Approximately 200 members were ensured an extra special holiday season, thanks to the Union and Company, as they received a wage rate adjustment retroactive to the date when Boeing began to hire new employees with similar experience into their job classification at a higher wage rate. This adjustment addresses what the Union had characterized as a pay disparity issue for members in 13 job classifications. The Union and Company have worked together to provide compensation for individuals that is in line with the market in the 13 identified job classifications (see chart left): Individual back pay amounts varied depending on hire dates and job classifications; however, the total adjustment checks to our members will approach close to $1,000,000.

District President Tom Wrobleski, who worked for resolution of the issue with Boeing, noted, “I credit Boeing for doing the right thing for these members. It was not a contractual obligation since the 1992 contract. Neither side could have foresaw the drastic market change and the fact that at the time of the last two contracts, there were no plans for new hires as there were over 10,000 members on the CAT A list to be called...”

The Union continues working hard to get the new hire rates for all members adjusted, as well. If the minimum rates are not increased before formal negotiations begin next June, rest assured it will be addressed at the bargaining table. Both the Company and the Union are acutely aware the rates have not changed since the 1992 contract. Neither side could have foresaw the drastic market change and the fact that at the time of the last two contracts, there were no plans for new hires as there were over 10,000 members on the CAT A list...

Continued on page 2

Stepping Up Two-Way Communication for 2008

As preparations for the 2008 negotiations with Boeing shift into high gear, District President Tom Wrobleski has mapped out a month-by-month plan to highlight various issues members have identified. By focusing on one issue a month, it allows members to have discussion and input on the topic. Each month will feature a different topic. The Union has also begun a series of face-to-face activities that will continue through the contract and give the Union much-needed two-way communication.

Focus Groups

The Union is holding focus groups throughout Puget Sound to provide members an opportunity to give direct input to Union negotiators. Members are encouraged to attend to give honest feedback and input into the Union.

The focus groups are a good mix of members from different work areas. Stewards and officers are included because the Union regularly hears from them. Instead, focus groups are aimed at members who do not normally participate in Union meetings. Members were eager to share their ideas, issues, concerns and experiences with the Union. By asking tough questions and getting unfiltered dialogue, we can better address the issues and ensure the Union proposal accurately reflects members’ concerns.

Continued on page 7

Members give feedback at an Auburn focus group.

Pickle Fork Work Returns to Auburn

Members in Auburn again get to use their skills and expertise to fabricate and assemble the ???’pickle fork.’’ This pickle fork work, which connects the body side panel and rear spar to the wingbox on the 777, was transferred to Boeing Portland a few years back despite protests from the Union. Because it was a transfer within Boeing facilities covered by our contract, it was not subject to the Work Transfer language...

Continued on page 12

Dues Decrease for 2008

Monthly Union dues rate for IAM hourly workers at Boeing will be $56.80 for 2008. Dues are calculated at two times the average hourly wage plus wages from Sept. 2006 through August 2007, including the $3,000 lump sum plus $1.10 per capita tax to the Grand Lodge. The decrease is a result of new hires who have come in at entry level rates and attrition of more senior wage earners who have retired.

A Better Alternative

IAM Work Transfer offers alternative that keeps work inhouse

Tanker Time

With a decision in the near future, each member can help secure this work for the future

Inside Index

President’s Message 2
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We end the year with some positive news that will carry into 2008. Pay Disparity

First of all, the Union was successful in working with the Boeing Company to resolve a pay disparity issue for 13 job codes. Our affected members have already received retroactive pay, with some additional payments, including back pay. Although it was not a contractual issue, Boeing did the right thing and corrected the pay disparity. The results were approximately 200 members split nearly $1,000,000 in back pay.

This pay disparity issue was first brought to me by a number of members when the Company started hiring employees with similar experience on their respective job codes.

I applaud Boeing for doing the right thing and for listening to our rationale and resolving this issue. Negotiations with them can sometimes be difficult and never easy, but with persistence and the support of the members, we were able to achieve an acceptable settlement.

Although this settlement isn’t related to the new hire pay issue, I am hopeful we can come to a resolution with the Company on that issue before contract negotiations next year. If not, we will definitely address it then.

767 Tanker

Members will be receiving a letter soon asking for your help in landing a new 767 Tanker contract for Boeing. Stewards will be providing support letters through the shops. Please take the time to sign the letter and let us know your thoughts. We need our secure our jobs for many years to come. This is only the first step.

The next step is to ensure it is truly an American made tanker.

Together, we can send a very powerful message. You can also send a message to us at

gob undant hrm to find a link that will send

the message.

Highlighting Different Issues

In shop floor meetings, focus groups and walks through the shops, members have repeatedly asked for more paid time off in the form of vacation, sick leave and bereavement. Look at the history of these benefits on page 6 and the charts show improvements are long overdue. It’s Our Time This Time!

On the issue of progression, time to reach the maximum needs to be reduced. Our members are the most highly skilled in the world and certainly are proficient in all aspects of their jobs long before they reach the maximum rate. Boeing needs to recognize their contributions and shorten the progression to a more reasonable time period. It’s Our Time This Time!

Proposed Dues Structure Change at Grand Lodge Convention

The International (Grand Lodge Executive Board) has notified all District and Local Lodges that the existing dues structure, which was implemented in 1989, no longer makes sense in the International’s operating costs for 2007 and beyond. Therefore, they intend to propose a membership-wide dues structure change at the Grand Lodge Convention in 2008. This is not a proposal from District 751.

The Grand Lodge is the governing body of the entire IAM. Members from across the United States and Canada elect delegates to this Convention just as you elect members to your shop. However, like any proposal to Congress, what goes in may not be the same as what comes out. What I do know is, their proposed dues structure is a straight percentage of your gross hourly base rate (excluding overtime and bonuses).

The higher your gross hourly base rate, the higher your dues would be. On the other hand, the lower your hourly base rate, the lower your dues would be. I have not yet seen the actual proposal (if one is there) before it is presented. Knowing a proposal is coming on the dues structure highlights the need to elect strong delegates to represent our interests at that Convention next year.

Look Ahead to 2008

This District represents members across the State of Washington under 36 different contracts. Over the last year we have successfully negotiated 17 contracts that were accepted by our members. Two of those were first contracts at newly organized facilities.

In addition, we have been able to negotiate improvements for our members on issues that fell outside the parameters of the contract because we were able to convince The Boeing Company that making the changes was the right thing to do.

As we look ahead to the coming year, we all will be very busy gearing up for one of the most important contracts in our history. As you know, we are doing your part to ensure a successful outcome. It is very important to stand united and strong throughout the process. We all need to support each other. We need improvements in many areas of the contract including retirement, wages and benefits for all members. Let’s build on the momentum of our 2007 success and we will prevail because It’s Our Time...This Time!

Union Helps Secure Huge Back Pay Settlement

Continued from page 1 back to Boeing.

For District President Tom Wroblewski, this marked the second time since taking office in April that he has definitely address it then.

He declared, “I love the Union and the right thing and corrected the pay company to come to a resolution. With the Company’s new leadership, it is even more impressive that Boeing, although not obligated per the contract to make any adjustments, worked with the Union to resolve a big issue. Last spring, the Union worked with Boeing to get the back pay in time for the holiday. Timing couldn’t be better and it was great to see it come to this conclusion. It came out even better than I expected. I owe a lot to Union Stewards Scott Fassett and Jim Eaton, as well as supervisor Geoff Robinson, who was pushing from management’s side. The timing couldn’t be better and it was great to get the back pay in time for the holidays.”

Some questions arising from this announcement:

Does this apply to all new hires over the past couple of years?

Boeing did not adjust pay rates for all new hires. Only employees who were hired into job classifications that Boeing deemed as requiring a higher offer rate than the minimum (see chart on page 1) were reviewed for a potential adjustment.

How was the date determined for establishing retroactive pay?

The dates to make the new pay rates effective were based upon when a subsequent hire was made and paid more than an earlier hire with equivalent experience on the same job code. The subsequent hire represents the starting point from which we may begin paying the higher amount. Each job code may have a different date.

How will employees know how their individual pay adjustment amount was determined?

Each adjustment amount was determined by using the resume/application provided at the time the employee hired into the Company. Therefore, no further review will be done. When should the employees see the pay adjustment?

They should see pay adjustments with back pay beginning with the December 20th paycheck and no later than the January 3rd, 2008 paycheck. Employees need to be patient and wait until the January paycheck to be sure they have been paid.

What is the Union doing for the rest of the new hires and the substantiallyกว่าจํานวนต่างๆ memb

As was reported in an earlier communication to the membership, District President Tom Wroblewski is working with the Company on that issue as well. Although the Company is under no obligation to even discuss the matter prior to negotiations next year, we are still monitoring the arguments to the Union that is putting forward. We can’t promise a resolution prior to negotiations on this issue as it impacts a much larger population of the workforce, but rest assured, this Union is doing what it can to try and come to a resolution sooner than later.
**Political Action**

**Time to Take the Tanker**

by Larry Brown, 751 Legislative Director

The time to act is NOW. The stakes are very high. Within the next six weeks our government will decide which airplane will serve as the Air Force's refueling tanker for decades to come. The choice is between the Machinists Union/Boeing built KC-767 or the French made and designed Airbus A-330. Your help is needed today to secure the tanker order. (1) Send an e-mail to your Senators and Congressional Rep. (2) Sign three letters your Union Steward will bring to the shop, and (3) Call your two Senators and Congressional Rep. Will our government support the creation of thousands of Machinists Union, family-wage jobs for years, perhaps decades, or will we give those jobs away? Will our government buy an American made-tanker which enhances our national security and maintains our country's industrial base or will we relinquish our aerospace capabilities? Will our Air Force benefit from the most technologically advanced, most capable tanker built by the most experienced workforce in the world or will we allow Airbus to learn how to build a tanker and gain that experience at the expense of our armed forces? Your Union is pulling out all stops to help deliver the tanker. District President Tom Wroblewski is co-authoring Op-Ed articles for the local newspapers. He and District Secretary-Treasurer Susan Palmer have met with each member of our Congressional Delegation and our International is working throughout the nation to build support for the KC-767. Help our government make the right choice. Help our Air Force receive the best product. Help our members keep defense jobs in this country. Log on to the 751 web site, send an e-mail letter, sign the letters your Steward brings into the shop and call your Senators and Congressional Representative. Please act TODAY. You can make a difference.

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**751 Club Dinner Dance Honors Our Political Activists**

On Saturday, December 1st, the Union honored our most politically active members - those who belong to the 751 Club and donate $5.75 or more per month to the Machinists Non-Partisan Political League (MNPL). The event was also a time to recognize those members who were top recruiters in the recent MNPL drive (see box below). In addition to a social hour and delicious dinner, those attending got to hear from Governor Christine Gregoire and renowned political comedian Stephanie Miller, as well as a number of top Union officials.

After the formal program concluded, members could hit the dance floor or try their hand at gaming tables with free chips to win tickets for the prize drawing at the end. Prizes included laptop computers, ipods, portable DVD’s and a flat screen TV, which was won by Marsha Prather.

**Top MNPL Recruiters**

While many participated in the recent MNPL drive a few deserved special recognition. Below are the top three winners in two categories:

**Most Money:**
1st Place: Allen Neph (BR: Roy Moore)
2nd Place: Jared Moschkau (BR: Mark Johnson)
3rd Place: Ed Williamson (BR: Ray Baumgardner)

**Most Cards:**
1st Place: Allen Neph (BR: Roy Moore)
2nd Place: Jared Moschkau (BR: Mark Johnson)
3rd Place: Ed Williamson (BR: Ray Baumgardner)

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**How You Can Help**

1) Send an e-mail message to our Senators and your Congressional Rep (www.iam751.org/aero/tanker.htm)
2) Sign letters your Steward will have asking our two Senators and Congressional Rep for support
3) Call your Senators and your Congressional Rep and ask for their support on the tanker.


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**Governor Gregoire addressed our most politically active.**

Comedian Stephanie Miller entertained the crowd.

Above: L to R: Dan & Belinda Swank, Phil & Reggie Vinyk, Gina & David Bowling.

Susan Palmer Secretary-Treasurer

Stosh Tomula and Barb Stewart took a spin on the dance floor.

Dwyane Johnson hit the dance floor to show his moves.

751 President Tom Wroblewski (l) and Sec-Treasurer Susan Palmer (r) had the pleasure of presenting Marsha Prather with a 42 inch flatscreen TV.
COMMUNITY SERVICE

Machinists Make a Difference This Holiday Season

Throughout the community from Everett to Tacoma, 751 members and their families have made a difference in the surrounding communities. The activities are as varied as the members: bell ringing for the Salvation Army, a candy drive for area children, food drives for Northwest Harvest, loading supplies for flood victims, donating beds for flood victims, building wheelchair ramps, and preparing and serving meals at area missions. Nearly every week there is a project that 751 members are volunteering to help with.

KING 5 TV featured Machinists helping with their food drive the first weekend in December. KOMO TV and the Salvation Army called on Machinists to help with the flood victims – proving others are aware of the tremendous giving from our membership.

Special thanks to all who have donated their time and effort to help others and improve their lives. If you would like to take part in upcoming Machinists Volunteer Projects, please contact Kay at 1-800-763-1301, ext. 3316.

Matt Schuler and his daughter Jenna, along with Mike Hall, enjoyed bell ringing at Westlake Center for the Salvation Army.

Dale Conklin and daughter Sarah make bell ringing a holiday tradition.

Members and their families got into the holiday spirit as they took over the Salvation Army donation buckets throughout downtown on December 7th.

Volunteering at the Everett Mall to gather food for Northwest Harvest (L to R): Mike Yde, Russ Houghton, and Gary Caya.

Above: Vennie Murphy braved the snow to come to the Tacoma Mall and help with the Northwest Harvest food drive on December 1st.

Photo right: 751 volunteers were out in the early morning at the Everett mall helping with the food drive, despite freezing temperatures.

Above: Machinists Union volunteers load supplies into semi trucks at Ikea for recent flood victims.

After loading supplies for flood victims: L to R: a KOMO TV employee, Jesse Cote, Salvation Army employee, Mike Burleson, Ed Lutgen and Bill Young.

Above: Dee Dee Oen (r) and son Nathaniel put together the frame for a wheelchair ramp.

The White Center Salvation Army was thrilled to receive carts of candy contributed for their Halloween party. Unloading the candy (L to R) Salvation Army worker, Tom Wroblewski, Tommy Wilson, Jimmy Darrah, and Mark Johnson.
Conference Focuses on Preparing for the Future

When asked if you are ready to move forward, over 70 members answered with a resounding YES after attending the IAM District 751 Labor Education Conference on November 3rd. The event, which was organized by the District’s Women’s Committee, Human Rights Committee and Labor Education Committee, offered educational workshops and also raised money for a very worthwhile charity – Friends and Families of Violent Crime Victims.

IAM General Vice President Lee Pearson encouraged participants to get a sense of what is in order to move forward for the future, encourage others to get involved, and issued a call for action with an emphasis on unity and solidarity.

The District’s Women’s Committee enlisted David Dilgard, Regional History Specialist for the Everett Public Library, to graphically describe The Everett Massacre. The bloody day is still seen as a defining moment in Northwest Labor History. Looking back helps provide an understanding of where we came from and ensure we do not repeat history.

The Women’s Committee workshop offered practical advice and tips to prepare financially for the future – whether retirement is close, children’s college is impending, or you are trying to purchase your first home. Jenny Wieland Ward, Executive Director of Families & Friends of Violent Crime Victims gave a compelling presentation on the organization she helped establish after her 17-year-old daughter was murdered by another teen. “There is a murderer, a minimum of seven to ten people are directly affected by the death and many more are affected within our communities. The parents often can’t go back to work, if they do go back, are unable to concentrate on the goals of the organization and lose their jobs, and often face severe financial stress,” stated Jenny. “The spouses can’t relate to one another because their grief is expressed differently and many eventually divorce. The siblings, Forgotten as the family focuses on the lost one, begin acting up in school, turn to drugs, or become isolated and confused.”

The conference hosted a silent auction, which raised over $2,318 to ensure the organization can continue their important mission of supporting all victims of violent crime, missing persons, and their loved ones. Families & Friends of Violent Crime Victims reaches out to these victims and provides services from initial crisis intervention to peer support groups that offer a path to re-construct their lives following the trauma of loss. They do this at no charge to the victims, whether their case is open, closed or a cold case.

Steve Cooper, Grand Lodge Representative and Western Territory Organizing Lead, presented the Human Rights Workshop and outlined ways to get members involved and to increase diversity throughout our Union and communities, as well as educating participants on other organizations in our area.

Jenny Wieland Ward, Committee member Dave Swan noted, “The conference was very educational, emotional and touching. It was great to see we are contributing to Friends and Families of Violent Crime Victims. I have a family member who was impacted by a violent crime so it really touched home.

He added, “I enjoyed all the speakers, who provided good information. I think we should get the financial planner to attend Local Lodge meetings and present the same information to a broader audience.”

Chris Louie was inspired by what he heard and noted, “Jenny Ward’s presentation was very touching. I talked to her after the conference about volunteering to help Family and Friends on the weekend. It moved me to listen to her.”

Members at Filtrona Secure First Contract

Members at Filtrona Extrusion in Yakima (a Boeing supplier) voted overwhelmingly to accept a first contract on November 19th. The 144 members are happy to have Union representation and to have their wages, hours, and working conditions in writing so the Company could no longer change their policies to fit their needs.

District President Tom Wrblowski congratulated Union Representatives Jon Holden, Paul Milliken, Secretary-Treasurer Susan Palmer, Organizer Jesse Cote and Staff Assistant Ed Rittenberg for their hard work on the contract.

Members identified pay as a top issue and Union negotiators delivered with an impressive average increase of 22 percent over the life of the contract, including a first year General Wage Increase of $1.50 an hour. In addition, a performance bonus was introduced.

Other highlights of the first contract include:

- Medical and dental will remain at the current shared percentage rate – with costs decreasing in 2008.
- Entry level rates were increased.
- Limits were created on mandatory overtime.
- Call back and report time pay.
- Promotion and redegrade and job bidding was established.
- 401K plan with 7.5% per $1 match up to 6 percent.
- Subcontracting is not permitted when doing so causes a layoff of an incumbent employee.
- Sick leave, vacation, jury duty, bereavement leave, as well as 10 paid holidays per year.
- Safety shoe benefit of $100 per year. If the wearer is injured, they can keep their shoes.
- Company prescription OSHA-approved safety eyewear to employees annually.
- Established a Company/Union safety committee.
- Seniority and recall rights secured.
- “The Union negotiators (Jon Holden, Susan Palmer, Jesse Cote, Paul Milliken and Ed Rittenberg) were outstanding and worked hard to get this Agreement from Filtrona. I feel great about the first contract. We got more than we ever thought we would,” stated member Cindy Day.

“It’s a huge corporation that owns over 100 businesses. They did not want us to unionize and brought in their big guns and lawyers to keep it from happening, but we did it together.”

Cindy added, “Without Dave Bailey and Manny Balderas, who devoted so much of their time and energy, we could not have done it. We all owe them a big thank you.”

Another member noted, “When we counted all the votes, it took a group of rednecks from Yakima to show Filtrona we would not be disregarded anymore.”

“I like the first contract. It isn’t perfect, but it is a good start and gives us something to build on,” stated Dave Bailey, who was instrumental in the organizing effort and served on the negotiating committee. “While the organizing effort was very stressful and time consuming, I’m glad we did it. So much happened it is hard to put the last two years into words. I’m glad we have Union representation and a contract to protect us.”

Dave added, “Thanks to all the members who helped me this past couple years, and a big thank you to the Union Reps for helping us get this done.

New Contract at Rabanco

Solidarity paid off for 135 IAM members working at Rabanco Regional Disposal in Goldendale Washington. After rejecting an initial contract offer on November 18th (with only one person voting to accept), the Company came back to the bargaining table. Over the Thanksgiving weekend, Union negotiators were able to get the Company to revise their offer, which was ratified by 67 percent.

The revised proposal better addressed members top issue – more money in the form of a $400 signing bonus and an additional $100 per year each year of the contract, as well. The first year increase was revised from the initial 60¢ an hour to 85¢ an hour. An additional 20¢ an hour was added to the second and third year of the contract with an additional 10¢ an hour in the fourth year, as well.

Other improvements include: better overtime language, clarification on the minimum wage rates, reimbursement for safety shoes increased to $150, and a 10¢ per hour bump in contributions to the IAM Pension Plan each year of the contract. In addition, procedures were revised so that disciplinary action will remain in the employee’s file for 24 months (previously 30 months).

Members also saw improvements in paid leave. An additional day of bereavement (for a total of 4 days) was included if the funeral is more than 250 miles away. A fourth week of vacation was added for those with 18 years or more seniority. Thank you Business Rep Paul Milliken and Staff Assistant Ed Rittenberg for negotiating the contract.”
Crane Operators Win World Championship

Overhead crane operators in Renton proved what we already knew – 751 crane operators at Boeing are the most skilled in the world. After competing in the North American Crane Bureau world competition in Las Vegas in November, two Renton operators walked away with first and second place. Steve Earl captured first place with a flawless execution on an overhead crane simulator while Bruce West finished a close second.

The conference, which was geared around crane safety, gave Boeing operators from Everett and Renton a chance to show off their skills. The competition included moving loads through a complicated obstacle course on a simulated overhead crane. The initial attempt reduced the field to 10 competitors. The second round narrowed the group to four and the final round pitted just two competitors against each other – both 751 members from Renton.

Both Steve and Bruce have vast experience coming into the competition – Steve with 13 years and Bruce with 33 years. They credit manager Scott DeLappe, who worked the cranes for many years before going into supervision, with encouraging them to attend the conference and enter the competition.

2008 Labor History Calendar Featuring Our 2005 Strike

It’s Our Time This Time - A Local History of Paid Leave

The Union continues to highlight different issues each month. In December and January, we look at paid leave and pay issues, which include minimum entry rates and progression.

**Paid Leave**

Members have told us loud and clear they want more time with their families. Five days of sick leave is just not enough to care for sick children or to deal with a major illness. Members end up using vacation time to cover absences due to illness – it’s enough to make you sick!

Members have identified additional vacation and sick leave as a priority. Hourly workers deserve the same time off with their families (sick leave and vacation) that other Boeing payrolls get. Who wants to use precious vacation time when they are sick?

**Improvement Progress**

Under the best circumstances, it takes six years to climb from Minimum Rate to Maximum.

**Paid Holiday History**

1950 Paid holidays were first negotiated in 1950. Prior to that, a holiday was a day off without pay. There were eight paid holidays in 1950: New Year’s Day, Washington’s Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, the Friday following Thanksgiving and Christmas Day.

1958 There were eight paid holidays; however, a provision was included that in lieu of Washington’s Birthday, for employees who worked on the last working day before Christmas, the last working day before Christmas might be substituted.

1960 The last working day before Christmas was added.

1965 Number of holidays expanded to nine with the addition of Mississippi Test Facilities, which had Mardi Gras Day. Good Friday for all locations except Michoud Plant and Alabama Test Facilities, which had Mardi Gras Day.

1968 Added one more paid holiday – the regular working day following Christmas was added.

1971 Good Friday moved to the extra day off at Christmas. This contract marked the first time the holidays stretched from Christmas Eve through New Year’s Day, which has continued ever since.

1979 All holidays and weekends consecutive to a holiday will be worked solely on a voluntary basis.

1989 Eliminated requirement that employee must work either the day before or the day after the holiday to qualify for holiday pay. Employee is eligible for holiday pay if an active payroll or if absent for medical reasons not longer than 90 days prior to holiday.

**Paid Holiday History**

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</tbody>
</table>
Look at Paid Leave, Progression and Entry Level Rates

1965
- One hour earned for every 17 worked
- One hour earned for every 14 worked

1968
- Unused vacation could only accumulate for that year. Unused vacation was paid out on next eligibility date.
  - 0 to 10 years seniority - One hour for every 17 worked
  - 10-20 years seniority - One hour for every 13 worked

1974
- Amended to provide a carryover of vacation time from one year to the next to allow extended vacation periods. At the end of the second year, any vacation that had not been used was paid out.

1977
- Some of the time periods to reach target jobs were shortened.

1980
- For employees hired after 10/4/80, target time increased for Labor Grades 9 and below.

1983
- Maximum Progression Increase Step Plan introduced.
  - Provided for a 30% increase every six months until the maximum of the range is achieved. (Ten steps = 5 year progression)

1986
- 30 cents every six months for progression (7 steps = 3 year progression)

1989
- 31 cents every six months. 15 steps (7 1/2 year progression)

1992
- Progression schedule reduced from 7 1/2 years to 6 years. Progression steps increased from 34 cents to 50 cents every six months.

From 1968 through 1982 members had a learner target system with different time periods to get to the target labor grade for each job. Basically, they would move up a labor grade at each time interval until they reached the target labor grade.

Two-Way Communication Key in Negotiations

Continued from page 1

Shop Floor Meetings
As part of our face-to-face communications, Business Representatives are again holding shop floor meetings during breaks and lunches. Members have indicated they want more face-to-face interaction with the Union, and this is one method to accommodate that request.

Response has been very positive – especially when members understand this is an ongoing program. Participation is picking up as word spreads about the meetings.

While Business Reps highlight an issue at the meetings, it is just as important to get feedback from members attending. Our goal is to ensure the Union proposal reflects the issues identified by members.

Do your part. Participate in shop floor meetings with the Business Reps and attend focus groups. Only with your input can we be successful.

Order New Contract T-shirt Through Union Stewards

Beginning in January, Union Stewards will begin taking orders for the new contract t-shirt. See examples right for t-shirt design.

T-shirts will remain just $5 and come in sizes small through 5X.
The t-shirt will also include a pocket on the front.

Members should place their orders through their Union Stewards in the shop. Stewards can place the orders online and can pick up the orders starting at the February Local Lodge meetings.

Show your solidarity, purchase and wear a contract t-shirt every Wednesday through negotiations because: It’s Our Time This Time!

Smaller contract logo on front is placed on shirt pocket.
Contract logo is prominently displayed on back of the t-shirt.

It’s OUR TIME! THIS TIME!

December 2007/January 2008
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Page 7
Green for the Guide Dogs

Throughout the year, 751 members continually raise money to benefit Guide Dogs of America, a charity that provides service dogs to visually impaired individuals free of charge. 751 was again the top contributor - donating $221,000 for fundraising activities in 2007. Below are just a few of the recent events that helped raise the money.

The 2007 Local A Bill Baker Memorial Car Show raised $7,400 for Guide Dogs. L to R: Secretary-Treasurer Susan Palmer, Stosh Tomala, Scott Salo, Clifton Wyatt and District 751 President Tom Wroblewski.

Applications Available for 2008 IAM Scholarship Competition

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the United States and Canada.

Awards to members are $2,000 per academic year. They are granted for a specific period from one to four years leading to a Bachelor’s degree or a two-year vocational/technical certification.

Awards to Children of Members are: $1,000 per academic year for up to four years, whichever occurs first.

Eligible Applicants

Any applicant must be either:

• an IAM member or
• the son, daughter, stepchild or legally adopted child of an IAM member.

A Member Applicant:

• must have two years of continuous good-standing membership up to an including the closing date of February 22, 2008.

• must be planning to graduate during the winter or by the end of the spring 2008 school year (i.e. normally a high school senior or completing the last year of college preparatory work).

• must plan to be attending a regular college or vocational/technical school as a full-time or part-time student, maintaining qualifying grades, and will be eligible if the parent died after the child entered high school, and the parent had two years of “continuous good-standing membership” at the time of death.

The IAM member must maintain continuous good-standing membership throughout the lifetime of the award, and must be working in a company under contract with the IAM.

• may apply, whether entering college or vocational/technical school as a freshman or at a higher level with some college credits already completed.

• must apply and be considered for the 2008 scholarship. No exceptions whatsoever will be permitted except in the case of a third party is responsible for the delay.

For information on rules of eligibility or to obtain an application form, contact the Scholarship Program, 900 Machinists Place, Room 117, Upper Marlboro, MD 20772-2687

Please send me an Application Packet for the 2008 IAM Scholarship Competition. If the proper packet is not received within 30 days, advise the Scholarship Department immediately. I understand that this request is not an application, and that the Application Packet must be completed and postmarked no later than February 22, 2008.

REMINDER: Please check two appropriate boxes of the four listed below and the coupon and attach a SELF-ADDRESSED LABEL for reply.

IAM Member requesting a College or Vocational/Technical Scholarship

Child of a Member requesting a College Scholarship

Child of a Member requesting a Vocational/Technical Scholarship

Print your name and address clearly:

Mail to: IAM Scholarship Program

900 Machinists Place, Room 117

Upper Marlboro, MD 20772-2687

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

Local F Officers presented a check for $4,600 from their Garage Sale fundraiser for Guide Dogs. L to R: Susan Palmer, Brett Coty, Robley Evans, Garth Luark and Tom Wroblewski.

Above: Local A Holiday Bonanza Drawing organizers Stosh Tomala (l) and Scott Salo (r) presented 767 sealer Dave Strand with the 50 inch plasma TV won in the raffle.

Local A’s Holiday Bonanza organizers presented a check for $8,812. L to R: Matt Hardy, Pat Augustine, Susan Palmer, Allen Neph, Tom Wroblewski, Clifton Wyatt, Jason Redrup and Tom Wroblewski.

Local F Car Sale

Local E’s horseshoe tournament collected $2,500 for Guide Dogs. L to R: Rob Gianetti, Ina Carterman, Dan Meddaugh and Tom Wroblewski.

Local A Car Show

Local E’s Annual Holiday Bonanza

Local A Holiday Bonanza

Local F Horsehoe Tourney

The 2007 Local A Bill Baker Memorial Car Show raised $7,400 for Guide Dogs. L to R: Secretary-Treasurer Susan Palmer, Stosh Tomala, Scott Salo, Clifton Wyatt and District 751 President Tom Wroblewski.

Local F Horsehoe Tourney


Local A Car Show

Local E’s Annual Holiday Bonanza

Local A Holiday Bonanza
November Retired Club Minutes

by Ruth Renders, Retired Club Secretary

The meeting was called to order on November 12th by President Al Menke. Roll Call of Officers: All officers were present.

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

President’s Report: President Al Menke announced this is his last Business Meeting as Retiree Club President. He has been involved in the club for over 18 years and has held various officer roles. Al thanked everyone for the opportunity to serve the club and extended a special thank you to Al Wydick for all of his support as Vice President during the last two years.

Results of the election for Retiree Club Officers are as follows:
- President: Al Wydick
- Vice President: T.J. Seibert
- Recording Secretary: Ruth Render
- Treasurer: Betty Ness
- Sergeant-At-Arms: Leroy Miller
- Trustees: Louise Burns, Cherie Menke, John Guevarra

Communications: Recording Secretary Ruth Render thanked President Al Menke for his years of service. A letter was received from the Salvation Army requesting a donation.

Health & Welfare: Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: Elvera Anderson, Richard Bergstrom, Thelma Budd, On Chin, Florence Doty, Cora E. Elgin, Verda K. Frazer, James J. Gray, Kerry Hammons, Ronald M. Haywood, James J. Jay, Vesta M. Maple, George M. Mills, Tara Malone, Jack B. McGinnis, Dung H. Nguyen, Edward T. Persling, David C. Rosek, Darrell Santose, Walter R. Whaitker, Edward M. Warden. Sympathy cards were sent to the next of kin. There were no ill members this month.

Health and Benefits Representative Joe Crockett spoke about preparations for the contract next year. Every month, the staff and B&Rs are taking an issue to the shop floor. In November, Retiree Medical is being discussed and a rundown of how it has evolved is on the last page of the November issue of the Aero Mechanic. The Union will continue to fight hard to keep it as it is in the contract.

Legislative Report: Carl Schwartz noted the Retiree Club Legislative Committee meets prior to every Business Meeting. Anyone who would like to participate is more than welcome to attend. Carl reported they are working on a petition to fully fund Social Security with government funds that they will send to Senator Patty Murray. He asked that everyone sign it in support.

Birthdays & Anniversaries: November birthdays were: James Evanston, Michael Keller, Eugene Debs and Jim Bostwick. There were two anniversaries: John and Helen Pompeo – 59 years and Mel and Mary King.

Good and Welfare: John Guevarra spoke about Veteran’s Day.

Gene Hoglund spoke about early Retiree Medical and how important it is to retiree as well as members.

Adjournment: A motion was made to adjourn at 11:40 AM. MSP

Union Retirees:

Congratulations to the following members who retired from the Union:
- Jacqueline D. Anderson
- James W. Baldwin
- Toney M. Bowen
- Gerald S. Duff
- Marvin L. Hicks
- Donald J. Larreaux
- Joseph D. McElroy
- James D. Miller
- Gary T. Prevost
- Conrad H. Wetrich
- Mark A. White
- Wayne E. Woulf

Houzer Inspired Many to Get Involved

by Jim Gepford, Retired Business Rep

Recently, District 751 lost a member who helped countless members in his many years of service – Walt Houzer. This dedicated individual took office as a Business Rep on February 1, 1967 and worked in that capacity for the next 28 years – fighting to preserve contractual rights for members. Members respected and appreciated his hard work, which was reflected in the fact he was re-elected each term until his retirement on January 31, 1984.

Walt was a member of Local A, who worked as a rigger in final assembly and then on the flight line. He served in many local lodge offices – gaining valuable experience before being elected as a full time Business Representative.

As a rep, he fought daily to protect and enforce the contract. Yet he also had some cases that were of major significance. Walt filed a grievance on behalf of a Local 1 employee that ended up achieving national protection for all disabled workers. This case involved a down-grade for an electronic tech. The Boeing Company argued because of his handicap, the member could not sodder. Walt argued Boeing knew of his handicap when they hired him and also when they upgraded him.

Boeing refused to resolve the grievance; therefore, it was elevated and argued in Superior Court. Walt won in Superior Court, and Boeing appealed to the State Supreme court, which also upheld Walt’s position.

UNIONS, WORKERS, NON-UNIONS, MEN & WOMEN – fighting to preserve contractual rights for all workers.

Walt also helped several of us get active in the Union in the late 1960’s. He inspired others to take pride and do their part to make the Union stronger. When Walt would call us on Friday afternoons and wanted to meet, we always knew we would learn more than we wanted, but eagerly listened and absorbed his experience and knowledge.
**AD RULES**

Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. Add your name, phone number. Members “consumer industries” will be OK on ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

**Deadline For Next Issue Jan 12th**

**ANIMALS**

PITBULLS, 1 unaltered Male, red nose, 4 yrs. old. Good pet for family. Get w/ small children. Spayed/British Female, same family, 3 yrs. old. Both great w/whole family. Would prefer to be adopted together if possible. Both free to loving family.

**FREE**

PITBULLS, 1 unaltered Male, red nose, 4 yrs. old. Good pet for family. Get w/ small children. Spayed/British Female, same family, 3 yrs. old. Both great w/whole family. Would prefer to be adopted together if possible. Both free to loving family.

**Auto Parts & Accessories**

SUPER SPORT HUB CAPS, 13” for 3 of them, 1964-1965 or from Chevy car. Nova or Chevelle. S15 each. Or 232-355-6809


(4) STUDDED TIRES w/575, 705SR13 blackwall tires, $260.00. $55/ea. All in good cond. 253-355-5065

PARTS FOR 1985 Toyota std. pickup. Radiator, $85. Thermostat, $35.00 both in stock. Call 253-1804 after 12 pm for more info.

(4) SNOW TIRES studs removed on GM rims, P205/60R14, like new. $350.00. 425-200-7202 for more info.

(2) SETS TIRES & WHEELS (total of 8) from 2001 Mitsubishi Lancer. Lots of tread left on all. $250. 206-769-1457


**Boats**

RV & HOME MATTRESSES. Memory, reflex foam, innerspring. Standard and custom sizes. Custom cuts and rounded corner available. 206-542-0104

FAIRY TALE 83’ CF with solar panel, battery, $2,000 LB. AXLE ASSEMBLY, slightly used. 253-852-6200

(4) SNOW TIRES studs removed on GM rims, P205/60R14, like new. $350.00. 425-200-7202 for more info.

(2) SETS TIRES & WHEELS (total of 8) from 2001 Mitsubishi Lancer. Lots of tread left on all. $250. 206-769-1457


**Cottage Industries**

THE SMOKEHOUSE & MORK! would like you to order your Christmas gifts early so you can get them fresh. We have a large supply of fresh smoked ribs, fresh range turkeys (fresh & smoked), fresh meat in boneless ham, smoked salmon and other meats, salads etc. Call 1-360-886-9293 to place your order. Available in Black Diamond at 32721 Railroad Ave.

**FREE**

WANT ADS

Deadline is Jan 12th!

**CUTOUT RULES**

Name: ____________________________________________
Phone (or Address) ________________________________________

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

- Name
- Address
- Phone Number
- Clock Number
- Shop Number

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Jan 12th!

**Electronics & Entertainment**

FLOPPY DISKS 3 1/2”, 80 +, 330+ blanks, (10) P205/60R14, $12 ea.; (1) P205/60R14, $15 ea.; 1 opened/ unused box of 250, $8. 425-432-6134

**Fish & Wildlife**

**For Members Only**

CEDAR CHESTS, (2). Large. Nice cond. $125 each. Set of numbers & letters $20 and $10 additional. 425-432-6134

ELECTRICAL CORDS, black, heavy duty. 220 – 110, 6guage, 75’ with male end. (1) motorhome cord, 50’ with both ends. $72 and $65. 253-852-6809

BROTHER SEWING P.E.S. WRITER CARD for downloading embroidery designs, compatible with all Brother Home Embroidery Sewing Machines. Box contains CD-rom, 4M memory card w12 original designs. $30, 16K card writer box and instruction manual. Needs computer w/usb port & online access. New cond. $115. 425-432-6134

WOODEN CAROUSEL SET, handmade 3 pc. pine set, 3-d look, beautifully decorated with baby's breath and pink ribbon. Each piece has cameo on wainscot and rear. Price $35.00 each. 253-175-1756

(2) PIATTO BAKERY BOXES w/removable cake carrying handle, $1.00 each, holds for 10 cakes, hexagon shaped, brown, black, 120 base w/2 switches. Left hand and right on all. $25. 425-432-6134

BOOKCASE HEADERS, (4), 13’ for 3 of them, small children. Spayed Brindle Female, same yrs. old. Good temperament, grew up w/PITBULLS, 1 unaltered Male, red nose, 4 yrs. old. Good pet for family. Get w/ small children. Spayed/British Female, same family, 3 yrs. old. Both great w/whole family. Would prefer to be adopted together if possible. Both free to loving family.

**For Members Only**

**Free Ads**
December 2007/January 2008

**FREEZE ‘N SERVE BOWLS, 8 individual dessert bowls, dbl-layer insulated, 7 green & 1 blue colored, new cond. $25 each or $8 set of 3 or $14 set of 4. 253-432-6134**

**COLLECTOR STATE BELLS, about 94 from United States and cities, some countries. Varied sizes in metal & ceramic. Nice collection. Sell only at $425 for all. 253-639-5178**

**KING SIZE SHEET SET, white, deep pocket, new. 253-432-6134**

**WINTER IS COMING, looking for something fun to do? Join the “Everett Boeing Stratocruisers” Car Club Contact us at www.stratocruisersresearch.com or phone 425-335-5443**

**QUIETING GOLF! Complete sets, individual bags, clubs, carts, putters, balls. You name it, everything goes. Good deals – don’t miss it! 253-399-4773**

**TOOL BOXES & TOOLS. 4-drawer chest, 7-drawer machinist box with tools, one smaller carrier box, lots of tools, wrenches, sockets, etc. Good deals – don’t miss it! 253-833-4773**

**35-GALLON AQUARIUM, 12” x 20” x 25” x 36” Comes with mahogany top, nice cond. $100. 253-859-0366**

**WOLFF SYSTEM CANOPY TANNING BED, new. 206-244-4707**

**350-VIEW OF ELK CREEK, Mt. Rainier view from one corner of property, same tenants for 6 years. $159,000. Contact 206-963-6059**

**SUITE A LIVING, queen size, has 5th hour when blown up. Made of durable brown PVC vinyl. Perfect for guest bed or children. Requires air pump not included. New cond. $35. 253-432-6134**

**CANNING/STOCK POT with wire rack & lid. Black & white steel, can hold 7 qt. jars. Looking for someone using bottom, otherwise in good cond. $15. 253-432-6134**

**HANGING CANVAS STORAGE/RUBBY RACKS, use for anything or anywhere you need storage. Will hold 28 pairs of shoes, has Velcro straps to hang under wire lock or rack. Measures 34” H x 24” x 12” x 12” Folds flat, new. ca. 253-432-6134**

**SIESTA AIR BEED, queen size, has 5” high when blown up. Made of durable brown PVC vinyl. Perfect for guest bed or children. Requires air pump not included. New cond. $35. 253-432-6134**

**Toys**

**YUASA HORIZON PRECISION RO- TARY TABLE, diameter 8”, 4 1/4” center slot, 4 worm gears, 3 MT, weight/ratio 90/1, 59 lbs. Was $1,200 in 2000, like new. $400. 253-852-6809**

**BLACK PLUNGER DIAL INDICATOR, 200 range/dial type .001. Made by Central Tool & Mfg. Co. Was $85 in 2000, with case. $60. 253-852-6809**

**ALUMINUM PLATE, 1/2” thick, 2” x 12” x 24”. $15. 206-244-4707**

**UNIVERSAL BEVEL PROTRACTOR, 7” with acute and angle attachment. Was $25 in 1990. $150. 253-852-6809**

**MASTERCRAFT TOOL BOX LANTERN, has a super bright spotlight, twin blinking lights, twin reflectors, with a built-in 13-pc. tool kit. Can operate on a cigarette lighter power adapter (sold separately) or uses 4 D batteries (not included). New, not used. $20. 253-432-6134**

**TOOLBOX with tools, 27” x 27” x 18”. 410-939-8290. 253-244-4707.**

**Sporting Goods**

**ART NOUVEAU STEEL JUG, 10” high. $10. 360-652-7962**


**SPORTING GOODS**

**PROPERTY**

**HOUSE FOR SALE. Eatonville, WA. 13 acres, may be divided into two lots, rented to same tenants for 6 years. $159,000. Contact Linda at 253-833-4773**

**3 CEMETERY PLOTS at Azalea Garden, Greenwood Memorial Park. MUST SEL. $10,000. Call Dan at 360-532-1060**

**3 CEMETERY PLOTS in Azalea Garden, Greenwood Memorial Park. Renton WA. $2,500 each. 425-355-5443**

**FOR SALE 9 beautiful wooded acres in Eatonville near NW Trek area, 5 miles off Hwy. 7. Eatonville Canal Road. Year round creek, Mt Rainier view from one corner of property. Priced with good soil report. Good water wells in this location. Level 2 acres, semi-cleared for building site. Call 253-848-1118 for more info**

**FOR SALE 3 acres – Friley Mtn. Cedar trees and ferns. Private and serene. 8 miles east of Arlington, under 30 miles from Everett Boeing plant. $89,721. 360-432-6134**

**Recreational**

**THOUSAND THOUSANDS / NACHO LEISURE MEMBERSHIP. We are asking $3,300 and you pay transfer costs. 206-946-6099**

**RV & HOME MATTRESSES. Memory reflex foam, innerspring. Standard and custom sizes. Custom cut and rounded corners available. 206-542-0104**

**GREAT HOLIDAY GIFTS at affordable prices. Featuring a Heart Healthy Cookbook and Edmonds to ship. 925-383-6654**


**360-244-4707**

**UNION PLUS MORTGAGE and Real Estate makes refinancing and home-buying easier and more affordable for IAM members. The benefit is offered exclusively for Union members through Chase Home Finance, one of the largest lenders in the United States.**

**Key program features include:**

- **Easy application process** over the phone or in person. Call 1-866-729-6016.
- **First-time home buyer program.**
- **Strike, layoff and disability assistance.**
- **Unemployment and disability benefits to help you make mortgage payments when you’re out of work.**
  - Mortgage programs for borrowers with less than “perfect” credit.
  - Down payments as low as 5% – and even lower for qualified buyers.
  - $350 toward closing costs of mortgages (for buy- ers who use both the real estate and mortgage portions of the program).
  - Parents and children of IAM members are also eligible for Union Plus mort- gages. The program’s real estate benefit, which is available by calling the same toll-free number, offers members who list a home for sale a comprehensive home warranty plan (a $350 value) at no additional cost. This home warranty plan provides homebuyers with valuable protection from unexpected breakdowns in the home’s mechanical systems and appliances while the home is on the market, and for a full year after the home is sold. It also enhances the home’s marketability.

**Call the Mortgage Hotline at:** 1-866-729-6016

**Online visit:** www.unionplus.org/washington-mortgages.cfm
Auburn Regains Pickle Fork

Continued from page 1

Yet it is more than just machining work. It will also mean retooling, additional shop training and painting.

Local C President Chuck Craft was one of the most vocal opponents of the transfer to Portland, and noted, “It is nice to see work coming back to our members. We have the best production methods and highest skills. The work should never have been sent to Portland in the first place.”

Local 751 member Douglas Wilke has developed a spot face cutter to help fabricate the pickle forks and make the process more efficient. “When the work arrived, I knew what I needed,” Doug stated. “I came up with a new spot face cutter because it is a difficult area to work in. The test pilot proved the foot print in Auburn – keeping the work with IAM members.

I AM Members Continue to Build the 777 Auxiliary Power Unit (APU) thanks to the efforts of IAM Everett Work Transfer Reps. With input from our members, IAM Work Transfer Reps Don Fike and Richard Jackson (who has since been appointed a Union Business Rep) put together a viable alternative, which proved to be the best business case. As a result, management cancelled the potential offload and decided this work would remain in the hands of our 751 members at Boeing.

In September 2006, Boeing initiated a Work Transfer Proposal to study the feasibility of subcontracting this work to global partners. At the time the study was initiated, the APU was built up on a feeder line in the high bay adjacent to the main assembly line. Components installed by our members included the auxiliary generator, forward machine mounts, link assembly, alt support block and the seal plate.

IAM Everett Work Transfer Reps turned to the experts (our members) for help in developing a counter proposal to keep the work in-house. Recognizing the APU was a pretty mobile assembly, they looked for a logical shop to serve as its new home which didn’t require the expensive high bay space.

The I AM proposal suggested moving the APU Feeder line assembly to Propulsion Systems Division (PSD). This turned out to be advantageous, as PSD had recently been approved to move their Everett support operations from Seattle into the 40-54 at the Everett Site.

The I AM proposal was approved as a secondary scenario to study and a business case was developed to determine which of the two scenarios would prove financially feasible.

During the business case review, it was the consensus of those present to accept the I AM scenario and approve the move of this work after the APU reconfiguration into the 40-54 building is completed. So once PSD arrives at the Everett Site, the APU feeder line will have a new home and continue to be assembled by IAM members.

“It is a daily battle to stop Boeing from offloading work and to keep it in the hands of our members. It is rewarding to have an alternative proposal accepted because many times even if our alternative proves to be the best business case, Boeing deems it strategically and can

IAM Everett Work Transfer Reps Jason Redrup (l) and Don Fike (center) discuss how the 777 Auxiliary Power Unit (APU) will remain inhouse and be done by Propulsion Systems Division – keeping the work with IAM members.

Redrup New Work Transfer Rep

In Everett, 751 A member Jason Redrup is charged with stopping Boeing attempts to offload our work. In October, District 751 President Tom Wrobleswki appointed Jason to fill the Everett Work Transfer Position. This position was vacated when District President Wrobleswki appointed Richard Jackson as Business Representative.

Jason brings a wealth of Union experience to his new position, as well as a good solid understanding of the work our members perform throughout the Everett plant. For the past 12 years, Jason has worked as a mechanic on the 767 line and served as Union Steward – speaking up when Boeing violates members’ rights. He has held various local lodge offices including Local A Fr.

offload the work anyway.” stated IAM Work Transfer Rep Don Fike.

If members hear of a potential offload in their area, contact the Union hall with pertinent information to report such activity and ensure our Work Transfer Reps can investigate and propose viable alter-

Union Alternative Stops Potential Everett Offload

I AM Members Elected to ECF Board of Trustees

Four Employees Community Fund of Boeing Puget Sound members recently were elected to the Board of Trustees. Those elected include IAM members Carletta Skinner and Geri Marquardt.

In January they will join IAM members and second-year trustees Grace Holland, 2008 Board President, and Margie Pernell, 2008 Board Treasurer. Marquardt currently works in Auburn as a machined parts finisher and Skinner works at the Frederickson site CMC assembly area as a tool room attendant.

Trustees manage the day-to-day operations of the fund and distribution of employee and retiree donations to the pooled portion of the Employees Community Fund. Distribution goes to local United Ways in counties where Puget Sound employees live and to qualified health and human service agencies that apply for capital and seed-money grants. Trustees are elected by contributors to the fund and serve two-year terms. For more information about the Employees Community Fund, visit the international Global Corporate Citizenship Web site and click on the Employees Community Fund icon: community.web.boeing.com/region.