

# Efficiency Experts

## Crew Makes Hefty Reductions in Time

American ingenuity is alive and well on a second shift crew in Renton. These creative individuals teamed up and trimmed 90 percent of the time off their work package. The crew installs diffusers on the 737. The diffusers are part of the air conditioning system in the plane that each passenger controls from their seat.

What prompted such dramatic action? Rumors circulated that the Company was looking to offload this work. Rather than let that happen, the shop decided they would make improvements that would substantially reduce the time required to perform the work. They believed by "leaning out" their process, it would be harder for the Company to justify offloading the work package.

The crew demonstrated the true meaning of team work. What used to take 305 minutes now takes between 30 and 45 minutes to complete. Together, the crew applied common sense to improve their process.

"There are better ways to do every

job. We rolled up our sleeves and found them. This whole crew is structured so that multiple heads are better than one. If someone sees something they can do, they just do it," stated 751-member Jack Benson. "The credit goes to the entire crew. If we didn't have a good team and a commitment from everyone, it would not work."

As team leader, Jack pitched the new ideas to management and insisted they give the crew a chance to prove the new process would be much more efficient and productive.

Before the revisions, the installation process was done exactly the way IP engineering dictated it – even though many times it made no sense. "It took us three or four times longer if we did it like IP wanted. Because they never did the job, they had no idea of a better way," Jack added.

A key component was having every member of the crew learn every phase of the process. Now any member can perform any function at any particular time.



*Steve Selby installs the tubing for the 737 air conditioning system. The crew came up with innovations and process changes that reduced the time to perform their work package by 90 percent.*

Yet beyond just cutting down the timeline, they also improved quality and have less injuries. Outside of the plane, it is hard to tell which side of the diffuser is forward and which is aft. The new process calls for the diffuser to be com-

pleted on the plane – making it virtually impossible to put it in backwards and eliminating errors.

Morale on the crew is high and all like the rotation and team work.

**Continued on page 12**

# Decisions to Send More 787 Work Outside Angers Union

Boeing's recent announcement to have New Breed Logistics provide support for the 787 was yet another missed opportunity for the Company to partner with and reinvigorate its workforce. Yet the way they delivered the news to the Union was nearly as infuriating as the news itself.

In the negotiations last fall, the new contract included a quarterly briefing on subcontracting.

District 751 President Mark Blondin stated "At the bargaining table, I was encouraged these quarterly meetings would be productive. Instead, at the first meeting we spent two hours talking about a handful of jobs. As I'm leaving, the Company says, 'by the way, we're going to give the logistic support work on the 787 to an outside firm and we'll have a press release out on it in the next few hours.'"

According to New Breed, their company will receive, store, provide inventory control, kit, package, distribute and transport 787 parts, tools and supplies to designated locations within Boeing's facility. This is work traditionally per-

formed by our members on all other airplane lines.

The callous way Boeing informed the Union was insulting. We currently have 1,500 members doing similar work. The



*District President Mark Blondin (r) and Governor Gregoire discuss how the aerospace tax incentives were designed to protect our jobs.*

danger comes if Boeing tries to expand this offload to other airplanes. Unfortunately, this is not the only announcement of our work going to outside companies right here in Puget Sound – especially for 787 work. These announcements highlight the need to unionize other aero-

**Continued on page 8**



*Jerry Malkuch (l) and Louie Tutino remove a machine from Seattle. Without efforts by the Facilities/Maintenance Subcontracting Committee, an outside vendor would have performed the work in the plant.*

# Continual Fight for Facilities

Every week a handful of facilities/maintenance members from each site gather to try to prevent an outside contractor from coming in to perform our work. These members fight an uphill battle and put in a valiant effort to protect our jobs.

Boeing continually uses the argument lack of manpower to "justify" bringing in subcontractors. Even though data shows a sustaining amount of work could justify more employees, Boeing gives no consideration for additional headcount. In fact, as our facilities members retire many are not

being replaced, which makes it even more difficult to win approval on many projects. When requisitions have been approved to increase headcount, they are cancelled when they reach top management levels.

Facilities members are spread so thin that committee members often meet on their lunchtime. These members have learned to be creative and to utilize every moment of the day.

Recently, District President Mark Blondin brought the committees from each site together to develop a game

**Continued on page 12**



### New Faces

Union Representatives hit the ground running as they begin new assignments

7



### Mortgage to Remember

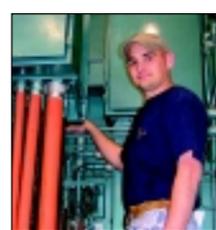
Union Plus Mortgage helps out when you need it most

3

### Mastering the Trade

Apprentice graduates honored for their achievements

6



### Inside Index

President's Message ..... 2  
 Community Service ..... 4  
 Retirement ..... 9  
 Want Ads ..... 10

## REPORT FROM THE PRESIDENT

# This Is Not What We (or the State) Had in Mind

by **Mark Blondin**,  
District President



By now many of you have read about the dozens of work packages Boeing has awarded to non-union local companies during the past month – primarily for the new 787. I am certain that you are as upset as I am about this news.

Let's review the past few years. Boeing threatens to leave Puget Sound if they don't get tax breaks, transportation improvements, and education improvements, just to name a few of their demands.

The Machinists Union rallies the legislature, builds coalitions with community organizations and business, works with neighbors, friends, labor councils, etc. We get the changes Boeing says it needs to compete.

We did all this after our 2002 negotiations with Boeing where they took advantage of post 9-11 times and put in several pieces they did not need that threatened our members (material delivery, team leader, and gutting the subcontracting language).

The end result was Boeing got what they wanted, decided to build the 787 in Puget Sound and again came after the Machinists in the 2005 negotiations. The

Machinists didn't back down, Boeing agreed to settle (after a strike) and promptly began awarding 787 contracts to everyone but the Machinists.

I have repeatedly said, Boeing screws up every opportunity to get together with this workforce. Every time there is a chance to do something with the Machinists to build a better future for both parties, they turn the other way.

I personally worked on 707 military airplanes, 727's, 737's, and 757's. When there was a new launch or a milestone in the program, it was a momentous occasion and we were filled with pride. Although we do have a small portion of the 787 and are doing much of the developmental work, the majority of the plane is being built elsewhere. I truly feel that a big share of the excitement and pride in the new airplane is missing.

This Union has always been about jobs and fairness in the workplace. Our members were not greedy or overreaching in the past negotiations. We shut Boeing down for the right reasons, but apparently the only thing they learned from the strike was to continue the war. Our members have so many ideas that could help Boeing be more successful.

We could improve their processes, but most of the time they don't even bother to ask our members if there is a better way. Or when our members improve the process, the Company then turns over the documented process to a vendor. What a reward.

It isn't a global strategy when they put our work in non-Union shops down the street. That is Union avoidance pure and simple. They say that the only job security we can have is for them to sell more airplanes. They sell the airplanes and give our security to non-Union companies with lower wages and no benefits while at the same time their profits soar and executives rake in millions in bonuses and stock options. And the state gives tax breaks for them to do it. Something is wrong with this picture. I don't believe the state legislature or Governor Locke envisioned giving aerospace companies tax breaks, and then having Boeing woo non-Union companies to come in from North Carolina to take those tax breaks, and perform OUR jobs for substantially less.

For now, we will target those non-Union companies and work to organize them to provide those workers with comparable wages and benefits. This will hopefully deter Boeing from further offloading our work.

In addition, I will work with the legislators for accountability on the aerospace tax incentives so the state is not losing money by giving companies tax breaks and also losing revenue when good-paying jobs are traded for lower wage jobs.

We have a lot of work ahead of us. We are only 10 quarters away from this contract expiring. In addition to our pensions and health care, I am sure you agree that JOBS will be at the top of our list for contract improvement. I trust many of you have completed the Union survey. If not, please do so and get them turned in. Only with member participation, can we provide effective representation and accurately reflect your issues to the Company. We are going to need your input for this next round and preparation is key.

## Survey Offers Opportunity for Members' Input



Scott McMahon gives his comments.

The Union has already begun its survey process for the next round of bargaining by distributing a follow-up survey to last year's negotiations. The intent is to get an accurate reflection on how members are feeling now that the contract has been implemented.

In this survey, members are asked to rate their satisfaction with the settlement, as well as identify what they are most and least satisfied with. Surveys also had members rate different communication sources used during the negotiations and strike. In addition, members

were asked to determine if the Union is moving in the right or wrong direction on a number of Union programs and departments, as well as write in their own comments on various aspects of the negotiations and strike.

It is the responsibility of every member to provide input to ensure the leadership is in tune with members. The Union always hears from the vocal 15 percent who are active and the 15 percent who are negative, but strives to learn what the 'silent 70' percent is thinking. Take the time to complete and return the survey.

## LETTERS TO THE EDITOR

### Unions Are Safeguard for Workers

To the Editor:

Thanks to Carl Schwartz for the thoughtful letter on how disaster was recently averted in a Canadian mine. Better enforcement of safety conditions and safety chambers with several days supply of oxygen would definitely help lower casualties in the mines.

The mining companies, politicians, and MSHA (Mine Safety and Health Administration) don't even enforce the safety laws we have now. To really improve safety we need UNIONS in the mines! In many areas this means getting unions back in the mines, most of which have gone non-union in the past twenty years. Organizing is the watchword for today—we need to extend solidarity and support to efforts to organize, particularly in the coal mines, as production and hiring are increasing.

Two miners on strike at the C.W. Mining Co. in Utah made presentations at the King County Labor Council on their struggle to unionize. They have received growing support as word about their struggle has spread. The recent deaths in the mines underscores the importance of their efforts to organize. Winning the union at this mine will help open the way toward re-unionizing all Midwest mines.



Mail letters to the editor to: 9125 15th Pl. S., Seattle, WA 98108 or e-mail them to [conniek@iam751.org](mailto:conniek@iam751.org)

They described how the organizing drive at C.W. Mining was spearheaded by mainly immigrant workers from Mexico who had been receiving substandard pay, negligible benefits and a lot of abuse. However, one week before the union vote, the company fired most of the Latino workers for lack of documentation, many of whom had worked at the mine for five to ten years or more.

Several Seattle area union members traveled to Utah recently. They reported that the struggle continues, the miners are united, they are making progress in bringing economic and political pressure on the company, but they face major challenges in the courts and foot-dragging by the NLRB.

Due to the fact that none of the fired miners have returned to the Co-op Mine and the miners continue to picket the coal load-out points, output from the mine has been low.

Unable to defeat the miners through

intimidation and firings, the mine owners have instigated legal proceedings to bring the miners and their supporters into court, attempting to bankrupt them with legal expenses and sap their time and energy.

Because of this, a court battle challenging union rights, free speech, and freedom of the press is unfolding today in Utah. In addition to suing the UMWA, 16 Co-op miners, and other organizations and individuals, company lawyers are also charging The Militant, a working class newspaper, with "defaming" the company for their coverage and support of the struggle. A large part of the company brief consists of allegations against The Militant for printing statements the miners have made regarding their conditions of work.

The challenge now for supporters of the fight to unionize this mine is to increase the political pressure to force the company and the courts to drop their harassment lawsuit. The Militant has responded by raising funds and rallying support to defeat the company litigation through organizing the Militant Fighting Fund. A list of endorsers and legal documents submitted in the case can be found at [www.themilitant.com](http://www.themilitant.com).

Let's all do what we can to win this important union struggle!

Dean Peoples, [dpeopl@msn.com](mailto:dpeopl@msn.com)  
777 FBJ

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## 751 AERO MECHANIC

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# Short Legislative Session Delivers on Several Issues

The consensus is the 2006 State Legislature accomplished a great deal during the short 60-day session. But as will always be the case, some important issues were not addressed.

## Unemployment Insurance

During the 2006 session, lawmakers passed a bill they hope will resolve a long-term dispute over the state's unemployment insurance program. Business and labor leaders called it a fair compromise.

District 751 worked hand-in-hand with the rest of labor to undo the most controversial provisions of a bitterly disputed unemployment-insurance overhaul approved in 2003, when the state was vying to win Boeing's 787 project. The legislation is expected to raise benefits for laid-off workers while reducing unemployment-insurance taxes for businesses.

Last year, Union leaders persuaded lawmakers to temporarily return to the old two-quarter system for calculating benefits but continue charging employers based on a four-quarter average. With the passage of this bill, those reforms are permanent.

Combined with an assortment of other benefit cuts and unemployment tax reductions still in place from the 2003 overhaul, the bill is projected to save businesses more than \$300 million over the next eight years.

## Family Medical Leave

SB 6185 was signed into law this session and codifies the federal Family and Medical Leave Act (FMLA) into state statute. This bill protects workers in Washington state from any changes to FMLA law the Bush Administration may enact. Rather than try to push unpopular legislation weakening the FMLA through

Congress, the White House wants to do the same thing it did (against objections from Congress) to overtime pay: simply change the rules. The Bush administration intends to redefine "serious illness" and make other changes that would make it harder for workers to qualify for FMLA leave.

## Apprenticeship Bill Passes

With the passage of E2SSB 6480, the apprenticeship utilization requirements for Department of Transportation (DOT) projects will be implemented in the following time frame:

Between July 1, 2007 and July 1, 2008 all DOT contracts estimated at \$5 million or more will be required to use 10% apprentices.

After July 1, 2008, until July 1, 2009, all DOT contracts estimated at \$3 million or more will be required to use 12% apprentices.

Finally, from July 1, 2009 onward, all DOT contracts estimated at \$2 million or more will be required to use 15% apprentices.

This represents at or above 83% of the total funding for all DOT projects within the state.

Over the next 10 years, the DOT has a budget of approximately \$12 billion. These apprenticeship utilization requirements, coupled with the DOT budget, will ensure that apprentices are being trained for the future and that Washington is building a larger, skilled workforce.

## Tax Relief for Aluminum Smelters

HB2348 extends tax credits to smelters until 2012. This will benefit Alcoa's plant in both Wenatchee and Whatcom County, where Machinists Union members work. The bill sent a message that the state is concerned about the aluminum industry. The tax credits pale in



District 751 President Mark Blondin (2nd from left), along with other labor leaders, meet with Senate Majority Leader Lisa Brown (center) on the unemployment insurance reform bill.

comparison to what the hundreds of jobs mean by keeping people employed and contributing to the tax base.

## Missed Chance to Support Labor Law Reform

One vote that was never taken on a resolution, although symbolic, was of critical importance to organized labor.

Ask every Union leader what the single biggest challenge facing organized labor is, and the answer will be -- Unions are losing ground because ineffective and unenforced federal labor laws have taken away American workers' freedom to choose Unions without employer intimidation and harassment.

House Joint Memorial 4036 would have put Washington state legislators on record as supporting labor law reform in the form of the Employee Free Choice Act (EFCA), which would require employers to recognize the Union after a majority of workers sign cards authorizing Union representation. It also would provide mediation and arbitration for first-contract disputes and establish stronger penalties for violation of the rights of workers seeking to form Unions or negotiate first contracts.

HJM 4036 offered an excellent opportunity for Union members and other workers in Washington to see which of their state representatives support restoring the freedom to join Unions, and which ones support maintaining the current system that stacks the deck in favor of employers. Unfortunately, it was not brought to a vote.

The EFCA has been co-sponsored by

all six Democratic members of Washington's Congressional delegation. The House version (H.R. 1696) now has 212 co-sponsors, nearly enough to force House leadership to allow a vote. The Senate version (S. 842) currently has 41 co-sponsors, including both Senators Patty Murray and Maria Cantwell.

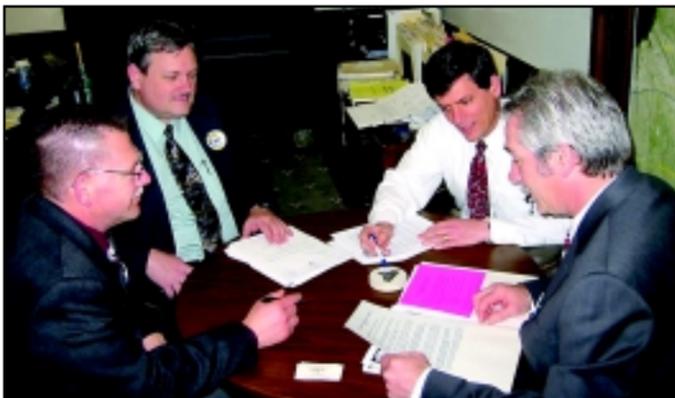
We are still pushing to get Republican Representatives Dave Reichert, Doc Hastings, and Cathy McMorris. If you live in their districts, you can send them a message encouraging them to support for EFCA by visiting [www.unionvoice.org/campaign/EFCA02605](http://www.unionvoice.org/campaign/EFCA02605).

HJM 4036 would also have condemned the Bush administration's latest attempt to bust federal employee Unions. The National Security Personnel System, which a federal judge recently ruled to be an illegal subversion of workers' rights, would throw out civil service rules at the Department of Defense.

## Fair Share Health Care

Another disappointment was the fact that the Fair Share Health Care Bill (HB2517) was not brought up for a floor vote, even though a majority of House members supported this bill. Governor Gregoire has pledged to work next year to pass a "perfected" Fair Share bill. The bill would have established a minimum standard for health care coverage for the state's largest companies. It was designed to put an end to the abusive practice of large, profitable corporations shifting their health care costs onto taxpayers and other businesses.

751 members Gus Gustavson, Keith Hanson and Brett Coty meet with State Rep Mark Miloscia to discuss labor issues in Olympia.



## Union Plus Mortgage Program Keeps Dark Clouds Away During Boeing Strike

The gray skies of the Seattle area seem to grow even darker for members of the IAM 751 whenever they are engaged in labor disputes with the Boeing Company. That was especially true in September last year when Jackie Thompson and other members of District 751 voted to strike after their employer refused to budge on a host of contract issues, including medical coverage, retirement and takeaway proposals.

Labor strife with Boeing wasn't new to Thompson, who has worked for Boeing off and on since 1989. In fact, he has been laid off twice and has gone out on strike just as often. Still, this last time was harder -- now he was married and had four children all under age six, with another due in April. Plus, he had a mortgage on their home in Kent, Washington to pay.

Fortunately for Thompson and other Union members who have a mortgage through the Union Plus Mortgage Program, financial help is available when workers need it most, including when they are disabled, or engaged in a strike or lockout. In fact, it's the only mortgage program in the country to boast such protections for Union members.

Thompson appreciates the support that was available to him and the other IAM members affected by the Boeing strike. "It's a great program that really came in handy," Thompson says. "Being out on strike, it was helpful to know financial assistance was available. The

Union Plus Mortgage Program is a blessing."

Thompson and his wife, Roni, also a Union member, had mortgaged and refinanced their home through Union Plus lending partner, Chase Home Finance. Even before they were able to contact Union Plus, the Thompsons



751 member Jackie Thompson and his wife Roni were thankful to have the Union Plus Mortgage Program in place during our strike last fall. The program offers mortgage help when workers are on strike or disabled.

were notified that, because their Union Plus Mortgage was in effect for over a year, they were entitled to receive strike assistance.

They were relieved to discover that even if the strike lasted up to a year, so would the assistance. The Union Plus Mortgage Assistance Program provides both interest-free loans and grants, protecting Union members and their families. By paying part or all of the monthly payments, Union Plus helps to take away members' worries of losing their homes.

During the month-long Boeing strike, five other members of District 751 also took advantage of the Mortgage Assistance Program. More than \$9,300 in mortgage relief was sent on their behalf to Chase Home Finance to make mortgage payments for October.

"Even when workers support a strike, it is difficult for many to deal with the financial hardship, especially for an extended period of time," Thompson, a Union activist, adds. "It is the reason many workers cross the picket line, even when they would rather not. Having this Mortgage Assistance strengthens the hand of workers during labor disputes because it decreases the financial burden caused when people aren't working."

For information about the benefits of Union Plus Mortgage, call 1-866-729-6016 to speak with a mortgage representative or visit the website at [www.unionplus.org/washington-mortgages.cfm](http://www.unionplus.org/washington-mortgages.cfm).

## COMMUNITY SERVICE

# ECF Kickoffs WIN 211 with Largest Grant Ever

A new statewide referral system began offering services in the Puget Sound region in February, due in part to a generous grant made by the Employees Community Fund (ECF) of Boeing Puget Sound. Local services began on February 22.

The new system, dubbed Washington Information Network 211, or WIN 211, offers a way for residents of Washington state to seek services from nonprofit agencies by dialing one number or visiting one Web site rather than randomly searching for agencies and calling each one separately. The new system also will serve as a referral hub for those who want to volunteer in their communities. By developing a system that coordinates efforts throughout the region, people are more likely to find the services they need much more quickly.

The system, a three-digit telephone number and Web site, is part of a nationwide effort to better serve people in need by providing a single access point to

numerous non-profit health and human services.

751-member Glenn Vail spearheaded the effort while serving on the ECF board last year. Glenn stated, "I have a disabled daughter. When we need something, sometimes it takes eight to ten calls to find out how to get it. One night I was thinking how ECF was instrumental in starting Medic 1 and 911. I had heard about 211 at a United Way meeting and thought what a great opportunity for ECF. The Board agreed and it just took off."

The original Employees Community Fund grant of \$100,000 in July 2004 to WIN 211 was divided among five counties needing an extra hand in getting the

system started locally. The remaining \$211,000 was offered as a challenge to be awarded only if WIN 211 raised the same amount by 2005. WIN 211 raised more than was required and was awarded the grant in January 2005. The grant,

totaling \$311,000, was the largest in the history of the Employees Community Fund of Boeing Puget Sound.

When the ECF Board issued the challenge grant, it was with the hope of getting this much-needed service up and running sooner.

"I am very excited about 211. It's been a longtime need in the community," said Employees Community Fund board secretary Jim Skoor. "It will prove such a boon for people trying to get to the agencies they need."

Skoor and other trustees attended kickoff celebrations throughout the region hosted by WIN 211 and local United Ways. Former ECF Trustee Glenn Vail was also on hand to see the kickoff. The Employees Community Fund was acknowledged as one of the largest single contributors to the effort.

The single access phone number and Web site came about through collaborations with more than 30 nonprofits that bring their expertise in information referrals, and the United Ways across the state. To utilize the services simply dial 211 or visit the website at [www.win211.org](http://www.win211.org).



Photo courtesy of United Way Snohomish County

*ECF Trustees helped kick off the new WIN 211 referral system with its largest grant ever. L to R: Tom Page, from WIN 211; Carl Zapora, United Way of Snohomish County; Bob Rommel, SPEEA; Vicki Reece, ECF Trustee; Jim Skoor, ECF secretary; Glenn Vail, former ECF trustee. Visit the website at [win211.org](http://win211.org)*

## Grant for Van Translates Into Food for Hungry

Boeing employees made a significant difference in the lives of those living in Lewis County. A \$28,280 Employees Community Fund (ECF) grant paid for a van last July, which helped the Lewis County Food Bank Coalition improve its ability to feed the hungry.

Volunteers had been using either their personal vehicles or the agency's large delivery trucks, which cost more to operate. Now, the food bank can purchase food with the dollars saved by not using the trucks. Even more significant, the money that would have been spent on buying a van (\$28,280) was used to purchase food, a direct benefit for clients.

The Lewis County Food Bank Coa-

lition is an all-volunteer organization that serves eight food banks in Lewis County.

The ECF board of trustees awards grants from the general fund to qualified agencies that apply and are located in counties where at least 15 members of ECF live. Lewis County agencies are in danger of losing their qualifications to receive grants from the Employees Community Fund because membership has dropped below the required 15.

Employees can join with co-workers to make a difference for these and other



*Floyd Cruz and Elizabeth Perrin show the food bank van purchased with an ECF grant.*

agencies in the Puget Sound region that help people in need by going to Total Access on the Boeing intranet and signing up to give.

Watch for events, activities and more information about the Employees Community Fund during the month-long awareness in May!

## 751 Members 'Build' Community Service Throughout Region

751 members continue to make a difference for residents in the surrounding area through a variety of community service projects. Nearly every weekend volunteers are out making our region a better place to live.

751 has partnered with the King County

Labor Agency to build wheelchair ramps for area residents. The recipients are overjoyed at the freedom a ramp at their home offers.

751 volunteers and their families also regularly prepare and serve meals at both the Tacoma Rescue Mission and the Everett Gospel Mission.



*Left: Members pose on the new ramp built for a Rainier Valley resident.*



*Photo right: Volunteers build the frame for a wheelchair ramp.*



*751 volunteers pose with the resident on her new ramp that they built.*



*Volunteers constructed a ramp for a resident of North Seattle*



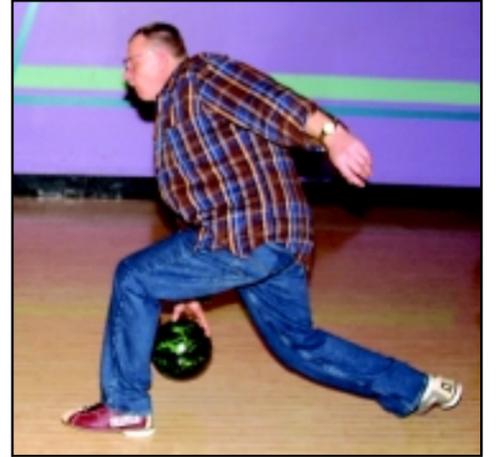
*Members regularly volunteer to serve meals at both the Tacoma Rescue Mission and the Everett Gospel Mission.*

*Photo left: Vennie Murphy (l) has been volunteering at the mission for many years and often brings family to help.*



Raymond Langberg shows good follow through.

# MONEY to SPARE for GUIDE DOGS & MNPL



Dino Phipps tries to pick up a split.

Local F was rolling the money after their bowling tournament held March 20th. The event raised \$1,997 for Guide Dogs of America and \$1,922 for the Machinists Non-Partisan Political League (MNPL).



Dave Brueher shows his technique that earned him the "We Tried" trophy.

There was fun to spare and prizes for every participant, as well as a hamburger lunch to fortify bowlers for their final games. The top three teams received cash prizes and racked up close scores (see winners below right). Karen McPeep captured both women's high

series and high game while Mike Darrah won men's high game with 244 and Gene Noteboom took high series with 591.

Dave Brueher, Kailee Kelliher and David Kelliher teamed up to earn the "We Tried" team award.

Special thanks to the following who put in many hours on the Bowling Committee coordinating the tournament and recruiting prizes: Duane Roope, Nate Gary, Tracy Smith, Grace Holland, Gus Gustaveson, James Williams, Garth Luark, Howard Churchill and Dave Muellenbach. Also thanks to the following volunteers who also helped ensure the event ran smoothly: Kim Leufroy, Nichole Roope, Sarah Roope, Tracy Smith, Jon Holden, Grace Holland, Gus Gustaveson, Garth Luark, Phil Hicks, Ronnie Behnke, Ronda Roope, and Nate Gary.

Special thanks to all who donated prizes for the participants in the annual event.



Left: Kenn Peterson lines up his ball.



Above: Matt Hardy uses body english to get a strike.



John Norwood shows his finest bowling form as he delivered a strike.



Duwayne Wolfe throws a spare.



Phil Hicks makes his approach.



Above: Roy Wilkinson tries to pick up a spare.

Right: Ronnie Behnke lines up her next shot.



## The Winning Throws



L to R: Mike Darrah won men's high game, Karen McPeep won both women's high game and high series and Gene Noteboom took men's high series.



L to R: James Williams, Sarah Williams, Emerson Capers Jr and Gene Noteboom took first place with a combined score of 2086.



Left: John Mayer walks to the line.



L to R: Manny Soto, Wade Keller, Bob Brashears and Lyle White teamed up for a second place finish with a combined score of 2032.



Taking home the third place team prize were L to R: Mark Johnson, Mike Darrah, Bob Pringle and Jeff Starkey with a combined score of 1990.

### Lane Sponsors

- Special thanks to the following who sponsored a lane to benefit Guide Dogs:
- Joint Programs Central Site
  - Joint Programs South Site
  - Joint Programs North Site
  - Everett BRs Jackie Boschok & Roy Moore
  - IAM Cascade Lodge 297
  - 751 Organizing - Jesse Cote, Jon Holden, Heather Barstow and Loren Guzzone
  - District President Mark Blondin and Secretary-Treasurer Susan Palmer
  - Local F Council Delegate Bryan DuPaul
  - Rinehart & Roblee, Attorneys PPLP
  - Tom Buffenbarger, International President
  - WSLC
  - VRP Committee

# Apprentice Graduates Master Their Trades

The graduation banquet on February 24 culminated over 8,000 hours of work for the seven union members who completed the IAM/Boeing Joint Apprenticeship Program. It was appropriate to hold the graduation at the Museum of Flight, which is home to so much of aviation history.

Most people are unaware of the rigorous schedule and standards these members endure to finish the program. However, just getting into the program is an accomplishment which requires meeting stringent criteria and demonstrating certain skills. Many take classes for years just to qualify to enter the program. Literally hundreds of people apply for what becomes just a handful of positions.

Once accepted, for four years these individuals rotated shifts, plants and shops. They learned a new machine

every few months and attended school two to three days a week after work. In addition, apprentices have their progress regularly reviewed by a group of people.



Rob Evans spoke on behalf of the graduates and gave a special thanks to the journeymen who took the time to pass on their knowledge and skills.

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

Karin Faulkner and Hung Nguyen had the honor of being the first graduates of the new Cellular Manufacturing Machinist Program. They helped shape and determine the program requirements and training. Hung Nguyen earned the Arnie Durall Achievement Award for excellence in the program.

Rob Evans, who accepted a salaried job last fall, spoke on behalf of the graduating apprentices. He noted at the start he thought rotating to a new job and site every six months would be the worst part of the apprenticeship. However, in the end it was the best part because you got to meet and work with new people and new equipment.

“At the end of the program, you have friends all over The Boeing Company,” Rob stated. “I can’t tell you how it feels to have a multi-million dollar machine that someone tells you to fix. It builds self confidence and troubleshooting skills.”

While he thanked many, Rob gave the biggest thanks to the journeymen who worked with them in the trenches. “They took the time to pass on knowledge and



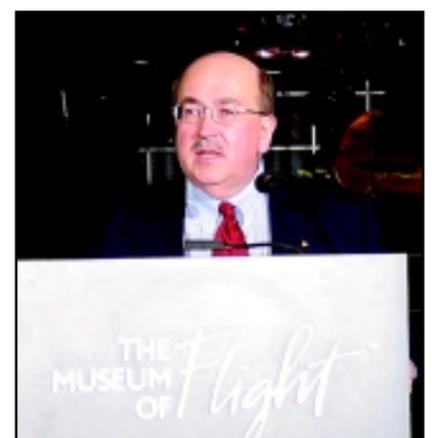
skills and to challenge me to ask why I was doing something. I learned to take a big problem and break it down. It was a great experience and provided skills that will last a lifetime,” Rob added.

District 751 President Mark Blondin applauded the graduates saying “You are the best of the best in your field. It is

quite an accomplishment just to get into the program. Your commitment to continued learning will keep our country and Boeing strong. As our industry changes, it is how well we adapt that determines if we survive. You have shown a commitment to that, and I would encourage you to share your knowledge with others.”

IAM International President Tom Buffenbarger also applauded the graduates. “The fact that this is longest running apprenticeship in the state speaks to the commitment of this program. Through its 71 year history, we have seen many other companies abandon this type of program, but Boeing and the Machinists Union kept it alive and ensured the opportunity will be there for the next generation.”

Congratulations to all apprentice graduates and to their families who supported them through their years in the program.



IAM International President Tom Buffenbarger congratulated the graduates on a job well done.

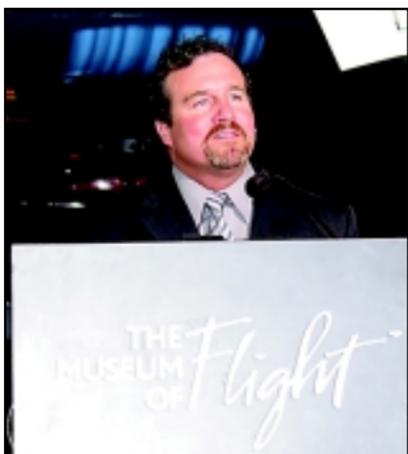
## Apprentice Graduates

**NC Spar Mill Operator**  
Shelley Miller Raymond Miller

**Ind. Electronic Maintenance Tech.**  
Rob Evans Maurice Taylor

**Cellular Manufacturing Machinist**  
Hung Nguyen Karin Faulkner

**Machine Tool Maintenance Mech.**  
Morgan Bragg



District 751 President Mark Blondin applauded the graduates and noted ‘they are the best of the best in their field.’

## Nguyen Named Top Apprentice for Outstanding Effort

The highlight of the graduation banquet was the announcement that Hung V. Nguyen was selected to receive the Arnie Durall Achievement Award. The award is given to the apprentice who posted the highest marks in the classroom and in shop work throughout his apprenticeship.

The award is named after a former

Boeing employee who spent over 40 years as an apprenticeship-related instructor and personally trained over 800 Boeing apprentices.

Yet the award should come as no surprise to those who knows Hung. He excels in everything he does. He came to America in 1992, hired into Boeing in 1994 as a Factory Service Attendant and

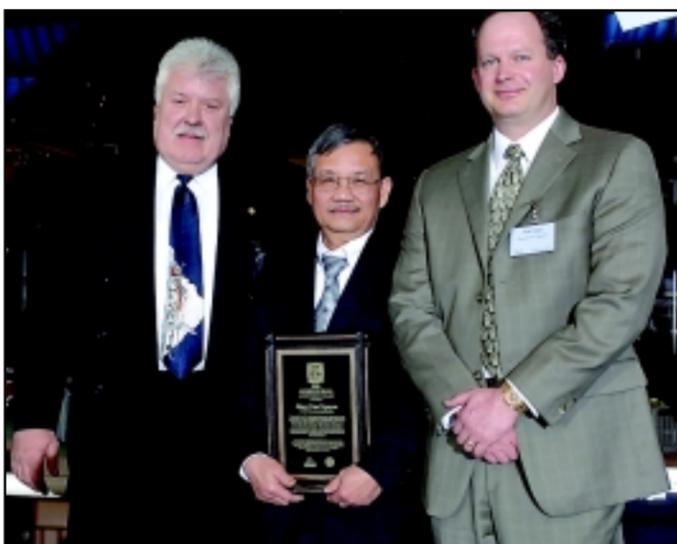
was determined to move up. Hung appreciated the educational opportunities available through QTTP and utilized the program to earn his Associate of Arts Degree from Green River Community College in Machine Technology. However, the degree was not the goal. His efforts were to get accepted into the apprenticeship program, which he accomplished with help and advice from QTTP advisors along the way to assist him through the system.

Hung also had to overcome issues with English as a Second Language. Rather than get discouraged, he became more determined. Whether it was putting in for an ERT, completing a course in college, or taking an equivalency test, he gave it his all and showed he was a real go-getter.

It was no surprise he put the same time and effort into succeeding once he was in the apprenticeship program.

What makes his achievement even more impressive is the fact that he did it at 57 years of age and truly believes every day is a learning experience.

Hung V Nguyen (center) earned the Arnie Durall Award for his top marks in the classroom and shop work. Business Rep Paul Knebel (l) and Mark Calkins, Lean Operations Manager, present the award.



# HITTING THE GROUND RUNNING

March saw lots of movement and new faces among the full-time Union staff. While they are in new positions for the Union, each has been active in the Union for many years. Their backgrounds differ, yet each shares a commitment to the membership and brings years of Union experience and fresh enthusiasm to the job.

## New Renton Business Rep

Jimmy Darrah is a familiar face at the Union, putting in nearly 20 years in our Union. For the past six years, Jimmy has battled daily to protect IAM jobs at Boeing. As a Work Transfer Rep at the Renton Site, he and Heather Barstow teamed up to offer alternatives to Company offload proposals. In addition, they continually questioned figures Boeing would use to estimate the cost for our members to perform the work. This assignment has given him an eye for detail and documentation, which will come in handy as he challenges management to prevent contract violations. It also gave him valuable experience dealing with Company executives.

In addition, for the past year and a half, Jimmy served as Local C President, as well as spending years as a District Council delegate. During the strike last fall, he undertook the tremendous job of coordinating the supplies and strike kitchens for all locations. His organizational skills were evident and will come in handy in juggling

employees to vote no for Union representation.

Jon Holden has spent the past two years as an apprentice organizer working for the Union through our International Office. In that capacity, he gained valuable experience in running organizing campaigns and bringing the benefits of Union membership to other workers. During his apprenticeship, he saw first hand how ruthless companies get when employees express support for the Union. The tactics only made him more determined to bring the benefits of Union membership to other workers.

He recalled successfully organizing workers at Fort Irwin in Barstow, California. These individuals worked on tanks at an army training facility. After voting to go Union, the members raised their wages between \$3 and \$4 per hour. He still keeps in contact with some of those members.

"Organizing is so important because if we in 751 enjoy benefits of Union representation at Boeing while no one else does, how long before we start losing ground? If we are constantly battling to keep what we have, we will never make progress and get what we really deserve. Our goal, as Union members, is to show everyone in the community how they can benefit from Union representa-



*Business Rep Jimmy Darrah (center) talks issues with Stewards Mike Olebar (l) and John Tschannen.*

the many tasks associated with the business rep position.

Before that, Jimmy spent many years as a Steward gaining valuable grievance experience. Yet this barely scratches the surface of his Union experience. Jimmy has also served as Local C Vice President, Local C Audit, Local C Bylaws Committee, coordinated various fundraisers and events, as well as being the top volunteer in 1997.

Jimmy noted, "I am honored to have the opportunity to serve the members in this capacity. I will continually look for new ways to improve service to the membership, and I look forward to meeting the members in my area."

## New Organizers

Enthusiasm and energy are what immediately strike you from newly appointed 751 Organizers Heather Barstow and Jon Holden. Each brings a passion for helping others to achieve a better standard of living. They speak from the heart and believe wholeheartedly in their work. Both have been very active in the Union for years.

To be effective as a Union organizer, it takes a special type of person. They must have exceptional people skills, have the ability to put people at ease, be informed on labor laws and have the presence that can reassure people when companies put enormous pressure on em-

tion. They deserve what we have – my job is to try to give it to them."

In the past, Jon served as Local F Vice President, Local F Trustee, Union Steward, Chair of Local F Bylaws Committee and Chair of the Volunteer Recognition Program, where he won top volunteer for three years.

Heather Barstow has demonstrated her fighting spirit on a daily basis as she proudly worked as the Union's Work Transfer Representative in Renton, alongside Jimmy Darrah. She learned to dissect Company arguments for offload, how to build a counter effort and the importance of keeping every job. She



*Organizers Heather Barstow (l) and Jon Holden bring enthusiasm and fresh ideas to the Union.*

was a tremendous asset for the Union with her diligence and determination. Her energy and enthusiasm are contagious as she gives 110 percent into every task.

Heather has been active in the Union since she hired into Boeing - serving as a Union Steward, Local A Trustee, Local A Audit and for the past three years as Local A Financial Secretary. She is visible at every Union event - volunteering to help, providing leadership and offering support. Her easy going nature instantly puts people at ease and will be valuable as she reaches out to bring the benefits of Union membership to other workers.

"It is a privilege to serve the membership in this capacity. So many workers today need to learn about the benefits of Union membership and to get their wages, benefits and working conditions stated in writing. I look forward to my new position and the challenges that it presents," Heather stated.

## Political Director

Effective March 16, Larry Brown moved from his Business Rep assignment in Renton to Political Director of 751. While Larry has done a great job as a business rep in Renton and as the Union Steward Coordinator before that, politics has always been his passion. In 1992, he worked full time for the Union as assistant political director during that critical election year that delivered Bill Clinton as President and Patty Murray as our Senator. He also spent a year working through the political realm to deliver the Talgo train to Washington State.

Larry also brings a wealth of other Union and community experience. He has served as the District Safety Coordinator, which required him to be a part of the Governor's Industrial Health and Safety Advisory Board and on the Evergreen Safety Council Board of Directors. Beyond just enforcing the contract, Larry has been on the '99, '02 and '05 Negotiating Committees. He has also been very active in the Community College arena - serving as a trustee at Green

River Community College for 8 years and currently serves as president of the Trustees Association. He has also been active in other community issues such as serving on the Advisory Committee for the King County International Airport to ensure it remains viable for our members working at Seattle Field.

Before working full time for the Union, Larry held many leadership roles in the Union including, District Council Delegate, Union Steward, Legislative Chair, Local F Trustee, and Local F Auditor.



*Gloria Millsaps is excited to serve the members in her new position as QTTP Administrator at the South Site.*

## QTTP Administrator

In March, Gloria Millsaps also transferred to a new Union position. Gloria moved from Organizer to Administrator for the IAM/Boeing Quality Through Training Program at the South Site. She brings a wealth of experience and skills to her new position, as well as nearly 28 years of active Union membership. Gloria has served the membership in various capacities including working for 4 years as the Social Service Organizer - visiting members in the hospital and helping with their paperwork. She has served as District Vice President for the past 9 years and was the first female Vice President of the District. She also served as a District Council Delegate for 10 years, as a delegate to the Pierce County Central Labor Council for 10 years and Co-Chaired the 751 Women's Committee for 6 years.

Throughout her years as a 751 member, Gloria has been active, holding various Local Lodge offices including Vice President, Financial Secretary and Auditor, as well as volunteering for numerous events. She is excited to return to QTTP where she spent two years as a Site Program Coordinator. Before that she was on the South Site Advisory Committee where she helped shape the programs delivered to the membership and ensured members were getting the proper training to perform their jobs and expand their horizons. Gloria has been a strong advocate for the program - encouraging members to take advantage of its vast resources.



*751 Political Director Larry Brown (center) meets with Senator Murray's Chief of Staff Rick Desimone (l) and Senator Cantwell's Chief of Staff Kurt Beckett.*

# Machinists' Day at Museum of Flight - Saturday, May 6th

Saturday, May 6th is "Machinists' Day at the Museum of Flight." This is an opportunity for all IAM members and retirees to bring their family to tour and explore this internationally-known aviation and aerospace museum. Museum hours will be from 10 a.m. to 5 p.m. Members will enter on the Boeing Field side (east) of the Museum. Signs will direct you. Show either a Boeing ID, IAM dues book or retirement card for you and your family (six maximum) to get in free. You will receive a special color wrist band that will get you around the museum and into the hospitality suite (open 10:30 a.m. - 4:30 p.m.). Museum staff will provide an itinerary of the day's events.



Members and their families can explore the Museum of Flight free of charge on Saturday, May 6th.

Special children's programs, a variety of films, and a private reception with refreshments in the View Lounge on the second floor, overlooking Boeing Field, are planned to acquaint IAM members with the non-stop learning and family fun available all year long for Museum of Flight

members. Exhibits include Air Force One, the Great Gallery, the Boeing Story, the Concorde, and the Birth of Aviation. Mark your calendars, watch for the special mailing with more information and plan to attend Machinists' Day at the Museum of Flight on Saturday, May 6.

## Look for Joint Programs Mailing to Verify ERT

As a result of a recent internal audit finding, IAM/Boeing Joint Programs will be mailing information to IAM members who currently have Category "C" ERTs on file, requesting documentation to verify completion of advisor-entered equivalent courses. These affected members are being asked to make an appointment with a QTTP Advisor to review the requirements and provide documentation, in order for their ERTs to remain active. If you feel that you are among the affected members (i.e.,

you have a CAT "C" ERT on file and have advisor-entered equivalents), please watch your home mailbox for a letter from IAM/Boeing Joint Programs. If you are an affected employee and have not received a letter from IAM/Boeing Joint Programs by April 7, 2006, please contact a QTTP Advisor immediately at the location nearest you. Everett..... 425-342-9973.  
Renton, Kent, Seattle.....425-965-4279  
Auburn.....253-931-3577

## Incentives Were Designed to Protect Our Jobs

Continued from page 1

space companies in the region.

"If the outside firms are paying near the same wages and benefits, there is less of an incentive to take our work outside," added Blondin.

The Union took the issue to Olympia. Blondin met with Governor Gregoire to inform her exactly how the aerospace tax incentives were being used. When Governor Locke and state legislators approved the incentives, it was to keep good-paying Boeing jobs in the region and attract additional aerospace companies with new work packages to Puget Sound. No one envisioned using the incentives to move Boeing jobs right outside the factory at half the pay and benefits. The state loses by giving a com-

pany tax breaks and also loses its tax base as workers trade a \$26 an hour job for a \$13 an hour job.

Union Steward Ethel Long, who has worked as an MPRF since she hired into Boeing in 1986, was upset at the news. She views the New Breed announcement as a threat to the future of her job title at Boeing. "Who would have thought the Dreamliner would be the plane that stops Boeing employees from achieving the American Dream?" stated Ethel. "Since New Breed is headquartered in North Carolina you know they will offer considerably less in wages and benefits."

"We have already made a ton of changes to our job. I can't remember how many times we have adapted and learned new skills to accommodate the Company's vision," stated Ethel.

The Union will continue to press Boeing for additional 787 work, in addition to working the legislative process.

"It is really sad how Boeing seems to just want to cut our jobs to give millions to their top executives. If we don't take action, 10 years from now what I do will not exist at Boeing," added Ethel. "The Union is our best shot at saving these good-paying jobs. I hope members will become more involved. They are jobs worth fighting for."

*Ethel Long, an MPRF, was upset to read about Boeing's decision on to offload 787 parts delivery.*





## Sunday, July 9, 2006

### 15th Annual Local C golf Tournament

Benefiting Guide Dogs of America

The 15th annual Local C Golf Tournament to benefit Guide Dogs of America will be held Sunday, July 9 at Elk Run Golf Course in Maple Valley. The cost will be \$100 per person, which covers green fees, cart rental, tournament t-shirt, prizes and a buffet at the end of play. **There is also a second option. The \$100 tournament fee will be waived for any individual turning in \$150 in donations to Guide Dogs.** The "scramble" format has a shotgun start at 7:30 a.m for all golfers. Prizes will be awarded to the top three teams. Individual

prizes will be given for longest drive, KP and 50/50 honey pot. All other prizes will be raffled off at the end. **No entries will be accepted until full payment is received for ALL participants. Entry deadline is June 9th.**

If you would like to donate prizes, please contact Mark Johnson on 253-833-5590. If you have questions or would like to volunteer, contact one of the following tournament co-chairs: Spencer Graham on 206-251-9021; Hole sponsorship Tony Curran on 206-280-7536.

## Accepting the Oath



Business Rep Jim Darrah (l) administers the oath of office to Local C President Chuck Craft.



Local E President Jay Carterman (r) repeats the oath of office from Joint Programs Co-Director Gary Jackson.

## 4TH ANNUAL ALL BREED Puppy Putt

BENEFITING GUIDE DOGS OF AMERICA  
JUNE 10, 2006

STARTS AT  
RENTON  
MOTORCYCLES

3701 EAST VALLEY ROAD  
RENTON, WASHINGTON 98055



**ADVANCE REGISTRATION**  
\$25, PASSENGER \$10 (BY 5/5/06)  
DAY OF RIDE \$30, PASSENGER \$10

TO: MACHINISTS DISTRICT 751  
4TH ANNUAL PUPPY PUTT  
9125 15TH PL. S.  
SEATTLE, WA 98108

FOR INFORMATION CONTACT:  
KEWANDA HOBBS  
206-764-0335 OR WWW.IAM751.ORG  
OR WWW.PUTTYPUTT.COM

### 2006 Golf Tournament Entry Form

Group Contact: \_\_\_\_\_ Phone: \_\_\_\_\_

Address: \_\_\_\_\_

Players wishing to golf together, submit just one form. 4 players max per team.

Name: _____	Phone: _____
Shirt Size (circle one) S M L XL 2X 3X	
Name: _____	Phone: _____
Shirt Size (circle one) S M L XL 2X 3X	
Name: _____	Phone: _____
Shirt Size (circle one) S M L XL 2X 3X	
Name: _____	Phone: _____
Shirt Size (circle one) S M L XL 2X 3X	

**Entries will not be accepted unless full payment is received by JUNE 9th.**  
Turn in \$150 in donations to waive entry fee or return checks for \$100 per player payable to: Spencer Graham, Local C Golf Tournament, 9125 15th Pl. S, Seattle, WA 98108

## RETIREMENT NEWS

# March Retired Club Minutes

by Ruth Render,  
Retired Club Secretary

At the March 13th business meeting, Al Menke called the meeting to order at 11 a.m. The Lord's Prayer was said followed by the flag salute and the singing of "God Bless America" led by Ruth Render.

**Roll Call of Officers:** All officers were present except Al Wydick who was on vacation. Minutes were accepted as printed.

**Communications:** Received a thank you letter from the Catholic Seamen's Club for the \$25 donation.

**Financial Report:** The Financial Report was accepted as read.

**New Members:** The Club welcomed Donna Bolton, who was a long-time Boeing employee, as a new member.

Mary King celebrated her 92nd birthday with us. She is quite a lady, a real trooper and an inspiration to all. She has a wonderful attitude and a great spirit.

**Business Rep Report:** Business Rep Paul Knebel reported on the various staff changes in the Union. He also reported the Union is very unhappy about the way Boeing is doing business – especially in regard to the 787. This is a Boeing plane in

name only. The majority of the plane has been offloaded to vendors. Every chance Boeing has to work together and partner with the Union membership who builds the planes, they instead go to an outside vendor. Boeing is just giving us a portion of work to be done on the new plane. The plane is coming in already wired and plumbed. The tail of the airplane is the only thing that is being built here. The plane will be assembled at the Everett plant.

**Health & Welfare:** A moment of silence was held for the following members who have passed away: Fay Allen, Francis Eltrich, Neil Holbrook, Harold Mason, Ida Muse, Ronald Nickel, Gerald Paulus, Joseph Pollard, James Salisbury, Mary Stephens, and John Walgamutt. Sympathy cards were sent to the families.

**Calendar of Events:**

April 3 Bingo  
April 10 Business Meeting  
April 17 Bingo  
April 24 Prosser Music

**Legislative Report:** Carl Schwartz spoke about the 10-50 building in Renton and the work we used to perform there. It is now a parking lot.

The Bush Administration's drug bill continues to prove controversial and in many cases, unworkable. Many seniors are finding the bill too complicated so they are not signing up. Seniors are also finding in many cases the so-called "savings" are not there. In fact, for most it costs MORE for LESS. Our Club, along with the Alliance for Retired Americans, continues to call for scrapping the Bush bill and adopting an entirely new



Those attending the Retired Club meeting every Monday at the Seattle Union Hall are treated to a free lunch at noon.

measure based on the non-profit concept of Medicare and Social Security - such resolution was moved, seconded and passed.

The Club also passed a second resolution to make at least quarterly adjustments to Social Security payments if the cost of living rises by 10 percent or more.

Carl noted the state wide meeting of the Alliance for Retired Americans will be at the 751 Seattle Union Hall on May 31. All retirees are invited. Their committee will be considering resolutions to the state organization. If you have an item of interest that should be considered, write it up and get it to us before our April Club meeting.

**Good and Welfare:** A special thank you to George McIntire and the kitchen crew (Helen Miller and Pat Ross) for preparing a wonderful St. Patrick's Day lunch. They are to be commended for their efforts. Keep up the good work. The Retired Club really appreciates the lunches.

Mary Allen and Irene Tilford are still on medical leave. We pray for a speedy

recovery for them and hope to see them soon. You are both sorely missed.

Tom O'Brien encouraged those getting ready to retire and those already retired to join the 751 Retired Club. Taking a retirement with the Union is free and joining the club is free. The fight that Unions have is ongoing, and they can use help from our retirees. Also our Union is there to help us when we need it. Please go to your Local Lodge meetings and ask those retiring to join the 751 Retired Club.

Gene Hoglund spoke on the proposed tunnel to repair the viaduct, which could threaten Seattle's maritime industry.

**Unfinished Business:** None.

**New Business:** None.

**Birthdays & Anniversaries:** The Club celebrated the following April birthdays: Carl Schwartz, Vera Doss, Eddie Edwards, Marjorie Richardson, Perry Sherman, Mary King and Betty Altaras. April anniversaries included: Isaac & Rose Motola.

### RETIRED CLUB OFFICERS

<b>President</b>	<b>Alvin Menke</b>	<b>425-235-9361</b>
<b>Vice President</b>	<b>Al Wydick</b>	<b>253-876-2147</b>
<b>Secretary</b>	<b>Ruth Render</b>	<b>206-324-4055</b>
<b>Treasurer</b>	<b>Betty Ness</b>	<b>206-762-0725</b>
<b>Srgnt-at-Arms</b>	<b>Leroy Miller</b>	<b>206-878-0601</b>
<b>Trustees:</b>	<b>Louise Burns</b>	<b>206-242-5878</b>
	<b>Cherie Menke</b>	<b>425-235-9361</b>
	<b>John Guevarra</b>	<b>206-762-3848</b>
<b>Union Office: (1-800-763-1301) or 206-763-1300</b>		

## Jackson Honored for Service at Retirement

On March 31, Gary Jackson, Executive Director of The IAM- Boeing Joint Programs, retired after 18 years of dedicated service to the Union. His commitment to the membership of IAM 751 was evident from the moment he began to work at Boeing in 1977. Just a few months after hiring into Boeing, Gary faced his first strike. The solidarity he witnessed during the strike got him interested in becoming more involved in the Union.

He began as a Union Steward and worked his way up through the officers' ranks serving as Local E Auditor, Local E Recording Secretary, Local E President and as a District Council delegate. Yet he also volunteered to help with many Union projects – the District float which took part in local parades, the Contract Survey Subcommittee, the Washington Machinists Council, as well as helping with events and legislative campaigns.

In 1988, he came to work for the Union full time to better serve the membership. In all of his Union assignments, Gary strived to bring the Union and Company together with the goal of achieving a better life for our membership. He succeeded and excelled in each assignment.

During his years in the Union's Health and Benefits Office, he helped many members get their medical claims paid, appealed worker's compensation decisions and assisted members in collecting retirement benefits. In Wage Determination, Gary worked to settle griev-

ances and helped with contract enforcement.

In 1993, Gary moved to Joint Programs where he focused on delivering education and safety programs to the members. While at the Joint Programs, Gary helped introduce many innovative programs that have led the country in labor-management cooperation – turning those ideas into realities for our membership. When Boeing had huge layoffs in the mid 1990's and also following 9-11, Gary helped ensure our laid-off members had a safety net to train and transition to new careers. His cooperative nature and easy going style brought together many different entities to help our membership – from community and technical colleges, many State and Federal Agencies, to others in the education field.

Under his leadership, the Health and Safety Institute has continued to provide valuable training and proactive measures to help ensure that our members work in a safe and healthy workplace.

Gary has also been a tremendous resource at the bargaining table. During his tenure at the Union, he has served on three different bargaining committees: Benefits Subcommittee, Jobs Subcommittee and the Joint Programs Subcommittee.

He will be greatly missed by his many friends at the Union, The Boeing Company and in the education field.



Gary Jackson

### Retirees

Congratulations to the following members who retired from Boeing:

Cameron T. Almlie	William C. Johnson
Polly V. Balbaloba	Kenneth R. Keller
Vernard D. Barrett	Ronald A. Klugness
Dennis J. Barry	Stephen P. Koester
Ronald H. Bondy	Jacque A. Labrie
Bruce L. Borsheim	Michael J. Lazott
Sandra P. Breneman	Binyamin Y. Levine
Michael R. Brock	John W. Lund
Steven W. Brucker	Dennis E. Lynch
William L. Burkenbine	Ross M. Lynch
Manuel C. Cawaling	Alvin L. Newbold
Julius J. Charbonneau	Kathryn B. Newbold
Terry G. Conover	Donald Nicholson, Sr.
Richard C. Dally	Carl G. Ohrm
Glory O. Deleon	Karen A. Palmer
Edgar L. Dubose	Ruth C. Palmer
Linda L. Dunlap	Carol A. Persak
James H. Ellis	Phillip E. Rauch
Gary D. Evans	James J. Ruff
Jerry G. Forhan	Kenneth L. Shaffer
Richard S. Frantsvog	James G. Smith
John Garrett, Jr.,	Jack D. Sorenson
Jerry L. Gilbert	Frank S. Tate
Gary A. Hagen	David S. Tennent
Carole E. Hector	Floyd J. Thomson
Douglas W. Henderson	Thomas C. Venable
Delbert L. Holan	James T. Ware
Dennis D. Houser	David M. Welk
Phyllis I. Huff	Bettie R. Whelan
Craig A. Johnson	Adrian L. Winters
Troy E. Johnson	Kenneth D. Wright

A special thank you to Harry and Sachi Okazaki for the delicious fruit and gift basket they sent to the Club. We miss you at the meetings and hope all is well.

The Alliance of Retired Americans south area chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center (600 E. Smith St, Kent). We discuss Social Security, Medicare including prescription drugs and many other issues of concern to seniors. Join us and share your opinions. For more information, contact 206-762-3848 or 253-630-5280.

# FREE WANT ADS

**FOR MEMBERS ONLY**

## ANIMALS

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

## AUTO PARTS & ACCESSORIES

KAR KADDY car dolly. Excellent condition - only \$350. 206-725-9020

350 CHEV SB, Dart Iron Eagle heads, roller cam, H-beam rods, 7 qt. oil pan, 4 bolt main, studded block, 500 HP. \$4K OBO. 425-226-5835

'67 IMPALA WHEEL COVERS - good condition. \$40 set plus shipping. Call John Morris 425-353-4136

'63 CHEVY JACK - no handle. \$10 plus shipping. Call John Morris 425-353-4136

1947 - 1954 CHEVY PICKUP PARTS - original hoods, fenders and box - in very good condition. Call for reasonable prices. 253-631-5657

PARTS FOR SALE - 1936 Dodge pickup parts. Some parts wanted. 425-778-3826

CRUISE CONTROL - ZT-11. Fits any car, van or light truck. New - still in box, includes electronic clutch switch. \$75 OBO. 253-852-6809

## BOATS

MOORAGE - 40' open slip, SW Lake Washington. For rent, long term. Desired \$290 a month. 425-255-7465

HONDA 7.5 HP OUTBOARD - mid 80's. 4-stroke, great oil and water pressure, 12 volt aux power supply, recoil start. \$650. 425-760-4667

16.5' 1990 CAMPION - 100 & 7 hp Mercs, full canvas, EZ load trailer, downriggers, new cables, bilge pump. Great boat. \$6000. 425-345-3000

15' HARBOR CRAFT - 30 hp Mercury and Trolling motor. Life vests, anchor and more. Boat has vessel license thru 2007; trailer is registered until April 2007. Ready to fish! Call Byron at 253-261-4933 for price.

12' WOOD DRIFT BOAT, very nice. Includes trailer, tarp and rows. \$990. 253-840-2108

## COTTAGE INDUSTRIES

DISC JOCKEY - for hire. Wedding receptions, birthdays, holidays, retirements or any other party. I can make your event a true celebration. Although, I specialize in the oldies, I play the music from the 30's, 40's to the present. Swing, Rock & Roll, Top 40, Country, Disco - You name it, I play it. 425-888-0310

SWEETHEART RINGS - genuine garnet, ruby and amethyst rings are available gift wrapped for \$99. 360-652-7430

Try a new liquid NUTRITIONAL SUPPLEMENT called Seasilver. Buy 3, get 1 free. For more information, log onto [www.seasilver3plus1.com](http://www.seasilver3plus1.com) or call 1-800-218-2330. Coupon #5266-0399-92345-0193

NEED TO TALK TO AN ATTORNEY? \$26.95 per month, includes wills, identity theft protection. Call 253-759-9222

PLASTIC WELDING - repair ATV fenders, motorcycle fairings, RV and boat holding tanks, mower chutes, grass catchers. All Thermoplastic Repair. Actual plastic welding - no glues used. Welds 98% as strong as original plastic. 360-420-8033

WHEAT-FREE - organic gourmet dog treats for your "lil yapper". Choose from cheese, bacon, peanut butter and many others. 360-691-5253 Lil Yapper pet products

HOME MORTGAGES - Purchases, construction loans, refinances - problem credit is fine. Quick turnaround! Call Kimberly Peterson 425-238-9370

I RESTORE AND REPAIR - old firearms as a hobby. I want neglected, distressed or just old guns, especially old shot guns. 206-824-2428

## AD RULES

Keep ads to 25 words or less. Use separate piece of paper for each ad, as they are pre-classified physically. Ads are free to members - active, laid-off, or retired. For best response, include phone number. Members' "cottage industries" are OK. When using own paper for ads, include info required on regular ad blank.

Next Issue Deadline April 14th

TRI-CHEM PAINTS AND KITS - art, craft supplies for wood, glass, fabric, etc. Monthly specials. Catalogs - send \$4 (credited on first order) to Daisy B. 30803 7th Ave SW; Federal Way, WA 98023. Help needed. 253-839-7272 or cell 253-691-2090

HANDMADE BABY BLANKETS - perfect baby shower fit \$20-\$65. Call or email [goldwing23@verizon.net](mailto:goldwing23@verizon.net) subject line "BLANKETS" Lisa. 360-757-7460

CUSTOM WOODEN STORAGE SHEDS AND GARAGES - many styles and sizes, built on your lot. Best build and best price guaranteed! 866-503-5669

MASSAGE - Relax with a massage. 1st time client special \$45. By appointment only. Lake Stevens 425-760-0968

ANOTHER MAN'S TREASURE - eBay consignment service. Reasonable rates, custom ads, maximum exposure, 100% positive feedback. Get TOP dollar for your "junk". 425-608-0233 or 360-301-9659

HOUSEKEEPING - at a very affordable price. Have time to spend doing those things you really want to do and have a clean house, too! 253-891-2744

HANDMADE BIRD HOUSES - perfect Christmas gifts. Removable roof, whole location perfect for Northwest birds. \$10-\$12. 425-743-7510

GOT SPORTS? Create memorable end-of-the-season sports DVDs! Digital Carousel will edit and manufacture your custom DVDs. "How to" list available. [www.digitalcarousel.com](http://www.digitalcarousel.com) or 206-300-4886

HOME MORTGAGES - Refinances and Credit Lines available at low or no cost. Call me today! Keith Lilly 206-200-3863

ATTENTION TO DETAIL WOODWORKING - cabinets, hutches, bookcases. 425-255-3483

CUSTOM WOODWORK - cabinetry, bookcases, fireplace mantels, etc. Please call 206-713-5257, evenings 360-886-0651

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

## ELECTRONICS & ENTERTAINMENT

PEARL DRUM SET - 5-piece, red. Includes highhat, 2 cymbals, practice pads, throne, and 10 pairs of sticks. \$525. 253-891-2093

## FURNITURE AND APPLIANCES

38" FIREPLACE SCREEN - black & brass, plus brass tools. Very good condition \$100. 253-852-6809

ANTIQUA DESK AND CHAIR - 34" wide x 16" deep, 3 large drawers plus flip top front. Nice condition \$175. 253-852-6809

ANTIQUA TABLE - 24" square with shelf \$125. 253-852-6809

CHILD'S ARMOIR - 34" wide x 44" high. 5 drawers on one side with hanging room on other side. Dark wood, older, very nice \$140. 253-852-6809

COFFEE TABLE - 40" round, heavy glass top. 21" dark wood stand. Good condition \$100. 253-852-6809

CHINA HUTCH - hard rock maple \$300. 253-939-6312

KING SIZE BED - new mattress, mattress cover, sheets, blankets. \$899. 360-435-7249

BUNK BED - natural wood finish. Very sturdy and good looking. \$150. Call Robert at 253-224-0232

WING BACK CHAIRS - 2 dark green recliners, \$100 for both. Very nice floral SOFA, hardly used, \$200 OBO. 206-772-7161

COMPUTER CHAIR - with swivels, cloth and rollers. \$40 OBO. 425-255-9542

PACIFIC TRASH BURNER - great for your cabin or shop. For cooking or heat - excellent shape! \$40. 425-392-4786

COFFEE TABLE - light oak with matching end table, \$85. Corner COMPUTER DESK with HUTCH, \$100. 425-255-1184

WALNUT DINING ROOM SET - includes table, 4 arm chairs and CHINA CABINET. \$200. 425-392-1176

TEMPURPedic Classic King mattress and foundation - new, still sealed in original box. Purchase price \$2400 - will sell for \$1600 OBO. 425-787-9746

FURNITURE FOR SALE - full house of furniture. 17 cu. ft. refrigerator - exc cond, \$200. Sofa, \$150. Child's bed, \$50. Brand new stroller, \$25. Baby cradle, \$50. 2 small tables, \$15 each. Record player, radio, \$100. Beauty shop equipment - call for prices. 206-772-1353 or 206-772-1752

## HOUSING

FORRENT - S. Everett - brand new home '06, easy access to I5/Hwy 526, minutes to Boeing, malls & shopping center. 2-story, 4 BDRM/2.5 BATH, WIC, smartbox, skylight, real hardwood flr, gas furnace/water/cook top, all appliances, 9' ceiling on first flr, gourmet kitchen, close to all amenities. \$1650/mo. Call for personal tour. 206-669-9685

PALM SPRINGS APT. - for sale by owner. Ideal vacation hideaway. Suitable vacation rental. Completely furnished and supplied. \$190K. 760-320-2702 Palm Springs

BULICAN, MALOLOS CITY, PHILIPPINES - beautiful 3 yr old home on Queen Victoria Street in Royal Estate Subdivision. 3 flrs. - only \$120K negotiable. Emilia 253-804-0885 or Edna 253-838-1850

FOR RENT - House in SeaTac area, 3 BDRMS upstairs with new carpet, 1 BATH, 1 garage, 1 carport, large parking area next to Valley View Elementary school, between 99 and I-5. View of Mount Rainier and Kent Valley. Has downstairs occupants already. No pets. \$1K/month. Call 425-357-9829

## MISCELLANEOUS

46" ROUND BIRD CAGE - 15" wide x 30" high on 17" stand. Clean, dome top, tan with black stand \$45. 253-852-6809

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 - \$35. 253-852-6809

BABY AUSTRALIAN STICK BUGS - very easy pets. All you need is a tank with lid and blackberry leaves. Very unique \$2 each. 253-852-6809

GLASS GALLON JARS (15) - with lids for honey, food storage, etc. \$2.25 each. 253-852-6809

LOW BACK BUCKET SEAT COVERS - sheep skin, tight custom fit. One (1) pair - plum color, new \$45. 253-852-6809

FARMALL Cub Tractor Owner's Manual & Parts Book - old one, 1948. \$50. PLANTS - 4 large Christmas cactus, Bird of Paradise starts, large hibiscus plant. Nice Mother's Day plants. \$7.50 - \$35. 253-852-6809

COLLEGE BOUND? Dorm fridge, bed linens, bed/backrest pillow, desk/bed lamps, three drawer plastic storage, desktop fountain. \$250 for all - call for description. 425-641-5567

LICENSED CHILDCARE - ages 4 weeks through 11 years. DSHS welcome. Spanaway/Frederickson area. Hours and days of care negotiable. 253-539-5616

KEGGING SYSTEM - 2 Cornelius kegs, 2 taps w/shanks, 1 picnic tap, full 5 lb. CO2 bottle, dual gauge regulator, 4 ball-lock fittings, drip tray, manual, tap wrench, misc. hose clamps, etc. \$300 OBO. 425-737-0202

WOLLENSAK 3M reel to reel tape deck with many reels, \$75. Electric massager machine (kneading fingers), \$35. Poker chips in revolving holder with 2 decks of cards, \$7.50. 206-935-6535

JOHN WAYNE MOVIES - all "50" in excellent condition, \$250. "Trim-Ride" exercise bike, \$35. Lace tablecloths, \$8 each. 360-568-5803

10x20 CANVAS GARAGE - still in box, \$150. Second garage - used, \$50. Large flat belt drill press - stands 6' high, with drills and chucks, \$1000. 253-852-0845

STUDDERED SNOW TIRES - set of 4, on rims - fit Nissan Quest. \$150 for set. 253-833-9459

- |                    |                                     |  |                                |
|--------------------|-------------------------------------|--|--------------------------------|
| <b>Circle One:</b> | <b>ANIMALS</b>                      | <b>ELECTRONICS &amp; ENTERTAINMENT</b> | <b>PROPERTY</b>                |
|                    | <b>BOATS</b>                        | <b>FURNITURE &amp; APPLIANCES</b>      | <b>RECREATIONAL MEMBERSHIP</b> |
|                    | <b>TOOLS</b>                        | <b>RECREATIONAL VEHICLES</b>           | <b>SPORTING GOODS</b>          |
|                    | <b>HOUSING</b>                      | <b>MISCELLANEOUS</b>                   | <b>VEHICLES</b>                |
|                    | <b>AUTO PARTS &amp; ACCESSORIES</b> |  | <b>COTTAGE INDUSTRIES</b>      |

Ad (25 word limit. Please print).

Phone (or Address)

The following information must be filled in for your ad to appear:

Name \_\_\_\_\_ Clock Number \_\_\_\_\_  
 Address \_\_\_\_\_ Shop Number \_\_\_\_\_

Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is April 14th!

1990 OLDS – Quad 4 Cala, 37,538 miles. New tires and battery, like new exhaust. No dents – one owner. \$5000 cash. 206-323-6829

LAS VEGAS GETAWAY – June 25-28th. Alaska Airlines and Plaza Hotel – 3 nights. \$310 (double). 253-630-3394

COLLECTOR PLATES – Disney and Gone With the Wind. \$20 and up. Call after 5 pm for details. 206-762-7386

Try a new liquid NUTRITIONAL SUPPLEMENT called Seasilver. Buy 3, get 1 free. For more info, call 1-800-218-2330 or log onto [www.seasilver3plus1.com](http://www.seasilver3plus1.com). Coupon #5266-0399-92345-0193

PEARL DRUM SET – 5-piece, red. Includes highhat, 2 cymbals, practice pads, throne, & 10 pairs of sticks. \$525. 253-891-2093

QUADRA-FIRE wood burning fireplace insert – Model 3100-I, complete with blower. EPA certified. \$700. 425-226-8247

SNATCH BLOCK – zinc plated navel type. Large, heavy duty, approx. 40 lbs. \$25. 253-833-2644

50-GAL ELECTRIC HOT WATER TANK – used 1 year. \$100 OBO. CHEST FREEZER – works great. \$40 OBO. CRAFT/SHOPTABLE – 6', strong. Folds flat. \$20. 425-255-4176

LOAD LEVELER REESE TRAILER HITCH - \$40. 425-255-4176

DELUXE BATH CHAIR – fits in bath tub, and walker. \$40 for both. Plus more items – call for more information. 425-255-4176

TENOR SAXOPHONE – cost more than \$3200. Now \$1950. 425-255-1184

TWO ADJACENT LOTS – in Azalea Garden at Greenwood Cemetery, Renton. \$2000 each or \$3500 for both. 425-255-1184

MAGNOLIA HI-FI GIFT CERTIFICATE – no expiration date. Worth \$340, sell for \$260. 360-249-4432

WILSON'S LEATHER COAT – black. Size large – long. \$100 OBO. 360-658-6592

2"x6" JOIST BRACKETS, concrete form ties, 10-40 Pennzoil, 50-1 outdoor oil, timber 3"x11"x14'6", wheel barrow, natural field rocks. Wood swing seats – heavy duty chains. Give-away prices. 425-255-1804

INGRAHAM HIGH SCHOOL Class Reunion for 1964. Sunday, August 20 at Carkeek Park (105th & Puget Sound, north of Ballard). Contact Larry 206-229-6765 or e-mail [brucebob98188@hotmail.com](mailto:brucebob98188@hotmail.com)

**PROPERTY**

THREE CEMETARY PLOTS – side-by-side at Floral Hills Rhododendron Garden – Lynnwood. \$1000 each or all three for \$2500. Contact Wayne at [weeder35@hotmail.com](mailto:weeder35@hotmail.com) or 352-205-8433.

TWO CEMETARY PLOTS – side-by-side in new Tacoma cemetery. Includes 12"x24" granite markers, marker settings and internments. Valued at \$4700 – will sell for \$3700 OBO. 253-759-8479

TWO CEMETARY PLOTS – at Haven of Rest. Includes liners, open/closings. \$2400 each. 253-752-4526

WANTED – 5 acres or less. Gently sloped, lightly treed. Prefer Eastern or Southwest Washington. Good roads, utilities, medical facilities very important. No agents. Send photos to: Robert Turner, PO Box 273, Langley WA 98260-0273

WALK TO BEACH and shopping – Ocean Shores. 3 BDRM/2 BATH HOME. Single car garage. All fenced in. New appliances, carpet and vinyl. Landscaped and trees. \$169K. 253-735-1832

**RECREATIONAL MEMBERSHIP**

FOR SALE, O'Sullivan's Sportsmen Resort Charter Membership, Moses Lake, WA. Beautiful, private tree-shaded park. Amenities include golfing, swimming, fishing and hiking. Can be upgraded to include other sites in WA. Yearly dues \$200. \$900. 509-525-7472 or 509-386-7452

FOR SALE – Lake Sawyer Membership, Kent, WA. Dues paid for 2006. Selling due to illness. \$1000 OBO. 253-848-4696

LEISURE TIME Resort Membership - must sell. \$500 OBO. 360-658-6592

**REC VEHICLES**

1990 24' FLAIR MOTORHOME, 54K miles, F-460 engine, sleeps four. Fully self-contained, 4000 watt generator, awnings, new tires, sun shades – good cond. \$7500. 360-569-2126

1995 37' SOUTHWIND CLASS A – 20K miles. 454 engine, 5KW generator, awning, satellite dish, back-up monitor, leveling system, W/D in bath, 2 – TV/VCR/DVD's, ice maker, microwave, much more. Good cond. \$35K OBO. 206-604-4843

28' BOLES AERO TRAVEL TRAILER – old & beautiful. Top of the line with airline construction. Lots of windows, great storage, separate bedroom. \$5500 OBO. 425-255-4176

1990 HONDA SCOOTER ELITE – 80cc, with trailer. Only used a few hundred miles – has been in storage. \$1995. 425-255-4176

1999 DURANGO – with 5.9 engine PLUS 20' Nash trailer with AC, TV antenna, microwave, AM/FM/cassette. \$15K. Trailer separate - \$5500. 360-563-0732

1990 28' SOUTHWIND MOTORHOME – sleeps 4. TV, VCR, microwave, coffee pot, new fridge, 5K generator, 2 AC's, tow hitch, 2 awnings. Receipts for work. Email for pics at [tag4994u@comcast.net](mailto:tag4994u@comcast.net). \$16K. 253-221-5385

NEW 2005 HONDA SCOOTER – 50c. New \$2700 – now \$1500. Hurry! First come gets it – save money on gas. Street licensed. 425-226-9487

2003 SUZUKI JR50 – 1 hour on bike, like new. Helmet, fox pants, jersey, boots. Original owner. \$950 with gear. 253-820-3523

2001 HONDA XR400 – white bro's pipe, pro taper bars, extra chain, sprockets, air filter. Excellent condition, very low hours, original owner. \$2500 firm. 253-820-3523

1999 DOLPHIN BY NATIONAL – 36' tag axel, V-10 Ford. 27K miles, full cover, tire covers, convection microwave, ice maker, 2 TV's, DVR, VCR, CD player. Has everything you want. \$49999. 360-794-4721

2003 25' SANDPIPER TRAVEL TRAILER – 2 dr. Slide-out, skylights, queen bed, separate bedroom, sleeps 6. Excellent layout – loads of extras and storage. Like new, low miles! \$14500. 253-859-4342

**SPORTING GOODS**

EDDIE BAUER CHILD'S SLEIGH/SLED – 28x14, new – with back \$75. 253-852-6809

TEN SPEED BICYCLES – man & woman's, very good cond. \$220. 360-802-2074

**TOOLS**

OLD WHEEL BARROW, garden planter \$5. 253-852-6809

14" RYOBI CHOP SAW. 3 - 14" saw blades, 1 - 10" blade \$130 OBO. 253-852-6809

CARPENTER WOOD TABLE BOXES – with carry handles. Used for garden ornament also \$5 each. 253-852-6809

6"x18" METAL SHOP TOOL CONTAINERS – good condition. 30 in all \$30 or \$1 each. 253-852-6809

10" TABLE SAW – w/legs, 2 table extensions, 1 HP motor. \$125 OBO. 206-878-0601

CRAFTSMAN WOOD ROUTER – 1 HP, plus 22 router bits. \$20 OBO. 206-878-0601

ARIEN ROTOTILLER – 5 hp, lightly used. Excellent running condition – only \$250. 206-725-9020

10x20 CANVAS GARAGE – still in box, \$150. Second garage – used, \$50. Large flat belt drill press – stands 6' high, with drills and chucks, \$1000. 253-852-0845

MACHINE TOOLS, 20 inch Nikken Rotary Table \$500. 206-795-1342

PLUMBING TOOLS for cast iron, furnace, ladle, asbestos runner, caulking irons, and oakum. Antique square nails. Very reasonable. 425-255-1804.

**VEHICLES**

1986 300ZX NISSAN – silver with grey leather, T-top, 5-speed with extras. 121K miles, excellent condition, original owner, all paper \$3500. 206-242-3950.

1999 MERCURY SABLE, 1 owner, bought new, 10,000 original miles, all options, all power, golde exterior, leather, CD, excellent condition. \$14,999 OBO. Call anytime retired. 425-255-5085

1999 FORD RANGER XLT – exc cond. Under 25K miles. AC, PW, power locks & mirrors, TW, cruise, Rhino liner. Must see to appreciate – near new condition. KBB value \$12700, make offer. 425-255-2025

1980 FORD VAN – rebuilt motor, new tires, new exhaust and very nice new paint. Recreational or work – looks and runs great. \$1500 OBO. Call Robert at 253-224-0232

1990 OLDS – Quad 4 Cala, 37,538 miles. New tires & battery, like new exhaust. No dents – one owner. \$5000 CASH. 206-323-6829

1950 HUDSON COMMODORE 6 – 4-door sedan. 3-speed O/D, runs – needs work. \$3500. 206-762-1117

1995 CHEV 3/4 TON diesel pickup truck, 4x4 with crew cab and canopy, tow package – pulled travel trailer only. Under 90K miles. Good tires, great shape! No dents – a must see at \$9850. Puyallup area. 253-841-4473 or 253-307-2157

1993 FORD WAGON – loaded. Reliable, clean, nice car to drive. \$1900 OBO. 1972 INTERNATIONAL diesel dually – with Isuzu motor. Low miles. \$1500 OBO. 425-255-4176

WANTED – 1905 thru 1971 retired hot rod, also old hot rod parts. 425-778-3826

1998 DODGE 3/4 TON – original owner. 33K miles, V-10 mag. auto, reg cab, wired for 5th wheel and cab over camper. Factory towing and camper package. A very pampered vehicle! \$18500. 360-249-4432

1984 ISUZU DIESEL PICKUP – 5 spd, includes canopy. Needs work – doesn't run. \$500 OBO. 253-840-2108

1976 MERCURY BOBCAT SW – doesn't run. Nice body and interior, extra 4-cylinder engine. \$500 OBO. 253-840-2108

1996 CHEVY PICKUP – stretch cab, 4x4, 4 spd auto, 350 engine, new canopy, air bag springs, tow package. All power, low miles (matches 2003 Sandpiper travel trailer). \$10500. 253-859-4342

1986 NISSAN 300ZX. If you're looking for a clean, low mileage, original owner, smoke free, excellent condition, well maintained w/ 5 spd. and T-top, this is the one you want! \$5800. 206-243-4168



Members can enjoy a discounted day at Pacific Raceways to benefit Guide Dogs of America.

**Discount at Pacific Raceways**

Machinists Union members have a chance for discounted tickets to two major racing events at Pacific Raceways this season, as well as one free weekend. The discounted tickets are a fundraiser for Guide Dogs of America. Below are dates the Union will sell discounted tickets.

**April 29th & 30th - National Open.** Tickets will be available at March and April Union meetings and at the Union halls for \$5. Proceeds from the tickets will go to Guide Dogs of America.

**June 19th & 20th - Lucas Oil National Divisional.** Tickets will be available at May and June Union meetings and at the Union halls for \$5. Proceeds from the tickets will go to Guide Dogs of America.

**Machinists Appreciation Day at Pacific Raceways - August 19 and 20 – Bret Chevrolet '100' Stock Car Challenge Weekend**

Simply wear a Union shirt or show a Union logo and you can get in the gates free of charge.

**Flight for Sight - Fun Run, Walk & Jog on May 20**

The fifth annual Flight for Sight for Sight - Fun Run, Walk and Jog, to benefit Guide Dogs of America, will start at the Everett Boeing Activity Center on Saturday, May 20 with three options: 1 mile walk course; 5K (3.1 miles) run/walk course is flat and easy or 10K (6.2 miles) run/jog only course is challenging. Arrive at the Everett Activity Center for registration anytime after 8 a.m. on Saturday, May 20. Runners start at 9:30 a.m. Walkers start at 9:45 a.m. Course closes at noon. For more info, visit [www.iam751.org/funrun.html](http://www.iam751.org/funrun.html) or call 1-800-763-1301, ext. 335.

**Race Day Registration:** \$20 without a t-shirt  
\$25 with a t-shirt (sizes not guaranteed)  
**Pre-Registration By May 15:** \$15 without a t-shirt  
\$20 with a t-shirt

Name: \_\_\_\_\_  
E-Mail: \_\_\_\_\_  
Address: \_\_\_\_\_  
City \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_  
Phone: \_\_\_\_\_

**# of Adult T-shirts:**  
(Appropriate sizes)  
S \_\_\_\_\_ XL \_\_\_\_\_  
M \_\_\_\_\_ XXL \_\_\_\_\_  
L \_\_\_\_\_  
T-shirts will be handed out the day of the race only.

Group Rate Registration (for 4 or more): \$10 without a t-shirt; \$15 with a t-shirt.  
\*NOTE: If you turn in \$30 or more in donations, event registration fee is waived.  
Unregistered children age 5 and under may accompany a registered participant at no cost.  
Prizes will be awarded for individuals with highest dollar amount in pledges.  
Return form & checks to: Guide Dogs of America Flight for Sight, 9125 15th Pl. S., Seattle, WA 98108

**SPONSORS/PLEDGES PLEASE PRE-PAY.** Make checks out to: Guide Dogs of America. All donations are tax deductible. Hand in pledges day of walk or mail them to: Flight for Sight Fun Run, 9125 15th Place South, Seattle, WA 98108


DECLARATION: I do hereby waive, release and forever discharge any and all rights and claims for damages that I, or members of my family, may incur arising out of my (our) traveling to, participating in, and returning from the Flight for Sight Fun Run, Walk or Jog on May 20 against the IAM&AW or Guide Dogs of America.  
Signature: \_\_\_\_\_ Date: \_\_\_\_\_

# Organizing Affects Every Member's Future

Our members at Boeing and other companies wonder why the Union is placing such importance on organizing. The answer is quite simple – by organizing other companies in the region, we raise the wages and benefit levels for those workers, which in turn makes it easier to negotiate existing contracts. If we are the only Union shop in town providing good pay and benefits, how long before our current employers decide they should reduce pay and benefits in subsequent bargaining.

Just as important, as Boeing continues to offload work packages to local companies and entice new companies here to take our work, it becomes even more critical that these workers have Union wages and benefits. Our recent organizing efforts have targeted employees performing work that used to be done by our members inside the Boeing gates. TMX not only does work that our members performed for years, but they also deliver the product right into the Auburn plant, which impacts our MPRF's, as well. New Breed, which will locate in Everett, has already begun hiring for the 787 program – work our members perform on every other airplane line.

Yet there are other reasons our members be concerned about Unions and organizing other companies. Unions created the middle class in America. As Union membership has dwindled, so has the middle class. There is a direct correlation between the two statistics.

It is in the interest of each and every member to get involved and help deliver organizing leads. You may know a laid-off member now working at another aerospace company or have a relative working there.

The Union is also pushing the Governor and state legislators to investigate how the aerospace tax incentives are being distributed. They were meant to retain our family-wage jobs at Boeing. Not to attract new companies into the state to simply move our work outside the Boeing gates at nearly half the pay and benefits. No one wins in that scenario. The state loses money with the tax incentive and the lost revenue from lower wage jobs. The communities and other businesses lose if people make less money because they have less to spend back into the economy and are more likely to have to use public assistance.



Grace Holland and Jimmy Pippen were two members who volunteered to help hand out Union information to employees at TMX in Auburn. The employees there perform work that used to be done by our members inside the Auburn plant.

Organizing is the way of the future and the best way to protect and preserve our jobs. Get involved today. Call the

Organizing Department on 1-800-763-1301 or visit the website at [www.yourpowerinside.com](http://www.yourpowerinside.com).

## Continual Fight to Keep Facilities Work

Continued from page 1

plan to compile data to show a sustaining level of work to justify hiring more people. The goal is to grow construction and maintenance work because the Union maintains this work is in our contract's jurisdiction. Not only do we do the work faster and cheaper, we are there to fix it and maintain it if something goes wrong.

### Minor Victories in a Bigger Battle

Despite the obstacles, our members have still managed to convince management to cancel some

jobs that were slated for vendors. To keep it in our members' hands, they often loan people to different crews depending on what needs to be done. Recently, the Seattle/Renton Committee reported several successes including carpet repair, paint striping and removal of a chiller.

Seattle members also removed a machine from the 2-88 building and prepared the shop for new machine. Timing was a critical issue. Normally the concrete must cure for 28 days. Since installation was scheduled in a few weeks, our millwrights had to use special fast-setting concrete

to meet the schedule.

Last fall, Seattle retained a huge job in the automotive shop. They installed new pipes to deliver different weighted oils and grease for automotive repair because the old equipment had mechanical fittings that were leaking.

"Our members were motivated and came in under budget," reported Union Steward Byron Babbel. "They took breaks at the site to ensure they met the schedule. The new equipment is more environmentally friendly and provides a safer work environment since there are no more slick spots on the floor."

### Counter Productive

Beyond manpower, another recurring issue is the unrealistic estimated completion dates (ECD). Projects get held up in engineering, or for some other reason, and then facilities is given only a few weeks to actually complete the work.

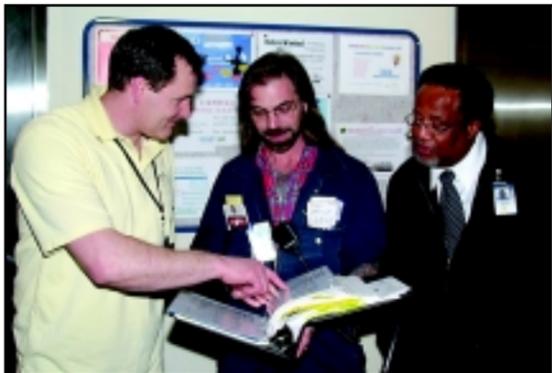
"Often times, the Company creates their own crisis because they

don't look at the workload for a whole year and do the proper planning," noted Union Steward Otis Williams, who is a member of the Renton Facilities/Maintenance Subcontracting Committee. "When we can pin them down on a realistic ECD, we end up getting to keep some jobs inhouse."

As several of the Boeing sites undergo major revisions to prepare for new programs (787 in Everett and MMA in Renton), our members are not getting an opportunity to help with the renovations.

For our committee members, the most frustrating part is the fact that money does not seem to matter. Like other subcontracting in production and manufacturing, there is no way to see if the vendor delivered the product on time and for the price promised. Accountability is a huge issue.

"We are very frustrated with the Company's attitude. They will bundle smaller jobs together so they can send it out and use the shortage of manpower argument. In the past, jobs were broken down so that our members performed certain aspects. Now they don't bother," stated Steward Art Duffy, from the Everett committee. "The Company continues to subcontract because we don't have the manpower. We'll keep making the pitch and demonstrating we can do it cheaper and better and hope that eventually our headcount will increase."



L to R Steward Byron Babbel, Steward John Hilburn, and Business Rep Emerson Hamilton build a case to keep facilities work inhouse.



Steve Brooks (l) and Byron Babbel work a facilities project the committee was able to retain for our members to perform.



This 737 crew worked together and reduced their time by 90 percent. Front L to R: Ernest Bligen, Roger King, Joseph Infantado, Steve Selby. Standing L to R: Philip Wright, Chris Breeden, Dennis Canady, Tom Tucker, Archie Palpallatoc and Jack Benson.

## Crew Makes Improvements

Continued from page 1

Member Steve Selby noted, "We rotate so no one gets hurt. Instead of one person doing all the job that requires kneeling, we trade around. It is about all-around team work."

As part of the process improvement, the crew also put together kits and rearranged carts so things are more orderly and convenient. Now they are in the order they are needed.

Yet they also demonstrated their ingenuity by using materials other shops had discarded and incorporating them into the process.

"In the process of improving, sometimes we would take things other shops threw away to use in our process" reported Ernest Bligen, a member on the crew. "For example, we use plastic caps another shop discarded to seal a part rather than having to tape it off and then remove the tape. It is much easier and faster and just made sense."

"Process improvements are not just cost saving, but labor saving," added Roger King. "The work is easier to do when sequenced. The flow of work is easier on your body. There is less stress and injuries. With the job rotation, people are less prone to getting injured, which is a cost saving to the Company."

"Even though we are technically assigned a work package, we do whatever we can on the complete package. Each of us helps out where it is needed. We can all do the complete package and are cross trained to perform every facet," added Ernest. "If someone is doing one part, you do another. No one is finished until everyone is finished."

Member Tom Tucker, who was recently recalled, noted, "As a new guy, they said learn all jobs. It breaks up the monotony and makes the work more interesting."

Jack Benson hopes other shops will do the same. He stated, "Everyone – hourly and management — has to learn to work together or we will all be looking back at the best job we ever had."

This shop's get it done attitude resulted in a win-win situation for the Company by delivering a more productive process, a better trained crew, improved morale and fewer injuries.