Saving Work From Offload

Thanks to a united effort by IAM Work Transfer Reps, Union Stewards, and an IAM Business Rep, over $1 million worth of work will continue to be done in the 17-45 building in Auburn by 751 members. Boeing was considering permanent offload of this work to TMX Aerospace—a supplier that 751 is attempting to organize.

This work package, which involved raw material inventory, cutting, processing and storage, will preserve an estimated 20 IAM jobs at Boeing (i.e., saw operators, crane operators, forklift operators). When the facts were examined, our members proved we were the best value, and it wouldn’t have made good business sense to have TMX perform this work package. Yet, without the Union contract, the work would have been moved without regard to potential costs to Boeing.

Stewards asserted Business Representative Emerson Hamilton to Boeing’s plans to send the work out. “Last November, Boeing sent a bulletin to all employees in the 17-45 building announcing plans to move raw materials stores from the 45 building to TMX. The work was to be moved by April 2006. Management was so sure the work package was moving, they started to get rid of racks and machines,” recalls Business Rep Emerson Hamilton. “Since the announcement involved offloading, I immediately contacted our IAM Work

Scott Clark found out how valuable a Union is after being illegally terminated from TMX Aerospace. This Boeing subcontractor, which the Union has been trying to organize, learned they are not going to get rid of employees who exercise that right. Yet it is amazing an employer to interfere with, restrain, or coerce employees to obtain an A&P license in the new jobs. Also by incorporating all current employees into the new AMT job, seniority continues to be a factor in these positions during times of surplus. The Union ensured that no one lost pay as a result and most will see an upgrade—besides getting additional compensation for those holding an A&P license in the new AMT jobs.

IAM Business Reps and Jobs Committee members Stan Johnson, Emerson Hamilton and Tom Wrobleski stated, “We worked very hard to address the concerns of the members affected by this proposal which originated in the last negotiations. In the end I believe the changes we have negotiated address most of the issues our members have raised and brought to our

As members on the flight line learned details of the new Aviation Maintenance Technician jobs, most currently working in the jobs were satisfied with the outcome. Following ratification of the contract, the Union has worked hard for months with their Company counterparts to address all issues members identified over the new jobs and their anguish. Following ratification of the contract, the Union has worked hard for months with their Company counterparts to address all issues members identified over the new jobs while trying to turn an agreed-to theory into reality.

Membership input was sought at various meetings, through surveys, through the AMT website, from Union Stewards, as well as other sources. The intent all along has been to communicate with impacted employees and also be able to answer their questions prior to the implementation.

The desire was requiring current field employees to obtain an A&P license to get into the new jobs. With the revision, current employees are grandfathered into the new jobs. Also by incorporating all current employees into the new AMT job, seniority continues to be a factor in these positions during times of surplus. The Union ensured that no one lost pay as a result and most will see an upgrade—besides getting additional compensation for those holding an A&P license in the new AMT jobs.

Scott Clark (l) (former TMX employee) thanks IAM Schwars Jesse Cote for Union assistance, which delivered a $50,000 settlement from TMX for Union assistance, which delivered a $50,000 settlement from TMX.
The Union Is Working for You On All Fronts

by Mark Blondin, District President

Negotiation Update

Members at Cares of Washington recently employed signed a new contract. I appreciate the efforts of Zack Zaratkiewicz, Jesse Cote, and Jim Bearden in negotiating the ratified settlement. The members at Cares did a great job, as well, and they provide such a valuable, needed service to others in our communities.

The Union also had a settlement at ASC Tooling in Spokane. I applaud the strength of the members who rejected the Company’s initial offer by over 90 percent and were prepared to strike. The Company revised the offer to more adequately reflect the issues of our members, who ratified it by 72 percent. Great job by Business Rep Paul Milliken and the negotiating team.

We are on strike at Cummins NW, LLC in four locations. Our members have taken the tough stance, and it is the right stand. The new owners seek to eliminate their pension plan, take away seniority, replace the IAM Medical Plan, and get rid of USW. They have committed numerous unfair labor practices (ULPs). I am sure that all of the members and their families.

Member of the Employees Community Fund (ECF) of Pacific Northwest to apply to run for a position on the Board of Trustees. Four positions will be open in January.

Tradesmen administer the general fund to help the community. The employee and manager must make a two-year commitment, the length of the trustee’s tenure. Trustees carry out ECF business part-time on hours, although some off-hours work is necessary. Required business skills include organizational skills, the ability to communicate verbally and in writing, analytical skills, computer skills and the ability to critically evaluate complex information.

The Union was able to help Scott Clark, a former TMX employee who was unjustly terminated. TMX is a venomous employer that has disregarded the law when it comes to employing people to form a Union. Scott has seen the value of Union representation and hopes his former co-workers have the same opportunity to stand up for their rights. The Union will be there every step of the way. Unions are the only way employees can stand up to a Company and make their voices heard.

Thanks again to the generosity of our members in supporting Guide Dogs of America. The outpouring has been incredible. Members at Triumph in Spokane have done a great job, as well. Because of your generosity so far this year, we can continue to save the lives of five visually-impaired people.

Apprenticeship Gets Laid-off Members Back on the Payroll

Last year, the IAM/Boeing Apprenticeship Committee opened up their application process to include our laid-off members who have been on the active payroll within six years of the application period. The Union and Boeing pushed to change to provide our laid-off members another avenue to return to the payroll.

Many laid-off members jumped at the chance. As a result, nine of the 15 members in the current apprenticeship class have returned from layoff.

District President Mark Blondin spearheaded the idea and pushed Boeing to do the right thing and offer the apprenticeship program, which is a new concept called to the Material Tester job so I applied for the apprenticeship program. He noted, “I figured I might not get re- cycled to the Material Tester job so I ap- plied for the apprenticeship.” For information on the apprenticeship program, visit: http://apprenticeship.web.boeing.com

Elected Members Wanted to Serve on ECF Trustees

August is the month for members of the Employees Community Fund (ECF) of Pacific Northwest to apply to run for a position on the Board of Trustees. Four positions will be open in January.

Tradesmen administer the general fund to help the community. The employee and manager must make a two-year commitment, the length of the trustee’s tenure. Trustees carry out ECF business part-time on hours, although some off-hours work is necessary. Required business skills include organizational skills, the ability to communicate verbally and in writing, analytical skills, computer skills and the ability to critically evaluate complex information.

If you are interested in becoming an ECF Trustee, call Colette Ogilie at 206- 655-6967 to receive an application in August.

Importance of Organizing

The Union was able to help Scott Clark, a former TMX employee who was unjustly terminated. TMX is a venomous employer that has disregarded the law when it comes to employing people to form a Union. Scott has seen the value of Union representation and hopes his former co-workers have the same opportunity to stand up for their rights. The Union will be there every step of the way. Unions are the only way employees can stand up to a Company and make their voices heard.

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Union Comes Through for Worker Unjustly Terminated at TMX

Continued from page 1

Transfer Rep Sherrie Williams noted, “Management initially planned to send the work out under Letter of Understanding #37 (Material Delivery). As soon as 21.7 was brought to the attention of higher management, the Company immediately complied and worked with us per 21.7 and PRO 1975.” As the elements of the dispute came together, it was soon realized it was more cost effective to have our members perform the work. In fact, even with an assumed TMX company benefit costs each year, our members were still the best value. Yet Boeing would not have realized this without going through our contractual process.

Our members did an outstanding job of gathering facts and data by participating in an Accelerated Improvement Workshop (AIW) and streamlining their process. The shop consolidated much of the work, reduced inventory and identified what had been ordering too much raw material.

“We were told to have so much material on hand, even if it didn’t make sense. In some areas we had material sitting there for 10 years and would have to blow dust off it before we could use it. Management felt the inventory was too costly, but it was a management decision,” noted 751-member Mike Dedonimesco.

While Boeing held a crew meeting and sent a bulletin to announce the offload, the decision to keep the work was more low key – simply spread by word of mouth rather than in a big meeting. Additional pressure was placed on TMX when District 751 began an organizing effort to improve the pay and benefits for TMX employees. Much of TMX’s workload had been done by our members in the past. TMX employees make nearly half the wages, work long hours, pay higher medical costs and have no pension. Yet even with providing lower wages and benefits, they could not compete and our members were still the most cost effective. The Union will continue to push pressure on Boeing to keep the work in the hands of our members, as well as striving to organize area subcontractors. By improving the wages and benefits at area subcontractors, it is less tempting to offload our work, raises the standards for other workers, and keeps our communities growing.

751-steward James Kukusche, who could have been impacted by the offload, noted, “I’m glad the Union was there to help Boeing make the right decision. The process opened my eyes to the possibilities of QTPP. I took classes to prepare for another job, but am thankful the work will stay here.”

This is just one of several Work Transfer Proposals that was cancelled once the business case showed our members were the best value or an external supplier could not beat our cost. Other potential offloads that were cancelled recently included 737 upper stragers, regrid of small single margin drills, 737 spar webs, 737 upper skins, 737 and 777 lower “T” cords, and 737 OSU Lattice Rails.

Continued from page 1

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Members at Alcoa Wenatchee Approve New Contract

On June 22, Machinist members working at the Alcoa plant in Wenatchee ratified a new contract. The four-year national agreement covers 9,000 workers in 10 states, including our Machinists Union members at Alcoa’s Wenatchee Works plant.

The new contract contains:
- Average 2.6 percent annual wage increases.
- $1,500 ratification bonus.
- Maintains a single health care insurance plan for all workers instead of the multi-tiered plan the company proposed.
- Pension increases.
- Increases in weekly sickness and accident benefits.
- Additional protections against contracting out work.
- Spokane increase in life insurance and accidental death benefits.

The agreement also beat back the potentially devastating effects of the cap on retirees by negotiating millions of dollars into a fund to cover retiree health care costs. In addition, the Union prevented Alcoa from implementing a two-tier system for new hires – the new agreement ensures new hires remain on the same health plan as other employees and also allows new hires to participate in Alcoa’s defined benefit pension plan – rather than just taking part in a 401K as Alcoa had proposed.

“The negotiations went down to the wire, but we were able to defeat the concessions Alcoa was originally demanding and get a contract members could support,” reported Local 1123 President Mike Bratton, who took part in the negotiations as part of the Wenatchee Aluminum Trades Council. “We also got a contracting out agreement that there would be no layoffs because of a job being subcontracted. If it is done by our people, it will remain with our people. They can only contract out new construction.”

Members at the Wenatchee Works had been working under a modified labor agreement since the plant restarted aluminum production in December 2004, after it had been idled in 2001 because of soaring electricity prices. With the ratification of this agreement, Wenatchee Works employees are again covered entirely by the nationwide Master Agreement.

Members at Cummins for a Union Future

Machinist members are standing strong as they take on Cummins NW, LLC in an unfair labor practice strike at four different locations: Renton, WA; Spokane, WA; Portland, OR; and Pendleton, OR. New owners forced a strike and members have been walking the line since July 7.

Problems arose when the company was sold at the end of March and new management tried to use it as an opportunity to break the Union – even going so far as to tell the employees it is going non-union. When management demanded a whole new contract (rather than using the previous one as a starting point), Union negotiators decided a unified front and bargaining together was the best strategy to fend off this assault on workers. In the past, workers at all four plants had separate contracts with varying expiration dates. In addition, Teamster Union members at each location also walked off the job and have been on the picket lines with a ULP strike of their own.

Just a few of Cummins illegal tactics include:
- Changing the terms and conditions of the employees without negotiating with the Union.
- Repeatedly failing to supply requested information.
- Has interrogated its employees.
- Bargaining directly with employees rather than the Union’s negotiating committee.

Following is just a sample of what Cummins has proposed:
- Eliminating the pension plan (which had been there for decades and replacing it with a 401K (with no employer match). Replacing IAM Medical Plan, which has been in place for years, with a company plan that shifted much more of the cost onto the employees. Repealing Teamster security provision.
- Take away seniority so Company can layoff whoever, whenever they want.
- Provide management the ability to reduce pay if a person receives a corrective action memo.

This is a stable workforce with most members having worked at Spokane having at least six years at the Company and several have been there over 30 years.

Cummins has tried to entice strikers to work at other plant locations. As a result, the Union put up pickets at the Yakima plant and in Alaska to discourage such activity and let other facilities know how they treat their employees.

Machinists member Jesse Frognar noted, “We still had four years on our current contract. But when they changed owners, they basically said it is our way or the highway. We had no rights after the sale and a strike was our only option.”

A mediator met with both sides on several different occasions, but as of yet the meeting have not produced any results. In Spokane, several customers have pulled work out of Cummins and refused to cross the picket line – proving we are making an impact.

Member Ted Hogewidze added, “Cummins wants to control your life until you die. I thought slavery went out a long time ago.”

751 Business Rep Paul Miliken noted, “Every roadblock they have raised on our pension or health care has been cleared up, but the Company simply chooses not to participate in these plans – even when there is no liability to the company with the pension plan. It is about control and breaking the Union.”

Members at all four locations are holding strong, along with fellow strikers in the Teamsters Union. This employer was going to take on the Union only under their terms, one location at a time. “This strike is the only way to save members’ pensions and preserve the Union shop!”

Pendleton, OR: 223 SW Grady Way
Spokane: 11134 W. Westbow
Renton: 811 SW Grafy Way

The Value of Union Membership

Members at Cummins NW in Spokane have already seen the value of Union membership and understand the importance of fighting to keep the Union. Prior to the new owners, several Cummins members in Spokane received arbitration settlements that ranged from $6,000 to $14,000.

Member Mike Heydt, who no longer works at Cummins, received nearly $14,000 in back pay to resolve a pay issue. Cummins hired him under the apprenticeship wage, but did not have him enrolled in the apprenticeship program, which would have put them over their apprenticeship ratio. As a result, Cummins paid the difference between the apprenticeship rate and the journeymen rate.

Contract Ratified at ASC

Members from ASC Tooling count ballots on July 10. Members ratified the revised contract by 72 percent after initially voting to strike by 93 percent.

Members from Spokane working at ASC Tooling ratified a new contract by 72 percent on July 10. Members stood their ground throughout the bargaining process and used the threat of a potential strike to get ASC to change its original offer. Initially, members voted 90% to reject ASC’s original offer and the percentage voting to strike was even higher (93 percent). When the Union contacted the Company about putting a portable bathroom out front for the picketers, ASC decided members were serious and came back to the table.

Members at ASC wanted to be treated fairly. Members got the company to retreat from a proposal that would have allowed ASC to change the health coverage at any time and would have required employees to pay significantly more than their fair share. Highlights of the ratified contract include a General Wage Increases in each year of the contract, maintaining health care, increase company dollar matching limit for 401K, and additional vacation after 20 years.
Triumph Members Talking Issues for Negotiations

On July 18, members at Triumph in Spokane on both first and second shifts turned out for a solidarity barbecue and the chance to meet with Union leadership in preparation for negotiations next year.

Special thanks to the Stewards and members who worked to organize the event. Members appreciated the opportunity to talk with Union officials. District President Mark Blondin and Secretary-Treasurer Susan Palmer, Organizer Jesse Cote, and Business Reps Mark Johnson and Tommy Wilson attended the events. These members recently completed their first negotiation survey.

When Triumph notified Stewards the event could not be held on Company property, Stewards quickly found room off of company property. Virtually all of the IAM brothers and sisters marched off of company property. The event could not be held on Company property in preparation for negotiations next year. Members appreciated the opportunity to talk with Union officials. District President Mark Blondin and Secretary-Treasurer Susan Palmer, Organizer Jesse Cote, and Business Reps Mark Johnson and Tommy Wilson attended the events. These members recently completed their first negotiation survey.

When Triumph notified Stewards the event could not be held on Company property, Stewards quickly found room off of company property. Virtually all of the IAM brothers and sisters marched out to attend the event on first and second shift. Some SPEEA members and non-represented employees also stopped by to wish us well.

Member Gary Swarts thanked the stewards for sponsoring the barbecue and added, “I reaffirmed Mark Blondin’s unwavering commitment to our upcoming contract negotiations and proved that the entire Union staff is supportive. To Union staff and all the participating IAM brothers and sisters, I salute you and your efforts to keep working class jobs and benefits in Spokane.”

Chris Tiner, a second shift Steward, noted, “We had full participation from second shift. Everyone appreciated the chance to meet Mark Blondin and other reps. It helped educate the new hires and was a great show of support.”

Doris Wells, who works first shift, noted, “I’m very pleased with the representation and support for both shifts.”

Second shift employees of Triumph were glad to get the chance to meet Union officials. Many are new hires and this is their first experience with a Union contract negotiation.

Reichert Declines Forum, as Democrats Take Strong Stand for Workers

Congressman Jay Inslee (D-1st) and Democratic congressional candidate Darcy Burner reaffirmed their strong support for federal labor law reform to restore the freedom to form unions at a community forum in Bellevue. Both also expressed their commitment to pursuing trade policies that protect workers and the environment, and fixing the myriad of problems with the Medicare Part D drug program.

Burner was a surprise guest at the “Conversation With Your Congressman” public forum hosted by the Washington State Alliance for Retired Americans. Rep. Dave Reichert (R-8th) declined an invitation to attend the event, which was held near the border of his district, but Burner jumped at the chance to address her potential constituents and explain where he stands on the issues.

The event was co-sponsored by Washington Citizen Action, the Washington Tax Fairness Coalition, and the Washington State Labor Council. AFL-CIO.

Offshore Outsourcing

751 Political Director Larry Brown described the effect of Boeing’s increased outsourcing to nonunion and overseas contractors as “eating seed corn instead of planting seed corn.” He showed a series of diagrams highlighting the dramatic reduction in the portion of jet parts being fabricated in-house by the Company’s own workforce throughout generations of planes, from the 737 Classic to the new 787 Dreamliner.

“Our membership has been cut in half... largely due to outsourcing,” he said, adding that this has harmed not just Boeing families, but entire communities. “Many of our members who once were social service contributors (through paycheck contributions to the United Way and other charitable organizations), are now social service dependents.”

Brown said that the solution lies not in protectionist efforts to prevent the flow of capital and contracts overseas, but in responsible international trade agreements that respect human rights and level the playing field for American workers to compete. “We have to support trade agreements that allow workers in all countries to earn a living wage.”

Inslee outlined five things that must be done to address “one of the most challenging issues I’ve had to deal with in Congress.” They are:

• Promoting responsible trade agreements that respect workers rights and the environment, unlike the Central American Free Trade Agreement, which he voted against last year and Rep. Reichert cast a deciding vote to approve;
• Aggressively confronting Europe regarding its unfair subsidization of Airbus;
• Changing the U.S. tax code, which actually rewards companies that outsource American jobs overseas;
• Solving the crisis with our employer-based health care system, which puts U.S. companies at a disadvantage when most other nations provide universal health care;
• Investing in an educational system that offers retraining opportunities for all displaced workers, regardless of their age.

Boulton, President of the Washington State Alliance for Retired Americans; and Darcy Burner, Democratic candidate for 8th Congressional District.
ERT Process Offers a Way for Members to Move to New Jobs

As the recalls continue, some jobs are getting close or have exhausted all members from the layoff list (Category A’s) – meaning Boeing employees look to other sources to fill these positions. This will create opportunities for members looking to transfer to different jobs or locations within Boeing, if they get the proper start and finish the process now. In order to put in a Category C (Employee Requested Transfer - ERT) for IAM-representatives, there are several steps that must be followed (see chart right for overview). Remember, it can take up to 12 months or more to complete the minimum training requirements.

The IAM/Boeing Quality Through Training Program (QTP) has been an integral part of the process and continues to work closely with employees looking to move. Keep in mind that Boeing Hourly Workforce Administration still owns the ERT process. The QTTP program supports members in the process by assisting with career decisions, training options and filing of electronic ERTs.

- Members wanting to file ERT’s need to meet minimum requirements defined by the Skill Teams or take a challenge test if they already possess the necessary skills. ERTs must be filed through a QTTP Advisor, who will work with the individual to document that the requirements have been met or help build a training plan to gain the necessary skills.

The QTTP Career Guides are a good resource to learn about all hourly jobs and can help employees make better decisions regarding their careers at Boeing. In addition, the ERT process will ensure you are considered for jobs you file ERT’s for. The hiring managers are required to look at the ERT pool for hiring candidates before they hire from outside the Company. Because of the training requirements, the lists will be shorter and employees will have a better chance of getting jobs they really want.

**ERT System Works for 751 Members**

Below are just a few recent ERT success stories:

**Caroleanne Steinbach**

Caroleanne Steinbach has 19 years with Boeing but during the recent surplus took a downward to a factory service position to stay on the payroll. Caroleanne had utilized Education Assistance benefits for years working toward an A degree in Business. When the ERT program was developed, she began thinking about other areas of Boeing.

“The advisors made me feel good about making a transition. By working with the Career Advisors and taking classes, I was able to map out the necessary steps to move my career into a whole new direction,” stated Caroleanne.

Through the ERT system, she transferred to a grade 5 Advanced Mechanic Composite Repair Position. Recently, she again used the ERT system to secure a Grade 6 Automated Shot Peen Operator position at Frederickson.

**Cindy Pyper**

Member Cindy Pyper wanted a new job that would provide her with new challenges. The Best Fit feature of the ERT program allowed her to match her skills to the qualifications of several other jobs and she soon had a new position.

Cindy declared, “My advisor went the extra mile. It was a really positive experience. We put together a resume and before I knew it, I had a new job! I’m really happy and encourage others to pursue the many jobs that are available. There is no need to work at a job that you don’t have with ERT... it’s there to help.”

**Johnny Chen**

Member Johnny Chen hired into Boeing with an A&P License and was working at Renton pre-flight before being laid-off in 2002. Following his reclassification in 2005, he was reassigned to work engines. He wanted to return to the flightline, so he followed the ERT process.

“ar the maximum rate for a grade 9 upon implementation? A: No. Per Section 6.3 (c) of the Collective Bargaining Agreement, base rate increases after reclassification are $0.56 for each labor grade. Therefore grade 9’s will receive a $0.56 increase. 

Q: If I am a grade 9 today at maximum rate, will I receive the maximum rate for a grade 9 upon implementation? A: Yes. If you are a grade 9 today at maximum rate, you will receive the maximum rate for a grade 9 upon implementation. 

Overall, reports from members on the process, if they get the proper start and finish the process now, will be very satisfied with their changed training. The majority of our flight line crafts will now receive upgrades as a result of this agreement, and the new job classifications to be installed provide added job security by seniority for our members.

**Aviation Maintenance**

Continued from page 1

attention. Members who have their A&P license, along with those who obtain it in the future, will now be rewarded for that specialized training. The majority of our flight line crafts will now receive upgrades as a result of this agreement, and the new job classifications to be installed provide added job security by seniority for our members.

Overall, reports from members on the field were positive, and members were appreciative of the Union’s role in addressing their concerns.

See chart on page 1 for a quick summary of the Revised Aviation Maintenance Technician (AMT) Agreement.

Following are some of the frequently asked questions regarding the new AMT agreements.

Q: Why were changes made to the original Memorandum of Agreement? A: While our overall vision to grow and maintain a highly skilled, flexible and motivated workforce remains the same, we listened to employee feedback and concerns and found a way to improve the path to reaching the same vision. We value the skills, knowledge and experience of our employees and felt it was important to make a change that allowed us to better reach our goals.

Q: Is an A&P certificate required for the new AMT job codes? A: Only for new hires and Cat C employees. There is no requirement for currently assigned field operations employees to obtain an A&P certificate.

Q: What is the new job code? A: The new job code is a grade 9. However, current grade 10 and 11 employees will be laterally reclassified into the new job family codes.

Q: If I am a grade 8 today at maximum rate, will I receive the maximum rate for a grade 9 upon implementation? A: No. Per Section 6.3 (c) of the Collective Bargaining Agreement, base rate increases after reclassification are $0.56 for each labor grade. Therefore grade 9’s will receive a $0.56 increase.

Q: If I am a grade 9, 10 or 11 today, how does this job reclassification affect me? A: If you are a grade 9, 10 or 11 today, the job reclassification will affect you in the
the existing people is a smart thing to do.” – James “JR” Robertson

I was impressed with the final presentation. I assumed most people would be a grade 8 and have to get an A&P to get the upgrade, but everyone is a Grade 10. If people have the initiative to get an A&P, they get an additional $1.12 an hour. I got my A&P license years ago. At first I questioned the ERT system, but I took the classes and showed the work works. – Keith Tyson

I am now looking forward to seeing what we are all treated fairly. We’ll wait and see how it works out. – Jeffy Magers

I got my A&P license years ago and think anyone with an A&P license is more dedicated to the aircraft and products rather than it just being a job they do. They have put in the extra time and effort. – James Gilliam (l) and Chuck Tarimel about the new AMT jobs. Chuck used the ERT system to assist interested employees with schedule experience to obtain their A & P certificate?

A: Category C employees will need to visit the IAM, employees with Category A rights in the Union brought forth many issues members to be satisfied with the outcome. Q: Who are the AMT job codes being established?

A: This is part of an overall effort to increase efficiency across the Field Operations job functions by streamlining and merging the right skill sets needed to support those functions. Additionally, these new AMT job codes align our aircraft maintenance and inspection personnel with industry-wide aircraft industry professionals.

Q: What are the biggest differences in these new job codes?

A: Primarily, the new AMT job descriptions include duties and responsibilities that encompass aspects from each of the current Field Operations codes, including inspection.

Q: Why has the role of inspection been included in the new job responsibilities?

A: Inspection is a key element in the new AMT job descriptions. As part of our overall strategy to embed quality in all our core and support processes, employees will ultimately have the ability to inspect and sign-off certain aspects of their own work. This inherently improves efficiency and accountability within the job responsibilities.

Q: Will the new job reclassification affect my shift preference filing?

A: Yes. All AMT employees will be required to submit a new shift preference request/file.

I was a grade 10 or 11, the original premium earned included $0.56 premium pay on my A&P certificate. How has this changed?

A: You will now receive a total of $1.12 premium pay for an A&P certificate rather than a total of $0.56.

Q: When do the new job codes go into effect?

A: They are scheduled to go into affect Aug. 11, 2006.

Q: What is Boeing doing to help me with the new job codes?

A: Boeing is working on experimental aircraft that require instrumentation knowledge, multi-model knowledge and travel requirements.

Q: Will the new job reclassification affect my shift preference filing?

A: Yes. All AMT employees will be required to submit a new shift preference request/file.

I was impressed with the final presentation. I assumed most people would be a grade 8 and have to get an A&P to get the upgrade, but everyone is a Grade 10. If people have the initiative to get an A&P, they get an additional $1.12 an hour. I got my A&P license years ago. At first I questioned the ERT system, but I took the classes and showed the work works. – Keith Tyson
On July 9, Local C held its 15th Annual Golf Tournament to benefit Guide Dogs of America. When the Aero Mechanic went to print, the event had brought in $10,000 and money was still coming in.

Kirkland, Pontiac, Buick GMC donated a 2006 Lucerne CXS to anyone making a hole in one. Unfortunately, no one made the shot.

As the shotgun start sounded, the teams converged on Elk Run Golf Course to show their skills. Competition was fierce and a tie for second place triggered a sudden death putt off between two teams. (See winners below). Craig Bauer and Kelly McGhee won closest to the pin, while Doug Bancroft and Ronna McGhee captured the longest drive competition.

Tournament directors Tony Curran and Spencer Graham did a fine job organizing the tournament. Special thanks to the following volunteers who helped: Paul Burton, Chuck Craft, Jim Darrah, Clark Fromong, Ken Inglet, Pat Kinsella, Mark Johnson, Paul Knebel, Ron McGaha, Ted Ogston, Sue Palmer, Kent Sprague, Dave Swan, Curt Thorfinson, and Stephanie Wilson.

The first place team scored an impressive 15 under par.

L to R: Doug Bancroft, Jim Langsford, Brian Suthers and Kevin Duvall.

L to R: Fred Sowards, Mike Riley, Matt O’Brien and John Fierling captured second place after winning a putt off when two teams came in at 12 under par.

Third place team which also finished at 12 under par consisted of L to R: Roy Moore, Ernie McCarthy, Mark Clark and Tim Johnson.

Taking home the highest score was the team of: L to R: Fran Christlie, Ron McGaha, Wendy VanKooten and Nancy Holland-Young.

Winners of the men’s and women’s longest drive were Doug Bancroft and Ronna McGhee.

Fundraisers Bring Money for Guide Dogs

The Puppy Putt recognized Renton Motorcycles with a plaque and presentation for their sponsorship of the event.

Special thanks to The Bull Pen Pub, Grill and Bar at S 200th and Highway 99 for their $1,000 sponsorship.

Above: Puppy Putt Organizers presented a check for $11,447.50.

Photo left: Puppy Putt Organizers recognized top fundraiser Jim Kakuschke (2nd from right), who collected $2,835. Dan Meddaugh (3rd from right), brought in $3,130 in money and other donations.

The women’s Committee presented a check for $3,000 to Guide Dogs of America, which were proceeds from the 2006 Flight for Sight Fun Run.

Thanks to Our Sponsors:

- American Income Life
- Auburn & Frederickson HSI Site Committee
- Baydo Chevrolet
- Cascade Veterinary Hospital
- Christine Kirchner, DDS
- Chuck Craft
- David Henry
- District 751 Organizers
- District Lodge 751
- Group Health Cooperative
- Holiday Kennels & Boarding Center
- John Eng - John L Scott Realty
- Joint Programs - Central Site
- Kirkland, Pontiac, Buick GMC
- Lee’s Future Cuts
- Local A
- Local C
- Local E
- Local F
- Mark Blondin & Susan Palmer
- Mark Kadoshima, DDS
- Newerry Realty
- Quality Auto Electric
- Scott McGarratt
- Service Printing
- Vision Service Plan
- W. B. Construction
- Wash Machinists Council
- Wilderness Stump Grinding
The meeting was called to order by President Al Menke. The Lord’s Prayer was said followed by the flag salute and the singing of “God Bless America,” led by Ruth Render.

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

**Minutes:** Minutes were accepted as written.

**Business Report:** Business Representative Paul Knebel stated the Union has seen larger numbers at the rehire orientation this year. Certain jobs have exhausted the recalls and are looking to hire off the streets. The Union continues to push the Company to look at others on the layoff list to fill positions before hiring off the street.

**Health & Welfare:** Ill brothers and sisters this month. Wavel Halford, John Pompeio, Mel and Mary King. If members know of anyone who is ill they should contact the officers of this club or the 751 Health and Welfare Office.

The moment of silence was held for the following deceased members: John T. Bostik, Marla D. Brady, Douglas Chris-tian, Leonard A. Jacobson, Grace T. Johnson, Dorothy M. Taylor, and Diane P. Van Noy. Sympathy cards were sent to the next of kin.

Executive Board recommended the Retired Club send a small U-Haul to transport the table, chairs and all equipment to our picnic at Woodland Park. Motion, seconded and passed.

Executive Board recommended the Retired Club rent a small U-Haul to transport the table, chairs and all equipment to our picnic at Woodland Park. Motion, seconded and passed.

The Good of the Order: Tom O’Brien spoke about the upcoming election and its importance to retirees. In recent years, seniors have voted away their medical rights for false promises. We are now suffering for this.

When you vote, make sure to pay attention to candidates’ voting records. Today we have 947 lobbyists and 147 Legislators in Olympia and there still isn’t anything being done. No one is doing anything to benefit retirees.

John Guevarra spoke about the articles he has been handing out. Today’s article concerns the basic rights that were promised us back in the time of Roosevelt. These basic rights are being taken away. If we don’t complain about it, nothing will be done. Al Peppard spoke about a demonstration that will be taking place at Virginia Mason Hospital at 4:00 pm today. This is a rally to oppose the current case in front of the NLRB regarding the possible re-classification of all nurses as supervi-sors, which could have widespread im-plications to all Unions.

Women’s Committee: Business Representative Jackie Boscholk is selling $1 raffle tickets to win a beautiful quilt to benefit Guide Dogs of America. The quilt was donated by the Orange County Quilters Guild.

**Old Business:** None.

**New Business:**

1. **Birthdays and Anniversaries:** Re- cord Secretary Ruth Render read the Birthdays and Anniversaries Report. June birthdays were Al Morzenti, Calvin Doss, Ethel L. Schwartz, Sonny Ehike and Rose Cary. We had one Anniversary this month – Henning and Helen Ross were celebrating 62 years of marriage.

2. **Adjournment:** President Al Menke adjourned the meeting at 11:50 a.m.

The Union has currently endorsed 85 races. This includes the CAT A List as well as a few new hires. Certain jobs have exhausted the recalls and are looking to hire off the streets. The Union continues to push the Company to look at others on the layoff list to fill positions before hiring off the street.

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HELP NEEDED. 253-839-7272

AMSOIL – Oil (4 and 2-Stoke, diesel, M/C, marine), gear lube, injector-cured & intake cleaner, auto transmission fluid, compressor oils, oil and transmission filters. 253-473-1182

CRUISE CONTROL – ZT-11. Fits any car, van or light truck. Include electronic clutch switch. Command module is only 2 1/4" wide, never used. 75Q $255. 253-852-6690

NOSE MASK for Nissan Pathfinder (standard only). Brand new, fits 1986 & newer models without fender guard moldings. 3Q 253. 253-852-6690

STERLING COLUMNS REPAIRED – fix that unsaleable, shabby, tilt or telescopic column today! Columns restored or modified. Column list at sale price. 425-235-3326

BAYLINDER COWLING for 85 bp. boat, new. 35Q 253-852-6690

COTTAGE INDUSTRIES

THRESHING KETS’ Lisa. 360-757-7460

MAKING A LIVING from making soups and selling soups to restaurants and stores. Mailing list available. 206-425-1011

SWEETHEARTS’ garners great garnets, rubies and amethyst rings are available gift wrapped for $99. 360-652-7340

Try a new liquid NUTRITIONAL SUPPLEMENTS at your own risk. 253-473-7430 or call 253-473-7430

PLASTIC WELDING – repair ATV fenders, quad bodies, motorcycle fairings, RV & boat holding tanks, mower chutes, grass catchers. Automatic welding–no gloves. Welds 90% as strong as original. 360-975-3310 or 206-420-8033

AEROMANAGER FOR YOU? We take care of everything from appraisal on closed loans. Call Kimberly at 425-255-1804 . 253-699-2537 evenings 360-886-0651

ATTN TO DETAIL WOODWORKING – cabinets, hutches, bookcases. 253-233-5483

CUSTOM WOODWORK – cabinets, bookcases, fireplace mantles, etc. Please call 206-713-5257, evenings 360-886-0651

EX DRUSYS from Canada! 90% less than US price! 425-251-8186

HOME MORTGAGES – Purchases, construction loans, refinance – poor credit ok. Free appraisal on closed loans. Call Kimberly at 425-233-9780

FOR SALE – ceramic supplies, green ware, budgos, mugs, glasses, etc. Going out of business. 253-420-8033

RAW WOOL for sale. 50 to 53 a pound. Some last year’s wool at $1 a pound. Whites and grays. 253-792-2027

KING-SIZE BED with storage compartments, 60” ALUMINUM TABLE, Plexiglas top, swivel seats. 380. 425-635-7249

KING-SIZE BED with storage compartments, BeautyRest mattress, sheets and blankets. 380. 425-635-7249

DINING ROOM SET – beautiful “American Drew.” Table, chairs, buffet, hutch. 600Q new, will sacrifice for 400Q. 425-652-0564

CIRCLE ONE: ANIMALS BOATS TOOLS HOUSING AUTO PARTS & ACCESSORIES

NAME

Ad (25 word limit. Please print.)

FREE WANTED FOR ADS

CIRCUIT BREAKER – $3. 25 miles miles from you.

ELECTRONICS & ENTERTAINMENT

FOR ANIMALS

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Accepting the Oath

Photo left: Past Local F President Bryan D. Biel administers the oath of office to Local F Trustee Chris Olafson.

L to R: Business Rep Stan Jochims gives the oath of office to Local A Trustee Chris Olafson.

3rd Annual Local E Horseshoe Tournament Saturday, August 12 - 11 a.m.

The 3rd Annual Local E Horseshoe Tournament will be held in Maple Valley at the South Seattle Saddle Club (22740 SE 228th) on August 12, 2006. Tournament begins at 11 a.m. Teams will consist of two players and will follow Pacer rules (available upon request). Team fees are $100 per team. Prizes will be given to the top three teams. Food and beverages will be provided.

The new location offers additional amenities such as free camping:

• Freeway RV parking

Check in as early as 7 p.m.

• Alcoholic beverages permitted

• Property adjacent to Cedar River with river access

Pit sponsorships will be accepted for $100 contributions. For more info, contact: Ira J. Cartwright, 253-741-5565 or Dan Meddah 206-849-0294

32’ ALUMINUM LADDER – $175. Craftsman welder – $300, cutting torch set – $30 or both for $50. Antique farm equipment – $300 each (3). Utility trailer – $150. 253-519-1817

WESTERN STOCK SADDLE, made by “Testar” in Yukon, Texas. Double rig, brat- stop, good mountain trail saddle. Brazilian leather, very good. $200 cash 206-214-1390


46’ ROUND FINCH BIRD CAGE – 15’ wide x 10’ high x 17’ long. Clean, done top, tan with black stand $45. Low back bucket seat covers – deep skin, tight custom fit. One (1) pair – plum color, new $45. 253-815-2026

HOUSE PLANTS – spruce, various kinds of wandering jews, rosemary vines, angel wing he- regia, ny, purple hearts, mother-in-law tongue, Chinese evergreen, African milk tree, crown of throne, peperomia, shefflera, moses in a boat, Laque; medium & small; 5.50–35. 253-852-6809

1964 MICKY MOUSE PHONE – push but- ton. 15” tall, clean, works great. $75. OBO. Farmall Cub Tractor Owner’s Manual – old one, 1944. $50. 253-852-6809

PLANTS – 4 large Christmas cactus, Bird of Paradise starts, large hibiscus plant. Nice Mother’s Day plants. $7.50–35. 253-852-6809

GLASS GALLOON JARS (15) – with lids for honey, food storage or seal. $2.25 each. Antiques catalog with5 by 9 heavy solid brass stand $35. 253-852-6809

NYLINT TOYS – Trucks, metal and Local A

CARTERMAN 253-740-5565 or Dan Meddaugh, 751E Recording Secretary, 9125 15th Pl. S., Seattle, WA 98108-5100

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751 AERO MECHANIC

Photo right: Past Local F President Bryan D. Biel administers the oath of office to Local F Audit Robley Evans.
**Eunice Lee Tops IAM Class**

During his 17 years of Union membership, 751-A member Isaac Lee has never been prouder than standing before his Local Lodge meeting in July. There he beamed with pride as his daughter Eunice received the IAM Scholarship. Eunice is one of just 16 individuals nationwide to earn such an award, and the only one in our state to be recognized.

Competition is nothing new to Eunice, who graduated from Kamiak High School in Mukilteo with a 3.8 cumulative grade point average – while taking many honors and advanced placement classes. Her success in academics earned her 36% in a class of 434. She also earned multiple recognition awards at her school’s awards ceremony, including:

- Lamp of Knowledge award, each year of high school
- Algebra/Trig Award
- Calligraphy Award
- Wesco Award (for maintaining at least a 3.7 GPA for five semesters)

Beyond her academic success, Eunice demonstrates considerable musical talent, as well. She has played the piano for 13 years and has been teaching piano to others for the past three years. She has competed and won awards in the Port Gardner Bay Concerto Competition, the Snohomish County Music Teachers Association Scholarship Competition, and the Central Washington University Sonatina Piano Festival. Her artistic ability extends to drawing as well, where she has excelled for many years. Yet she has also generously given her time to a number of community events – helping to make life better for others. For three years, she has volunteered to assist senior citizens at the Harbour Pointe Assisted Living Center. In addition, she has been active in Key Club, took part in the 2005 Relay for Life through the American Cancer Society, and participated in the UNICEF trick or treat event for three years and still found time to participate in her church choir.

The IAM Scholarship will provide $1,000 for each of the next four years to help pay her college tuition. Eunice plans to attend the University of Washington this fall. She has a strong interest in writing, but wants to explore other options before deciding on a major.

2007 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 technical certification.

Awards to Children Members: $1,000 per academic year for college. All awards are renewed each year, until a Bachelor’s degree is obtained or for a maximum of four years, whichever occurs first. Vocational/technical certification – $2,000 per year until reached for a maximum of two years, whichever occurs first.

For information on rules of eligibility or to obtain an application form, complete and return the form at right. Applications for next year’s awards will be available in September 2006. To download the application at that time, visit www.IAMPlus.org/Scholarships or send a postcard with your name, return address, telephone number and international union name to: Union Plus Education Foundation, c/o Union Privilege, P.O. Box 34800, Washington, DC 20043-4800. Application deadline is January 31, 2007. All Machinists Union members (as well as their spouses and dependent children) are eligible to apply for scholarships.

**REQUEST FOR IAM 2007 SCHOLARSHIP APPLICATION PACKET**

Please send me an Application Packet for the 2007 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 23, 2007. REMINDER: Please check two appropriate boxes of the four listed below and the requested application will be mailed to you. As an IAM member who will have 2 years’ continuous membership in the IAM as of February 23, 2007, I am requesting an Application Form for:

- 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.

**Strole Awarded Union Plus Scholarship**

Barb Strole, the 751 office employee who runs the Union’s Spokane office, was beaming with pride as her 17-year-old daughter Sarah received one of the $2,000 Union Plus Scholarship Awards. Sarah graduated in May from Gonzaga Prep High School with a 3.97 and will be attending Georgetown University this fall after receiving a $36,000 a year academic scholarship. She is involved in a wide range of community service organizations – from a women’s shelter and a food bank to tutoring Head Start kids and participating in a Medical Partnership Mission to Romania last summer. This summer she will travel to China to teach ESL to Chinese high school students.

Strole joins six IAM members and is among 108 students from 44 unions who received a total of $150,000 in scholarships from the Union Plus Scholarship Program. Applications for next year’s awards will be available in September 2006. To download the application at that time, visit www.IAMPlus.org/Scholarships or send a postcard with your name, return address, telephone number and international union name to: Union Plus Education Foundation, c/o Union Privilege, P.O. Box 34800, Washington, DC 20043-4800. Application deadline is January 31, 2007. All Machinists Union members (as well as their spouses and dependent children) are eligible to apply for scholarships.