out at the Everett Mall and Tacoma Mall. There are two shifts: 7 a.m. to 11 a.m. and 11 a.m. to 3 p.m. Ten people are needed for each shift. The task includes taking food donations from people as they drive through a designated area in the mall parking lot and putting the donations in trucks. The donations will be given to Northwest Harvest. Contact Kay Michlik at 206-764-0316 or 1-800-763-1301 ext 3316 or kaym@iam751.org to reserve your spot.

## Member Needs Help as He Fights for His Life

751 member David Woods has always been a hard worker. He has always been the person who gets things done and helps others out. Yet lately he finds himself in a very different role.

This year has literally been a fight for his life. At age 44, he was diagnosed with lung cancer in February. Since then it has spread to his liver, lymph nodes and brain. The treatments have forced him to miss a lot of work and paychecks in 2006. Consequently, he got behind on everything, including the mortgage.

Instead of focusing all his attention on battling cancer, he has had to worry about the financial strain his illness has put on his family. Before his illness, David could comfortably support his family so his wife Leeann could be home with the children. Since his diagnosis, she went to work between trying to help him with doctor appointments, but was subsequently laid-off. With five children, they just aren't making it. He hasn't had the strength to do repairs on their house so it is falling into disrepair, as well.

David has always been very private and self-reliant. But now, cancer – and the mounting financial toll it is taking on his



751 Member David Woods and his wife Leeann on an outing in 2006. David has been battling cancer since February and is struggling financially.

family – has forced David to send both his pride and privacy to the sidelines. His shop has taken up several collections to assist David, but it doesn't come close to his lost Boeing wages. The King County Labor Agency has been offering support through the 751 fund, but the family is still hurting. A co-worker has set up a benefit account at Washington Mutual in David Woods' name for anyone wishing to contribute and help out a fellow Union member in need.

751-member Susan Aldrich, who has worked with David for 19 years, noted,

"He is full of pride. It is very hard for David to accept help, much less have to ask for it. He is a wonderful guy who is used to providing for his family. He's been working when he can, but it's just so hard. It's heart-wrenching to see him trying so hard to keep things in place. He shouldn't be struggling for money when he's in the fight of his life."

Yet David has gone without a Boeing paycheck before. He was laid-off for 18 months in 2003, but found other full-time work to support his family. With nearly daily doctor appointments and chemotherapy draining him of energy, he longs to be back at his job at Boeing and into a normal routine.

As the holidays approach and various crews look for families to adopt, the Woods' family would make an excellent choice to help out a fellow Union member who is really in need. Individual members can also help by contributing to a benefit account at Washington Mutual opened in David's name.

The Union also has other members in need if shops are looking for families to help during the upcoming holiday season. Please call the Seattle Union Hall at 1-800-763-1301, ext. 3350 for more information.

## Machinists Custom Choices Offers Insurance for Your Future



751 member Dan Grieve (l) talks with a Machinists Custom Choices rep. Members are given up to 15 minutes on Company time to talk with representatives.

### Continued from page 3

and are unable to work. You can also purchase critical illness with cancer insurance for you and your family should you have a heart attack, stroke or other covered event. Importantly, the life and critical illness with cancer policies are fully portable, meaning you keep the same cost and benefits if you leave Boeing and pay the insurer directly.

Machinists Custom Choices Representatives are also Machinists Union members. They are not salesmen, but are representatives who distribute information on the plans. These plans are only offered to Union-represented employees.

Custom Choices Rep Carol Groom truly believes in her products. Both she and her husband have collected on the critical illness policy so she has seen first hand how it can help when you are faced with a medical issue. When she had a bout with breast cancer 8 years ago, she used the benefit to pay ahead on the mortgage and other bills so she didn't have to worry about finances and could concentrate on her treatment. Her husband also was diagnosed with cancer and his policy paid the benefit which again helped with finances.

"My greatest joy is being able to give life insurance to someone with cancer or

a terminal disease. I tell my story because I never dreamed it could happen to me. We all need to be cautious," Carol stated.

Custom Choice representatives have already visited some shops in South Puget Sound. Below are remaining tentative dates and locations:

- Plant 2 - Oct. 30-Nov. 17, 2006
- Boeing Field - Oct. 30-Nov. 17, 2006
- Thompson Site - Oct. 30-Nov. 17, 2006
- D.C. - Oct. 30-Nov. 17, 2006
- Renton - Jan. 8-Feb. 9, 2007
- Everett - Feb. 12-May 4, 2007

For more information, visit [www.iam751.org/customchoices](http://www.iam751.org/customchoices)

## HEALTH & SAFETY

# 751 Boeing Team Wins Forklift Rodeo

Boeing has won top individual and team honors at the Washington State Forklift Rodeo in a near repeat of last year's performance.

Doug Graham of the Kent site won the state forklift championship by beating 14 other drivers from 10 companies. Tim Eacrett of Auburn placed second and defending state champion Mike Weinman of Seattle placed eighth. Their combined scores earned Boeing the top team award for the third year in a row.

Fierce competitors, Graham, Eacrett and Weinman finished in the same order at the regional finals in Seattle in August, placing first, second and third respectively, to advance to the state championships. They were the top three finishers at the 2005 regionals, too, but in reverse order.

"This was the tightest and toughest competition ever. The top eight drivers were only separated by five points," exclaimed Mark Ribich, Shared Services Group Material Handling Manager and co-chair of the Governor's Forklift Rodeo Committee.

Mike Farley, who coordinated the event for State Labor & Industries, noted,



The Boeing team won first in the team competition for the third year in a row. The drivers also did well in the individual competition L to R: Mike Weinman (8th individual), Tim Eacrett (2nd individual), Doug Graham (1st individual).

"The Boeing team is the one to beat. They have become like the New York Yankees in baseball – they are always the winners. It used to be Columbia Colstor, but now it is consistently Boeing drivers who win."

The Forklift Rodeo was a featured event at the 55<sup>th</sup> Annual Governor's Industrial Safety and Health Conference.

The competition consisted of a precision driving test in which drivers had to move odd loads, navigate narrow passages, and weave their three-ton machines through a slalom course of plastic pylons. While being timed, drivers were judged on smoothness and efficiency, safe operating speeds, hazard avoidance, and maintaining maximum safe visibility.

## Quick Action Saves Worker at Nearby Plant

Quick thinking by Al Stewart and Louis Tutino (two members of Facilities Maintenance Group) may have saved a life and certainly reduced the severity of an injury. Their rapid response was instrumental in helping an injured subcontractor who was pinned by a forklift while working at the Jorgensen Steel plant adjacent to Boeing's Plant II property.

The subcontractor was performing maintenance on a large forklift. He had removed the safety chain when the forks came down and trapped his leg. Because he was working alone and workers at Jorgensen were at lunch, no one was nearby on the property, which meant he could have lost his leg or his life – depending on how long he would have been trapped there.

Because of how close they work to the Duwamish River, Al regularly keeps an eye on the river and initially thought someone had fallen in when he heard the screaming. He realized the yelling was coming from Jorgensen, saw the guy was trapped and immediately radioed for someone to call 911.

Without hesitation, Al backed his truck up to the fence, pulled a ladder off his truck and used it to climb over the fence and help the individual.

Louis was working nearby, heard the call on the radio and jumped into action. He followed Al over the fence and helped with the situation. Al raised the forklift while Louis pulled the individual out. As soon as his foot was free, the man went into shock. Both Al and Louis stayed with the man, calming him and trying to stop the bleeding until the aid car arrived.

Louis noted, "He was very lucky. The forklift could have acted like a guillotine and cut off his foot. Thankfully, he was wearing steel-toed safety shoes. His foot was still crushed, and he required 12 screws to repair it."

With the forklift running, fans in nearby buildings in use and other industrial noise in the area, it is a wonder they could hear his cries for help.

Due to their quick and decisive response, the subcontractor was able to avoid a major disaster. Without their assistance, he most likely would have lost his foot and possibly even his life. The Plant II Site Committee plans to submit the two for next year's Governor's Lifesaving Award for their efforts.



Al Stewart (l) and Louis Tutino helped an injured worker trapped by a forklift at a factory adjacent to Boeing property.



Safety monitors practice MoveSmart techniques.

## Sharing Safety Information

The Inter-Regional Safety Monitor Training meeting is a twice yearly seminar style session sponsored by the IAM/Boeing Health and Safety Institute and SSG SHEA. It is open to all SSG and BCA Equipment Services Safety Monitors and their Managers as well as SHEA representatives from those organizations. The purpose of the meetings is to provide ongoing training, covering a variety of topics to safety monitors.

The October 20th meeting presented up-to-date information, as well as the latest techniques for avoiding injury. Workshops covered a variety of topics including: incident investigation, ergo crib, signs and care of depression, office ergonomics, stress in the workplace, food safety and fire safety. Participants took part in a MoveSmart demonstration, heard from Vocational Solutions, and learned how to access chemical inventory. It is hoped the Safety Monitors will take the information gathered and share it with their crews. The next Inter-Regional is planned for the spring of 2007.



Safety monitors receive information about caring and treating depression.



751 members honored with Governor's Lifesaving Awards L to R: John Gilham, Roland Hebert, Julie Nelson, Tom Bigford, Renee Lizee, James Gapp, Gilbert Arellano, Darrin Mannie.

## Lifesaving Efforts Honored

Forty-three people were given lifesaving and humanitarian awards at the 55<sup>th</sup> annual Governor's Industrial Safety and Health Conference in Spokane. Of the 43 honored, 8 were 751 members. These members offered a quick response when they noticed another in trouble. Their heroic efforts aided individuals who suffered heart attacks, were in car accidents, had accidents on the job, were choking, and even pulled them from icy cold water.

John Gilham took quick action when a co-worker was struck and left with a large gash on his forehead. He helped the victim to the floor, used a hat as a compress to stop the bleeding and kept him calm until paramedics arrived.

Gilbert Arellano saw a co-worker collapse and hit his head on a table. Gil rushed to his aid, got others to call 911 and kept him calm until help arrived.

Tom Bigford noticed a co-worker was disoriented and losing control of his normal motor skills. He got him to sit down and stay calm, then called for help. Paramedics quickly got him to the hospital and diagnosed his heart attack.

Roland Hebert

saw a co-worker choking and without hesitation performed the Heimlich maneuver, which dislodged the food so the co-worker could breathe again.

Renee Lizee was on her houseboat when she heard calls for help. She discovered a man who had fallen into the icy, cold water an hour earlier. She pulled him out, removed his wet clothing and wrapped him in a warm blanket until he recovered.

James Gapp took quick action when a co-worker operating a table saw nearly severed three fingers. He wrapped the injured hand and got him medical attention.

Julie Nelson and Darrin Mannie helped an elderly couple who were in a bad car accident. Julie got into the car to assist the elderly couple by assessing

their injuries, keeping them calm and protecting them from further injuries. Darrin helped paramedics gain access to the victims inside the wrecked car so they could be easily and safely extracted on a backboard. Julie and Darrin's quick and selfless actions helped the couple through the terrible ordeal.

### Little Saves Member

While attending the Governor's Safety Conference luncheon, 751 Member Mark Little noticed 751 member Mark Rogers was having trouble breathing. Rogers' face was turning red so Little asked if he could breathe. Rogers shook his head no.

Little immediately jumped up and began performing the Heimlich maneuver on Rogers. When it didn't work the first time, Little continued the procedure until he was able to dislodge the food so Rogers could breathe.

His quick action saved Rogers from a potentially fatal accident and certainly earned him a Governor's Lifesaving Award at next year's conference.



Mark Little

# DISTRICT 751 SUPPORT TEAM

## Union Staff Works Diligently for Us Behind

While the Union Reps and staff are very visible in their jobs with the Union, there is another group of people who also work hard for the Union. These are the people behind the scenes who work to help the members, keep the Union halls maintained, perform the accounting work, and ensure computers are functioning and accurate records are kept. With Thanksgiving this month, it seemed only appropriate to give thanks to those who help the Union on a daily basis. These are the office employees at District 751, the Maintenance staff, the Accounting Department and the Internet Technology Department.

Secretary-Treasurer Susan Palmer works with each group to coordinate assignments, ensure work is done,

help with any problems that are encountered and oversee the tasks.

The office employees at District 751 are a talented group of workers, who bring not only top-notch skills, but care and concern to their jobs. Thanks to each for their hard work and dedication: Daphne Becker, Janeé Bromiley, Carol Brown, Kewanda Hobbs, Traci Keeney, Rosanne Lawson, Suzan Merritt, Kay Michlik, Alison Satterlee, Marie Schattenkerk, Lori Spafford, and Barb Strole. Thanks also to Gerald Abhold and Laura Williams in Accounting, Eric Monge in Internet Technology and Shawn Diteman, Corey Hubert and Mike Diteman in Maintenance.

### MAINTENANCE

The 751 Maintenance and Facilities Group are kept busy maintaining five different Union Halls around the state. Shawn Diteman, Corey Hubert, and Mike Diteman possess a wide talent of skills that keep the facilities in excellent condition. Whether it

is remodeling, painting, stalling carpets, building heating problems, repairing the roofs, they do the tasks. In addition, meetings and events.



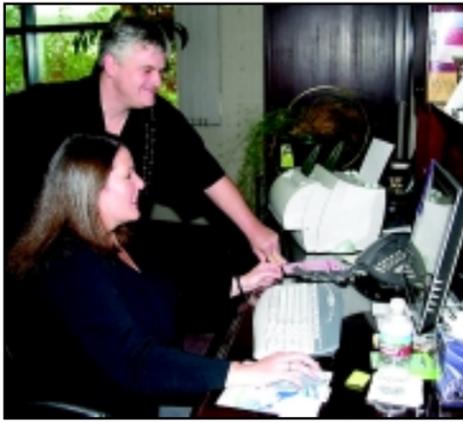
Mike Diteman performs repairs on one of the office chairs.



Corey Hubert fixes a conference room at the

### INTERNET TECHNOLOGY

Eric Monge provides technical assistance to Secretary-Treasurer Susan Palmer.



The Internet Technology Department ensures that our business critical systems function well, so that we are able to leverage technology to better serve our members. We also plan strategically by analyzing the rapidly changing landscape in technology, implementing projects that the members and District will most benefit from in the future.

In addition, the Department provides support for network users, including network access, printer access, application support (things like Windows XP, Microsoft Office, AS400 applications, etc.)

### SEATTLE HALL

Throughout the Seattle Union Hall, office employees provide valuable assistance. They are the faces that greet members entering the Union hall. They answer the phones, check on recall status, direct calls to

the proper offices, process retirements, accept change of address, and a host of other important tasks.

Beyond helping the members, the office staff supports the Union Business Reps, Grievance Coordinator, District

President's office and Secretary-Treasurer's office with grievances, communications, keeping accurate records and a host of other duties. They also work closely with the various departments which include Legislative, Orga-

nizing, Communications, Steward Program, and Health and Benefits. Office staff assist with planning contract votes and other events for the Union. In any Union negotiations or elections, these individuals play a key role, as well. Office staff also provide support for

the Local Lodge committees. They are appreciated daily and also working in the future: Suzan Merritt and Alison Satterlee.



Lori Spafford supports the Secretary-Treasurer's office and orders much of the office supplies.



Rosanne Lawson assists Legislative, Organizing, Stewards and Communications.



Daphne Becker works with Health & Benefits and the Seattle Business Reps.



Kay Michlik works in the Financial Office, as well as coordinating Steward activities and the Volunteer Program.



Traci Keeney works in the Financial Office, as well as coordinating new members.

### OUTLYING OFFICES

In our outlying offices, office staff greet members who come in for assistance in person or on the phone. They are always eager to help whether it is looking up the

recall status, providing bypass grievance paperwork, taking dues and other financial transactions or a variety of other tasks that may be required.

These individuals also serve as support staff for the Business Representatives – helping with correspondence, filing grievances, requesting personnel files, and put-

ting together presentations. The office staff also assist business reps with other assignments such as organizing, negotiations, committee work or event planning.



Carol Brown is in the Renton office to assist members.



Marie Schattenkerk assists members in the Everett Union Hall.



Janeé Bromiley works in the Auburn office to help members.



Barb Strole provides membership support at the Spokane Union Hall.

# M the Scenes

## ANCE

g, cleaning or in-  
ng cabinets, fixing  
ssure washing, re-  
re there to perform  
they set up for all



rywall inside a  
the Seattle Hall.



Shawn Diteman changes lights in the meeting hall at the Seattle office.

## ACCOUNTING

Officers and various  
skills and talents are  
y. **Note:** Office staff  
Seattle, but not pic-  
erritt, Kewanda Hobbs  
rlee.

751's Accounting Department, made up of Gerald Abhold and Laura Williams, have the daunting task of filing labor-management reports, as well as keeping the books for the District and the various Local Lodges. Beyond payroll, accounts payable and receivable, there are a multitude of other tasks to ensure compliance and accountability.



works in the  
ce and processes  
ip applications.



Laura Williams processes the Union payroll, which includes lost time for any members and Steward checks.

## MAILROOM

The 751 Mailroom does so much more than the name implies. Kathy Duran, who has the longest tenure at 751, has been lending her talents to that department since the late 1970's.

Beyond knowing postal regulations and mailing requirements, she must keep up-to-date on mail merge technologies. She maintains Steward attendance and a variety of membership data.

Graphics have also become a large part of her job. She designs and prints various posters, banners, signs, raffle tickets, as well as designing contract book covers. She must also print and distribute Union news and prepare ballots, as well as other assigned duties.



Kathy Duran not only prepares mailings, but designs signs, banners, ballots, etc.

# The IAM Connection to the Everett Massacre

by Tom Lux,  
Labor History Committee

Sunday, November 5, 1916 marks the bloodiest battle in Pacific Northwest labor history. On that day, about 300 members of the Industrial Workers of the World (the IWW or "Wobblies") boarded the steamers "Verona" and "Calista" from Seattle and headed to Everett to support the International Shingle Weavers' Union which was on strike.

In 1915, the Everett cedar shingle mill owners cut workers' wages and promised once shingle prices recovered, so would wages. By 1916 prices had risen but wages had not so the Everett shingle weavers went on strike on May 1.

On November 5<sup>th</sup> Snohomish County Sheriff, Donald McRae, fired up his troops by telling them that the Verona was filled with armed radicals intent on burning Everett to the ground. The Verona arrived first, pulled up to the dock and secured the bowline. Before the stern line could be thrown, McRae, along with deputy sheriff Jefferson Beard and Charles O. Curtis of the National Guard, stood about 10 feet in front of the 200 deputies and local militia and about an equal distance from the ship.

"Who is your leader," shouted McRae.

"We're all leaders here," they replied.

McRae pulled his gun as the gangplank was almost in place and shouted, "You can't land here!"

"The hell we can't!"

A shot rang out from somewhere. Then another and the battle was on. As spectators watched in horror, bullets tore across the decks of the Verona. Some returned fire. Most Wobblies rushed to the starboard side and the Verona listed dangerously, saved from capsizing only by the bowline. Several men fell in the chilly water.

On the dock, Beard and Curtis fell. McRae clutched wounds on his legs. On the Verona, at least five men were fatally shot, and an uncounted handful who went overboard never returned. Everett men who tried to launch a skiff to rescue swimmers were chased away by gunfire. In all, a total of 50 men on both sides were wounded.

Below decks, an engineer fired up the Verona's engine and rammied the ship into reverse, which snapped her bowline with bullets chasing her as the Wobblies huddled on the bloody deck. Only about five minutes had passed since the bowline was secured. The Calista returned to Seattle without trying to land.

Who were the shingle weavers the Wobblies went to support in Everett? For two decades between 1901 and 1921, the International Shingle Weavers' Union was one of the largest, most powerful unions of the Pacific Northwest. It set the standard for the other unions of the day, much the same as IAM District 751 does today.

They believed strongly that organizing should be an ongoing project within every union. They believed it kept the membership already in the union united in body and purpose and attracted new members so the union would grow, enhancing its ability to accom-

plish the goals of the wage workers. Size means power; power means the capability to win from management the demands and desires put forth by the rank and file of a labor union, to expand into new areas of industry and to keep non-union labor out of the workplace.

The Shingle Weavers' Union of America was one of the most democratic and progressive unions ever formed. Its structure was a model for many of the unions with their beginnings in the 1930's and later included the International Woodworkers' of America (IWA). The IWA was an industrial union of lumbermen, sawmill workers, timber transportation workers and others formed in 1937. The 20,000 IWA members merged with the International Association of Machinists on May 1, 1994.

So, through our brothers and sisters in the Woodworking Department of the IAM we are linked to the shingle weavers and also to the Wobblies who were murdered in the Everett Massacre for their "crime" of supporting their brothers' fight. Years later, where have we come today?

• Styles may change, but effects are similar. Violence to the dignity and welfare of workers and their families continues: a recent wood industry strike on Everett's waterfront lasted three years.

• Though the government violently suppressed the IWW, many of its ideas live on. The dream of One Big Union can be found in the guts of any committed trade unionist.

• Our industrial base today is being undermined by corporations with no loyalty to nations. Production for profit is still the bottom line – we may be no closer to production for need than were the Wobblies.

• But that's no cause for surrender. Every generation has its new battle. Nothing worthwhile in life is easy, nor need be, for what would be the glory in victories without struggle?

• On this 90th anniversary of the Everett Massacre, November 5, 1916 - 2006 – let us remember the struggles of those who went before us so we enjoy the benefits we have today. And let us continue so that those who follow may work and live with dignity. Let us also remember the five workers who died that Bloody Sunday: Hugo Gerlot, Abraham Rabinowitz, Gus Johnson, Felix Baran, and John Looney.

*NOTE: Much of this article was shamelessly plagiarized from the following sources:*

• Everett Public Library Digital Collections: [http://www.epls.org/nw/dig\\_emassacre.asp](http://www.epls.org/nw/dig_emassacre.asp)

• Seattle General Strike Project: <http://faculty.washington.edu/gregoryj/strike/emerson.htm>

• "The Everett Massacre", a pamphlet by Scott Wilson with Epilogue by Ross Rieder  
Wikipedia: [http://en.wikipedia.org/wiki/International\\_Woodworkers\\_of\\_America](http://en.wikipedia.org/wiki/International_Woodworkers_of_America)



## Swank Has Personal Connection to Everett Massacre

751 Union Steward Dan Swank has a personal connection to the Everett Massacre. One of the victims, John Looney, was a distant relative.

Dan was raised in a Union household. His grandfather and great grandfather were both Union members. He grew up listening to his grandfather talk about Union issues, which is why he has been active in the Union since he hired into Boeing. In listening to the stories, he learned of his connection to the Everett massacre. His father was also a member of 751 and worked at Plant II.



Everett Union Steward Dan Swank (standing with the strike statues in Everett) had a distant relative killed in the Everett massacre. His family history spurred him to be involved in 751.



Mike Mathieu tees off at the ninth hole.



Matt Hardy lines up a putt while Clifton Wyatt looks on.



Despite Business Rep Ernie McCarthy's unconventional golf attire, his team still managed to take second place.

# Hitting the Green for MNPL

Over 56 golfers "chipped" in their money for the Machinists Non-Partisan Political League (MNPL) by taking part in the fourth annual Local C MNPL Golf Tournament. While the weather was gray with low fog most of the day, the event generated lots of green—raising over \$3,000 for the political arm of the Union.

With a best ball format, the teams made for a competitive finish. Just one stroke separated first and second, and three teams took part in a sudden death putt off to determine third place.

Business Reps Mark Johnson and Jimmy Darrah did a fine job as tournament coordinators. Special thanks to Barbecue Bob Betsworth, who donated his cooking skills and spent the day barbecuing beef, chicken and shrimp to feed the hungry golfers. Thanks also to the following volunteers who helped coordinate the event: Bob Betsworth, Paul Burton, Tony Curran, Jimmy Darrah, Jim Rice, Cliff Goetsch, Wayne Haddenham, Mark & Cindy Johnson.



Above: Clark Fromong taps in a putt with his team watching.



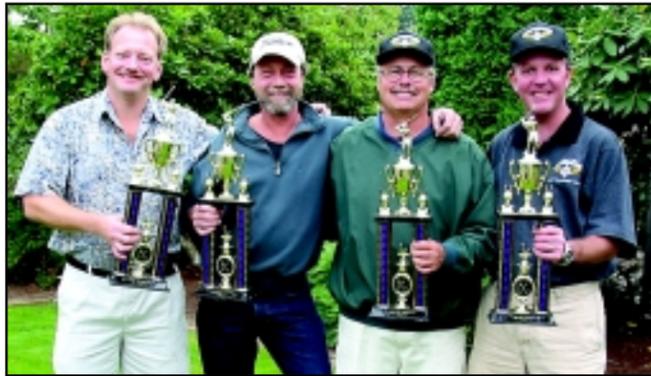
Left: Tim Tripp lines up his shot.

## Thanks to the Hole Sponsors

- |               |                  |              |
|---------------|------------------|--------------|
| Jay Carterman | Mark Johnson     | Bill Stanley |
| Stosh Tamala  | Stan Johnson     | Don Morris   |
| Joe Crockett  | Ron Bradley      | Kevin Mims   |
| Duane Roope   | Sue Palmer       | Dave Henry   |
| Ronnie Behnke | Connie Kelliher  | Chuck Craft  |
| Mark Blondin  | Tom Wroblewski   | Garth Luark  |
| Larry Brown   | Howard Churchill |              |
| Jimmy Darrah  | Organizing Comm  |              |



Bob Betsworth cooked up a delicious feast of beef, chicken, and prawns, as well as many tasty side dishes.



Above: the 1st place team consisted of L to R: Chip Johnson, Greg Achterkirchen, Tom Randall, Jeff Bissell.



Photo right: Rod Soares, who golfs in the tournament each year, won closest to the pin.



The second place team consisted of L to R: Mark Clark, Ernie McCarthy, Howard Carlson and Tim Johnson.



Third place was decided in a sudden death putt off L to R: Jim Bearden, Tommy Wilson, Jesse Cote and Gayl Bailey.

## Events Raise Funds for Guide Dogs



L to R: Susan Palmer, Clifton Wyatt, Scott Salo, Mark Blondin. Local A presented a check for \$7,380.86 to Guide Dogs of America for funds raised at the Bill Baker Memorial Steel & Wheel Show. Local A has raised \$16,423 for Guide Dogs with various events throughout 2006.



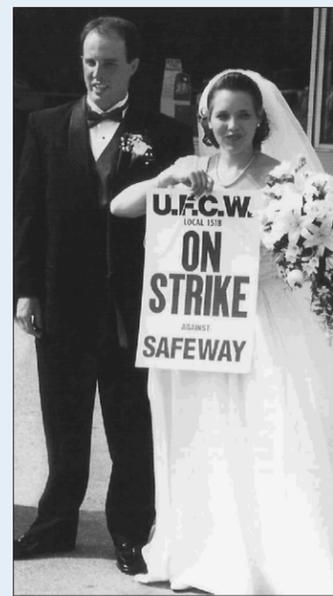
Carolyn Baker presented a plaque that will display the Bill Baker Memorial Steel & Wheel winner each year. Clifton Wyatt (l) and Scott Salo accepted the plaque. Carolyn is the widow of Business Rep Bill Baker whom the event was named after.



751 Women's Committee raised \$2480 by raffling a handmade Guide Dog quilt which was donated to District 751. Heather Barstow (fourth from the right) held the winning ticket, which was drawn at the October 24th District Council meeting. Thanks to all who purchased tickets.

## Labor History Calendars Available for \$7

You can get your labor history all year long by purchasing a 2007 Labor History Calendar. The District 751 Labor History & Education Committee has these educational calendars available for purchase at the Everett, Seattle, Renton, and Auburn Halls for \$7 each.



Having just formed a new union, these UFCW 1518 members urge Union Solidarity, too. Courtesy of UFCW 1518

Almost every day on this calendar features an event from labor's history, which makes it a good educational tool for members and also our families. How many times have you said, "They need to teach more about labor history in the schools."

## RETIREMENT NEWS

# Seniors Hear Candidates

Several hundred retirees gathered in the Seattle Union Hall on October 24 to hear from U.S. Senator Maria Cantwell, 8th Congressional candidate Darcy Burner, and Congressman Norm Dicks.

751 Secretary-Treasurer Susan Palmer welcomed the group and emphasized the importance of having everyone vote on November 7th. Alliance of Retired Americans President George Kourpias talked of how the current Administration is continuing to push for

privatization of Social Security and how the Medicare Prescription Drug Plan must be revised.

Senator Cantwell spoke of her steadfast efforts on behalf of seniors and pledged to continue the fight. Darcy Burner outlined her stand on senior issues and how she differs from her opponent. Many of the retirees took advantage of the opportunity to talk to Senator Cantwell and Darcy Burner one-on-one following the formal speeches.



Several hundred retirees filled the Seattle Union Hall on October 24th to hear George Kourpias, Senator Maria Cantwell, Representative Norm Dicks and 8th Congressional Candidate Darcy Burner speak on senior issues.



Secretary-Treasurer Susan Palmer encouraged all to vote.

Left: Senator Maria Cantwell talks with 751 retiree Clonelda Harrison.



George Kourpias stressed the need for change in this election.



Rep. Norm Dicks helped welcome 8th Congressional candidate Darcy Burner.

# October Retired Club Minutes

by Ruth Render,  
Retired Club Secretary

The October 9th meeting was called to order by President Al Menke. The Lord's Prayer was said followed by the flag salute and the singing of "God Bless America," led by Recording Secretary Ruth Render.

**Roll Call of Officers:** All officers were present and accounted for.

**Minutes:** It was M/S/P to accept the minutes as printed.

**Business Rep Report:** Business Rep Paul Knebel reported we have seen an increase in the number of people at orientation each week. This last week, we had over 100 people. It was the first time there were more new-hires than Cat A recalls.

**Health & Welfare:** We have no ill members this month. If members know of anyone who is ill, please contact the Retired Club officers or the 751 Union Health and Welfare Office.

A moment of silence for the following deceased members: Robert Beardsley, Archie Blackwell, Rolf Bodtker, Edna Buchanan, Stanley Campbell, Gerald Collins, Tamara Collins, E. J. Crust, Franklin Harsch, Reinhold Johnson, Floyd Knudtson, Jerrold Lind, Ronald Lindberg, John W. Mayer, Franklin Mettler, Jennie McCain, Joseph H. McCoy, Richard Stensland, Judy Taylor, Roland Thomas, George Very, Robert Wahkgrev. Sympathy cards were sent to the next of kin.

**Travel:** Helen Pompeo gave the travel report. The bus for the Lucky Eagle Casino in Rochester, WA is currently full for the trip this month.

**Legislative Report:** Carl Schwartz

reported that he and Legislative Director Larry Brown met with Congressman Jim McDermott and his staff on October 5th.

The primary purpose was to discuss two issues. The first issue was to require Boeing (and other companies) to negotiate on behalf of existing retirees for pension increases. Present federal regulations do not make it mandatory to meet with us on this issue. Therefore, if the



Peggy Arrington played the organ at a recent club meeting, which featured the Prosser Organ Group.

Company says they don't want to talk about existing retirees, that is the end of it and we cannot pursue it further. We hope to change that so that we can at least talk to the company on behalf of existing retirees.

Second, we want to establish the principle that the pension fund was built by monies contributed to that fund in lieu of wages. Therefore, any surplus monies, generated by accrued interest on the fund, should be distributed to the retirees.

Our meeting gave McDermott's staff information about our goals and gave them the opportunity to evaluate our

proposals against existing federal regulations. We will continue to work with them, and other members of our congressional delegation, to seek answers to our concerns.

#### Calendar:

Nov. 13 - Business Meeting  
Nov. 20 - Bingo  
Nov. 27 - Bingo  
Dec. 4 - Bingo  
Dec. 11 - Christmas Party Lunch  
Dec. 18 - No Meeting  
Dec. 25 - No Meeting

**Good of the Order:** John Guevarra spoke about the 2744 soldiers who have been killed in the Iraq war to date. We need to honor their sacrifice and in order to do that, we need to make sure we vote. Those who are currently in office need to be voted out so that we can make positive changes to help this country and our military.

George McIntire spoke about an article in the Times yesterday. A Lieutenant Commander stood up against the orders he received in regards to detainees. He is currently being punished for it by being ousted from the military. The Supreme Court sided with him, but he is still being unfairly punished. We need to vote next month so that we can change the way this country is being run.

**Birthdays and Anniversaries:** Recording Secretary Ruth Render read the Birthdays and Anniversaries Report. October birthdays were Hank Hendrickson - 91 and Betty Ness. We have no anniversaries this month.

**New Members:** We have two new members this month - Curt Olson and T.J. Stevensen.

**Adjournment:** President Al Menke adjourned the meeting at 11:37 a.m.

### Retirees

Congratulations to the following members who retired from Boeing:

Joanne E. Adair  
Harry R. Beyer  
Ralph Bize, Jr.,  
John D. Bogdan  
Larry W. Bradshaw  
Roger K. Burk  
John R. Butler  
James N. Campolo  
David R. Easterson  
Charles W. Gifford  
Gary L. Gudyka  
Icyphine Jackson  
Earl J. Johnson  
Lee J. Jorgensen  
George H. Kellem  
Bruce L. Marshall  
Barbara L. Maxon  
Ruth F. Moore  
Rebecca L. Morrical  
Edward J. Nash  
Sharon L. Nelson  
James B. Sayers  
Donald J. Schill  
Tarjison J. Seibert  
Donald L. Shouse  
John W. Whittier  
Gerald A. Wujcik  
Gilbert B. Zickler

### Upcoming Meetings:

• **EVERETT RETIREES GROUP** meets at the Everett Union Hall (8729 Airport Rd), the fourth Tuesday (November 28) at 1 p.m. (No meeting in December).

• **ALLIANCE OF RETIRED AMERICANS SOUTH END CHAPTER** meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center (600 E. Smith St). For more information, contact 206-762-3848 or 253-630-5280.

## Retired Club Christmas Party

Monday, December 11th

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

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

Purchase tickets at Retired Club Meetings or contact Lori (206) 764-0312

Tickets will not be sold at the door.



#### RETIRED CLUB OFFICERS

President	Alvin Menke	425-235-9361
Vice President	Al Wydick	253-876-2147
Secretary	Ruth Render	206-324-4055
Treasurer	Betty Ness	206-762-0725
Srgnt-at-Arms	Leroy Miller	206-878-0601
Trustees:	Louise Burns	206-242-5878
	Cherie Menke	425-235-9361
	John Guevarra	206-762-3848

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

# FREE WANT ADS

**FOR MEMBERS ONLY**

## ANIMALS

COCKER SPANIEL, 1 yr. old female, black & tan w/white on chest. Spade, all current shots, good companion, very good with kids. \$300 firm. 360-872-0369

REPTILES & SUPPLIES for sale. New store open for business in Auburn at 801 C St SW across from Longhorn Barbecue. 253-735-0728

BIRD FINCHE LAFEVER'S nutrition-rich granules food, 5 lbs., new. \$15. 253-852-6809

## AUTO PARTS & ACCESSORIES

(2) STUDDERED SNOW TIRES, less than 300 miles, mounted on wheels. (1) highway tread tire for 1/2-ton Dodge, mounted on wheel, 5-lug. Call 206-772-8458 for more info

CABLE CHAINS, Super "Z" Lt. (ZT 729) for several 15" tires. Like new, never used. Call 425-316-8434 for more information

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CHEVY IROC WHEELS, 16x8, excellent condition, \$200 OBO. (2) FISHER SPEAKERS, 100 watt, great shape, 12"x36", \$50. 253-203-4098

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NOSE MASK for Nissan Pathfinder (standard only). Brand new, fits 1986 and newer models without fender guard moldings. \$30 OBO. 253-852-6809

CRUISE CONTROL – ZT-11. Fits any car, van or light truck. Includes electronic clutch switch. Command module is only 2 1/4" wide, never used. \$75. 253-852-6809

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BATHROOM SINK with attached faucets, near new cond, \$25. (2) storage cabinets on casters, \$15 for both. (3) tool boxes with assorted tools, \$15. Kitchen knife set, exc. cond, \$15. 206-935-6535

DARK MAPLE PEDESTAL TABLE & CHAIRS, very heavy. \$150 OBO. 253-639-7774

MURPHY BED, single, white, paid \$1000 asking \$350. Computer swivel chair with rollers, paid \$80 asking \$20. 425-255-9542

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ANTIQUE TABLE, 24" square with shelf. \$75. 38" Fireplace screen, free-standing, black & brass, plus brass tools. Very good cond. \$95 obo. Antique desk & chair – 34" wide x 16" deep, 3 large drawers plus flip top front. Nice cond. \$150. 253-852-6809

EDDIE BAUER CHILD'S SLEIGH/SLED, 28"x14", new with back. \$50. 253-852-6809

BUFFET, dark brown with legs, over 60 yrs. old. \$100. 425-255-7963 or 425-226-1760

LAZYBOY RECLINER, brown, exc cond, \$50. Sofa love seat hide-a-bed (never used), beautiful rose pattern, \$300. Queen box spring & mattress, \$50. 425-255-7963 or 425-226-1760

BUTCHER BLOCK TABLE, 100 yrs. old, excellent cond. Beautiful accent to any gourmet kitchen of today or cabin. \$700. Davenport, wicker/rattan. Plush seat cushions and wide sweeping arms. Off-white, natural wicker is hand-woven. Almost new, beautiful. Sacrifice \$325. 425-255-7963 or 425-226-1760

LAMP, hand painted and hand crafted, over 50 yrs. old. Key switch operates 3-way light. Framework has antique brass finish. Each glass globe has floral design. Clear chimney. \$60. 425-255-7963 or 425-226-1760

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- |                    |                                     |  |                                |
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|                    | <b>TOOLS</b>                        | <b>RECREATIONAL VEHICLES</b>           | <b>SPORTING GOODS</b>          |
|                    | <b>HOUSING</b>                      | <b>MISCELLANEOUS</b>                   | <b>VEHICLES</b>                |
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STORY & CLARK PIANO & BENCH, console size in exc. cond, mahogany. \$1000. Ready for pickup. Call 425-316-8434 for more info

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7 1/2' FIR X-MAS TREE with lights and decorations, used twice, \$75. Yonex Supertreker 9" golf bag, \$90. 360-556-9254

NYLINT TOYS, 2 trucks, 1 armored bank sound machine, 1 lg. Tonka Jeep. Good cond. \$80. Glass gallon jars (15) with lids for honey, food storage or seal. \$3 each. 253-852-6809

EURO-PRO VAPOR STEAM CLEANER, 1500 watt, with attachments & manual. Like new! \$100. FARMALL Cub Tractor Owner's Manual, old one, 1948. \$50. 253-852-6809

PLANTS - 4 large Christmas cactus, Bird of Paradise starts, large hibiscus plant. \$7.50 - \$35. HOUSE PLANTS - spider, various kinds of wandering jews, rosary vines, angel wing begonias, ivy, purple hearts, mother-in-law tongues, Chinese evergreen, African milk tree, crown of thorns, peperomia, shefflera, moses in a boat. Large, medium & small, \$1 - \$45. 253-852-6809

COFFEE TABLE, 40" round, heavy glass top. 21" dark wood stand. Good cond. \$90. Wood boxes (14), small, medium, various sizes - old. \$35. Low back bucket seat covers, sheep skin, tight custom fit. One (1) pair - plum color, new. \$45. 253-852-6809

LOWERY ORGAN, lift-up bench, bi-level, keyboard, tempo selects, Leslie speakers. Must see to appreciate. Mint condition. Beautiful wood. \$395. 425-255-7963 or 425-226-1760

COLLECTIBLE OLD PLATES, Bradford, Franklin, etc. Great for gifts. \$15 to \$25 each. LAMP, hand painted and hand crafted, over 50 yrs. old. Key switch operates 3-way light. Framework has antique brass finish. Each glass globe has floral design. Clear chimney. \$60. 425-255-7963 or 425-226-1760

BEAUTIFUL VINTAGE EARRINGS from 1950's & 1960's. Screw-on & clip. Wonderful cond & unusual. Must see to appreciate. \$1 to \$3. Over 100 pairs. 425-255-7963 or 425-226-1760

AFGHANS, beautiful, handmade, NEW. Misc. sizes & colors. Would make great Christmas gifts. \$10 to \$35. Cookbook Collection, 1950's & 1960's. Five books \$10. You'll get hours of pleasure from these recipes. 425-255-7963 or 425-226-17604

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ADVANCE RESORTS OF AMERICA, \$2000. 253-941-5987

LEISURE TIME MEMBERSHIP. \$3000, will split transfer fees. Call anytime 253-537-7000

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1979 26 FT. WINNEBAGO IND. \$2500 OBO. 253-922-2118

1984 24 FT. PROWLER 5<sup>TH</sup> WHEEL, refrigerator, gas stove, microwave, A/C, heater. \$2500. 425-825-8292

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CHIPPER/SHREDDER, Cray Bear Cat Model #77050, 5 hp. Briggs & Stratton engine. Chips up to 3", good cond. Paid \$975, asking \$525. 425-226-8247

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**VEHICLES**

1999 MERCURY SABLE, 1 owner, bought new, 10,000 original miles, all options, all power, gold exterior, leather, CD, exc cond. \$10,025 obo. Call anytime retired. 425-255-5085

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1998 DODGE 3/4 TON 4X4, built for towing. Automatic, reg. cab, original owner, Magnum V-10 engine, wired for 5<sup>th</sup> wheel and cab over camper. Factory towing pkg. 34K miles. Very clean. Cost \$28,500, sell for \$18,500. 360-249-4432

1977 MERCEDES BENZ 450 SEL, good cond in & out, new battery, new fuel pump, power windows, power sunroof, newer tires, 108K miles. \$3200 OBO. 425-745-6423 or 206-498-5408

2000 MITSUBISHI ECLIPSE, red, 115,000 miles, moon roof, CD and cassette player. \$4999 OBO. 360-886-1033

1994 CHRYSLER TOWN & COUNTRY MINIVAN, quad leather seats, seven passenger, AM/FM, cassette, 120K miles. \$2700 OBO. Arlington area, 360-652-3651

1990 MAZDA 626, fuel inj., minor front end right bumper damage. Needs power steering rack & pinion, 143K miles, engine exc cond, interior clean. \$1000 OBO. 425-290-7278

1997 VOLVO S90, 4 dr., A/C, sunroof, chair warmers, automatic, power steering, CD/tape player, 98K miles. \$7800 OBO. 206-852-0212

1989 FORD BRONCO II, 4WD, rebuilt engine, rebuilt transmission, rebuilt transfer case, new catalytic converter, new battery, CD player. Have paperwork, exc cond. \$3495 OBO. 206-276-6584

1984 24 FT. PROWLER 5<sup>TH</sup> WHEEL, refrigerator, gas stove, microwave, A/C, heater. \$2500. 425-825-8292

**Accepting the Oath of Office**

L to R: District President Mark Blondin administers the oath of office to Local A Council Alternates Steve Parsley and Mike Olebar, and Local A Council Delegate Rich McCabe.



**2007 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: \$1,000 per academic year for college. All awards are renewed 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.

For information on rules of eligibility or to obtain an application form, complete and return the form below. No application forms postmarked later than February 23, 2007, will be acknowledged or considered for the 2007 scholarships. No exceptions whatsoever will be permitted even if a third party is responsible for the delay.

**REQUEST FOR IAM 2007 SCHOLARSHIP APPLICATION PACKET**

Please send me an Application Packet for the 2007 IAM Scholarship Competition. If the proper packet is not received within 30 days, advise the Scholarship Department immediately. I understand that this request is not an application, and that the Application Packet must be completed and postmarked no later than February 23, 2007.

REMINDER: Please check two appropriate boxes of the four listed below and the requested application will be mailed to you. As an IAM member who will have 2 years' continuous membership in the IAM as of February 23, 2007, I am requesting an Application Form for:

- IAM Member requesting a College or Vocational/Technical Scholarship
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Print your name and address clearly:

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

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1. Publication Title District 751 Aero Mechanic		2. Publication Number 0 8 9 4 - 7 8 6 4		3. Filing Date Sept. 30, 2006	
4. Issue Frequency Monthly except bimonthly Dec/Jan		5. Number of Issues Published Annually 11		6. Annual Subscription Price \$3.50 of annual dues for 1 year subscription. \$4 for non-members	
7. Complete Mailing Address of Known Office of Publication (Not printer) (Street, city, county, state, and ZIP+4) Aerospace Machinists Industrial District Lodge 751 9125 15th Pl. S., Seattle, WA 98108				Contact Person Connie Kelliher Telephone 206-764-0343	
8. Complete Mailing Address of Headquarters or General Business Office of Publisher (Not printer) Aerospace Machinists Industrial District Lodge 751 9125 15th Pl. S., Seattle, WA 98108					
9. Full Names and Complete Mailing Addresses of Publisher, Editor, and Managing Editor (Do not leave blank)					
Publisher (Name and complete mailing address) Aerospace Machinists Industrial District Lodge 751 9125 15th Pl. S., Seattle, WA 98108					
Editor (Name and complete mailing address) Connie Kelliher, Editor 9125 15th Pl. S., Seattle, WA 98108					
Managing Editor (Name and complete mailing address) Same as above					
10. Owner (Do not leave blank. If the publication is owned by a corporation, give the name and address of the corporation immediately followed by the names and addresses of all stockholders owning or holding 1 percent or more of the total amount of stock. If not owned by a corporation, give the names and addresses of the individual owners. If owned by a partnership or other unincorporated firm, give its name and address as well as those of each individual owner. If the publication is published by a nonprofit organization, give its name and address.)					
Full Name Aerospace Machinists Industrial District Lodge 751		Complete Mailing Address 9125 15th Pl. S. Seattle, WA 98108			
11. Known Bondholders, Mortgagees, and Other Security Holders Owning or Holding 1 Percent or More of Total Amount of Bonds, Mortgages, or Other Securities. If none, check box <input checked="" type="checkbox"/> None					
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13. Publication Title District 751 Aero Mechanic		14. Issue Date for Circulation Data Below Oct 2005 - Sept. 06		September 2006	
15. Extent and Nature of Circulation					
a. Total Number of Copies (Net press run)		Average No. Copies Each Issue During Preceding 12 Months		No. Copies of Single Issue Published Nearest to Filing Date	
(1) Paid/Requested Outside-County Mail Subscriptions Stated on Form 3541. (Include advertiser's proof and exchange copies)		19,262		19,843	
b. Paid and/or Requested Circulation					
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(3) Sales Through Dealers and Carriers, Street Vendors, Counter Sales, and Other Non-USPS Paid Distribution					
(4) Other Classes Mailed Through the USPS					
c. Total Paid and/or Requested Circulation (Sum of 15b. (2), (3), and (4))		19,262		19,843	
d. Free Distribution by Mail (Samples, complimentary, and other free)					
(1) Outside-County as Stated on Form 3541		8,940		9,017	
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e. Free Distribution Outside the Mail (Carriers or other means)					
f. Total Free Distribution (Sum of 15d. and 15e.)		8,940		9,017	
g. Total Distribution (Sum of 15c. and 15f.)		28,202		28,860	
h. Copies not Distributed		1,400		1,400	
i. Total (Sum of 15g. and h.)		29,602		30,260	
j. Percent Paid and/or Requested Circulation (15c. divided by 15g. times 100)		68.3%		68.75%	
16. Publication of Statement of Ownership <input checked="" type="checkbox"/> Publication required. Will be printed in the <u>Nov. 2006</u> issue of this publication. <input type="checkbox"/> Publication not required.					
17. Signature and Title of Editor, Publisher, Business Manager, or Owner Connie Kelliher, Editor				Date Sept. 30, 2006	

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# Unions Built the Middle Class and Must Save It

By Richard A. Levins, Professor Emeritus of Applied Economics, University of Minnesota

The middle class is fading fast. Stagnant wages, rising costs for life's essentials and massive debt are taking their toll. What can we do to reverse this trend before it is too late? We must recognize that cheap labor can build cars and appliances, but only organized labor can build a middle class.

While the middle class struggles, the country's wealthiest people are riding the stock market gravy train. Much of my economic work in the past several years has been with farming. Farmers have a better word for those who make money because of what they own instead of what they do. They are called landlords. Landlords, like corporate shareholders, simply sit back and take part of what others have earned.

What many politicians hail as the "ownership society" is really a landlord society. It is one in which money that could be used to reward labor gets skimmed off by a fortunate few. This repackaging of our old friend, trickle-down economics, is downright dangerous.

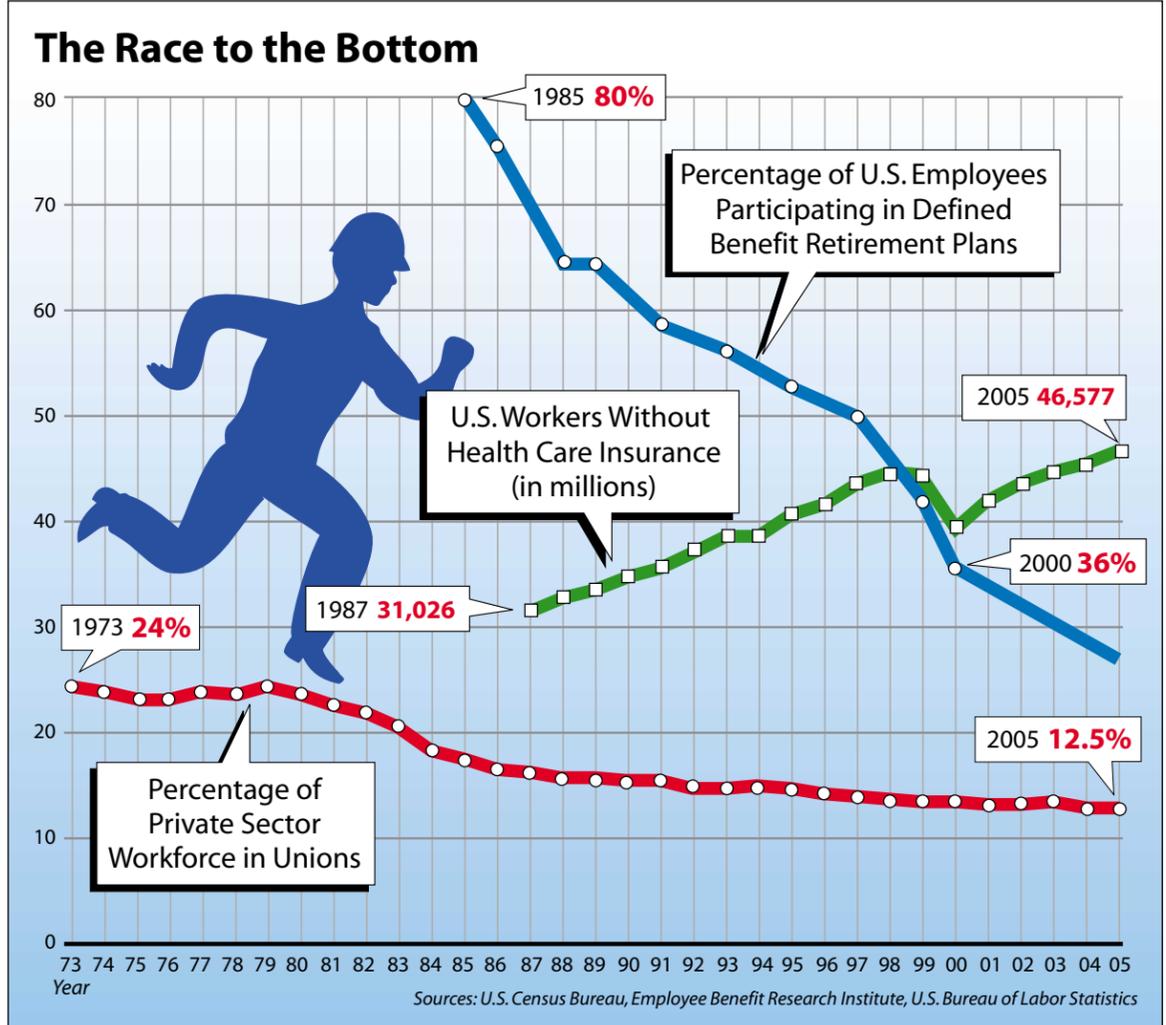
All strategies that trade good jobs for cheap toasters eventually erode the market for the goods and services being provided. A society composed of a handful of hyper-wealthy individuals and millions of people living on the economic edge is not the sound, stable market needed for growth. Only a middle class with a widely distributed buying power can provide that. What economists call the "income distribution" in this country is, from a middle-class perspective, as bad as it has been since the years leading up to the Great Depression.

The ideology of ownership would have us believe that the rich getting richer is just how things work in our economic system. The less we tamper with the way profits are distributed among owners and workers, the better off we all will be. The problem is, of course, that the rich and powerful monkey with the system all the time, and always to their benefit at the expense of the middle class.

Corporations are now strong enough to call for, and get, substantial tax reductions. They can call for, and get, substantial wage concessions. They can call for, and get, weakened public oversight of their activities. These changes, which have permitted and fostered the growth of corporations and globalization, are not the result of clever ideas and theories. They result from the exercise of power.

And that, in a nutshell, is the problem. Once corporations pay all their expenses, anything left over must be distributed between labor and owners. When labor has power, wages grow, and with them, the middle class. When owners have power, we move toward a society of rich and poor without much in the middle.

A farmer I have worked with over the years put it this way: When you sit down to dinner with a group of



hungry people, it's not only the size of the pie that matters. The size of your fork is just as important.

Because of its generous share of natural resources, and centuries of public action to build roads, schools and the like, the United States is a wealthy nation. During the mid-twentieth century, there were two principal methods for making sure this wealth was distributed such that it would do the most to maintain and build the nation's wealth.

First, the very wealthy were heavily taxed, either directly or through their corporations. This provided for maintenance of existing social investments and creation of new ones. Our system of public education and research, for example, was well supported by tax dollars.

Second, labor unions became strong enough to shift corporate profits from very wealthy owners to the middle class, in the form of better wages and benefits. Money stayed in the hands of those most likely to spend it in ways that would further stimulate the national

economy and provide essential public services.

In a few short decades, globalization has raised the specter of moving all of this wealth into the hands of a very few. In so doing, it will destroy the very process that created and maintained our wealth in the first place. Rebuilding the middle class, therefore, will not be a search for new economic ideas. It will instead be a process of changing the balance of power in ways that favor those of us who are not corporate landlords.

Politicians can, and should, put the middle class front and center in their economic thinking. But that alone won't do the job. The job of building and maintaining the middle class is, like always, a union job.

Richard A. Levins is Professor Emeritus of Applied Economics at the University of Minnesota. His most recent book, *Middle Class \* Union Made*, is available from Itasca Books at 800-901-3480.

## Crew Finds Better Way to Save Work

Continued from page 1

moving the installation earlier in the production process made sense since the plane is flipped the other way in that position. Instead of lying down to install the part, mechanics could now use a two-step stool and simply reach up. It is much more ergonomic and will cut down the risk of injury and wear and tear on the mechanics. In addition, it flows better in the production process, which could eventually mean it takes less time.

Business Rep Ray Baumgardner noted, "This team



Steward Bob Gratton (r) shows Ray Baumgardner where the part was installed before the change and how the worker was in an awkward position.

effort not only kept the work in-house, but resulted in a better way to do the work. I attribute the success to the persistence of those who knew there was a better way to do the job. They continued to press until the change was made and the work was kept inhouse with them!"

Yet this is not the only instance of a member proposing an offload. IAM Work Transfer Rep Richard Jackson has seen many work transfer proposals that started at the suggestion of one of our members. Richard noted, "When a member suggests getting rid of one small job, it could have huge implications. In one example a work transfer which started with four installation plans ballooned to 11 plans and 51 parts after the Company Work Transfer completed their process. Members should always look at every option available before allowing their work to leave the bargaining unit. If they have questions or ideas, contact the IAM Work Transfer Reps first."

IAM Work Transfer Reps	
<b>EVERETT</b>	
Don Fike	425-342-1405
Richard Jackson	425-342-1413
<b>RENTON/SEATTLE</b>	
Rich McCabe	425-234-3151
Bob Merritt	425-234-3150
<b>AUBURN/FREDERICKSON</b>	
Sherrie Williams	253-931-2218
Larry Kuebler	253-931-2216



The Coalition of Black Trade Unionists brought leaders from different unions to the Seattle Hall to focus on developing training leadership for black trade unionists.

## Coalition of Black Trade Unionists Meet

When the Coalition of Black Trade Unionists (CBTU) met at the Seattle Union hall on the 20th and 21st of October, 751 was represented by Political Director Larry Brown.

The conference focused on training and developing leadership skills for black trade unionists. It also looked for new ways to inspire more members to get involved in the Union and step up to leadership roles.

The primary goal of CBTU is to enhance black leadership skills and presence within all affiliated unions in the AFL-CIO labor movement. It is a positive agenda with very practical information in its program and presence.