Pay Disparity Corrected in Tooling

A collective effort from Business Rep Jon Holden, Union Stewards Greg Campos, Randy Ralph and John Philips (as well as several other Stewards) corrected several pay disparity issues for tooling members in Everett. As a result, a handful of members received over $40,000 in back pay — with one individual getting nearly $17,000 in back pay.

Since this was a non-contractual issue, credit also goes to Boeing for doing the right thing and attempting to be more consistent in their hiring practices. The parameters for these settlements were very specific — individuals hired in a particular time period with over ten years of Toolmaker experience.

The Union will continue to monitor the situation and try to work additional pay disparity issues for other members; however, these individuals were adjusted because of the time frame of their hire date and their work experience.

751 member Harry Boche returned to the payroll two weeks shy of eight years following his layoff. He appreciated the Union’s efforts, which got him a substantial pay increase and back pay. Harry noted, “I think the Union is great. It is an uphill battle — especially since it was not a contractual matter, which speaks well on the Union’s ability to negotiate. I give credit to the Union and Company, they negotiated this for a lot of us and it makes a huge difference.”

Business Rep Jon Holden stated, “This was truly a group effort from many Union Stewards, but Steward Greg Campos really drove this issue. Greg documented what everyone who came into the shop was making and obtained a copy of their work history. I also give credit to the Company for realizing mistakes were made and then correcting those mistakes. They did the right thing for workers hired in that particular time frame.”

751-member Sandy Swanberg, who had 14 years at Boeing before getting rehired, received nearly $10,000 for other mistakes. They did the right thing for workers hired in that particular time frame.

Secretary-Treasurer Susan Palmer fired up the crowd to overturn the flawed tanker decision.

Challenging Decision

More than 600 IAM 751 members and friends overflowed the Everett Machinists Hall on Wednesday, March 19 for the Tanker Selection Protest Rally. The event, headlined by United States Senator Patty Murray, featured a fired-up crowd and an even more fervent line up of speakers. The event was coordinated with Senator Murray’s office to draw attention to the outsourcing of the U.S. Air Force tanker to Airbus, a European consortium based in France.

Governor Gregoire is doing her part to overturn the tanker decision. Continued on page 4

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Union efforts correct pay issue from past recall

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Negotiation Preparation Focuses on Feedback

Shop floor meetings and focus groups continue to provide information and two-way communication as the Union prepares for formal negotiations with Boeing. To provide members with another avenue for input and face-to-face communication, the Union has planned a week of “contract kickoff” barbecues during the week of April 21st.

These barbecues will be an opportunity for members to meet all the Union negotiators to discuss issues of concern and answer questions on the upcoming negotiations. Since the barbecues cannot be held on Boeing property, they will be at the various Union halls (Auburn, Everett, Renton and Seattle), as well as at the Tacoma Sportsman’s Club for those members near the Frederickson plant.

Since our members only get a half hour for lunch, the barbecues were scheduled with the idea of members attending after first shift or before going to work on second shift. Third shift members can select the time that is most convenient for their schedule, as well.

District President Tom Wroblewski noted, “We wanted to give every member the opportunity to meet and talk with Union negotiators before the formal proposal is submitted to the Company on May 9th. The more members get involved and voice their opinions, the more accurate the Union proposal will reflect membership priorities.”

Union negotiators look forward to meeting members and the barbecues is Continued on page 6

Business Rep Jimmy Darrah (standing far r) answers membership’s questions on upcoming Boeing negotiations at an Auburn shop floor meeting.

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Governor Gregoire is doing her part to overturn the tanker decision. Continued on page 4
REPORT FROM THE PRESIDENT

Membership Input Will Determine Negotiation Proposal

by Tom Wroblewski,
District President

Contract 2008

The Union continues preparations for the up-
coming negotiations with Boeing. Subcommittee-
ners are reviewing language and putting together
their proposals. They will receive input from
membership surveys, shop floor meet-
ings and Stewards.

Union leaders are also reviewing the most recent survey to better un-
derstand our members’ issues. A final con-
tract survey will be distributed late in April, which will ask members to priori-
tize and identify their degree of support for various issues.

In addition to surveys and shop floor meetings, the Union will continue contract
kickoff barbecues at the Auburn, Everett, Renton and Seattle Union halls, as well as the Twin Spots Bar near Frederickson. The barbecues will be held the week of April 21st from noon to 5 p.m. (see graphic, page 1 for specific dates). The barbecues will give mem-
bers an opportunity to meet Union negotiators and provide input prior to the contract proposal being sub-
mitted to the Company. This is your chance to meet negotiators from all subcommittees face-to-
face. Stop by for a hooch and give Union leaders more input on your issues for the contract.

The Union will present our initial proposal to Boeing negotiators on Fri-
day, May 9th. At that time, I will present and explain our comprehensive contract
proposal to the Company. It’s Our
Time...This Time! Tanker Update

Overtaking the tanker decision re-
mains a top priority for this District and our International Union. I, along with other Union leaders, have been meeting with elected officials at the state and federal level to overturn and change this outrageous decision to secure our jobs well into the future.

In March, I attended the MNPL Plan-
ning Conference, which put the tanker decision as the top legislative issue. Union leaders helped strategize the best way to influence all Congressional of-
fices on this decision. It will be the top
priority of the IAM Legislative Confer-
ence in May. While the battle will be fought in Washington DC, it will be won by the voters throughout the country who express their outrage to their elected officials. We are implementing a plan to organize and mobilize like never before to ensure these good-paying, high-skill jobs remain in this country and that our national security is not at risk.

New Business Rep

I am proud to appoint Brett Coty to serve as Business Rep on the 787 line and Everett Field to fill a vacancy, which was created when a Business Rep chose to return to the Boeing payor full time. Brett brings a wealth of experience and will hit the ground running to provide enhanced Union visibility in this area. Brett’s extensive safety training will also be valuable in representing 787 mem-
ers, as Boeing promises to implement a new production model.

International’s Dues Proposal

Finally, as I reported in the December
newspaper, the International’s proposed

dues structure change has generated a lot of
discussion and e-mails. This is an issue that will be decided at the Grand
Lodge Convention this September— and it is why it is important to elect delegates who will evaluate these proposals and vote in the best interest of you and this membership. Keep in mind that none of
my staff (i.e. Business Reps and ap-
pointed staff) are voting in these deleg-
ates, because of our negotiation sched-
ule with Boeing and the importance of
securing the best contract in the aero-
space industry.

Every member has an opportunity to submit proposals for changes to the IAM
Constitution and the Grand Lodge Con-
vention. We will have a form available on the IAM webpage (www.iam751.org). Take the time to give input and partici-
pate, it is what makes our Union strong.

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

Tom Wroblewski
President, Directing
Business Representative

Clifton Wyatt
Vice President

Susan Palmer
Secretary-Treasurer

James Coats
Sergeant-at-Arms

Tommy Wilson
Paul Knebel
Ray Baumgardner

Emerson Hamilton
Stan Johnson
Paul Milliken
Ron Bradley

Jimmy Darragh
Health/Bars

Don Morris
Richard Jackson
Brett Coty

Union Business Representatives

For Union Offices:

• 9125 15th Pl. S., Seattle, WA 98108

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Member of The Newspaper Guild

Connie Kelliher, Editor

Member of the Newspaper Guild, 
CWA #37082

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Brett Coty has been appointed to serve as Business Rep in Everett. His assignment includes 787 and the Everett Field.

Coty Appointed to Serve as Business Representative

Members on the 787 line and on the Everett Field have a new advocate in Business Rep Brett Coty. Brett was ap-

pointed by District President Tom Wroblewski. He brings energy and enthu-

siasm to his new position, as well as a wealth of experience. His years as a

Machine Parts Inspector have taught him

the importance of details and documen-

tation— skills that will help in his new position.

“I am honored to serve the member-

ship as a new Business Representative and am excited to meet the Stewards and

members in Everett,” Brett stated.

For the past three years, Brett has

served as Local F President, during which
time he also served on the Auburn/

Frederickson Site Safety Committee for

many years and is a peer trainer.

District Audit, as well as serving on various committees, including Finance, 

Legislative, Safety, Bylaws, and Defense 

Committee. Nearly as important is his extensive background in the safety arena. With the 

787 implementing a whole new as-

sembly process, members have brought

many safety issues.

Brett has served on the Auburn/ 

Frederickson Site Safety Committee for many years and is a peer trainer.

Brett Coty has been appointed to serve as Business Rep in Everett. His assignment includes 787 and the Everett Field.

Digitizing Aero Mechanic to Make History More Available

Ever wonder who the District Presi-
dent of 751 was in 1960 or what the main 
issues were in the 1948 strike or even if your

newspaper digitized so it will be available online back to 1939. The project will be completed later this year.

“This has been a tremendous project

for all our members,” Palmer added.

“With contract

negotiations start-

ning next month, it

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Brett Coty has been appointed to serve as Business Rep in Everett. His assignment includes 787 and the Everett Field.
Rally to Bring Tanker Home

Continued from page 3

clared, “You’ve helped make Boeing the worldwide standard of excellence, and I want to thank you for your work and dedication – not just since the Air Force made their short-sighted announcement, but all the way through this process. Your work and your passion are a testament to the American spirit – and they represent the best of what our country has to offer.”

It has now been three weeks since I stood together with our allies, the Tanker deal. Said Senator Murray, “I talked with Tom about how this decision would impact this community, your Union, and the next generation of American aerospace workers. That day, I vowed to fight for you, and America’s military strength. And today I’m back from D.C. to report that over these last three weeks those of us on this stage have been working with one mind, one focus, and with one goal – to bring this contract back to America and to the workers here in Everett where it belongs!”

Congressman Rick Larsen demanded answers, asking, “How can the Air Force buy an airplane built with subsidies that our own government says are illegal? How can we expect Northrop Grumman, who hasn’t built an airplane since 1992, to deliver an airplane that will be built in five different locations? How can we source our national security?”

Congressman Jim McDermott sent a statement that was a replay of what many in the room had been saying, “With all due respect to the United States Air Force, I have to ask this work with all parties, demanding. “We must bring it home!”

District Secretary-Treasurer Susan Palmer, who served for many years as Business Rep assigned to represent our members on the 767 line, was outraged. She declared, “Our American Government isn’t just outsourcing a military plane, it is outsourcing America’s future. What makes it even more insulting is the fact that Airbus doesn’t even have a factory built yet!”

Palmer added, “We know these are highly skilled jobs – where much of the training and education is passed down from generation to generation. So our members have airplane building in their blood. They are second, third and fourth generation Boeing employees and feel a sacred bond in building airplanes – especially for our Armed Forces. Can the workers in France say the same thing?”

She went on to talk about the emotional roller coaster 767 workers have endured as they have waited years for this decision. She urged everyone to get their family and friends involved and declared that as fighting Machinists “we are tough enough to stick it out as long as it takes. That is our tanker. That is our plane. That is our work.”

Two 767 line members Steve Morrison and Steve Parsley also took the stage. Parsley spoke briefly and emotionally about the betrayal of our government awarding a military contract to a country that sells arms to our enemies, while our sons and daughters are currently overseas fighting those enemies. Morrison proudly held up the American Flag, as Parsley told of his son, who is in the Air Force and just recently returned from overseas.

Speaker after speaker at the Tanker Rally urged continued action, including “taking our fight to the streets,” applying pressure to each and every member of Congress, a constant flow of letters to newspapers and calls to radio shows. Your Union is working comprehensively with our elected leaders to see that the Tanker decision is overturned. With your continued vigilance and support, we will Bring it Home!

Legislative Accomplishments to Report in Olympia for 2008

The most important IAM victory in the last legislative session was the $3 billion Aerospace Apprenticeship package, something that helps assure the long-term future of our industry in the Pacific Northwest. This program is adminis- tered by the Joint Apprenticeship Training Committee (JATC), who will design and implement this training program. Organizer Jesse Cote and Joint Programs QTTP Administrator Tom Lux will serve as the IAM representatives on the JATC. They will work on the next phase and together, with representatives from Hexcel Corporation of Kent and Tri umph Composites in Spokane, will help design the program to meet the needs of employers and aerospace workers. The JATC will contract for supplemental training at up to three community colleges, one of which will be in Eastern Washington.

We thank our friends at the State Labed on the 767 line – when the Air Force decided to award a critical $40 billion contract to an illegally subsidized foreign company – instead of Boeing, Senator Murray continued. “Like you, my shock turned to anger when the Air Force decided it would give away our jobs – and the control of our national defense – to a foreign company.”

Members were excited to learn that District President Tom Wrobleski was back East, working with our allies, on the Tanker deal. Said Senator Murray, “I talked with Tom about how this decision would impact this community, your Union, and the next generation of American aerospace workers. That day, I vowed to fight for you, and America’s military strength. And today I’m back from D.C. to report that over these last three weeks those of us on this stage have been working with one mind, one focus, and with one goal – to bring this contract back to America and to the workers here in Everett where it happens.”

Working Families Tax Credit (ESSB 6809) – This bill offers critical sales tax relief to low-income working families and makes needed improvements to our regressive tax system. Despite determina- tion to keep the budget reigns tight, legislators realized that passage of the Working Families Tax Credit was a way to benefit those who need it most in these uncertain economic times. Representa- tive Tammy Wilson was a key player in the “biggest improvement on the state’s tax system since Washington long ago elimi- nated the sales tax on food.”

The Machinists Union is a member of the Healthy Washington Coalition and there we had some very important suc- cesses and one big disappointment. The most important bill for the future of health care reform is SB 6333, the actuarial study/working group bill. This bill passed from the House in the last half hour before cut off by a vote of 63-31. The biggest disappointment for the Healthy WA Coalition was the failure to pass the description Privacy bill. The Senate passed the bill but the House failed to vote on the issue. It was a tough vote for the Senate and the majority who voted for the bill (26-22) deserve our congratulations. Senators Lisa Brown, Karen Keiser and Darlene Fairley did a great job leading a majority of their mem- bers to vote for the bill. Thanks also go out to the Senate Democrats who voted for this bill and were willing to take on the pharmaceutical giants and their big bucks. This was a tough vote taken by the Senate even when the House was not willing to take the issue on.

A major victory for our Brothers and Sisters in the Woodworkers was SB 6809 — which places a Labor Member on the Forest Practice Board. After 34 years labor will finally have representation on the Forest Practice Board. This was a hard fought battle by the Woodworkers/ IAM that finally paid off.

As always, we are interested to know what issues are most important to you and your family. Contact Legislative Director Larry Brown at larryb@iam751.org or at (206) 764-0306.

Above: Members shouted their protests at the tanker rally.

Left: L to R: Robin Doll, Dave Swan, Tim Brewer and Clark Fromong took to the streets to protest the decision.
Boeing to become effective July 1.

In accordance with the Constitution of the IAM & 400, I hereby request an absentee ballot for the election date of June 11, 2008. I qualify under the IAM Constitution for an absentee ballot for the following reasons (must qualify under one of the below – check appropriate box):

1. I reside more than 25 miles from the designated balloting place.
2. I am confined with a verified illness.
3. I will be on vacation.
4. I will be on IAM business approved by the Local, District or Grand Lodge.
5. I am on approved employee travel assignment outside the area.
6. I will be on Reserve Military Leave
7. I am on approved Family Medical Leave of absence

NAME: (printed) ____________________________
Address: ________________________________
Social Security Number or BEMSID: ____________________________

I am enclosing this form and the requested absentee ballot and the following materials:

NAME: ____________________________
Address: ________________________________

All absentee ballot requests must be received no later than 10 days prior to the election. Requests must be mailed one envelope or personally delivered. The member requesting the absentee ballot shall address it to the appropriate address: Local 33, 1123 & 1951 warrant requests to 4226 E. Mission, Spokane, WA 99202.

If you have any questions, please contact 751 Secretary-Treasurer Susan Palmer at 206-764-0310 or 1-800-763-1301, ext. 3310.
Boeing Hourly Workforce has implemented a new “Experience Questionnaire” as part of the Hourly Employee Requested Transfer (ERT) process. IAM/Boeing Joint Programs Program Coordinator, Carla Fink, and IAM/Boeing Joint Programs Administrators, Gloria Millsaps and Rob Gentry, worked intensely with Workforce over the past few months, refining the programming for the new Questionnaire.

If you’ve filed an ERT in the past, you probably had to research your own Boeing Work History, but that is a thing of the past. You may also remember having to guess at the ‘similar’ skill experience from your previously held jobs at Boeing. No more guessing. The new Questionnaire is linked directly to your Boeing Work History and will populate the Questionnaire with your Boeing work experience and similar skills from your past jobs. Boeing Skill Teams managing the jobs have identified the jobs that best match the skills of each ERT job, ensuring that your Questionnaire has the most accurate information available. You also have the opportunity to use up to three external jobs to document work experience related to your ERT target job. In addition, employees filing ERT will now be able to see the points generated by their experience and understand exactly how the points are determined. Previously, this information was invisible to the employee.

Boeing Hourly Workforce, the owners of the ERT Process, along with IAM/Boeing Joint Programs, continue to work together to enhance the process. The ERT Process is used by thousands of employees every year, resulting in successful job transfers. For more information about the ERT Process in general, please visit the IAM/Boeing Joint Programs website at http://iamboeing web Boeing.com/index.cfm from inside Boeing, or www.iamboeing.com from home. Employees interested in filing an ERT can access the Career Guides and the Employee ERT Screen on the Career Explorer website at http://iamboeing web Boeing.com/index.cfm.

Frederickson and Auburn are getting in on the Safety Leadership Training (SLT) action from the Everett IAM/Boeing Joint Programs Team. South Site Administrators, Spencer Graham and Ken Aukshun, previewed the course and knew that the South Sites could definitely benefit from this type of training. They assigned Joint Programs staff Project Manager Kathy Brown and the synergy of the process took off from there. The South Site business model for customizing the curriculum and utilizing “Worker Trainers” as the delivery system set this training apart. The trainers were selected through a Joint Programs selection process and certified to train with final approval by the Everett SLT team. The South Site training team currently consists of two managers, Joe Materne and Keith Zhanghi, and three hourly representatives Union Steward Greg Karnes, Safety Focal Dave Anderson and Troy Martinez. These teams of individuals, along with other Boeing safety experts, have customized the curriculum to fit the Skin and Spar manufacturing processes.

Standing L to R: Joint Programs Administrators Spencer Graham and Ken Aukshun kick off the Frederickson Safety Leadership Training. The two-day class was offered in late February.

Standing L to R: Joint Programs Administrators Spencer Graham and Ken Aukshun kick off the Frederickson Safety Leadership Training. The two-day class was offered in late February.

Director Dave Anderson (back) Steward Greg Karnes (center), who served as a safety leadership trainer, talks with Ken Reuther in a recent class.

IAM/Boeing Joint Programs Everett Site Advisor Stephanie Brookshaus (r) guides 751-member Alvin Galope through the new Experience Questionnaire.
Listening to Members for Upcoming Negotiations

Continued from page 1

seemed like an informal setting for members to stop by, enjoy some food, discuss issues with other members and your negotiating team.

While negotiators are reviewing results of the last survey, the final contract survey, which asks members to prioritize issues, will be distributed in late April.

Union negotiators will use that final survey, as well as continued input from shop floor meetings and other member-ship activities to formulate the proposal which will be presented to the Company on May 9th.

As part of the Union’s twelve month strategy, the Union is focusing on a different issue each month, complete with a negotiation history of the issue in the Aero Mechanic newspaper. Negotiation flyers reflect the issue of that month. In April, we will focus on some economic issues, which include General Wage Increases/Pay, Shift Differential and Employee Incentive Plan (EIP).

General Wage Increase

In the last round of bargaining, membership surveys had noted that members wanted to focus on health care and pension rather than general wage increases. As a result, we accepted a 3-year contract with only lump sum payments. With the soaring price of gas and other products, every member has noticed General Wage Increases in the surveys with the expectation that It’s Our Time; This Time to receive an increase each year of the contract.

Shift Differential

A quick look at the short history of shift differential highlights the need for improvement – especially on third shift where it remains at 10¢ an hour since 1950. Certainly 10¢ went a lot further then it does today.

Employee Incentive Plan

The EIP remains a point of contention in negotiations, as Boeing continues to exclude the employees who build the airplanes and have the most impact on their delivery schedule. It’s Our Time; This Time to be a part of the EIP.

Boeing’s Employee Incentive Plan (EIP) MUST Include Our Members

The Machinists Union believes Boeing’s Employee Incentive Plan (EIP) is a program that should include every employee – especially if it is truly an incentive program. Since the hard work of our members is key to Boeing achieving their EIP targets, it only makes sense to have them included in the program.

As Boeing paid out an additional 15 days of EIP pay this past February, Boeing Chairman and CEO Jim McNerney declared, “We exceeded our 2007 business-plan goals, thanks to a 2007 business-plan goal, thanks to a

In the 2005 negotiations, Boeing offered to include IAM members in an incentive plan similar to the EIP, but stopped short of including us in this plan. However, once our members said no to the Company’s proposed takeaways in other areas (including trying to eliminate retiree medical for new hires), they withdrew even an alternate incentive plan. If the ShareValue system can be set up to theoretically reward 100% of the corporate leaders of Boeing need to learn that coach and the substitutes receive a financial reward. In other words, the corporate leaders need to learn to recognize and reward the entire team in a way that motivates everyone, not just a select few.

“The EIP could be used to unite Boeing workers and allow our members to share in the success at Boeing. Let’s help to create,” stated District 751 President Tom Wroblewski. “Excluding IAM-represented employees from the EIP shows the true intentions of the EIP, that as a program to divide employees and punish those who exercise their right to be represented by a labor union. It is something we intend to change in this contract.”

Pay History Over Last 10 Contracts

<table>
<thead>
<tr>
<th>Contract Year</th>
<th>Peak Rate Increase</th>
<th>Retirement</th>
<th>Lump Sum Bonus</th>
<th>Strike Bonus</th>
</tr>
</thead>
<tbody>
<tr>
<td>2002 Contract</td>
<td>8% ratification bonus, $8k in second year, 2% in third year</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1995 Contract</td>
<td>5% lump sum and 5% strike settlement for total of 10%; 1998: 5% lump sum; 1997: 3% GWI; 1998: 3% GWI</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1989 Contract</td>
<td>General Wage Increases of 4%, 3%, 3%</td>
<td>Lump sum payments of 10%, 5%, 4%.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1986 Contract</td>
<td>Second &amp; third shifts received 40¢</td>
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<td></td>
<td></td>
</tr>
<tr>
<td>1983 Contract</td>
<td>No GWI. Lump sum 3% of annual earnings for each of three years of contract.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1980 Contract</td>
<td>General Wage Increases of 7%, 3%, 3%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1977 Contract</td>
<td>General Wage Increases of 6.9%, 3%, 3%</td>
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In the last round of negotiations, we still had over 8,000 members on lay-
Members help determine the most important issues through various activities. We have distributed several surveys which will help establish membership priorities. Business Reps identify problem areas in the contract through daily enforcement of the current agreement. Membership input at focus groups, as well as through the website and phone calls to the Union halls.

**Identifying the Issues**
- Members determine the most important issues for our Union contract negotiations through a variety of methods, including:
  - A series of contract surveys
  - Input from members given to Union Stewards and Business Representatives at shop floor meetings and in daily interaction.
  - Business Reps identify problem areas in the contract through their daily enforcement of the current agreement
  - Membership input at focus groups, as well as through the website and phone calls to the Union halls.

**Formal Contract Negotiations Begin.**
On May 9th in Seattle, Washington, the Union Corporate Committee will present Boeing our comprehensive contract proposal addressing membership issues. The Corporate Committee and Subcommittees will meet on an ongoing basis, following the formal presentation.

**Stay Informed and Give Input.**
Throughout the negotiation process, it is essential that we have two-way communication with the members. Attend shop floor meetings, focus groups, and tell Stewards your concerns and issues.

**Last and Final Offer.**
After Boeing delivers its last and final offer, the Union will print a summary of the proposal, as well as a booklet highlighting all changes. This information will be available at all Union offices, as soon as we get it printed. We are pushing the Company to again present their last and final offer a few days before the vote so members have more time to review it. We have not reached an agreement on the actual date yet. Information will also be posted on the Union website at www.iam751.org.

**Committees Meet with Boeing.**
The Union Corporate Committee and The Boeing Company (as well as the various subcommittees) meet informally throughout the contract to continually work issues - not just during actual negotiations. As the contract expiration date approaches, the meetings become more frequent. Photo above shows Benefits Chair Susan Palmer and 751 Lead Negotiator Tom Wroblewski discussing a proposal.

**Strike Sanction Vote.**
This important vote will be held on July 16 in Key Arena. Union members will meet to grant strike sanction support to our negotiators. This show of solidarity gives our negotiators power at the bargaining table. This year the Union has special solidarity activities planned for your entire family at the Seattle Center. Plan on making a day of it with your family.

**Round-the-Clock Bargaining Sessions Begin.**
Both the Corporate Committee and all Subcommittees meet round-the-clock with Boeing Company negotiators in late August to negotiate key contract issues. When a Subcommittee believes there is a resolution to a given issue, it is sent to the main negotiating table for concurrence.

**How are contract issues determined and how is the Union proposal formulated?**
Members determine the most important issues through various activities. We have distributed several surveys which will help establish membership priorities. Business Reps identify problem areas in the contract through their daily enforcement of the current agreement. In addition, the Union is continually gathering membership information, which is used at the bargaining table. Input from individual members given to Union Stewards and Business Representatives at shop floor meetings is also reviewed. The Union is holding focus groups at the various halls to get honest feedback from the members. The Union wants to hear from members at this time as well as a booklet highlighting all changes. This information will be available at all Union offices, as soon as we get it printed. We are pushing the Company to again present their last and final offer a few days before the vote so members have more time to review it. We have not reached an agreement on the actual date yet. Information will also be posted on the Union website at www.iam751.org.

**Who negotiates our contract?**
On the Corporate or Main Table Committee, District 751 President Tom Wroblewski is the lead negotiator representing the Puget Sound Region. Representatives from District 24 in Portland and District 70 in Wichita also serve on the Union’s Corporate Committee. In addition, individuals from the IAM Strategic Resources Department, our Aerospace Coordinator, our lawyers, and other experts in the field also sit at the table. Subcommittees are made up of Business Representatives, staff and elected officers from the three District Lodges.
Union Yes for First Student in Spokane

On March 14th, a group of employees at First Student in Spokane said “Union Yes” by a 91 percent margin—exercising their legal right to unionize under the law. The new bargaining unit consists of all maintenance mechanics that service school busses and Spokane Transit vans.

Business Representative Paul Milliken and the District Organizing Department have worked closely with this group over many weeks to ensure a positive result from this election.

Organizing Director Jesse Cote Jr. said, “The IAM has been very successful organizing the workforce of First Student in three separate locations Seattle, California and now Spokane. Throughout the Western Territory we have been communicating very well on several different organizing projects to ensure we stay ahead of the anti-union tactics used against us in many campaigns. Workers in Washington State and across this country only want a shot at the American Dream, for them and their families – in other words a fair deal with living wages and good affordable benefits.”

These workers are highly skilled in their respective fields, but do not receive the prevailing wage for the job they do. They are looking for a published wage scale and cost of living considerations, structured training, career guides, job descriptions, grievance procedure, written benefit levels and costs and to be no longer considered an “Employee at Will.”

Chris Phillips, who has been at the First Student facility for more than 10 years stated, “We have come to the conclusion to have a voice in our wages, hours and working conditions, we need a legal binding contract just like our employer has with our customers. The reason we came to the Machinists Union is because we heard they are dedicated to working families and will work hard to achieve the very best Collective Bargaining Agreement possible.”

The next step in the process is negotiating a first agreement. The Union is formulating information requests, dates for negotiations and first proposals quickly to not allow the employer to drag their feet. The Machinists Union looks forward to reporting a ratification of this first contract in the near future.

Injured? Dealing with a disability? Do you know your rights under the Americans with Disabilities ACT (ADA) and what to expect when dealing with Boeing’s accommodation process?

Joe Crockett, 751’s Health and Benefit Representative, recently held Accommodation / Light Duty training classes for Union Stewards. These classes were designed to provide Union Stewards with important information regarding the requirements of the ADA and Boeing’s process for complying with the ADA law.

District 751 President Tom Wrobleski has made Steward training a priority. “Stewards are the backbone of the Union and our first line of defense on the shop floor. To be informed, stewards must be up to date on their role and responsibilities.”

“Accommodation/light duty is one of the issues stewards deal with frequently. With trained Stewards on the shop floor, members will have better representation when they find themselves in a situation requiring accommodation or light duty.”

Joe began the training by giving a brief definition of the ADA as “No covered entity shall discriminate against a qualified individual with a disability . . . in regard to job application procedures . . . and privileges of employment.” With this he elaborated on the terms “disqualify”, “reasonable accommodation” which provided the Stewards with an overview of the ADA.

Everett Union Steward Grace Hol-land noted, “I recently participated in the training for ‘Accommodation and Light Duty’ given by our Health and Benefits Rep Joe Crockett. Joe gave all of the stewards in attendance a great base on the in and outs of this process. With the current work loads stressing all of our members, this training will be very valuable to the stewards in helping him or her save our members jobs. Thanks Joe.”

Joe explained that the Accommodation Process takes several forms and involves many different organizations, individuals, policies and procedures. He went on to explain, “The intent of the training was to teach the Stewards about the Company’s Pro’s that apply, the individuals and organizations that would be encountered and increase the Stewards’ ability to be more of an asset to our members. Joe told the Stewards, ‘[They] are integral in the day to day knowledge of our members who are affected by this process and can be an important advocate and protector of the rights of those involved.’

Apprentice Applications Being Accepted in April

The Apprenticeship committee will accept applications for new apprentices in April for the following trades:
- Cellular Manufacturing Machinist
- Composite Manufacturing Specialist
- Industrial Electronic Maintenace Technician
- Machine Tool Maintenance Machinist
- Model Maker
- NC Spur Mill Operator
- Tool & Cutter Grinders

To obtain an application by in-plant mail or US mail, call 253-351-1918. Leave your name, BEMS ID, and mail code (or mailing address for former employees). To obtain an application electronically, visit: http://www.iem-bos.com/apprenticeship.cfm. Print the application, fill it out completely, sign it where indicated. Applications will be accepted throughout April and must be received no later than April 30th.

All applicants must be of at least 18 years of age; be a Puget Sound area Boeing employee who has been on the active payroll within 8 years of the start of the current application acceptance period and has never been enrolled in or completed an IAM/Boeing Joint Apprenticeship program; have a GED or a high school diploma; have US person status; meet specific defined vocational training or trade related work experience requirements for the applicable program being applied for; and be able to perform the physical requirements of the apprenticeship. For the Industrial Electronic Maintenance Technician program applicants must be able to distinguish between primary colors.

Submitt applications to any of the 751 Union offices or to IAM/Boeing Joint ApprenticeshipOffice, PO Box 3707 MC 5X-12, Seattle, WA 98124-3707. Questions? Call 253-351-1918 for help. Note: When applying, do not send original documents with your application. Any documents submitted will not be returned or made available for copying at a later date. Make sure that you retain copies of everything you submit.

Wellness Advice: Baby on the Way?

Prenatal care can help your baby start off healthy
- Pregnancy is a wonderful time of planning, expectations and miracles. As those busy nine months fly by, don’t overlook the importance of regular prenatal care.
- While many of the doctor visits may seem uneventful, each one is a valuable opportunity to check your health and your baby’s health and development.
- During each visit, your doctor can:
  - Monitor any health conditions you may have (such as high blood pressure or gestational diabetes).
  - Check on your baby’s health and development.
  - Provide you with information on how you can best manage each stage and change that pregnancy brings.
  - Refer you to any additional services you may need.

Most importantly, the care you receive before delivery can contribute to a healthy pregnancy and the arrival of a healthy baby.

It’s never too early for prenatal care. As soon as you think you’re pregnant, call your doctor to find out when you should come in for your first visit. Prenatal visits are covered under your Boeing medical plan.
March Retired Club Minutes

by Ruth Rendner, Retired Club Secretary

The meeting was called to order by President Al Wydick. The Lord’s Prayer was said followed by the flag salute and the singing of “God Bless America” led by Recording Secretary Ruth Rendner.

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

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

Financial Report: The report was read by Treasurer Betty Ness. It was MSOP to accept the report as read.

Communications: Recording Secretary Ruth Rendner read a thank you letter from the Catholic Seaman’s Club for the Retirement Club’s contribution for the raffle when District 751 sponsored their lunch in January. She also reported a car show would be held Sunday, May 18 at the Auburn Eagles Club. Proceeds will go to Terry Home Inc. a non-profit organization for adult survivors of traumatic brain injuries. Flyers are available if you would like more information.

Business Representatives’ Report: Business Representative Paul Knebel stated Boeing lost the tanker contract and no one is happy about it. Be assured the Union is working hard to get it back for Boeing. On a more positive note, the Apprenticeship Programs are growing. The State has authorized funding to increase participation in the program at Boeing and the Union will be involved in this effort as well.

Secretary-Treasurer Sue Palmer provided an update on the contract negotiations. She is Chair of the Benefits Committee and noted the top two benefit issues are pensions and health care. Another big issue is cost of living adjustments for current and future retirees. The Committee is very well prepared. This is one of the best years we have had to get a good contract. Sue Palmer answered questions from the retirees about the impact of outsourcing and globalization, the need for dental coverage for retirees and she thanked John and Robin Guevarra for providing information about the possible closure of the South Park Bridge in 2010. She said she forwarded the information to Legislative Director, Larry Brown and the Union will be working to keep the bridge open.

Health & Welfare: Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: Richard C. Annette, John D. Bishop, Joan M. Cantu, Sidney E. Danforth, Helen M. Dimond, Robert W. Dunning, Howard A. Hanson, John H. Hart, Larry Hasting, Marvin T. Kendall, Wayne A. Koeng, Joe G. Lee, Santos R. Lopez, Sr., Francis M. Loreth, Russell L. Olson, Michael P. Oettinger, Loretta A. Peters, Gwendolyn A. Pierce, Kenneth Rogers, Raymond H. Sharr, Charles E. Simms, Paul M. Smith, and Gene Hoglund. Cards were sent to the next of kin.

Legislative Report: Carl Schwartz spoke about cost of living for Social Security and the fact that the government did the calculation last September for this year. He reported the Retirement Club passed a resolution asking the government to recalculate the COLA on a quarterly basis. They don’t want to do this, but we will continue to press for it.

In April, the Democratic and Republic parties will be holding convention meetings to elect delegates. Check your party’s website for dates and locations for your Legislative District.

May 12th the Alliance for Retired Americans state convention will be held at District 751, and George Kourpias will be here. That is the same day as the Retirement Club meeting. A letter will be sent to encourage a good turnout.

The West Regional Alliance will meet March 24-26 in Las Vegas. Betty Ness and Gene Hoglund will be attending and will bring forward two resolutions; one expresses outrage that EADS was chosen by the Air Force to build the tanker and supporting Boeing as the better choice to build the tanker and the other in support of House Bill 3932, the Medicare Prescription Drug Savings and Choice Act 2007 – 2008, which would establish a non-profit prescription drug option to be operated by Medicare. Carl read both resolutions in full and it was MSOP to endorse them.

Good and Welfare: Gene Hoglund thanked everyone for supporting the resolution. He mentioned remarks Senator Patty Murray made in May 2004 regarding threats to the American aerospace industry. Sadly, she was correct in her assessment of the situation. Hopefully, Senate hearings about the Air Force decision to award the tanker project to Airbus will shine a light on the flaws of this decision.

John Guevarra spoke about candidates who take our tax dollars and buy products from companies based in other countries. He mentioned several examples of local politicians and said we should let them know we do not approve of this and will not support them if they continue to do this.

John Guevarra spoke about the following: Alliance for Retired Americans (ARA) Friday Alert bulletin, a letter from Jim McDermott to the ARA regarding Social Security and Medicare; an article published in the Seattle Times by syndicated columnist David Sirota regarding NAFTA and how it is hurting Americans.

Continued on page 11

751 Retire Tom O’Brien meets with Union negotiators to highlight issues of importance to our retirees. L to R: Larry Brown, Susan Palmer, Tom O’Brien, Tom Wroblewski and Ed Lutgen.

Union Negotiators Hear Retiree Concerns

When the Benefit Committee met recently, they made sure they heard from existing retirees, who are very important to the Union. Throughout the year, Union leaders regularly attend retiree meetings and meet with retirees to hear their concerns and issues for the upcoming contract. At the recent Benefits Committee meeting, Retiree Tom O’Brien presented information to Union leaders and discussed strategy to best obtain improvements for existing retirees; however, the Union pushes the Company to do the right thing for the people who made this Company great.

O’Brien noted that when the retirement plan was initiated over 50 years ago, a portion of the wage package was diverted to pay for pension benefits. However, the plan lacks a built-in mechanism to protect retirees’ pension, which is seriously eroded over time. Tom noted when he retired gas was under 80 cents per gallon. While his pension has remained constant, everything else has skyrocketed.

Union Retirees:

Congratulations to the following members who retired from the Union:

Janice Adams
Gerald Barcus
Glenn Barrett
Inalee Battle
Barbara Bierman
Larry Black
Linda Black
Lowell Bluckenstaff
Bruce Boerhorst
Ronald Buellis
Wai Cannon
Robert Carlson
Steven Caviness
Cecelia Chihauly
Jim Erixlen
John Evatt
Keith Gust
Lawrence Harned
Keith Joyal
Jiyon Kim
Jack Korsten
Doristine Leslie
Bernard Lindquist
William Miller
James Morehouse
William Nelson, Jr.
Andrea Rhodes
Patrick Riley, Jr.
Carlos Salido
Ronald Schmitte
Vicki Severse
Tim Starkey
Arthur Taylor
Norman Vagne
Gary Wagner
Terry Ward
James Wright

Mary King (center) celebrated her 94th birthday at the March Retirement Club meeting. L to R: T.J. Selbert, Darrell Wally, Mary King, Vera Doss and Ruth Rendner.
ATTENTION TO AD RULES

Each single ad must be 25 words or less. More than 25 words will not be printed. Use a separate piece of paper for each ad, as they are pre-classified physically. Ads are free only to members - active, paid-up, or retired. For best response, include your phone number instead of addresses in all ads.

Members’ “cottage industries” will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad stand.

Deadline For Next Issue April 14th

TEXAN TAPED by a CPA. Over 10 years of experience. Flat fees – from $75 to $300. 425-679-1879

STRAWCUTTERS CAR CLUB members and mental health certified. 425-673-6428

Please read the following text carefully before submitting your ad:

YOUR AD WILL NOT BE RUN IF:

1. It contains any of the following keywords: appliance, TV, VCR, camera, electronics, vehicle, boat, mower, lawnmower, lawn tractor, blueprint.

2. It is not small enough - if it is too small to be read or understood, it will not be run.

3. It contains any of the following keywords: antiques, collectibles, negotiable.

4. It contains any of the following keywords: moving, selling, garage sale, estate sale, moving sale, garage sale.

5. It contains any of the following keywords: rent, rental, lease, leasehold.

6. It contains any of the following keywords: offer, offer for, offer to, offer at.

7. It contains any of the following keywords: for sale, for sale by owner, for sale by private party, for sale by owner.

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Please note that any ad containing one or more of these keywords will not be run.
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Auburn Members Get Pay Disparity Resolved

It pays to be Union was evident in the 17-15 vote in Auburn. Recently, two members had pay disparity issues addressed, which resulted in large back pay settlements, as well as having their pay adjusted by several dollars per hour. Both members were excited about the settlement with one receiving a $7 an hour increase along with over $13,000 in back pay while the other got a $4.50 an hour raise and over $8,000 in back pay. Both settlements were retroactive to their hire in date, including additional VIP contributions.

Business Rep Mark Johnson credited Union Steward Jared Moschkau with helping the members. Jared does an excellent job representing the members in his area, as well as providing advice and representation. This was a perfect example of how a non-contractual issue was resolved to the members’ satisfaction.

The two members had read about the Union’s recent pay disparity settlement in the December Aero Mechanic newspaper. Their jobs were part of that settlement, their particular circumstances did not fit the exact criteria so they were excluded from the previous settlement. Since this was not a contractual issue, Jared advised the members who to contact, how to present the information, and the remedy requested.

Jared noted, “HR did the right thing for both of these members. It was cool to see the members take my advice and work through the process. I had corrected the issue for a couple of other members, but had been getting turned down for more settlements. Instead of having the Steward present this non-contractual documentation, we got creative and had the members try a new approach. I’m glad it worked.”

“Because they met with HR, these two members have a better understanding of what the Steward does and how to work through an issue. It is an example of members taking the initiative and following through with the guidance of the Union,” Jared added. “They will remember that and help other members to be proactive rather than reactive.”

Another member who worked at the Boeing Hoquiam plant during the war, John Hurst, concurred. “I hope my experience helps others to know they need to speak up and take action. It resulted in about $4.50 an hour adjustment plus back pay. Jared was very helpful. I also want to thank our Team Leader (Duke Anderson) for bringing this to my attention. When I first approached my manager, who agreed I should be making more but couldn’t do anything to change it, he also pointed me toward the Union and suggested I talk to our Union Steward Jared to get help.”

Yuriy noted, “I got everything I needed. I came to Boeing with 13 years experience as a Technikier/moldmaker working with injection molds and dies. I deserved better and found out most C4608’s were making more than a N0309 that hired in on the same day.”

Another member had over 10 years experience before coming to Boeing. He got a $4.50 an hour raise and over $13,000 in back pay.

This member also approached Jared to ask for advice on how to get a pay increase. Having already handled Yuriy’s pay disparity, he gave the same advice, which paid off big.

Bereavement Interpretation Brings Supervisor Grief

Bereavement language in our contract is very clear. However, management in Everett needed assistance from Union Steward Bill Dolan to correctly interpret it.

This arose when a supervisor denied 751-member Nate Piper bereavement leave for Friday, Monday and Tuesday because “it was not consecutive workdays.” What made the incident even more appalling was the fact that the supervisor called Nate at home on Friday and asked how he would cover the Friday absence. Rather than argue during his time of grief, Nate met with Union Steward Bill Dolan and proceeded Friday with vacation and proceeded to handle arrangement of his mother-in-law’s service.

Upon returning to work, Nate immediately turned to Union Steward Bill Dolan. Unfortunately, the member continued to compound his mistakes. Rather than working professionally with the Steward to resolve the issue, management had the nerve to ask the member why he involved a Union Steward.

Bill highlighted the bereavement language and let the supervisor know it was management who caused this problem in the first place; otherwise, there would not have been a need for the Union to get involved. As a result, the member was given his original bereavement request (Tuesday, Friday, Monday) as well as the additional day on Wednesday, which management had instructed him to take.

Business Rep Jon Holden noted, “Issues like this happen around to a Steward’s attention so we can educate management on our contract. To

accept the supervisor’s answer. Every member should know to talk to their Steward – they are there for you.”

Members can verify bereavement language in the contract (Section 6.6c) on page 22, which defines family members, as well as conditions to use the benefit. It should be noted the members are eligible for this benefit from their first day on the job. While this may seem obvious, another supervisor in Everett tried to deny a member bereavement ‘because they hadn’t been on the payroll long enough to earn the benefit.’

Business Rep Jon Holden added, “It is wrong for management to try to intimidate members and block them from consulting with a Union Steward. In this case, management had the nerve to misinterpret the contract and then pester the member because he went to a Steward for help.”

Business Rep Ron Coen, Steward Jared Moschkau, Yuriy Chuyeshkov, and Business Rep Mark Johnson, with Union assistance, Yuriy was able to get his pay adjusted nearly $4.50 an hour and received over $8,000 back pay.

Business Rep Don Morris (l) and Steward Dwayne Johnson (r) congratulate John Hurst on getting a progression problem resolved which resulted in nearly $2,500 back pay.

Union Helps Correct Progression Step History

“When I had problems with the progression steps, I knew I was paying Union dues for a good reason. The Union is in my family tree and a strong part of my history,” declared 751-member John Hurst. This strong Union belief paid off when John received nearly $2,500 back pay for a progression step error following his 2001 recall.

Credit goes to Business Rep Don Morris for working the issue and convincing the Company to do the right thing – despite the fact that years had passed since the pay problem occurred. While it was technically no longer a contractual issue because of the time involved, it was a Company error and one that shouldn’t cost our member. After reviewing the work history, Boeing agreed with Don and paid the member subsequent back pay to resolve the issue.

To appreciate the significance of the settlement, you have to understand the timeline. John originally hired into Boeing in 1997 and was subsequently downgraded and laid-off in May, 1999. When he was recalled to Boeing in 2001, he noted he was being placed at the proper step rate, but had a nagging issue with the time before he had spent at the wrong rate. After investigating his work history and working with Steward Dwayne Johnson, Don was able to get Boeing to do the right thing and pay him the proper rate for the time he worked.

“I appreciate the Union assistance on this issue. Once Business Rep Don Morris had my work history, he called to give me updates, and showed up in person three weeks later to report I would be getting the back pay,” John noted.

“This reinforces the strong bond I feel with the Union. I came from a long line of Union members on both sides of the family. Both of my grandfather were Union members. One of my grandfathers was a 751 member who worked at the Boeing Hoquiam plant during the war time – the plant was located out on the coast to spread out our operations. They taught me the importance of Unions,” added John.