After 57 days of holding strong on the picket lines, members held their heads up high as 74 percent voted to ratify Boeing's improved proposal. "Your solidarity brought Boeing back to the table and made this Company address your issues. After 57 days, we gained important and substantial improvements over the Company's offer that was rejected on September 3rd. I am proud of what we accomplished and want to thank our members for their solidarity and commitment," stated District 751 President Tom Wrobleski.

The Union made significant gains with respect to job security and economic improvements. We were able to stop Boeing's shift of additional medical costs onto our members. The take-away language that was riddled throughout the Company's 9/3/08 proposal is gone – survivor benefits are returned, reinstatement of seniority lost due to layoff is restored, promotional rights are restored, and the list goes on.

In the area of job security, the most significant change was in Letter of Understanding (LOU) #37 which prevents external suppliers from coming into our factories and doing jobs that IAM members have done and stop Boeing from expanding their materials delivery program.

Donovan McLeod, one of the nearly 3,000 members whose job will be protected by improvements to LOU #37, noted, "I understand how difficult it is to obtain contract language to limit offloading. It is bad enough to have work go outside the factory gates; however, to allow vendors to come in and do my job in front of me is unfathomable. That is where we must draw the line. LOU #37 would never have been in the contract if Boeing hadn't taken advantage of the membership following 9-11. I am happy to see improvements in LOU #37. Those changes alone are worth the 57 days on strike to me."

Highlights of improvements from your solidarity include:

**JOBS SECURITY** Huge gains were made in job security, which will benefit the entire workforce by stopping Boeing from chipping away at our jobs. If the company had expanded their plan, ultimately all jobs would be at risk and our strength as a Union would be diluted. We would never have been able to limit the expansion of suppliers inside our factory walls without going on strike. We recap...

Continued on page 5

Union Delivers $77,000 for Member

751-member Linda Sisson knows the value of Union membership. Because of her Union, Linda received a back pay settlement of more than $77,000. The check was a direct result of the efforts of Business Rep Heather Barstow and Stewards Mike Cummings and Randy Haviland. The substantial back pay increased her pay rate by $9.10 per hour back to the rate she was making at Boeing before getting laid-off. Just as impressive as the $9.10 an hour adjustment was the fact that she was compensated at the higher rate all the way back to her rehire date in October 2005.

"I am so tremendously thankful and happy the Union was there to help correct my pay rate," Linda noted. "The Union came through for me with this settlement, which provided a nice strike fund. I remember the 1995 strike and going without a paycheck for 69 days. This adjustment will mean substantially more money on every check going forward. I was also able to put $14,000 into the VIP from the settlement to help my pension savings for the future."

Linda originally hired into Boeing in 1987 in factory service. When she left Boeing, she was making $17.82 an hour. In 2005, she was rehired as a factory service attendant for $8.72 an hour. The wages seemed very low – especially since she had 11 years with Boeing.

"I kept thinking the pay didn't sound right. I asked supervision and HR a few times and was told the rate was correct," recalled Linda. "Finally, I approached my Union Stewards (Mike Cummings and Randy Haviland). They knew who to contact (Business Rep Heather Barstow) and then things started moving."

Business Rep Heather Barstow presented documentation to the HR rep on Linda’s behalf. While Linda had rehired before the Union reached an agreement with Boeing to return members to their previous rate if recall rights were expired, Heather presented a persuasive argument. She not only got Linda’s pay reinstated to the previous rate ($17.82), but convinced Boeing to pay an adjustment for all her time on the payroll.

Since nearly three years had passed, the back pay compensation was considerable.

"I want to credit Boeing for doing the right thing. When they looked at all the documentation and realized this person had put in many years with the Company, they adjusted her back pay to rehire date, which they didn't have to do contractually," noted Heather. "I'm glad she turned to the Union for help. That is why we are here – to help members with these kinds of issues or other contractual problems they may encounter."

Even before she was returned to her previous rate, Linda took advantage of the educational opportunities through IAM Boeing Joint Programs to upgrade her skills and transfer to a new position. She completed numerous classes, took...Continued on page 8

Ballot boxes at Green River had a constant stream of members on November 1st.

Ballot boxes at Green River had a constant stream of members on November 1st.
**2005 Medical Language: What That Means**

Members have asked for clarification on the effect of reverting to the 2005 language with regard to medical coverage and premiums.

The language that determines what is taken out of your paycheck every two weeks for your medical plan choice is found in Section 11.2(b)(1).

It states: “...the Company will pay the full cost of the low-cost plan in the applicable region for eligible employees and dependents. For those employees and dependents whose coverage is with another plan, employees will contribute on a pre-tax basis the difference between the cost of the low-cost plan and the plan the employee chose.”

The low cost plan is strictly determined by the premium cost for each plan, not the costs you incur when you use your insurance to cover medical expenses for you and your family. Boeing calculates the premium cost each year before open enrollment to determine on an annual basis, what plan is the low cost plan based solely on premium. With the calculation in 2008 for last May’s open enrollment, the Traditional Medical Plan became the low cost plan so there is no monthly premium cost if you chose that plan.

Our contract has never specified a particular plan (i.e.: Selections) as the “low cost plan” therefore preserving the language of the 2005 contract in the proposed 2008 contract did not override the last calculation and the current premium costs you are now paying.

By reverting to the 2005 language, Boeing could not implement increased co-pays and deductibles nor were they able to implement their mandatory generic prescription program. All co-pays, deductibles and coverage will remain the same for the life of the Agreement.

Concurrently, with the new contract you do not have the ability to change plan choices at this time. Your next opportunity will be during the month of May 2009 when open enrollment occurs. We encourage you to make your choice not just on the monthly premium cost but to compare the features of the different plan designs to be able to make an informed choice of how you use your health insurance and the entire costs of each plan.

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**Continued from page 1**

Boeing’s intent was to throw out our current retirees and limit the Company’s future liability with word games. While Boeing might have thought Americans have ‘eaten’ these benefits, without the contract language there would be no guarantee AND Boeing was refusing to put in writing that they would not change these benefits.

The Union was left in a tough spot. Because of a Supreme Court ruling over four decades ago, retiree benefits that were already retired are non-mandatory subject to bargaining. Therefore, a Union cannot negotiate to have its members receive the same benefits retired members receive. However, it also means a Union cannot require an employer to bargain over retiree benefit plans. The Union will pursue legal action to challenge any change to benefits for current retirees.

In the meantime, we ask that management continue to play games and look for ways to irritate, aggravate or make a process cumbersome. It’s time management gets over the hurt feelings from the strike, gets their priorities in order and begin treating the expired contract as a work area, eliminating bicycles to get around the factory, or disposing of all Unions items from a shop to irritate the workers and the Unions that represent them.

The Union believes your new contract over the next four years we must build a positive relationship with Boeing – for our community, for the future of aerospace in this region, and for the best possible outcome for our members. We have said all along that we will talk to vendors or any contract talks to negotiate a strike. A settlement is the goal and in the best interest of all parties.

Boeing has many challenges to face in the days ahead (in addition to returning production to pre-strike levels). There are many issues created by vendors (i.e.: nutplates, 787 fasteners) that will take time to correct. Some of these will result in vendors coming into Boeing plants. Keep an eye open.

If a vendor has to move a part or assembly we installed in a plane to get to their rework, then one of our members should remove that part. This is our work inside the Union.

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**Continued on page 8**

District Lodge 751, International Association of Machinists and Aerospace Workers

Tom Wroblewski
President

Clifton Wyatt
Business Representative

Susan Palmer
Secretary-Treasurer

James Coats
Sergeant-at-Arms

Tommy Wilson
Paul Knebel
Mark B. Johnson
Ray Baumgardner
Emerson Hamilton
Stan Johnson
Paul Miliken
Ron Bradley
Jim Darrah
Heather Barstow
Jon Helen
Don Morris
Richard Jackson
Brett Coty

Union Business Representatives

Toll-free to Seattle from: Nationwide 1-800-763-1301
Tacoma 253-627-0622

Online: 1-800-763-1310
Web site: www.IAM751.org

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Holiday Overtime Is Voluntary Per LOU #11

As Boeing struggles to get production back up to speed, members need to be aware of the contractual language, which limits Boeing’s authority to assign mandatory overtime. The Union has fought long and hard to eliminate mandatory overtime all together. While we have not reached that goal, we have been successful in placing limits on mandatory overtime.

Despite having concise contract language, Boeing has tried to imply that some of our members will HAVE to work upcoming holidays. Below are the guidelines provided in our contract:

Specifically Letter of Understanding (LOU) #11 states, "ALL OVERTIME ON A HOLIDAY as set forth in Section 7.1.4 MUST BE VOLUNTARY PER LOU #11." The only exception is where necessary for facilities maintenance.

Members in Everett were ready to stay on the picket line until Christmas and had the decorations out. Now that the strike is over, members should know that overtime on any holiday or weekends connected to a holiday is VOLUNTARY per LOU #11 (the only exception is where necessary for facilities maintenance).

Boeing cannot mandate overtime above these limits:
- **Quarterly Limit** – The limit shall be 128 overtime hours in any budget quarter.
- **Weekend Limit** – The limit shall be two consecutive weekends. Employees who have worked two consecutive weekends may volunteer to work overtime on the following weekend. Overtime work on either a Saturday or Sunday shall constitute a weekend worked. The limit for overtime on a Saturday or Sunday shall be eight hours. Keep these limits in mind as you read Doug Kight’s Memo to employees sent 11/6/08. His notice states: “The Commercial Airplanes Leadership Team has agreed that all employees will be assured of time off for at least two of the following three holiday periods:
  - Thanksgiving and the day after Thanksgiving (Nov. 27 & 28)
  - Christmas Eve and Christmas Day (Dec. 24 & 25)
  - New Year’s Eve and New Year’s Day (Dec. 31 & Jan 1)
This statement is false. Per the contract, employees are not only entitled to have holidays in the contract off, but they also have the contractual right as outlined in LOU #11. Of course, members are welcome to volunteer, but Boeing CANNOT force an hourly employee to work any holiday or the weekend immediately preceding a Monday holiday or a weekend immediately following a Friday holiday (where necessary for facilities maintenance). Keep in mind employees who volunteer to work get their 8 hours holiday pay, plus double time for the time worked per Section 7.3 of the contract.

If any manager tries to insninate or assign you to work on a holiday you would like to have off, please contact your Union Steward.

Clarifying New Subcontracting Language

Several members have asked questions regarding new language in Article 21.7 regarding offloading and subcontracting decisions affecting less than 10 employees. Some assumed the new paragraph was a takeaway when it was simply putting into writing what had been a verbal agreement in the past.

Here is the clarification:

In the 2002 contract, Boeing gutted Section 21.7 and added stipulations on what does not require notice or the review process (although e). The 2002 changes also put this verbal agreement into the contract:

- The new language simply captures that verbal agreement to ensure we will continue to get the notification and have the chance to present an alternative before their review process is complete.

Following is the new language which puts this verbal agreement into the contract:

> **For subcontracting and offloading decisions affecting less than ten (10) employees (including but not limited to decisions to consolidate work for efficiency or strategic reasons in a Company facility not covered by this Agreement), the Company will provide notice to the Union Site Representatives of plans to subcontract or offload work then being performed by bargaining unit employees. The notice will include the reason for the planned subcontracting or offloading. The one hundred eighty (180) day or sixty (60) day notice restriction will not apply to subcontracting and offloading decisions affecting less than ten (10) employees. If time permits following the notice, the Union Site Representatives may recommend subcontracting or offloading alternatives to such decisions (if affecting less than ten (10) employees) that are financially and strategically sound.

In addition, the Union added language that gave us the ability to make proposals to stop or reverse Tooling offloads. In addition, we also gained the ability to make proposals for work moving from one Company facility to another not covered by this Agreement (this ability had also been eliminated in the 2002 language).

Strike Settlement Guarantees Members Reimbursed for Medical Expenses

As part of the strike settlement agreement, the Union insisted Boeing make all members whole on their benefits (medical, dental, life, etc.). The coverage shall be considered continuous as though there wasn’t a strike. If you paid OABRA premiums, you will get a reimbursement check.

If during the strike a member or dependents had medical expenses billed from their doctor, clinic or hospital, simply resubmit the bill to Regence for payment if they have Selections or Traditional Medical Plan. If you already paid the doctor, go to www.myregence.com or www.regence.com to download the medical claim form and submit along with a copy of the bill paid to Regence.

Once Regence has paid the provider, the money will be refunded. You can call Regence for this same information using the 800 number on the back of your medical card. If you paid for a prescription, how to get reimbursed depends on the plan. If you have the Traditional Medical Plan (TMP), go to the Medco website at www.medcohealth.com and download from the link, “Forms and Cards” at the bottom of the page or call Medco at 1-800-751-7680. You will need your Medco Card with your ID number to be able to log in.

If you have Selections, go to either www.myregence.com or www.regence.com and download the reimbursement form or call the 800 number on the back of your Selections Medi-cal Card. If you go online, you will need your Regence card and if you haven’t previously registered, you will need your identification number.

Keep in mind that those in Group Health should not have incurred any expenses since Group Health continued to provide legal and medical coverage during the strike. Group Health remembered that historically in the strike settlements coverage was made whole so they continued treatment and simply held the billing until the strike was settled.

September Strike Dues Applied

Union dues were deducted by Boeing from members’ first paycheck in September. Since members were on strike for a majority of September, they were entitled to a strike refund and would normally receive a dues refund. Since members returning from the strike would work the majority of the month of November and owe full dues, the September deduction will be applied to November since no November deduction will be taken. No dues were required for the month of October because you were on strike.

Unemployment Update

During our strike, a number of members filed claims for unemployment benefits with the State of Washington Department of Labor and Industry. Those who benefited was that this was not an ordinary strike; it was a strike brought about by the Board of Directors and the Union’s Unemployment Committee.

Our legal theory to obtain unemployment benefits with the State of Washington Department of Labor and Industry was that this was not an ordinary strike; it was a strike caused in part by the Company’s refusal to negotiate or to settle its dispute with the Union. The Company’s refusal to negotiate or to settle its dispute with the Union was not caused by the Union’s refusal to work. The Company’s refusal to negotiate or to settle its dispute with the Union was caused entirely by the Company’s refusal to negotiate or to settle its dispute with the Union.

Keeping in mind that those in Group Health should not have incurred any expenses since Group Health continued to provide legal and medical coverage during the strike, Group Health remembered that historically in the strike settlements coverage was made whole so they continued treatment and simply held the billing until the strike was settled.
Historic Election Driven by Economic Factors

November 4, 2008 will certainly go down in history as a momentous day. We may look back to find the President-elect Barack Obama’s election to be on par with the 1932 election of President Franklin D. Roosevelt. This election, like that of 1932, signals an abrupt change in the direction of America’s economic and tax policies.

No longer will the rules be designed to benefit only the wealthy and depend on the will or good judgment of the privileged to share the fruits of our labor work.

The first item out of the 2009 Congress should be the Employee Free Choice Act. If Congress passes this progress toward labor, President Obama will sign it into law. When enacted, EFCA will allow workers to more easily unionize if they wish. The law will require employers to bargain in good faith on the first contract or face arbitration for any bargaining impasses. The law will also increase meaningful penalties when they violate labor law. EFCA will strengthen and grow our labor movement.

With this historic election, we will likely ensure American workers build American Tankers. Tax breaks will go to American businesses that are creating American jobs, not shipping them overseas. Our country will once again reward hard work, invest in infrastructure and education. We will work our way through the health care crisis which bankrupts American workers and makes America businesses non-competitive.

Although we lost Darcy Burner in the 8th Congressional race, our good friends like Congressmen Jay Inslee, Rick Larsen, Brian Baird, Norm Dicks, Jim McDermott and Adam Smith will be there to push for good jobs, workforce training benefits and strong labor law.

In the state of Washington, we re-tumed Governor Chris Gregoire to Olympia. The re-election of Gregoire means the Machinists Union can once again forward with a legislative agenda for funding the Aerospace Apprenticeship program. We can foresee the passage of the Worker Privacy Act, a law which will decline to attend coercive meetings when employers are trying to force their religious and political views or other matters of conscience on their employees.

With a strong working majority of friends of work- ing families in both the state House and Senate, we can anticipate progress in Olympia in 2009. When budget times are tough, we want to make sure that Unemploy- ment Insurance and Worker’s Compensation benefits are NOT the first items on the chopping block. Educa- tional funding at the community and technical college level is also important if we see big layoffs in the state. Having our friends in office will help us make this happen.

Your Union has a good year politically but that is only because our membership is involved with MNPL, phone calling and other forms of political action.

District Bylaws Changes to be voted at December Meetings

The District Bylaws Committee met to review and possibly amend the bylaws and recommend the necessary changes to reflect the recent Grand Lodge Convention action resulting in a new dues structure to the International. The Committee also recommended several housekeeping changes.

At the November 11th District Council meeting, the Bylaws Committees’ recommendations were approved by the District Council delegates for presenta- tion to the Local Lodges. At each Local Lodge business meeting in December, those members attending will be asked to vote on these proposed Dist- rict bylaws changes. Below are the pro- posed changes, along with the reason for the proposed change. Deleted language is crossed out. New language is bolded in italics and red ink.

The following are the changes approved by Council at the November 11th District Council bylaws meeting. The following changes must be approved at the December Local lodge evening meetings only (required per the IAM Constitution):

1. Dues Structure

2. Article V, Section 4

The monthly dues of this Lodge shall be a uniform rate equal to two times the weighted average hourly earnings of District Lodge 751, as shown in the December Local Lodge 751 evening meeting; these bylaws requiring annual submittal to the Government on the LM-2 forms, it is unnecessary to have the actual numbers here in this issue.

Trent Whitman  Yakima  Walla Walla

228x1175  Image 228x618 to 564x729

Pan Oreille  Ferry  Spokane

The Bylaws Committee recommends the following revision to Section 4.

The monthly dues rate of the District Lodge and affiliated Local Lodges shall be a rate consisting of an additional $4.78 per capita added to the current calculated dues rate, subject to the IAM Constitution of Article 5, Section 6 - Housekeeping Change

Language change: "All salaries paid to the CPI-W Urban Wage Earners and Clerical Workers (as adjusted and adjusted) for the US every August 31st thereafter. It will be adjusted according to the percentage change from the previous year with the exception of 2008."

Reason: Deleting this sentence will allow Union staff to have direct deposit of their paychecks at their respective banking institutions.

3. Article V, Section 6 - Housekeeping Change

Language change: "The salaries of the District President Directing Business Representative and Secretary-Treasurer shall not be less than 20% and 10% respectively, over the Grand Lodge Business Representative maximum. Business Representatives salaries shall continue to be adjusted annually when applicable to maintain the Grand Lodge Business Representative maximum."

Reason: There are instances when the Grand Lodge freezes salaries; therefore, the addition of when applicable should cover this exception. We further felt that due to reporting requirements of the Govern- ment on the LM-2 forms, it is necessa- ry to have the actual numbers here in these bylaws requiring annual submittal for minimal changes in just this issue.

4. Article V, Section 6 - Housekeeping Change

Language change: "In all equal installment year, the District Lodge must make a payment in equal or approximately equal to (7) to include a member from each of the Local Lodges affiliated with this District Lodge."

Reason: To update the District by- laws to reflect the new direction of the International giving District 751 jurisdictional authority over those of which we have a successful organizing drive and subsequent contract with the compa- nies. This may include companies in other states however this would be subject to the jurisdictional approval of the International President.

5. Article V, Section 10 - Legislative Change

Language change: "The Legislative Committee, composed of up to 14 District Lodge members, shall have the authority to select a member from each of the local lodges under the jurisdiction of District 751."

Reason: Increase the number of the members to the Legislative Committee to include a member from each of the Local Lodges affiliated with this District Lodge. However, that slate allotment shall not be less than (6) $2,000.00 monthly. Local Lodges of less than 600 full dues paying members shall be allotted $3.00 per full dues paying member per month with a minimum of $0.00 monthly.

6. Article VII, Section 1

1st paragraph... "The District Lodge shall allow funds monthly to Local Lodges of less than 3,000 but not less than 600 membership in an amount equal to two times the weighted average hourly earnings of the membership of each Local Lodge, how- ever, that such allotment shall not be less than $500.00 2,000.00 monthly. Local Lodges of less than 600 full dues paying members shall be allotted $3.00 per full dues paying member per month with a minimum of $0.00 monthly.

Reason – Those lodges in Eastern Washington as well as one in Western Washington haven’t had an adjustment in this area in decades and this would allow them to keep more of their respective dues monies for Local Lodge business. This should enable them to afford to provide other services to their respective lodges.

7. Article VIII, Section 1

Voting verification: Eligibility cards may be used in lieu of dues books or dues cards as a mechanism to verify membership status to vote in elections, contract votes or strike sanction meet- ings.

Reason: District Lodge 751 has been verifying membership status via this method since 1992 and has had to re- quest dispensation from the International President in every instance. Grand Lodge has stated in the past they were favorably on approving this method if presented as a bylaws change.

Thanks to the District Bylaws Com- mittee for their work. Again, these changes will be voted at the December Local Lodge business (evening) meet- ings only per the IAM Constitution.
Continued from page 1

tured the scope of work that was lost in the 2002 Agreement and contained it to 787 final assembly in Everett (Remem-
ber, since we have already given up jurisdiction to this work, we are not allowed to reclaim or fight for it - which is why it was so important to stop it before it expanded). The revisions to LOU #37 and LOU #2 provide job secu-
ritvity to over 5,000 members that Boeing otherwise could have replaced with ven-
dors and contractors inside the factory gates. In Section 21.7, we expanded the scope of our subconcontracting review to include tooling, as well as work that moves from one Boeing facility to anoth-
er center outside of our Agreement. Only with solidarity did we get these important changes.

• WAGES - After going four years without a General Wage Increase, mem-
bers have guaranteed wage increases in each of the next four years totaling 15 percent. For those at the maximum, they will see an average increase of $4.20 per hour by the end of the contract (assum-
ing 1% COLA each year) - a significant gain in take-home money.

• PROGRESSION - In addition to GWI’s and COLA, members in progress-
ion received a supplemental wage in-
cease of at least $1 per hour. This will deliver more than $8,300 in additional wages over the life of the contract (not counting overtime pay). While Boeing refused to shorten progression, this change was a positive improvement and additional money for these members.

• LUMP SUM – Added $1,500 lump sum payments in both the second and third year with the option of diverting the pay-
ment to VIP to enhance pension savings.

• MEDICAL - We were able to se-
cure the same medical costs structure and benefit level that has been in place since 2002 – ensuring no out-of-
pocket expenses on co-pays, deductibles, and prescriptions. In the first offer, much of the lump sum payment would have been spent to pay for medical cost shift-
ning. That money will now stay into your pocket. Would we have liked improvements in the plan? Absolutely, but at what cost? The Company was adamant on shifting more costs onto the workers, and you helped beat them back.

• PENSION - Improved nearly 19% by end of Agreement. This will put ben-
efits above any other in the industry for a defined-benefit plan.

• RETIREE MEDICAL - Boeing’s proposed language on 9/30/08 would have taken those who are already retired (cur-
rent retirees) out of the jurisdiction of the Agree-
ment - threatening their coverage. Just as disturbing is the implication this language would have had on current active mem-
ers. The Company’s 9/3/08 language pro-
vided coverage only for active employees who retire during the term of the Agree-
ment. Had Boeing succeeded in imple-
menting that language, once the contract expired, so would the contractual guaran-
tee for retiree medical benefits of those newly retired members. It was very impor-
tant to ensure this language to protect this benefit for existing retirees as well as future retirees. Other gains include increased recall rights, stronger seniority, increased pay for Team Leader and AOG travel assignments, reimbursement for any medical expenses during the strike, and many more.

We were not alone in this fight. Mem-
bers from other Unions throughout the state, across the country and around the world stepped forward to offer support. Organized labor throughout the world watched our strike intently. It is viewed as a big win for workers and one each of you should be proud of.

As to the future, the Machinists Union and the Boeing Company will determine the The Solution Space in how we conduct ourselves in this relationship. The Ma-
chinists Union, as always, is ready to step up and be a strong partner in build-
ing a brighter future for our workers, our industry, and our state.

Show Me The Money

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Volunteer Opportunities to Help With the Holidays

Help on the Food Drive

The annual KING 5 Home Team Harbor Collection will be Saturday, De-
ember 6th. 751 will be helping out at the Everett Mall and Tacoma Mall. There are two four-hour shifts to choose from: 7 a.m. to 11 a.m. or 11 a.m. to 3 p.m. Six to ten people are needed for each shift. The task includes taking food do-
ations 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 Michlick at 1-800-763-1301 or kaym@iam751.org for more information or to sign up to help.

Bob Kammel:zter counts members’ ballots on the November 1st offer. Members voted to ratify the Agreement by 74%.
Members from PSD held barbecues and group pickets outside Longacres (commercial headquarters) every Tuesday.

Renton steward Joe Stewart (l) was joined with Alaska Airlines pilot Eliya Baches on the line in Renton along with another 751 member.

Photo right: 4 year old Kaylie Weed rests in front of the Boeing sign while walking the line outside the Auburn plant.

Standing strong on the line in Everett.

Vickie Graeber was one of the costume winners in Everett on Halloween for her Cruella Deville imitation.

In Everett, Sherry Eckle won best costume for her picket shift with her spider costume.

Left: The Everett crew on a wood cutting trip.

Boeing's Chicago Headquarters had picketers, as well. Above John Brooks and his wife walk the line.

Right: Dave Madsen and his brother Jerry (not pictured) also spent time picketing Corporate Headquarters.

Above: Members on the Seattle picket line take time to pose for a photo during the late night shift in October.

Sean Lambert chose to picket the Renton Plant from Lake Washington.

Above: On the Auburn picket line members L to R: Terry Schleininger, Marc Gray and Rickey Erickson with Terry's boys. While it was Terry's 4th strike, it was the first strike the boys picketed. He noted that he was walking the line to leave things better for the next generation.

Members from PSD held barbecues and group pickets outside Longacres (commercial headquarters) every Tuesday.
Throughout the strike the Everett crane crew organized weekly barbecues that drew quite a crowd and kept solidarity thriving.

Rain couldn’t dampen the spirits of picketers on the line at D.C. Picketers on the Kent line wave to cars honking in support on West Valley Highway.

Throughout the strike, the Everett crane crew organized weekly barbecues that drew quite a crowd and kept solidarity thriving.

A member brought the family pet for picket duty on the Auburn line.

Adam Sweeney’s wife, Tara, did picket duty at Frederickson the day before their daughter was due.

Family pets not only came to the line, but showed their solidarity with signs at home.

Members in Renton enjoyed a day in the sun on the line.

Members at Edwards Air Force Base held the line and had weekly barbecues to promote solidarity.

On the Renton line, this group posed for a picture.

Members on the Seattle line at the Military Flight Center.

Photo right: After getting temporarily laid-off from Boeing cafeterias due to the strike, UNITE-HERE members Melanie Greene (l) and Martha Garland helped run the Everett strike kitchen.

A member brought the family pet for picket duty on the Auburn line.

Members on the Kent line wave to cars honking in support on West Valley Highway.
The Career Explorer website has a new look. Career Explorer is an online tool that supports Category C Employee Requested Transfers (ERT) as defined in the IAM Collective Bargaining Agreement for IAM District 751 in Puget Sound, District 70 in Wichita, and District 24 in Portland and Boeing PRO6626. Visit the Career Explorer at http://careerrexplore.web.boeing.com/. It is the place to go for detailed descriptions of Puget Sound, Portland, and Wichita IAM-represented jobs, together with the corresponding ERT training requirements for each job. New menus on the left of the screen make it easier to navigate and find information. The updated Career Explorer includes enhanced information about the ERT process, along with tools and resources to help you find your best fit for IAM jobs. From the Career Explorer website, you can also access the Employee ERT Screen to check your progress towards meeting ERT training requirements and file an ERT. Please note: you will need to log on through WSSO to access the Employee ERT Screen. Look for the Log on menu at the bottom of the menu links. The Career Explorer is currently available only via internal Boeing Intranet access, not from your home computer.

Take a tour of the updated site to learn more about the ERT process. Above is a tip sheet for accessing the Career Explorer and details of the Career Guide site. Below is the Employee ERT Screen. If you still have questions, IAM/Boeing Joint Programs Career Advisors are here to help you. Find schedules and appointment information here: http://iamboeing.web.boeing.com/careeradvisor.cfm.

Please update your bookmarks for the Career Explorer with the updated link: http://careerrexplore.web.boeing.com/ and delete all old links to Career Explorer and Career Guides. As always, you can also access the Career Explorer via the link on the IAM/Boeing Joint Programs website at www.iamboeing.web.boeing.com.

How To Access The Employee ERT Screen

Members Present Our Story in Papers

Throughout the strike, we had many members step up and write letters to the editor of local papers to ensure our side of the story was told and to respond to those “blessings” that you refer to are the result of hard work, great pride in workmanship and the Aerospace enterprise that it is, despite the blunders of high-level management and scandals of high-level management that cost the company valuable government contracts, we are now backed into a corner and/or job losses. Boeing would have you believe that we inside the Machinists Union are greedy because we’re looking for more money when so many are suffering.

As talks resume, we the membership do ourselves, our jobs, our families, our way of life.

As talks resume, we the membership do ourselves, our jobs, our families, our way of life. We also realize that in helping to forge the foundation of these jobs through previous contracts, we are now backed into a corner to keep them. We also are cognizant that over the years, the working-class membership has built Boeing into the world-class enterprise that it is, despite the blunders and scandals of high-level management. The middle class American dream is quickly vanishing, and the Aerospace industry is no exception. We have a right to the same quality standards that we hold to the same quality standards that we demand in these latest “problems.” The Union will continue to push Boeing to recognize the true value our members bring in QA, receiving inspection, fabrication and production and how such problems could be prevented if the proper quality inspection systems were in place, and the work is in the hands of the highest skilled aerospace employees. Everyone knows that Boeing employees regularly work to the highest quality standard, as you look at Boeing suppliers, it appears they are not held to the same quality standards that we work to and build into every product. This is not a direction we want to go. Boeing airplanes have always been the best in the world and our members intend to keep it that way (even if it means fixing vendor mistakes).

Finally, as we get back to building the best airplanes in the world, be aware of the contractual provisions and help ensure the language we fought hard to get is enforced. Keep in mind holiday overtime is voluntary (per LOU #11 - see article page 3). Let your steward know if vendors try to expand their materials delivery process. Do your part to make sure Boeing lives up to the contract they signed.

Again, thanks to each and every member for their role in the negotiation process and strike. I am proud of each of you and honored to serve as your District President and wish each of you a Happy Thanksgiving.

751 Walks to Battle Breast Cancer

Even though 751 members working at Boeing were on strike. Team 751 again took part in the annual Breast Cancer Walk in Bellevue on September 28th. A couple members even volunteered to serve as route marshals for the event.

For many of our members, this is a very personal event since they themselves are cancer survivors. Others have watched friends and loved ones battle the disease.

Thanks to all who turned out to make the event a success.

Stewards Becky Beasley () and Debbie Donnell take part every year, along with Donnell’s daughter Marisa.

Team 751 members who took part in the Making Strides Against Breast Cancer Walk on September 28th.

IAM/Boeing Joint Programs Career Explorer Has a New Look

How To Access Career Guides

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Team 751 members who took part in the Making Strides Against Breast Cancer Walk on September 28th.
The November meeting was called to order by President Al Wydick. President Al Wydick’s prayer was said followed by the flag salute and singing of “God Bless America.”

Roll Call of Officers: All Officers were present or excused.

Financial Report: The report was read by Treasurer Betty Ness. A motion was made to accept the report. M/S/P.

President Al Wydick reported the annual Christmas party will be December 8th. Tickets will be sold at Retired Club meetings and at the Seattle Union Hall. He noted they are working with the caterer to have two food lines to cut down the wait.

President Al Wydick reported retired Business Rep Jim Bostwick is not doing well. Jim is going through chemotherapy and asked that we keep Jim in our thoughts and prayers.

Communications: Request for donation from the Salvation Army.

Business Rep Report: Business Rep Paul Knebel wished everyone a Happy Thanksgiving and asked we can thank the strike is before us and the elections are over - both came out favorably. The Lord’s Creation HSI’s logo with our Company counterparts. After about an hour, Orville who had torn apart a paper bag and was scribbling on it announced, “I got it.” He then showed us what became the IAM/Boeing Health & Safety Institute logo Orville noted the wings of the Boeing logo and the outer edge of the Machinist Gear and with the family in the middle show who we are and who we represent because it is just as important to the Union members’ family that they return home safe everyday from work. 18 years later that logo still presents who we are.” Gayl added, “Orville had a way of cooling a situation when things got heated in the early days of HSI with a quick one liner that in most cases stopped us in our tracks. He truly cared for the workers. I will miss him.”

Orville’s involvement in the Union dates back long before he was full-time staff or Rep. Orville served two terms on the District Legislative Committee, worked his way up through Local Lodge leadership positions including serving as Local F Recording Secretary and President. Orville originally hired into Boeing in the early 60’s as a final assembly mechanic on B-29’s. He was drafted into the Army and after com- pleting his duty, he retired into Renton Final Assembly as a Rigger on the C-57 aircraft. During that time, he par-}

Unfortunately, Boeing would not give any additional money to existing retirees. He noted that future retirees’ pension benefits increased $11 to $81 effective January 1, 2009 and to $83 effective January 1, 2012. Members were relieved to have medical back and prevented Boeing from shifting additional costs. Health & Welfare: Toni Morranti noted that Mel King and Irene Ball were sick and received get well cards. Please report all retired members to Toni at 206-243-9365.

Helen Pompeo read the deceased list as follows: Robert Boatman, Fred Dills, Jack Eason, Michael Germano, James Harrell, Wesley Jamison, Louis Jepson, Helena Kaminicz, Roy W. Nelson III, Carmen Sabado, Dennis P. Smith, William R. Smuth, Sr., Roy Spangler, Karl Tannor and Vernon Thompson. A moment of silence was observed. Sympathy cards were sent to the next of kin.

Legislative Report: Carl Schwartz reported most of our endorsed candidates won. We are happy that Obama and Biden won and look for a much better labor and retiree friendly national Administration. We are also gratified that voters re-elected Governor Chris Greigore. Thanks to all members of the Retired Club who gave many hours to help make the wins possible.

He noted that retirees were also active in the recent strike against Boeing. Unfortunately, gaining approval for increases for current retirees was not part of the settlement. Social Security benefits will increase 5.8% in 2009; unfortunately, most of the increase will be used to pay increased medical and drug costs. We continue to support legislation to at least permit Medicare to negotiate for lower drug prices and will again contact our Congressional delegation to pass this minimal measure NOW!

Many retirees with 401K funds have seen substantial losses in their plans resulting in a decrease in income. We hope any “stimulus plan” will offer help to those retirees who have been hurt - especially people in the lower income bracket.

Carl pledged the Retired Legislative Committee will continue to work to meet the concerns of all members and invite others to participate and get involved. Helen Lowe reported she recently spent three weeks in Canada and talked to people from throughout Canada and Europe about their socialized medicine.

She talked to over 100 people who were all very satisfied with their health care and noted that reports they have to wait for coverage are false. Gene Hoglund reported he continues to follow the Alaska Way Viaduct stakeholders’ meeting. He noted a parkway option has been unveiled by House Speaker Frank Chopp. It would have a park on top with a roadway in the middle section. Gene has endorsed this option and believes it is the best option to keep traffic moving.

John Guevara noted that about 28% of Retirees can still support candidates. While the majority of the right path, we should help educate the others to better understand the issues. He thanked everyone who has volunteered during the election and been a part of the Retired Legislative Committee. He also encouraged our retirees to get involved in the Alliance for Retired Americans and thanked Leroy and Helen Miller for their efforts in the ARA.

A motion was made to donate $50 to the Salvation Army soup line. M/S/P.

Birthdays & Anniversaries: James Evanston, Gene Debs, and Michael Keller celebrated birthdays in November. Anniversaries included: John & Helen Pompeo (60 years), Dan & Ardie Stachowski (52 years).

The meeting adjourned at 11:50 a.m.

November Retired Club Christmas Party
Monday, December 8th
11 a.m. doors open - Lunch served at Noon
$10 for members & associate members - $15 for guests
Purchase tickets at Retired Club meetings or call Keyword (206) 764-6302. Tickets will not be sold at the door.
VINTAGE A & E CDALEDROCK INTAKE W/ CAIR. 8ft tall block. Two 20x21 CFM Edelbrock-4barrel carbs. Comes with 2 air cleaners, fuel line and linkage. $800. 206-755-1092

CANOPY for 8’ pickup. Aluminum, high-gloss black, lightweight, thin. Has window, lockable, lightweight. Paid $650, asking $250. Call George at 360-249-4432

ENGINE STAND, heavy duty, 750 lbs. $25. 206-767-2642

2001 JEEP WRANGLER soft top used once, like new. $200. 509-587-2006

TIE RODS AND WHEELS, fits on Grand Prix, 2 yd Excellent Condition. no scratches or dings. $75 each. 253-447-8306.


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

NEED PROPERTY STAGING SERVICES (Wils, Trusts, Probate assistance)? Contact the Law Office of Betti K. Marletto, LLC. 206-911-8337

INTERIOR EXTERIOR HOUSE PAINTING. Licensed, bonded, insured. 30 yrs. experience. FREE estimates! Inquire at 360-530-4200 or call Tom at 360-530-8206


FOR SALE: (20) large strings of multi-colored Christmas lights. Unused; have never had oil in them. New condition. $25 ea. or $50 for all. 425-432-6134

FOR SALE: (2) lg. red silk Christmas poinsettias. Has molded face and hands. White feather border in place. Also the inside pocket box is hole in it. Otherwise, in all good condition. $5. 425-432-6134

FOR SALE: Beautiful gold and ivory angels, has molded face and hands. White feather border in place. Also the inside pocket box is hole in it. Otherwise, in all good condition. $50. 206-919-8337

LAKE TAPPES BACKFLOW. For all your backflow testing and repair needs. 5% discount for members. 2901 10th NE, Renton, WA. Every- 1st and 3rd Monday of each month at the Golden Pine Apart- ment. 206-907-9916

NEED LIFE INSURANCE, annuity for tax- deferred growth, long-term care, home care? Give me a call. As a laid-off 75 year old, who is now an insurance agent, I can help you plan for your financial future. Call me today at 206-446-5444 ext. 208, for an insurance quote.

JOIN THE EVERETT BOEING STRATOCRUISERS CAR CLUB www.stratocrusercarclub.com or phone 425-355-0127. We cruise on Friday nights at Wendy’s in Silver Lake just north of Cosmo 4 pm to dusk.

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JOIN THE EVERETT BOEING STRATOCRUISERS CAR CL....
Tournament Raises $2,200 for Hardship Fund

Local C’s annual fall golf tournament usually raises money for the political arm of the Union (AMPF). However, since the members at Boeing were on strike, Local C leadership decided to donate the proceeds of this year’s tournament to the Hardship Fund - to help our members in need. The event raised more than $2,200 for the hardship fund.

Members turned out for a day of fun and a good distraction from the picket lines on Saturday, September 27th. After completing 18 holes at Enumclaw Golf Course, members were treated to an exceptional barbecue feast courtesy of Barbecue Bob Bettor. Special thanks to the following who helped organize and run the tournament: Mark and Cindy Johnson, Jimmie Darragh, Ron Coen, Mark Brown, Wayne Haddix, Keith Elliot, Cliff Goechius, Scott McConnell, Bob Pringle, Paul Burton, John Carter, Linda Heffernan, and Mark Blondin. Special thanks to General Vice President Rich Michalski who personally donated more than $800 to ensure the event was a success.

IAM Scholarship Competition for 2009

The IAM Scholarship Competition is open each year to IAM members and their children throughout the United States and Canada. Scholarships for a Bachelor’s degree or a two-year technical/technical certification are determined in a competition among eligible applicants who is judged by an independent Selection Committee.

Awards to members are $2,000 per academic year. Awards to children of members are $1,000 per academic year. All awards 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 $2,000 per academic year. 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 Schools - $2,000 per year until certification is reached for a maximum of two years, whichever occurs first. To be eligible children of members must be in their last year of high school (seniors).

For complete 2009 scholarship competition guidelines, visit: www.goiam.org/iamscholarship. No application form is required. Applications must be postmarked no later than February 27, 2009.

Please send me an Application Packet for the 2009 IAM Scholarship Competition.

Mail to: IAM Scholarship Program
9000 Machinists Place, Room 117
Bethesda, MD 20817-2437

IMPORTANT: Complete this coupon and enclose a SELF-ADDRESSED LABEL for reply. (Do not send self-addressed envelopes)

TOOL

I AM SCHOLARSHIP APPLICATION PACKET

If you are interested in applying for the IAM Scholarship Competition, please circle your choice below and send this information to the IAM Scholarship Program.

Please send me an Application Packet for the 2009 IAM Scholarship Competition.

I understand that this request is not an application, and that the completed Application Packet must be postmarked no later than February 27, 2009.

REMEMBER: Please check the appropriate box below and the requested application will be mailed to you.

[ ] IAM Member requesting a College or Vocational/Technical Scholarship
[ ] Child of an IAM Member requesting a College Scholarship
[ ] Child of an IAM Member requesting a Vocational/Technical Scholarship

Print your name and address clearly here:

Mail to: IAM Scholarship Program
9000 Machinists Place, Room 117
Bethesda, MD 20817-2437

IMPORTANT: Complete this coupon and enclose a SELF-ADDRESSED LABEL for reply. (Do not send self-addressed envelopes)
Members “Log” In Time During Strike

Members who served picket duty in Everett should be thankful that 751-member Paul Richards and his father Frank (a retired member) stepped forward to help during the strike. Paul reported to the Everett hall nearly every day of the 57-day strike – rain or shine – working more than 8 hours each day. Paul believed it was important to ensure that all the gates at the Everett site had an adequate wood supply for the picketers reporting for duty.

From the first night of the strike when he delivered burned bars to the gates to the final Saturday night when he cleaned up the site, Paul was there to help.

“I wanted to get more involved with the Union, and the strike provided me that opportunity,” stated Paul. “The first few days I was on the picket line every day. Then I heard someone say we need people to take wood to the burn barrels, so I did. At the end of the day they said you should come down. I could split wood, so they gave me a little stump and I split wood. I split wood every day. It was a continual process.”

His father Frank, who is a retired 751-member, was also tenacious on wood duty and put in many long days. His wife, Diane, even came to help on practically every Saturday – making it a family project.

The hard work and diligence did not go unnoticed. Many of the Business Reps and staff offered to fill his gas tank or reimburse him for fuel. Rather than accept their offers, Paul told them to devote what he would have given him to the hardwood fund – that way his volunteer work was helping others.

It is through this commitment and diligence that the strike was successful and membership solidarity was maintained. Thanks to Paul, Frank and all the other members who stepped up to do more than just their picket duty during the strike.

Hughes Does More Than Walk the Line

Strikes are nothing new for 751-member Millie Hughes. In fact, since she originally hired into Boeing Wichita in 1951, she has walked the picket line in six different strikes. In each strike, she recognized the importance of volunteering, and this year’s strike was no different. Throughout the 57-day strike, she could regularly find Millie at the Everett Hall – helping people change their picket duty to better accommodate their schedule, checking in picketers, and just assisting others. The same was true three years ago when we struck for 28 days. Several days a week, she was there to help with whatever needed to be done.

“I was glad to see so many members coming to serve picket duty. It’s everyone’s responsibility to serve picket duty and keep the strike going,” stated Millie.

Her Union participation in the contract process began long before the strike.

“I took part in all the marches except the last one. In all my years, I have never seen so many people participate. The solidarity was incredible and inspired a new generation of members.”

With a competition start date of October 24, the Staleys had to land the world title. After all, with the savory aromas that filled the picket lines, fresh in the minds of many, how could their delicious concoctions not win?