Hiring Practices Reveal Flawed System

Continued Hiring After Job Cuts Questioned

For a Company known for planning in advance (often years in advance), there seems to be a communication breakdown at Boeing between their hiring department and their layoff department. No Boeing decision is announced without holding multiple meetings, numerous planning sessions, and developing a communications strategy.

One can only wonder why Boeing has continued to hire additional hourly employees in 2009. While the numbers are not huge at 26, there should not have been any individuals brought onto the payroll only to receive WARN notices a few weeks later. Out of the 26 people who have joined the payroll since January 9th, 23 have received WARN notices for potential layoff and one has actually been laid off.

On January 9th as CEO Scott Carson announced Boeing Commercial Airplane would cut 4,500 jobs this year, over a dozen new hourly members were attending new hire orientation. As one member recalled, “When I returned home from orientation, my wife asked if I would be getting laid off as a result of Carson’s announcement. I replied no company could be that mismanaged to still be hiring people on the day they announced thousands of job cuts.”

Unfortunately, our newly-hired members have been impacted. These are not just numbers. They are real people who put their financial security in jeopardy by accepting jobs with Boeing. Each person made a commitment to Boeing in agreeing to work for the aerospace giant and expected some sort of commitment in return. Even one of them would have selected a different path had they suspected their employment with Boeing might be so short-lived. All began their employment with Boeing on January 9, 2009 or later. Boeing has continued to bring people on the payroll well into March. Consider:

- The member who received a WARN notice the same day she started her new job and 9 days before her first paycheck. Even though she qualified for several other jobs Boeing was still hiring for, she could not get an interview and found herself laid off on March 20th.
- The individual who moved from North Carolina (at his own expense) and is now holding a WARN notice.
- The experienced worker who quit a job he had for 22 years to start a new career at Boeing and is now bracing for a potential layoff.

Late last year, Union leaders heard rumors of potential layoffs and implored Boeing to stop hiring if layoffs were coming. The Union emphasized how tragic it would be for someone to quit a career at Boeing and is now bracing for a potential layoff. Before accepting the job at Boeing, Christina Brown was a journeyman at the Laborer’s Union and quit a job that paid nearly twice as much as her Boeing hourly rate. Ironically, she accepted the position at Boeing because she believed it would provide more job security and better benefits.

Help for Those Facing Layoff

A joint labor/management committee met recently with the purpose of developing an overall strategic plan to effectively address the employment and training needs for displaced Boeing Aerospace workers. The goal of this effort is to provide the best approach to facilitate workers’ transition to other employment opportunities and minimize the impact on public programs.

The Union wanted to ensure members’ interests were protected and the best possible safety net for transition is available. The goal is to provide the best possible safety net for transition is provided, as well as ensuring that every available option is explored.

A WARN Before a Paycheck

Christina Brown had no indication her career at Boeing would be temporary – much less only 70 days long. In fact, she received a WARN notice on her first day of work – and didn’t receive her first paycheck until her 15th day of work.

Even after Boeing CEO Jim McNerney announced on January 28th increased the estimated job cuts to 10,000 this year, the Company continued to bring additional hourly employees onto the payroll. For the new employees who were excited to come to work for the aerospace company, they had no idea that after collecting only a couple paychecks they would be facing layoff.

Boeing has repeatedly noted they have changed their hiring practices to avoid the current situation and “have a better handle on the situation.” The havoc they have wreaked on individual’s lives is inexcusable. Again, these new hires are not numbers, they are people and each has a story. "I accepted the job expecting to have a 20-30 year career rather than barely over two months,” noted Christina.
Exploring Ways to Mitigate Layoffs

The Union continues to do everything possible to preserve jobs and retain our members’ valuable skills on the Boeing payroll so they remain available to build Boeing airplanes.

District 751 President Tom Wrobleski will be meeting with top Boeing officials early in April to explore ways to mitigate potential layoffs and explore alternatives (i.e. eliminate overtime, bring back subcontracted work, etc.)

The Union requested the meeting after it became evident Boeing cuts would impact hourly jobs this year.

We are working together on a committee with Boeing, Joint Programs, state employment security officials, community and technical colleges, workforce development councils and the State Labor Council – again with the goal of helping any displaced members through the transition.

Finally, I am extremely disappointed with the response of the Boeing Privacy Act (WPA). The infamous e-mail served as a convenient excuse for Democrat leadership to get out of their commitment to the labor movement and the Machinists Union, in particular. Boeing’s demand that WPA not be allowed for a vote played a key role in killing this legislation.

Despite our disappointment with political leadership in Olympia, we must remain at the table to ensure your voice is heard when decisions are made re-

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**Institute to Keep Aerospace Vibrant**

District 751 Legislative Director Larry Brown testified before the House Committee on Higher Education on Friday, March 17 in support of HB 2518. This bill, introduced by Representative Mike Sells, would create the Washington Institute of Aerospace Technology and Manufacturing Studies, which would be headquartered in Snohomish County.

The Institute would be charged with fostering the creation and retention of family-wage jobs in the aerospace industry, as well as growth and innovation in the aerospace industry through education, research, and job skills training programs in areas that include: aerospace technology, manufacturing, human resources development, labor, leadership, and international studies. In addition, a partnership will be developed with business, labor, government and higher education institutions for aiding in program development.

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**POLITICAL ACTION**

**Worker Privacy Bill Now Opposed by Governor, Speaker Chopp & Senator Brown**

by Larry Brown, Legislative Director

I could not have been more surprised or shocked. My phone rang five minutes before convening the statewide Washington Machinists Council in Olympia. I was preparing to conduct a short training session to teach our delegates how to lobby their legislators later in the day. Governor Gregoire promised to speak to our gathering in another hour. The voice on the other end of the phone said, “The Governor isn’t coming this morning and your bill is dead.” What the heck? Our number one legislative priority, the Worker Privacy Act, was being killed for the third year in a row? “Why?” I asked. “Because of the e-mail,” stated Marty Brown, the Governor’s Legislative Director. First, I was shocked and then anger surfaced.

Sixty Machinists Council delegates were gathered waiting to hear Governor Gregoire tell us how she was going to help us finally get the bill passed through the legislature. We expected her to tell us how she would sign this nation leading, ground-breaking legislation into law — as she had promised for three straight years. The delegates in the room were excited and looking forward to hearing her tell us the good news. These were many of the same union activists who, along with the rest of the labor community, had four months earlier helped thrust Governor Gregoire back into office for four more years. They helped provide the Democratic majorities in the state House and Senate because we believed in their campaign rhetoric. We believed what they said when they told us they would fight to make the Worker Privacy Act law.

Now I was being told our bill was dead because of an internal e-mail in- tended for labor leaders, that was also inadvertently sent to four sponsoring lawmakers; an email promising to withhold campaign contributions to Demo- crats if our bill was once again killed. While this email may have been mis-guided, the labor leaders were well within their freedom of speech rights. We were deeply frustrated, and now the Governor, Speaker Frank Chopp and Senate Major- ity Leader Lisa Brown were putting our bill down for the 2009 legislative ses- sion. “Not this year but we can do it next year,” was the message — AGAIN.

In reality, each of these Democratic leaders, Gregoire, Chopp and Brown, had been looking for ways to kill the Worker Privacy Act. The Boeing Com- pany and the business special interest group lobbyists in Olympia wanted our bill dead. During the campaign season these same politicians were look- ing for ways to bolster their support for big business...

Continued on page 5

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**Is the Employee Free Choice Act (EFCA) “Compromise Proposal” a Sign of the Times?**

For years, the Employee Free Choice Act (EFCA) has separated labor and business in a fight over em- ployee rights. Labor arguing that workers have a right to make their own choices; big business arguing that the passage of EFCA would undermine the rights of man- agement. And never the two sides shall meet...right? Maybe not.

On Monday, March 23, new arguments over the Act broke out — but not between labor and busi- ness. No, this time it’s the big companies quarreling with one an- other. As the Obama Administra- tion establishes itself as a strong supporter of the middle class, busi- nesses are becoming keenly aware that the current political climate is one that will finally force these changes called for in EFCA. And big business is scrambling for ways to prevent this legislation from passing. Fortunately for labor, and the working folks that would ben- efit from such amendments, their current attempts to immobilize the Act are actually doing the exact opposite. Unlike labor, the busi- ness community is not a united front - with some businesses unknowingly making labor’s argument — that the current system needs re- form. Three major companies — Costco, Starbucks, and Whole Foods — recently presented a proposed compromise to EFCA legislation. The win for proponents of the EFCA bill does not come from the contents of this “Third Way”, as it removes two major elements of the current system.

First, it removes the current bar- riers that prevent workers from forming unions to bargain collec- tively. Second, it guarantees workers a contract when they form a new union. And finally, it strengthens penalties against companies that break that law during organizing campaigns and first contract negotiations. Although the anti-union busi- ness community would have Americans believe that unioniz- ing leads to job loss and business closings, there are many other organizational and political lead- ers that make it clear that is not the case. Josh Bivens, an econo- mist with the Economic Policy Institute, says just that when he explains how the EFCA would benefit economic expan- sion:

“Union membership directly addresses the single largest problem in our economy, which is the rise in inequality. The economy is not in- credible, this is crystal clear. The last two recessions have been caused by over- leveraging and consumption that rose ahead of income. The Employee Free Choice Act would point us in the direction of economic expansion fueled by income redistribution.”

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**Murray Delivers for Apprenticeship**

Senator Patty Murray has been a tireless advocate for Washington’s working families and a good friend to the Machinists Union. She understands the importance of protecting and creating additional aerospace jobs in the state. Senator Murray knows this can only happen by ensuring Washington has trained aerospace workers in the future. She pushed for additional funding to provide such training, which includes apprenticeships.

Recently, Senator Murray delivered by ensuring an appropriations request for $470,000 was approved to support our new Aerospace Joint Apprenticeship Train- ing Committee. The funding had been held up, but with persistence by Senator Murray and her staff, the $470,000 was approved as part of the Omnibus Appropriations Bill.

The money will be used for a variety of purposes relating to the apprenticeship, including curriculum development and hiring trainers to do the actual instruc- tion. This funding will ensure we launch our new aerospace apprenticeship this year. The idea is to have continued investment in a statewide apprenticeship to cover aerospace manufacturing.

Thanks again to Senator Murray and her staff who worked to make sure all deadlines were met and contin- ued to keep our Union informed throughout the process. Their support is critical to this program.
Tanker Update: A Split Contract Is Not the Answer

Just weeks after reports claimed the $40 billion Air Force tanker contract could be delayed another five years, the tanker contract is again in headlines regarding a potential splitting of the contract between the Boeing Company and the alliance between EADS & Nordrop Grumman Corporation.

This idea, lauded by Representative John Murtha (D-PA), chairman of the House Defense Appropriations Subcommittee, has drawn strong opposition from the Pentagon as well as lawmakers. At a press conference in March, Defense Secretary Robert Gates commented that the split contract idea would be a mistake that would cost American taxpayers billions of dollars. He believes that deciding on such a split would be “bad acquisition policy” and that “it’s a bad deal for the taxpayer.”

In a tough economy, overspending on a contract of this nature is bad business. While a split contract could potentially decrease the amount of time it would take to manufacture the fleet, the benefit would not outweigh the potential cost increase. The initial $35 billion contract would be for 179 planes, but the deal could eventually cost an estimated $100 billion.

Splitting the tanker contract was brought up three years ago before the Pentagon made it clear that just one bidder would be awarded the contract to build tankers for the Air Force since a split contract would be too expensive and complicated.

As 751 member Dave Moritz, and his fellow members in his shop, explained in a letter to Representative Murtha, contracting Boeing as the sole producer of Air Force Tanker air craft makes the best business sense for many reasons. One of those reasons is the cost, both financial and environmental, of an attempt to establish a new factory when members here in Washington are capable of starting that work with no disruptions.

The letter also stated that, “If a company were to attempt to build a factory, develop tooling, engineering, planning, and skilled work force to assemble something as complex as an aircraft, from bare ground it would, by our estimate, take as much as 5 to 7 years to do all of the above and roll out, test and certify the aircraft. This would come with a huge price tag for the environment, wasting energy and resources, and would duplicate an already complete and ready factory workforce.”

Murtha has some tough opponents in the legislators as well. Representative Norm Dicks (D-WA), who only ranks behind Murtha on the Defense Appropriations Subcommittee, is one of those legislators standing up against such a decision. Also speaking out against the idea of a split contract is Representative Todd Tiahrt (R-KS) of the subcommittee.

“I think there is going to be a lot of pressure from labor,” Dicks said regarding the issue. “With these tough economic times, we shouldn’t be building planes in Toulouse (France).” The 767 crew ended their letter to Murtha by stating a clear and inarguable fact: “The Boeing Company and all of its people can offer you a superior product in every respect, and in a time frame that no one else will be able to match.”

NOTE: There are many other 767 workers who are also supportive and have signed the letter and taken part in the walk through.

Aerospace Institute

Continued on page 3

As state lawmakers announced on March 20, Washington is facing a severe budget crisis this year. One that, if not handled properly, could result in a budget cut of $4.2 billion. These cuts, intended to address an over $8 billion deficit in our state, could deal a devastating blow to education in Washington. Although the numbers aren’t yet known, it is projected that the cuts could result in a loss of 10,000 government jobs. Nearly 80% of these jobs could be teaching positions in public schools and higher education.

It’s easy to assume that cuts in education are the simplest and cheapest answer to a complex problem, but they aren’t. In fact, they are ultimately the most expensive, devastating answer to a problem that needs to be faced by a united community determined to preserve one of its most important investments—quality education for our children, the future of the country. As one teacher, Aaron Tomyn, noted, “Our most important resource is our children.” The grandson of a retired Machinist and nephew of a current member of EAA, Aaron also said, “These kids will run the state one day. We need to prepare them for that daunting task.”

Economic fluctuations can be devastating, of course. And the projected length of time that it will take for the economy to recover from this great country to rebuild itself makes it seem as though we may never dig ourselves out. But, we will. What we have to consider is what the cost will be, at the end of this long ordeal, if we do not invest in our children’s education. And what will the economic impact of an under-funded educational system be in ten years if we go that route?

Much harm was done to the American educational system during the Bush Administration and teaching administrators, and lawmakers are now left head on. Finally reaching critical mass, at a time where change is the most important word in America, how can we cripple an educational system that is just now able to see light at the end of the tunnel? Is taking more away from the futures of our most important commodity—our children—really beneficial to our state and country?

The answer is no. It’s not simple, but it’s no. The budget crisis, and even the outrageously insurmountable $8 billion in deficits, can be met in other ways. It can be met and dealt with. It will not be easy, but the future of our country’s youth—of your children and the children of your co-workers, your nephews and nieces, grand-children, cousins—depends on it.

Washington State already has the fourth largest class sizes in the United States. Cutting education further would only increase that number. Research has shown, time and time again, that reduced class sizes improve student learning. According to the Washington Education Association, “Small class sizes allow educators to provide the individualized attention students deserve.”

On this note, seventh-grade math teacher Aaron Tomyn said “Our numbers are high enough now that teaching class is difficult. Cutting teachers and funding will only make it worse.”

These members, who work on the 767 line (along with several others not pictured), sent a letter to Congressman John Murtha after taking part in the walk through with the Congressman to highlight the advantages of the Boeing tanker.

Members who took part in the walk through and signing the letter include: Dave Moritz, Ron Stremple, Mark Meriodi, Anthony Nielson, Robyn Miller, Robert Haller, Ken Youakim, Jason Brunner, Bill Stolle, Mike McKeigan, Cynthia Urquhart, Kelly David, Mike Pitchford, Jonnie Zimbra.

As 751 Legislative Director Larry Brown, who has been working closely with Representative Sells on the bill, made several important points in his testimony:

• Investment in workforce training acknowledges the significance of the aerospace industry as a cornerstone of our economy. By investing in workforce training, we can increase productivity and compete in the global economy, which is preferable to reducing the standard of living to compete.

• In addition, it is critical that labor stays at the table, has a voice in training the future workforce and establishing criteria for and is part of the institutional governance.

Establishing a campus for teaching and training aerospace workers could play a vital role in sustaining Boeing’s presence in the state and keeping the aerospace industry vibrant. As envisioned, it would be a research and education center with programs that complement existing courses and job training offered at community colleges in Everett and Edmonds. It also would serve as a neutral ground where business and labor leaders can hash out differences.

“This is about strengthening not just Boeing but all the aerospace suppliers. There are a lot of interests that come together in this bill,” Sells said. “Definitely would give the governor something to show Boeing what we’re willing to do.”

The bill is especially important when you consider some of the southern states have allocated millions to develop aerospace training to show Boeing they are committed to becoming aerospace centers.
In honor of Black History Month, employees at Boeing's Electrical Systems Responsibility Center (ESRC) hosted a Dessert Day open to all Boeing employees on February 25 & 26. This fundraiser was organized to benefit the Odessa Brown Children's Clinic and the Central Area Motivation Program – two important charities in the Seattle area. The efforts raised $1,100 in cash donations. In addition, the crew also collected various products for infants and toddlers. Boxes of diapers, wipes, formula, baby food, formula, and even car seats were donated to help underprivileged children.

Each year, this group puts together various events to raise awareness and educate others on Black History Month.

Opened in 1970, the Odessa Brown Children's Clinic provides quality care for children regardless of race, religion, gender, or a family's ability to pay. After donating to the organization last year, in support of their program dealing with sickle cell anemia, the Employee Involvement Team learned how important the Clinic is to the community. This year, all donations went to the organization to be used wherever needed. With physicians that are national leaders in their fields working hard to discover new cures and deliver the best care available, that need is strong in many areas at the Clinic.

Donations at the event also benefited the Central Area Motivation Project, also known as CAMP. Established in 1964, CAMP became the service arm of the Seattle Civil Rights Movement. Today, the organization still battles poverty by carrying the torch for social change and the establishment of self-sufficiency. The program offers energy assistance, food donations, re-licensing, and career training to the needy in the area.

Thanks to all who made the events a success.

As part of their Black History month celebration, ESRC employees raised $1,100 for the Odessa Brown Children’s Clinic and presented the check on March 5th. The group also donated boxes of items for infants and children.

In addition to cash donations, boxes of diapers, baby food, formula, and other infant supplies were donated – even a few car seats.

What would you be willing to do to help a co-worker? Union Steward Doug Falkenhagen goes to ‘great lengths’ to help others – even giving up lengths of hair – in fact, all of his hair.

When 25-year member Steve Cassidy had a heart attack and was out of work for 4+ weeks recovering, the 777 Final Body Join crew decided to help out. Member Dave Stidham went around to the crew and collected about $300 to help Steve.

Doug was disappointed with the results and stated if the crew donated $600, he would shave his head. Keep in mind that Doug has had long hair for years.

The offer was a good motivational tool. Twenty minutes later, the crew had donated $760 and by the end of the night over $800 was collected.

“We have taken up lots of collections and I really thought I would not have to shave my head,” Doug stated. “I was glad to do it to help a fellow Union member. The whole thing fits into the Union philoso-phy of solidarity and helping each other – it is not just on the packet line, we stand together to help each other continually. An injury to one is an injury to all. If one is hurting, we pull together to help.”

Joe Bird was one of the more anxious members to see Doug shave his head. Upon hearing of the offer, without hesitation Joe opened his wallet and donated a $50 bill.

Many others followed suit. At lunch the following Monday, Doug kept his word and fellow crew member Mike Zimmerman shaved his head. Thanks to all who donated and helped out a fellow member.

Compromise on EFCA

Highlights Need for Change in Labor Law

Continued from page 3

Small business owners all over the country who encouraged their employees to organize prove that EFCA legislation will actually benefit business – by benefiting the middle class that supports it. Ruth Schep, a business owner in West Fargo, N.D. sees the member-ship of her employees in the IAM as a way to build a competitive business. She said, “I want my employees to be a part of this company as it grows. I want them to feel that they have a good job, a secure job. Good jobs support families; they support our community. I want workers to be able to form a union and to have a choice in our economy. They deserve to have the fair chance to form a union without fear.”

President's Column - Options to Minimize Job Cuts

Continued from page 2

garding investments by the state and decisions affecting workers and employment security and education. We will continue to work in all arenas, committees, coun-cils, etc. with the goal of creating and maintaining family-wage jobs in the aerospace industry here in Washington state.

We need Boeing, elected officials and the commu-nity to understand the Union is not the problem; we are the solution. We will use our role to help find solutions that are good for our membership, for Boeing, for the community, state and elected officials.

In order to lead the way, we must reach out beyond just the labor movement. It is a challenge we are up for and one we will pursue until we succeed. We hope Boeing and elected officials are ready to take a new approach and truly look for mutually-agreeable solutions to these issues.
New Hires Face Immediate Layoff

Continued from page 1

She wasn’t the only one shocked by her short tenure. Her supervisor questioned why Boeing gave her the green light to hire people only to immediately lay them off.

“I have two AA degrees and am qualified for other jobs at Boeing. I immediately went through the BESS (Boeing Employment System) and assumed I would receive consideration over someone outside Boeing – especially when you consider the investment Boeing made in the background check, medical evaluation, drug testing and training. Why throw that away and start with someone else? It was frustrating to not even get an interview for the other positions, which I more than qualified for,” Christina added.

Now, she will pay a $465 reinstatement fee to the Laborer’s Union and try to get back into the position she held before going to work for Boeing.

Cross Country Move Brings Dead End

Roy Gagnon moved from North Carolina (at his own expense) to accept an hourly job at Boeing in January. He has a WARN notice with a layoff date of April 24.

Roy Gagnon came a long way to work at Boeing. He moved (at his own expense) from North Carolina to begin at Boeing on January 9th. The long drive gave him lots of time to think about his future. After years in the Marine Corp working on the V-22 Osprey, he was excited to work for Boeing building commercial airplanes.

Like Christina, his employment interview gave no indication the job might be only for a few months. “This was going to be my new career. I had no idea I might only work here a few months,” stated Roy.

In the meantime, Roy plans to utilize the benefits under our contract to help plan for the future. He has already met with a Joint Programs Advisor to explore potential training options. He started classes at Green River Community College on Monday, March 30th to begin working on a two-year Associates Degree that will transfer to a 4-year university – with the goal of earning a 4-year degree in mechanical engineering.

Others Depend on Her

As a single mother, Tamara Courter has learned to survive. She worked for Boeing from 1997 through 1999 when she got laid-off. At the time, she didn’t know all the benefits available to help after layoff, and instead focused on her two small children. Now with an 11-year old and 15-year old at home depending on her, she immediately began planning when she received her WARN notice.

Tamara has already spoken to a Joint Programs Advisor and is enrolled in classes to begin at Renton Tech College in April.

“The reality is I have to pay the bills and support my kids. I have to wonder why they hire people and immediately give them a layoff notice. It is insane. I am busting my butt working overtime – coming in early and staying late – to ensure they meet their schedules,” stated Tamara.

Despite her own situation, she is concerned about others facing layoff. She added, “I worry about the younger people just starting out who haven’t been through a layoff before and thought they had a career plan. They didn’t know the plan could take off just like the airplane, and now they have to find a way to survive.”

Like many others, getting on the payroll was a long, arduous process that required “jumping through the hoops as well as a considerable commitment of time – not to mention weeks of unpaid training when these individuals could have been earning money at another job.”

“I think Boeing should be held accountable. It often takes up to six months to get on the payroll. People should be able to recoup what they lost in the hiring process, which kept them from working at another job,” added Tamara. Shaky Future For Tamara

For Brian O’Donnell, it was a big decision he thought long and hard about before accepting the offer to return to Boeing. He quit a job he had worked at the past six years that offered better security and even took a paycut to get back on the payroll at Boeing.

With a wife and two kids, he was looking at the long term gains and benefits of a job at Boeing compared to the others, he attended new hire orientation the same day Carson announced the 4,500 job cuts and hoped it wouldn’t affect him. When he received a WARN notice on February 20th, he immediately contacted his previous employer, who had unfortunately already filled his position.

To make matters worse, Brian’s wife works for the state and may be one of the many casualties of the current budget crisis. These scenarios affect the whole family, especially the children. Having both parents potentially losing their jobs at the same time is scary.

Brian is exploring all options to remain at Boeing. He has met with a Joint Programs Advisor to explore possibilities, look at other open positions, and is researching the IAM/Boeing Apprenticeship Programs.

“In the long run, I want to be working for this Company. I committed myself to Boeing when I took the job. It was a big decision for me,” Brian recalls. “I could have stayed where I was because I was at the top of my field, but I did not provide the benefits Boeing does and had no pension.”

Left a 22-Year Job

Joe Webb was initially on the February 20th WARN list. Then, his supervisor informed him the WARN had been pulled back. “He was relieved to have dodged that bullet, but remains worried about his future with Boeing.”

He began applying at Boeing last summer. He quit the job he had held at High Tech Finishes for the past 22 years because Boeing had a better benefit and retirement package. While he realized he was giving up the security of 22 years at the same company, he never dreamed thousands of layoffs would be announced the first day on the payroll.

“I kept thinking why would they hire me and then immediately lay me off. Now, I live with the cloud of uncertainty and wonder every month if it will be this month,” Joe stated.

“I really enjoy working for Boeing and hope to have a long career here. Hopefully, with all the airplane orders on the books, we can find a way to keep all of us on the payroll.”

Unfortunately, no one knows the answer. Joe understands there are very qualified and experienced magnetic penetrant inspectors and hopes the specialized skills will keep him on the payroll.

These stories indicate there is a serious flaw in how Boeing predicts their workforce. Instead of laying off 4,500 people, most members are wondering what is driving these layoffs and how Boeing will be able to deliver 480-485 planes this year with a reduced hourly workforce. Once people have gone through the layoff process (sometimes multiple times) they begin to think twice about returning to Boeing. It is tough enough to lose your financial stability, but repeated layoffs affect your mental stability and make you hesitant to return, which hurts Boeing when they need to ramp up production.

While Boeing is a great place to work with wonderful union-negotiated benefits, starting a career at the Company means you never know what your career path will be. The Union will continue to press Boeing to revise their hiring practices, explore all opportunities to keep the valuable skill base on the payroll, bring work back into the Company and find ways to preserve these jobs that ensure delivery of the best airplanes in the world.

Facing Layoff

As more members are receiving WARN notices, more are making informed decisions. These will be followed by offering a number of services designed to assist you with the job search process and to better prepare for job interviews. Registration is not required and classes are available as space and time permit.

Complete Layoff Benefit Election Form, which determines how your Layoff Benefit will be paid. Members have two choices: income continuation layoff benefits or lump sum layoff benefits.

Print out and retain a copy of your WARN notice, N O T E: If you want your work history to include layoff information, you must call TotalA/cess after you are laid-off.

Meet a SAP with a Joint Programs Career Advisor to explore training options and other resources. Make an appointment by calling 1-800-235-3453.

Write down your password for TotalA/cess. You will be required to use it every time you call TotalA/cess or log onto their website.

If you have Pride@Boeing points or service awards, redeem them prior to layoff. While these awards do not expire, you have less time to assist you with the job search process and to make more informed decisions. These will be important for your future career.

Important Tips for Those Layoff Recall

Do not select layoff benefits as lump sum recall rights. If you are then ever rehired, Income continuation layoff benefits DO NOT expire. While layoff benefits provide medical coverage (if you elect such coverage), dental coverage is not available unless you re-apply. Therefore, get any needed receiving a WARN notice.

Committee Working to Keep Your Jobs

Continued from page 1

tected, a committee was established to work toward these goals. The committee is comprised of representatives from the IAM/Boeing Joint programs, IAM District 751, SPEEA/ WA State Employment Security Department, Workforce Development Councils from three counties, State Board of Community and Technical Colleges, Boeing Government Affairs, Boeing Global Staffing, and Washington State Labor Council.

751 Legislative Director Larry Brown, who sits on the Committee, noted, “We are worried about what can be accomplished when the Union and Company work together. It takes both the Company and the Union to marshal all the available resources when our member get laid-off. This group will be able to access and deliver the best possible safety net for their career transition.”

Page 6 751 AERO MECHANIC April 2009
Off - Union Checklist & Resource Guide

In case of a potential layoff, the Union is putting together a Membership Resource Guide to help them navigate through the many options and resources and printed and available through Union Stewards and at all Union offices and through Stewards by mid-April. In addition, the IAM/Boeing Joint Programs is help members facing layoff. Read over the checklist and take the necessary action.

Activate Your Recall Rights

☐ File for Category A (Recall) Rights immediately following layoff (there are no auto Cat A filings. You must file to get on the recall list). Boeing will provide a list of jobs you have Category A rights to on your TotalAcess profile. Registration forms are available at all Union halls or on the Union website www.iam751.org/RAR.pdf to print out and return by mail (since signature is required). Be sure to include any locations you are willing to accept. Individuals indicating all locations (SKAJREDF) better enhance their chances for recall. N O T E: You must accept recall to any shift that is offered or lose seniority.

- Employees have Category A rights to any jobs previously held for 90 or more calendar days on a permanent basis. Length of recall rights are:
  - Company Seniority
  - Length of Recall
    - 0 but less than 3 years
    - 3 years recall
    - 3 or more, but less than 5
    - 5 years recall
    - 5 or more years seniority
    - 8 years recall
  - N O T E: You continue to accumulate additional seniority for the length of your recall rights.

☐ Keep address current with Boeing for recall. There are two ways to update your home address. Call TotalAcess at 866-473-2016 (TTY 800-755-6363) - you will need your password and BEMSID or submit a change in writing to: The Boeing Company, 11808 Miracle Hills Dr, Omaha, NE 68154. This written request must include full name of person, BEMSID, signature, previous address & new address.

☐ If you refuse recall, you lose seniority. However, you may refuse recall to a job expected to last 90 days or less and still maintain seniority.

☐ Follow-up on your Category A. Check Cat A list at the Union halls or check for confirmation on your TotalAcess profile.

☐ W hen getting recalled, understand your rights to make a valid statement (22.18c3) if you are unable to return, which can temporarily suspend recall rights until you refile Category A paperwork.

Utilize Medical/Dental Benefits

☐ Layoff benefits include up to six months (or until you are eligible for other group coverage) of medical coverage for employees and dependents. N O T E: According to Boeing, Layoff Medical coverage is not automatic. Contact TotalAcess 7-10 days after your layoff and elect COBRA coverage to activate your 6 months of contractual medical coverage.

☐ Get needed dental work or cleanings completed. Dental coverage ends the last day of month in which you are laid-off unless you elect to pay COBRA for dental coverage.

☐ If you are enrolled in Selections or Group Health, be sure to pay your monthly premium TIM ELY to maintain your six months’ medical coverage following layoff.

☐ Federal law under COBRA provides that laid-off employees and their dependents be offered an extension of group coverage at their own expense for up to 18 months. We have requested a chart of the COBRA rates for our members and will provide that information as soon as it is available.

☐ COBRA for dental coverage must be elected within 60 days of layoff date.

Explore Income Resources

☐ File for unemployment benefits (income continuation does not affect unemployment). You can apply online www.go2ui.com or by phone at 800-318-6022 (TTY 800-365-8969). For tips on applying for Unemployment Insurance visit: www.esd.wa.gov/unbenefits/apply/eligibility/application-tips.php

☐ Income continuation benefit of one week of base pay for each full year of service (up to 26 weeks maximum). Benefit payable as either income continuation or a lump sum; if you elect a lump sum, you give up all recall rights and seniority.

☐ Consider retirement options, if eligible. Keep in mind that you should collect all income continuation benefits before taking retirement because income continuation ceases upon retirement.

☐ Investigate VIP alternatives available. VIP will mail you a termination package with all the information.

☐ Consult a financial advisor on credit consolidation (BECU provides them free).

Union dues Options for Members Facing Layoff

B E M E M B E R: Your contractual rights are not affected by Union membership. If none of the options are taken and your membership lapses for failure to pay dues for two months, upon recall the reinstatement fee for a lapsed membership is equivalent to three months full dues.

OPTION 1. Withdrawal from Union requires $1 at time of withdrawal and dues paid through month of withdrawal. Reinstatement fee from withdrawal is $10 plus full months dues for month of return.

OPTION 2. Pay monthly unemployment/ out-of-work stamp of $2 each month. N O T E: Payable after the 15th of each month. Not accepted in advance. Must be unemployed over half the work days in the month. Notice of unemployment is required. Please call 1-800-763-1301, ext. 3319 with dues or membership questions.

Provide Help for Those Facing Layoff

because it will eliminate your seniority and you would start with zero seniority.

Affect unemployment benefits.

Coverage for up to six months following layoff age ends the last day of the month in which dental work completed immediately after.

Important Contact Information

TotalAcess 866-473-2016 (TTY 800-755-6363)
www.boeing.com/express
IAM/Boeing Joint Programs 800-235-3453
www.iam-boeing.com
Toll free to Union - 800-763-1301
IAM/Boeing Joint Programs Career Advisor to explore training options. To schedule an appointment or find the location nearest to you, call 1-800-235-3453.
IAM/Boeing Joint Programs resume assistance funding is available with a maximum of two per calendar year, from pre-approved resume providers.

I M P O R T A N T C O N T A C T I N F O R M A T I O N

Tom Lux, IAM/Boeing Joint Programs, and Larry Brown, IAM Legislative Director participate on the joint committee.

Plan For Your Future

Meet ASAP with an IAM/Boeing Joint Programs Career Advisor to explore training options. To schedule an appointment or find the location nearest to you, call 1-800-235-3453.

Develop a resume. Through IAM/Boeing Joint Programs resume assistance funding is available with a maximum of two per calendar year, from pre-approved resume providers.

Important Contact Information

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Joint Programs Advisors Help With Your Future

Here are some examples of how your Career Advisor can help:

☐ Assess your skills, education and experience to help you locate and enroll in education and training to meet your needs, as well as find financial support for your training.

☐ Career Planning Assessments & Education Assistance.

☐ Offer job leads & job search skills.

☐ How to use the Career Guides. Determining a new career path.

☐ Assistance with special learning needs.

☐ Offer job leads & job search skills.

☐ Assistance in job interviewing skills.

☐ Employee Request for Transfer (ERT) Requirements, Transcript Evaluation, Class Registration Assistance, and Challenge Tests.

For more info visit www.iam-boeing.com or call 1-800-235-3453.

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Death by corporate greed. Today, this statement is used to describe many things from business failures to the decline in major industries. But did it ever mean something different? Something literal? Though it’s hard to imagine, even at a time where corporate greed seems at an all-time high (AIG provides a great example of this), this statement could have indeed meant something more menacing just under one hundred years ago.

In 1914, one of the bloodiest confrontations between management and labor occurred in Ludlow, Colorado. The Ludlow Massacre, its 95th anniversary taking place in April of this year, led to the deaths of 21 people – 11 of which were children. Dedicated to immediately finding, reprimanding, and releasing any workers involved in organizing, management at Colorado Fuel & Iron Company (CF&I) took employee control to a new level when there was an increase seen in union activity. The Company established an over-time “company town,” forcing employees to live there, constantly monitored employee interactions on and off of the job, immediately fired anyone that appeared involved with union activity, and purposely separated immigrants so that tough language barriers could be created.

Despite all of this, secret organizing continued at CF&I. Focusing on a need for workplace safety, enforcement of the eight-hour workday, and fair wages, the miners represented by the United Mine Workers of America (UMWA) presented the company with their demands in 1913. Demands were denied and, in September of that year, the UMWA called a strike. Strikers were immediately evicted from their homes in the “company towns.” To provide housing for newly homeless members, the union leased land near the can- non. As strikers picketed and setup their temporary tent city, the company met with a detective agency known for violent strike-breaking. The organization, Baldwin-Felts Detective Agency, shot at unsuspecting strikers at random, flashed spotlights on the tent city during sleeping hours, and even utilized an armored car that featured a loaded machine gun to scare and harm picketers. The car, built in the CF&I plant, was known by strikers as the “Death Special” for obvious reasons.

A month into the strike, Colorado Governor Elias Ammons called in the National Guard to help with mounting strike-related violence. It didn’t take long for the leadership of the militia to show their alliance with the company. After attacking the tent colony while inhabitants were attending an infant’s funeral, guards were pulled from the scene for a lack of funding. Unfortunately, Colorado allowed CF&I the opportunity at that point to establish their own militia – which consisted mostly of CF&I camp guards in National guard uniform.

Tensions quickly reached critical mass. On April 20, guardsmen demanded the release of a man they claimed was hiding in the camp against his will. A firefight, trapping all inhabitants, soon followed. The fight raged all day until, at dusk, a passing freight train stopped on the tracks in front of guardsmen in an attempt to help the strikers flee. This allowed some of the miners and their families to escape to the hill, but others stayed behind. Camp leader Louis Tikas remained at the camp in an attempt to save it and was later captured and brutally murdered. Mary Bench-McCleary was also left behind. The parents and two older brothers of the eighteen-month-old had mistakenly left her. Fortunately, a sixteen-year-old also fleeing heard her cries and escaped with her to the woods. Mary and the young man were found after hiding days later. The camp was burned to the ground, killing eleven children and two women who were hiding below one of the tents.

The strike ended on December 10, 1914 because of a lack of money to continue forward. Twenty-two guardsmen were court-martialed. All were acquitted with the exception of Lt. Linderfelt who was found guilty in the attack on Louis Tikas. Unfortunately, his crime was given a light reprimand. One lone striker, John Lawson, was pun- ished. Lawson was convicted of murder, with a verdict that was eventually overturned by the Supreme Court. Though the strike failed to win recognition of the union, it did inspire lasting change in the Colorado mines as well as labor relations nationally. Reforms were created for mine towns, recreational facilities were offered, and worker representa- tion committees were formed to deal with working conditions such as safety and health. The event also inspired support for bills establishing the national eight-hour work day and the ban on child labor.

The site of the massacre was purchased by the UMWA shortly after the tragedy. There, the Ludlow Monument still stands today in commemoration of those who died during the strike. Their memory, their sacrifice, continues on in the hearts of the many American workers that continue to strive for better working conditions. The members who stood out on the picket line day-in and day-out during our strike. The families who donated their time, food, and wood. And the light of the lost children shines in the eyes of today’s youth - the members and leaders of tomorrow - as they represent the future of America.

This Month in Labor History - Looking Back at Ludlow

Masses turned out for the funeral of Ludlow strikers.
March Retired Club Meeting Minutes

by Ruth Render, Retired Club Secretary

The meeting was called to order on March 9 by President Al Wydick. The Lord’s Prayer was said followed by the flag salute and the singing of “God Bless America” led by Betty Ness. Roll Call of Officers: All officers were present or accounted for.

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

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

Communications: The Alliance of Retired Americans South Area Chapter sent a letter of notification of their next meeting in Kent at the Senior Citizen Center, March 12 at 1 p.m.

Business Representative/Health & Benefits Report: Health & Benefits Representative Jackie Bosch asked Boeing reported in February that it would be suspending facilities jobs. We have now found that some of these facilities workers will be able to find other positions at Boeing. However, it is disturbing to our leadership that there are still pending lay offs in hourly jobs that are being done by temporary and contract workers. Our current contract that we fought so hard for provides protections. When some are actually laid off, we will gather the required information and pursue ways to correct the situation.

Jackie reported that the federal bail out provides money to help people purchase COBRA insurance and will help our members who get laid off. Our Machinists Union nationally has also put some programs in place to help laid off workers.


Legislative Report: Carl Schwartz reported that he is a group of others met with Congressman Reichert’s staff regarding Medicare, Social Security and House Resolution Bill 684. He has also been in contact with Congressman McDermott’s office concerning the same issues. Carl reported that HR Bill 684 would give Medicare the right to negotiate for lower drug prices (much like the Veterans Administration currently does). The Democratic Party is on record as being in support of this bill. Carl recommended that people contact their legislators and encourage them to pass this bill.

At the State level the Worker Privacy Act is an important issue. Larry Brown, District 751 Legislative Director, has been working to get this passed (see related article on page 3). Carl said he has been watching the health care reform debate. The main question is should health care be a for profit business. Currently about thirty cents of every dollar goes for profit. The people who get this profit contribute to political candidates who can then use the money to purchase commercials, etc to get elected.

Gene Hoglund recommended calling your legislator if you have any input regarding the tunnel replacement for the Alaska Way Viaduct. You can call 1-800-562-6000 to give your opinion. Gene also read the weekly report from the Washington State Labor Council (WSLC). The main article was titled “Threaten to leave. (Repeat as necessary.) Boeing threats make some legislators jittery about Worker Privacy Act.” The artifact outlined Boeing’s stand against the passage of the Worker Privacy Act. For more information about this and other labor issues log on to the WSLC web site www.wslc.org.

Birthdays & Anniversaries: March Birthdays: Mike Lough, Vera Doss, Mary King, Perry Sherman, T.J. Seibert, Darrell Wallace, Carl Schwartz, Mary Wood. March Anniversaries: Ike and Rose Motola

Good & Welfare: President Al Wydick stated that he would be away for about three weeks starting March 19. If you need anything during that time, contact Vice President T.J. Seibert. President Wydick will be back for the next business meeting.

Old/New Business: None

Adjournment: A motion was made to adjourn at 11:50 a.m. M/S/P.

Local Alliance Leaders Thank Kourpias

Local Washington State leaders of the Alliance of Retired Americans (ARA) got an opportunity to personally thank George Kourpias for the years he has committed to helping promote issues for seniors. Kourpias served as IAM International President from 1980 until his retirement in 1997. Rather than slowing down, Kourpias then became president of the National Council of Senior Citizens in 1998 and served there until taking over the Alliance of Retired Americans when it was founded in 2001. He has served as the ARA’s president from 2001 until last month when he announced his “retirement.” Through Kourpias’ efforts, the ARA has grown into a nationwide organization of over 600,000 members. The Alliance is a grassroots organization for the nation’s seniors, leading the fight to stop privatization of Social Security, advocating to protect Medicare and reform health care for all and mobilizing the nation’s seniors into a formidable political force.

Kourpias has been an inspirational leader at the IAM and ARA. While his leadership will be missed, you can be sure he will continue his work well into his retirement.

Calendar

• 751 Retired Club meets every Monday at 11 a.m. in the Seattle Hall (9135 15th Pl. S.). Second Monday of the month is the business meeting. A free lunch is served at noon every Monday following the meeting.
• Everett Retirees Group meets at the Everett 751 Union Hall (8729 Airport Rd), the fourth Tuesday of every month at 11 a.m.
• Alliance of Retired Americans South Area Chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center (600 E. Smith St). We share information about developments affecting seniors, we decide on letters and e-mails to public officials expressing elders’ concerns and what is happening to us. We want to make sure our legislative iguana has at least one organization of elder advocates that our members can participate in. This is the only organization of elders in South King County which has the backbone to stand up against negative proposals. Come on in and sit in and see what goes on. For more information contact Jerry Miller at 206-878-0601 or Larry Greene at 253-630-5280.
Worker Privacy Act Now Opposed by Democratic Leadership

Continued from page 3

within the labor community and to maxi-

mize their prospects for election, each
declared their unwavering support for
the Worker Privacy Act. However,
during the harsh reality of the legislative
session, their support melted away like
cheap candles on a sunny windowsill. These
leaders felt pressure from Boeing, and
yielded.

The Worker Privacy Act allows a worker
to decline attendance at a meeting by a
boss when the meeting concerns religion,
politics, unionization or charitable giving.
The bill would protect a worker from being
fired or other discipline by the boss for
exercising that right. Our goal in supporting this legisla-
tion is to ensure both employer and
worker enjoy their First Amendment
rights at work. Those rights should in-
clude the freedom of and the freedom
from speech. The boss can hold any
meeting they want but a worker can
decline attendance if the meeting con-
templates unionization or other
organization. Workers should never be forced to choose
between their jobs and their conscience.
This is a bill Boeing hates and vowed to
kill. They insisted it would prevent
workers in Washington State than a
second 787 assembly line could
move its headquarters to Chicago. The
venerable homegrown company had an-
nonced it was moving its headquarters
outside of state without so much as a phone call
to then Governor Gary Locke or our Con-
gressional delegation that for years had
been convinced Boeing to Olympia and Wash-
ington D.C. The Worker Privacy Act cer-
tainly didn’t cause the corporate headquar-
ters to go somewhere else other than Washington.
This was no worker Privacy Act when the
Company decided to move the 787 wings to Japan or the fuselage to Italy and
South Carolina. The facts, Boeing will do
what they will do and for reasons they
won’t say to us or to the public officials, but
they have no problem finding scapegoats.

We must ask, why our politi-
cal allies once again knuckled under to
the threats by Boeing. They committed
to support the Worker Privacy Act, our
top legislative priority. Perhaps they are
not very good poker players. They don’t
know when it’s time to call a bluff and
when one just has to try to make for a
better hand or make for a better deal.
For example, in 2003 to land the final assem-
bly of the 787 in Washington, the state
forked over $3.2 billion in tax breaks
with no guarantee of the number of jobs
for state. A need would be similar to you
paying for a bag of groceries – a very
expensive bag of groceries – without
even asking or knowing what is in the bag?

As our state moves forward in its
efforts to retain Boeing and other com-
panies, we must insist on public policies
that will ensure a more positive out-
come, not just for the CEO’s, but for the
workers, the community members, the
taxpayers. At a time of record state bud-
deficits — deficits which will cause
cuts in human services, education, and
layoffs of teachers and state workers —
what we need is public policy that results
in family wage jobs, not simply tax breaks
and profits for business.

As far as the Worker Privacy Act is
concerned, we will continue to advocate
for a vote before the end of the legislative
session. If we don’t get that we will
push for the bill next year. In the mean-
time, our Union will continue to explore ways
to retain and attract business with the
goal of creating family wage jobs. This
needs to be done by investing in
workforce education and transportation
infrastructure. We are open to sensible
regulatory reforms that will help compa-
nies without hurting workers. Unfortu-
nately, we will be more doubtful about the
commitments made by our Gover-
nor, the Speaker and Majority Leader.

Educational Investments Are Not Just for Times of Prosperity

Continued from page 4

funding would just make it worse. If
class sizes continue to grow, good
teachers will find themselves looking for
jobs elsewhere and the majority of time in
class will be spent on keeping
students out of trouble instead of helping
them learn. Anyone with chil-
dren knows how difficult it can be to keep
their few children out of trouble.
Imagine having 30-45 children to take
care of and try to get them to learn; that’s
near impossible.”

The National Council on Teacher Qual-
lity, in its 2008 Teacher Policy Yearbook,
awarded Washington State with C+ for
policies that retain effective teachers. In its 2008 Citizens Report Card, the League of
Education Voters Association awarded our
state with an overall grade of D+ for the
funding of our future. This is unaccept-
able. Regardless of the financial circumstance,
we need to improve this system. Further
cuts would do the opposite.

As the WEA notes on its web-page,
“Stable and adequate funding for public
education is essential to the continued
success of schools and students. The
Legislature must continue to invest in
public schools for the future of our kids.
Local and federal funding also remains
important.”

The Washington State Constitution
identifies educational funding as the
“paramount duty” of the State. If we
accept these cuts, our future will be in
jeopardy. The generation of children in
public education now is the same gen-
eration that will lead this country in a few
short years. They will be met with many
answers. There is no magic button. There
is, however, a need to maintain our long
tradition of dedication to the education of
our youth.

Lawmakers are expected to bring their
budget proposals to the public in the
coming weeks. We need to stand up and
make sure that our lawmakers make edu-
ca tion the first priority of our govern-
ment. We need to find a way to create
that revenue without hurting the future
of our children. This is the time to
dedicate our attention to the maintenance
of a long American tradition – dedication
to the education of our youth.
Ergonomic Issues Still “Stand” on 787 Line

Management of the 787 line continues to struggle with the ergonomic design for hourly work stations nearly five months after removing the chairs and tables from line. Members have filed multiple Safety, Health & Environmental Action Requests (SHEAR) forms on the issue. In response, Boeing brought in a prototype work station in March with built-in chairs. Members were then given an opportunity to try out the new stations and provide input and offer potential revisions before final work stations are built.

While members appreciated being asked for their input, they have grown tired and weary of waiting for the 10-12 hour days they have been putting in on the 787 line.

Since the work stations were originally removed, Business Rep Brett Coty, who also serves as the Everett plant Safety Focal, has pushed Boeing to deliver at least an interim plan so members would have suitable work stations that included chairs and desks for the long hours they are putting in. The Union has questioned why the old equipment was removed before new equipment was designed or ordered.

751 Site Safety Member Howard Carlson, who also serves as Steward on the 787 line, noted, “I honestly don’t think members care for the new, proposed stations. Unfortunately, since they have been standing for months, anything with a seat will give them a little rest. They hesitate to speak up for fear it may keep them standing even longer.”

In walking through the 787 line, members repeatedly pointed to the 787 vendor areas, which are equipped with chairs, lockers, microwaves and refrigerators. They also noted that all other airplane lines also provide work stations complete with chairs. Once the prototype work station arrived, the Union emphasized that our members in the moonshine shops could easily build similar work stations, with better quality and more ergonomics, and encouraged Boeing to put the moonshine shops to bid on such a job. To date, Boeing is still getting bids from vendors and trying to incorporate members’ suggestions into the final design.

In the meantime, members will continue to work to get the 787 program back on track – despite the ergonomic “stand.”

751 members working in the IRC Raw Material, Tool Storage & Tool Room have made safety a top priority. This incredible group has gone a remarkable 100 months with no lost workday case and was recognized for this achievement on Friday, March 27th.

In addition to the many regular exhibitors who share stories of their WWII victories, Tom Wroblewski. “I hope many members and their families can get in free of charge on their families can and see what they have to offer.

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