Tanker: Union Wants More Work

As our Union continues to lobby for Boeing to be awarded the Air Force refueling tanker, Union leaders have put together a new strategy which would translate into additional American jobs. While the Washington Congressional delegation has long been supportive of a Boeing built Air Force tanker, the Coalition of Labor Unions at Boeing (CLUB) is asking our elected officials to do more than that. Union leaders want officials to make the case to return manufacturing of many of the major parts of the tanker to the U.S. With a vote on the tanker likely to come in October, now is the time to present the case.

Congressional delegates were requested to ask the Department of Defense to increase domestic content requirements for the Air Force tanker. Specifically, the CLUB would like to see a Boeing tanker where both the fuselage and empennage are built in the U.S. On the current version of the 767 these parts are made overseas. Yet on other models, our members have previously performed this work and shown they have the required skills and expertise. If the work is returned to the U.S., it is a better investment for taxpayers who will foot the bill and who have expressed concern that U.S. military planes be built by American workers. The CLUB has also proposed the idea to Boeing, but believes a push from Congressional reps, who will be voting on the tanker decision, could be more effective. The CLUB discussed the idea with Congressman Adam Smith on July 20th and plan to make the issue front and center with other Congressional delegates before the contract is awarded in October.

Continual Work on Health Care

Health care remains a top concern of the Union. This past month, Union leaders took part in several activities aimed at improving health care quality while containing costs and improving access. Union Leaders understood that health care is an issue that extends beyond the bargaining table and are therefore working in the legislative and community fronts on this critical issue.

Effort Ensures Medical Claim is Paid

Thanks to sound advice and assistance from Union Steward Dave Muenlenbach, 751 member Oly Eriksen was able to get a medical bill for nearly $14,000 covered by our insurance benefits after the bill was originally rejected.

Before having surgery, Oly checked with Regence to ensure the procedure and doctors would be covered at the maximum benefit level. Imagine his dismay when he received a bill in the mail for $7,000 and a few days later got another bill for nearly as much. When he initially called Regence to inquire, he was informed that the amount was correct and he would have to pay the bill.

Understanding that our contract provides for good medical coverage, Oly turned to his Union steward for assistance. “I was very happy to have my Steward there for support and to know he would back me up if I couldn’t get the issue resolved,” Oly stated.

In this situation, Oly had checked to be sure his surgeon was on the insurance provider’s network. However, on the day of the surgery, after the anesthesiologist began, his surgeon introduced him to a neurologist who would also be there for the procedure. The surgeon wanted the neurologist present in case there was some nerve damage. Unfortunately, this neurologist was not on the Selections network – making it circumstances beyond Oly’s control.

“There had been no mention of a neurologist or I would have checked with Regence to ensure he was in the network. Meeting him literally as I am going into surgery, I assumed it would be covered and really didn’t give it much thought. There were so many other things to think about at that time,” noted Oly.

After numerous calls to the insurance company regarding the neurologist’s bill, Regence finally dropped the charges and Oly was relieved to no longer have such a large medical bill hanging over his head.

Steward Dave Muelbenbach (l) and Business Rep Richard Jackson (r) applaud Oly Eriksen’s persistence which resulted in Regence dropping a $14,000 claim.

For more info on the ERT System, see page 6

Continued on page 3

Continued on page 5
This past month the Coalition of Labor Unions at Boeing (CLUB) began laying the groundwork for support from elected officials to not only push for Boeing to build the Air Force refueling tanker, but to see that more than just the 767 tanker is built in Everett. Let’s make it truly an American-made tanker by returning work that our members had on previous models, from the fuselage and engine to wing. This would translate into additional jobs for the region and American workers – making it a better investment for the tax payers who will foot the bill.

In conjunction with this effort to bring work back, we are pushing Boeing to expand their capacity in Washington state and make necessary capital investments to accommodate projected workloads. The Union fought hard to obtain aerospace space incentives in 2003 designed for this purpose – bringing additional work to the region.

As the 787 production comes online and other airplane lines experience rate increases, capacity will become more of an issue. In fact, Boeing has warned the Union of several situations where they do not have the capacity to accommodate this work. One involves the paint hangar in Everett and the other involves engine change, incorporation of the first 787 planes. As the 787 goes through the FAA certification process, the first 40s airplanes will need to be reworked to comply with FAA cert. Boeing projects they will not be able to accommodate 11 of those planes there. Even though, per Article 21.7 of the contract, Boeing does not even have to meet with the Union when it is an offload due to a capacity issue, the Union was able to negotiate an agreement on these two issues that no members will be laid-off or downsized because of this capacity issue and that the capacity openings they will bring this work back. These agreements have stronger language than what is currently in our contract and are a step toward stronger job security. With that said, we continue to explore other alternatives, including encouraging Boeing to reauthorize their Moses Lake facility and expand the Everett flight line. It is an issue we will continue to work on. This is our work and we intend to continue this fight.

Finally, I want to invite members to attend the August Local 751-A, 751-C and 751-F meetings, which will feature membership appreciation barbecues. It is a good opportunity to attend a Union meeting and get updates on various Union activities or get answers to questions you may have. Members can also pay up the first contract t-shirt at the August meetings.

### First Contract T-Shirt Available

At the August Local 751-A, 751-C, and 751-F meetings, which will feature membership appreciation barbecues, it is a good opportunity to attend a Union meeting and get updates on various Union activities or get answers to questions you may have. Members can also pay up the first contract t-shirt at the August meetings.

**751 RECOMMENDED CANDIDATES**

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<th>Position</th>
<th>Name</th>
<th>Union</th>
<th>Endorsement</th>
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<td>King County Council</td>
<td>Larry Gossett*, D</td>
<td>District 4</td>
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<td>Larry Phillips, D</td>
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<td>Dan Satterberg, R</td>
<td>Snohomish County Executive</td>
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<td>BV Shamment, R</td>
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<td></td>
<td>Aaron Reedman, D</td>
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<tr>
<td>Seattle City Council</td>
<td>Joan Godden, NP</td>
<td>Position 1</td>
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<td>Brian Sullivan, NP</td>
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<td>Mike Cooper*, D</td>
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<td>Port of Seattle Commissioner</td>
<td>Ben Bramsay, NP</td>
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<td>David DeLay*, NP</td>
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<td>Alec Fiskan, NP</td>
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<td>Mayor, City of Renton</td>
<td>Kathy Keckler, D</td>
<td>Position 7</td>
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<td>David Simpson, NP</td>
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<td>Edmonds City Council</td>
<td>Adrienne Frady-Moon*, NP</td>
<td>Position 6</td>
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<td>Connie Kelliher, Editor</td>
<td>Member of The Newspaper Guild, CWA #37082</td>
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**751 AERO MECHANIC**

Connie Kelliher, Editor

Member of the Newspaper Guild, CWA #37082

Job Losses Due to Trade Drive Need for Retraining

by Larry Brown, 751 Political Director

Real leadership demands foresight. Although the economy is performing well for some Americans, and especially well for the aerospace industry, Congressman Adam Smith knows that what goes up inevitably comes down. That is why Congressman Smith convened a Trade Adjustment Act (TAA) Roundtable meeting on July 3, 2007. Since 1999 over 13,000 members of District Lodge 751 have utilized TAA and other workforce training and retraining programs. Tom Lux of IAM-Boeing Joint Programs and Larry Brown, District 751 Legislative Director attended the roundtable, along with members of other unions, educational institutions and Employment Security personnel who specialize in TAA administration.

Although international trade creates jobs, it also produces unemployment caused by the economic dislocation. This is especially true when what gets traded is your job. Washington State’s economy is hugely reliant on international trade, a process of globalization. Globalization is a double-edged sword for manufacturing workers – especially workers in the aerospace sector. Although Boeing must sell a majority of their commercial airplanes to foreign customers, too much of our members’ work has gone to foreign vendors. This offshoring of our work has driven the need for TAA and other workforce training programs.

As a way to state the need for TAA now and in the future, Congressman Smith reported the economy is performing quite well for the top 20% income earners. However, income has been very stagnant for the rest of the population. Increased cost of health care and education have contributed to a flat line for the standards of living for working families. These are the challenges which any

COALITION OF LABOR UNIONS AT BOEING

District 751 is also actively involved in the Coalition of Labor Unions at Boeing (CLUB), which meets on a regular basis. The group is reviewing the various health plans Boeing offers to their unionized employees. The CLUB believes if Boeing were to standardize the coverage throughout its workforce, it could reduce administrative costs and therefore, be able to offer higher benefit levels. The CLUB is looking for ways to better coordinate the affiliated unions including the Washington State Labor Council, AFL-CIO met July 23 at the Seattle IAM 751 Hall to consider legislative proposals for health care reform in 2008. The proposals presented at the meeting by House Speaker Frank Chopp, Rep. Eileen Cody and Senator Karen Keiser range from incremental changes to improve access and affordability of health coverage to dramatic changes aimed at universal coverage which separates health insurance from employment.

The summit also reviewed health care legislation from various states and in an effort to see what has worked in different regions for potential answers.

After the proposals were presented, the conference debated and adopted a set of labor principles for health care reform that will be introduced as a resolution at the WLSC Convention in August. District 751 was well represented with Secretary-Treasurer Susan Palmer, Health & Benefits Rep Joe Crockett and 751 Political Director Larry Brown all participating.

 Puget Sound Health Alliance

Henry 751 continues to participate in the Puget Sound Health Alliance Consumer Advocate Group. 751 Political Director Larry Brown serves on the committee, which meets regularly. He noted, “The idea is to bring all the stakeholders in the health care system together to look for ways to reduce costs, improve quality and increase access.”

In addition, TAAIA would include the Alternative Trade Adjustment Assistance, a program which allows a worker, fifty years or older who finds reemployment after a TAA certified job loss, to receive up to 50% of the difference between his previous and new wage, for a maximum of $10,000 over 2 years. This is provided to a worker who finds a new job within 26 weeks, forgoes the funding for the retraining benefit and is earning no more than $50,000 a year. TAAIA would also:

• Increase program funding for TAA from the current $220 million a year to $660 million by 2012.
• Improve funding flexibility to make it easier to move funds where they are needed.
• Expand the eligible training programs to include any federally accredited program, vastly expanding the options for laid off workers.

The TAA program would continue the Health Care Tax Credit (HCTC), which allows laid-off workers to receive a tax credit of up to 65% of the cost of a qualified health insurance plan or COBRA. Congressman Smith plans to make this program more accessible to displaced workers. Also included is the current Trade Adjustment Act for Communities program, which helps communities dealing with plant closures.

Congressman Smith also decried the overall cost of health care and the effect on our nation’s ability to compete in the global economy. On that point, Larry Brown pointed out the cost advantage for Airbus because they do not pay for health care for their employees. France, Germany and England all have national health care systems.

The Congressman ended the roundtable meeting by asking for input as he moves forward with the legislation. He is hopeful to see action this year on the TAAIA.
by Rick S. Bender, President Washington State Labor Council, AFL-CIO

If it’s not clear to you by now, Presi-
dent Bush and the rest of the Republican Party think it should be exceedingly dif-
cult for workers to form unions.

In fact, they would prefer that it be impossible.

On June 26, Republicans blocked a U.S. Senate vote on the House-approved Employee Free Choice Act reforming federal labor laws to allow workers to choose card-check union elections. Bush had vowed to veto the bill.

Anyone who bought their talking points about protecting workers’ rights to a secret ballot – a right retained in the legislation! – isn’t paying attention to their history of denying millions of Americans the right to form unions at all.

Despite the extraordinary heroism of New York City’s police and fire fighters who lost their lives on 9/11 – all union members – Bush and the Republican-controlled Congress used that tragedy as an excuse to deny union membership to all airport security workers and employ-
ees of the Homeland Security Depart-
ment. They argued that unions are an impediment to national security.

The White House also sought to deny union membership to thousands of civil-
ian Defense Department workers, like those at the Puget Sound Naval Ship-
yard. So far, federal courts have ruled these efforts are illegal.

But the Bush administration’s most sweeping attack on union membership was when his National Labor Relations Board redefined who could be consid-
ered “supervisors” and therefore pre-
vented from forming unions. Supervi-
sors, previously considered people with the ability to hire and fire others, now include a broad assortment of “skilled” or “experienced” workers who occasion-
ally or incidentally oversee or assign the work of those less skilled.

The Economic Policy Institute esti-

mated that the change could strip eight million Americans of their union protec-
tion or block them from ever joining one. We’re talking about nurses, con-
struction workers, painters, welders, elec-
tricians – workers in nearly every indus-
ty.

In other words, many of us have the same job and responsibilities we had before, but the Bush administration “pro-

omoted” us and gave our employers the go-ahead to take away our freedom of association.

If you don’t think this attack on your rights is real, ask a nurse at Virginia Mason Medical Center in Seattle. Last year, the hospital attempted in court to reclassify all 600 of its registered nurses -- every single one -- as supervisors, and therefore not eligible to speak with a united voice about their working condi-
tions and patient care through the Wash-

ington State Nurses Association.

In the last election, Americans over-
whelmingly voted for a change of course. By installing a new Democratic majority in Congress, voters rejected failed Iraq poli-
cies, congressional corruption, envi-
ronmental degradation, and yes, the ero-
sion of workers’ rights. Exit polls showed that union members voted for union-
endorsed Democratic congressional can-
ididates about 75% of the time -- a whop-
ping 50-point margin – and union house-
holds accounted for roughly 1 in 4 vot-
ers.

Non-union voters supported the Democratic candidates by a 2-point margin.

This Democratic Congress was elected by vowing to restore workplace rights, including the freedom to form unions. Although the Employee Free Choice Act has been blocked by minor-
ity Republicans, there is a new effort to address Bush’s “supervisors” issue.

It’s called the RESPECT Act and it would restore union rights to the work-

ers harmed by the NLRB’s expansive new interpretation of who can be consid-
ered supervisors. So far, the Senate ver-
sion (S.969) has been co-sponsored by both Sens. Maria Cantwell and Patty Murray, and the House version (H.R. 1644) has been signed by Democratic U.S. Reps. Brian Baird, Norm Dicks, Jay Inslee, Rick Larsen, Adam Smith, and Republican Rep. Dave Reichert.

“The rights of workers to be treated fairly, to organize, and to collectively bargain for better benefits and wages must be protected,” said Rep. Baird. “Employers shouldn’t be able to take away someone’s rights under the guise of giving them a promotion. The RESPECT Act protects workers and en-

sures livable wages, comprehensive ben-

efits and decent working conditions. Our country’s labor practices were founded on workers’ ability to organize and fight for their rights. The RESPECT Act con-

tinues this tradition.”

Let’s hope that the RESPECT Act gets the bipartisan support it deserves, and restores the freedom of association for millions of Americans.

Puppy Putt Drives in Donations for Guide Dogs of America

The Fifth Annual Puppy Putt roared to success on Saturday, June 23rd as riders and sponsors brought in nearly $20,000 for Guide Dogs of America.

This year’s ride began in Marysville at Sound Harley Davidson. The 100 mile ride included a stop at the Pickled Onion (who was a sponsor) before ending at RMC Motorcycles in Renton where a band entertained all before the awards were presented.

Special thanks to the Organizing Com-

mittee members who put in many hours to ensure the event was a success: Dave Brueher, Don Shove, Terri Myette, Jim Kakuschke, and Tom Plummer, as well as the volunteers on the day of the event.

Photo montage right: Just some of the winners at the 2007 Puppy Putt.

Top left: Dave Brueher congratulates Dave Herbert on his first place award.

Top right: Ron Duncan.

Bottom left: Dan Meddaugh.

Bottom right: Dave Brueher presents Aquarium with one of his two first place trophies.

Puppy Putt Organizers Don Shove (l) and Dave Brueher each won a trophy for their bikes at the event.

L to R: Union Steward James Mace, Organizer Jackie Boschok, Business Rep Mark Johnson and Business Rep Jimmy Barrich distribute Union literature outside a Boeing subcontractor. The Employees Free Choice Act would have helped ensure that workers truly have a free choice to join a Union.

Thanks to our Sponsors

• Subway of Arlington
• Trophies & Awards Unlimited, Everett, WA
• Sun & Surf Run

• Pickled Onion
• Sound Harley Davidson
• Renegade Classics
• SeaPac Perpetual Cup
• Strobe Perpetual Cup
• Specialized Racing
• Maserati

Just a few of the bikes lined up before the ride began from Sound Harley-Davidson.
Collaborative Effort Ensures Member Returns to Work

751-member Lenny O’Hearn has experienced first hand the benefits of the IAM/Boeing Joint Programs. Recently, Lenny received support from the Joint Programs Quality Through Training Programs (QTTP) Career Advisors, as well as from Vocational Solutions, when he returned from a medical leave of absence.

With assistance from these two programs and Boeing’s Alternative Work Office (AWO), Lenny used the Employee Requested Transfer (ERT) system to lateral into the Materials Process/Requisition Facilitator B, which complied with his temporary medical restrictions.

After working 10 years as an Integral Fastener Unit (IFU), Lenny went on a medical leave of absence for a non-occupational health condition. He returned from leave to the Alternative Work Office (AWO) with temporary medical restrictions and met Randy Taylor, who was assigned as his AWO Coordinator and very helpful. Boeing Company Pro encourages managers to accommodate such restrictions with a “light duty assignment” for 180 days. However, at the end of the 180 days if the employee cannot return to their previous job, employees are often placed on medical layoff. Lenny is thankful to have received assistance from so many knowledgeable individuals. “I was thrilled when I received the transfer offer. Randy works behind the scenes to help everyone out. He rarely gets credit for all he does to help people. It is not for the efforts of Randy and QTTP Career Advisors Laura Bell and Mietek Kulik. I would not have my job today. I can’t say enough good things about them,” Lenny stated.

“Laura and Mietek possess a wealth of information and strive to help people achieve their goals,” Lenny added. “I want to extend a special thanks to AWO Coordinator Randy Taylor for his help and for bringing Laura Bell in every Friday to meet with employees. Having Laura there makes a big difference.”

Lenny met with QTTP Career Advisors, who suggested initial jobs that met his interests. Lenny was provided a training plan, which identified both self-paced and classroom courses he needed to complete to satisfy green light requirements and qualify for an Employee Requested Transfer (ERT). He learned to use the IAM/Boeing Joint Programs Alternative Career Explorer Guides to review general job descriptions and training requirements. Although some of the more popular core courses were filled at the Renton site, Lenny took the personal initiative to attend QTTP training classes throughout Puget Sound to ensure he could get the required classes. By attending classes after work hours and on weekends, in less than 60 days, Lenny had passed his core course competencies and had several ERT’s on-file with various organizations.

Members who receive medical restrictions also have an advocate in the Vocational Rehabilitation Counselors (VRC) from IAM/Boeing Joint Programs Vocational Solutions to help them through this process. VRCs provide members with return to work assistance by conducting a job analysis, identifying potential job placements, suggesting necessary accommodations or job restructuring. Every employee who goes out on a medical leave and may return with restrictions should contact a VRC at the start of their leave rather than waiting until they are preparing to return. Earlier contact gives the VRC’s time to adequately explore all alternatives so the employee can maximize his/her options.

While Lenny was attending QTTP classes, VRC Loren Zinder monitored his progress with Boeing Medical Disability Nurse Case Manager Young Kim who maintained contact with his attending physician to ensure his temporary medical restrictions would not jeopardize a return to suitable work. Lenny received a lateral Category C job transfer to an MPRF position.

The Alternative Work Office and IAM/Boeing Joint Programs through Vocational Solutions, Career Advisors, and the Quality Through Training Program, worked together to ensure a successful outcome for this member.

For more information about IAM/Boeing Joint Programs, please visit www.iam-boeing.com or http://iamboeing.web.boeing.com.

AQW Coordinator Randy Taylor and QTTP Career Advisor Laura Bell were instrumental in helping Lenny O’Hearn obtain an MPRF job.

Safety & Health: Everyone’s Business

IAM/Boeing Joint Programs is proud to partner with Environment, Health and Safety (formerly SHEA), to bring you the 2007 Safety Fairs. These fairs are fun and exciting, offering employees the opportunity to visit many health & safety related booths, including Boeing Family Care Resources, Boeing Recreation, IAM/Boeing Joint Programs, and other organizations and companies such as ClearView Lasik, Curves, Puget Sound Energy, and many others, all focusing on safety and health in the workplace and at home. This year, Boeing Wellness is offering a free health screening to all attendees. Visit your area Safety Fair!

Remaining 2007 Safety Fairs

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<td>August 10, 2007</td>
<td>4:00 a.m. - 5:00 p.m.</td>
<td>Under the 17-4 Terminal</td>
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Determination Brings Upgrade

Continued from page 1

When she first reported to Seattle as a Factory Service Attendee, she met Union Steward Marilyn Ali, who may have changed her career path. Marilyn makes a point of greeting new hires and giving them useful information. She noted, “As new hires come into the shop, the first thing I tell them is to take advantage of QTTP. It is free education and you can use it to be anything you want to be at Boeing. You can do it all through QTTP. If someone complains about their job, I remind them QTTP is there and free, so take advantage of it.” Eng recognized the advantages, met with QTTP Advisor and immediately began taking classes with the goal of qualifying for higher positions in the Company.

Yet Marilyn did more than just tell Eng about QTTP. Recognizing Eng’s talents and abilities, Marilyn assured her that her broken English would not be a barrier to advancement and gave encouragement along the way. Marilyn even took several classes with Eng as additional support. Eng signed up for every available class and studied continually. At QTTP, she took over 20 classes covering a wide variety of subjects including: Windows XP, Drilling Quality, Hand Held Power Tools, Layout Composite, Blue Print Reading, Measuring, Scaling, Safety Tools, BAC 5000, MAPS. Some classes would start at 7 a.m., which was very early considering Eng doesn’t finish her shift until 12:30 a.m. However, Eng signed up and took the early morning classes with enthusiasm – staying focused on her goal of getting a new position within Boeing.

Marilyn is proud to see Eng succeed and noted, “Eng was nervous when she started taking classes and often would stay up all night studying. She put in a lot of hard work and often used her breaks and lunches to study for her classes. She was very focused and determined, which helped her succeed.

Even if a class was listed as full, Eng would show up and hope there was a cancellation or someone who didn’t show. Nearly every time, this strategy worked and she was able to take the desired class – again a testament to her fortitude.

This talented young woman already possessed a diverse set of skills before hiring into Boeing, including running her own business, which made her a quick study in every class she took. 751 Business Rep Ron Bradley applauded the support Marilyn provides her members and noted, “I think all Union Stewards should tell new hires and members about QTTP. Many times members have no idea how far they can go and that the opportunities are virtually unlimited.

If you would like to meet with a QTTP Career Advisor, please call 1-800-235-3453 or visit the IAM/Boeing Joint Programs website at www.iam-boeing.com or http://iamboeing.web.boeing.com.
Many members have expressed confusion and/or have raised many questions about the Category C Employee Requested Transfer (ERT) process. In an effort to assist the members, below are answers to many of the frequently asked questions. (NOTE: These Q&A’s were prepared by Boeing Company.)

Keep in mind in 2006, over 7500 ERT’s were filed and over 950 employees successfully transferred into a new job through the ERT process. In 2007, over 3535 ERT’s were filed with 690 successfully transferring to new positions.

Q. Who owns the ERT process?
A. Boeing Human Resources & Administra-tion owns the process and manages the internal movement of employees. There are many different ways that employee movement can happen, such as Category A, Category B, Lateral Reclassification, Category C, location changes. The only movement addressed in these FAQ’s is Category C and location changes.

Q. Why was the current ERT process created for Category C jobs?
A. The Union and the Company realized the need for improving the hourly ERT process. The current process, in place since 1999, levels the playing field by effectively matching employees’ skills with hourly jobs that require those skills. There are two main differences between the old and current processes: 1) employees need to successfully complete minimum requirements through the Required Training listed on each job’s Career Guide in order to file an ERT; and 2) employees will now file a Category C ERTs with a QTTP Career Advisor.

Q. Who is involved in the ERT process?
A. QTTP: Hourly and Management Subject Matter Experts (SME) create & maintain Career Guides/Career Explorer

• Skill Teams identify ERT minimum requirements/required training
• Learning & Training Development

Q. When can I find out what the training requirements are for the various hourly jobs?
A. QTTP has a web site called the “Career Explorer” which includes “Career Guides”, as well as numerous links to training and education resources. It is located at careerexplorer.web.boeing.com (it is only accessible on the Boeing web). Or, you can meet with a QTTP Career Advisor at the location nearest you.

Q. What is a “Career Guide”?
A. A Career Guide is a reference document with up-to-date information on each hourly job, including:

• Position Summary
• Tasks, Duties and Responsibilities
• Knowledge, Skills and Abilities
• Physical Demands and Potential Hazards
• Training Requirements/Recommendations

Q. Do the Career Guides replace the Standard Factory Job Descriptions?
A. No. The Career Guides are to be used as reference documents only. Their purpose is to help you make better decisions about your training, education and, ultimately, your career choices.

Q. How do I get started in the ERT process?
A. You can either look at the Career Explorer website (http://careerexplorer.web.boeing.com), or you can call QTTP and make an appointment to meet with a Career Advisor. An Advisor will work with you to help define career goals and recommend appropriate training based on specific job requirements. Call 800-235-3453 in Puget Sound, 503-667-8766 in Portland or 800-317-8575 in Wichita for an appointment.

Q. How do QTTP Career Advisors help me navigate through the ERT process?
A. QTTP Career Advisors CAN:
• Help determine a new career path
• Teach you how to use the Career Guides
• Assist you in identifying jobs in the Category C process
• Compare your existing training to training requirements
• Create an appropriate training plan to meet requirements
• Help you register for required classes and/or challenge tests
• If you have other training that is equivalent to listed course, bring that documentation to the QTTP Career Advisor for evaluation and credit.

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• Help you register for required classes and/or challenge tests
• If you have other training that is equivalent to listed course, bring that documentation to the QTTP Career Advisor for evaluation and credit.

Q. What is a challenge test?
A. These tests provide employees an opportunity to prove their ability if they feel their prior knowledge and experience is equivalent to training required under the Category C ERT process.

Q. What is being done to make training classes and challenge tests available to employees?
A. In addition to instructor-led courses,

• Change class schedules offered by Learning, Training & Development (LTD)
• Influence your position in the candidate pool or impact any portion of the selection process
• Modify or update your CAT B filings.

Q. What do I need to bring to an appointment with a QTTP Career Advisor?
A. Any school or training completion certificates or transcripts of completion that are used to meet ERT training requirements through previous Boeing work experience and training.

Q. What happens to any ERTs I have on file if the required training for that job is changed?
A. If the Skill Team designates a new training requirement as critical to that job, your ERT will be deleted and you will be notified of the deletion by Workforce. This is to make sure you have the critical skills needed to perform the job. Since you had an ERT on file, you will have first opportunity to take the added course or challenge test. After you have successfully completed the new training requirement, you may refile the ERT.

Q. If I have filed an ERT that is on file, will my position be on the selection process?
A. Yes. Your position will be on the candidate pool if the required training for that job is over 10 years old.

Q. How will I meet these minimum training requirements?
A. You may already have met minimum training requirements through previous Boeing work experience and training.

Q. What is the Cat C ERT process?
A. The Cat C ERT process includes:

• Define a training requirement that is over 365 days old.
• Meet the training requirement as specified.
• Begin the training requirement process.
• Complete the required training.
• Submit the training requirement to Boeing Workforce.

Q. What does Boeing work experience include?
A. Boeing work experience includes:

• Boeing work experience and training that is over 365 days old.
• Boeing work experience that is over 365 days old.

Q. How does Boeing work experience help you to meet training requirements?
A. Boeing work experience may now be able to fulfill some Employee Requested Transfer (ERT) minimum training requirements using their previous Boeing work experience and training.

Q. What is a Category C ERT?
A. Employees in completing required training and filing ERTs.

Q. What is the Cat C ERT process?
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• Complete the required training.
• Submit the training requirement to Boeing Workforce.
Q. What if I have previously held a job that I want to return to?
A. If you have held a job for at least 90 consecutive days within the last six years, you can file an “Auto-ERT” for that job without having to meet the training requirements (temporary promotions are not covered by this process, even if held for more than 90 days). “Auto-ERT”s need to be filed with a QTTP Advisor and they will expire once the six-year window has passed.

Q. How does the ERT process benefit employees?
A. The QTTP Career Guides provide employees a resource to find out about all hourly jobs in the Boeing Collective Bargaining Agreement. Prior to this, it was difficult to get good information on what other jobs existed. The Career Guides also provide a clear map to managers so employees can identify the required training and gain organizations to meet business needs. Operations would rather have employees prepare in advance for jobs they are interested in. That way, when an opening occurs, they can draw from the ERT pool knowing that everyone in the pool already meets the minimum training requirements.

Q. How is the selection process operated?
A. Candidates will be better prepared to do the work required in those jobs. Managers will know that everyone in the ERT candidate pool has, at the very least, met entry level minimum training requirements. This process also gives managers the opportunity to assist employees in their career development.

Q. Which Boeing jobs are included in the ERT process?
A. Category C filings (i.e. the lowest graded job in each job family) for Boeing hourly IAM-represented jobs covered by the current collective bargaining agreement in District 751 in the Puget Sound, District 70 in Wichita, and District 24 in Portland. Go to the Career Explorer website [http://careerexplorer.boeing.com] for a current list of jobs in the Cat C ERT process.

Q. What about Cat A and Cat B filings?
A. Cat A and Cat B filings are not included. They are not releasable for an Employee Requested Transfer. All training requirements for Cat A and Cat B are in the current collective bargaining agreement.

Q. How does this mean that there are opennings in these jobs?
A. No. However, now is the time to start preparing yourself so you can be in the candidate pool when an opening does occur. Some classes are only offered twice per year, so employees need to plan ahead. Don’t wait until a job opening occurs, it may be too late.

Q. How long do employees have to be in their current job before moving to a new job?
A. Per Pro 6626, employees are considered releasable for an Employee Requested Transfer (ERT) after they have held their current job for 12 months. Exceptions may be made by management when deemed it is in the best interest of the Company and employee. (NOTE: The Union does not agree and is challenging this through the grievance procedure).

Q. Who oversees the decisions?
A. Hourly Workforce Administration manages the internal movement of employees.

Q. Can employees who are not part of the bargaining unit apply for these jobs?
A. Yes, as long as they are located in Puget Sound, Portland or Wichita. Saralied employees have to meet lower grade minimum training requirements as hourly employees.

Q. How will employees get chosen out of the candidate pool?
A. A joint Union-Company committee developed the selection process. Based on the current business need, employees are selected from either of the below categories.

• Auto-ERTs (job number held for 90 consecutive days within the last six years)
• Category C employees are selected out of sequence, proper documentation must be prepared justifying the selection and submitted through Hourly Workforce to the appropriate Skill Team and the Senior Operations Skill Team Leader for approval. That documentation must be retained for the calendar year plus three years.

Q. How will I be notified of a job offer?
A. You will be notified of an offer by your current supervisor.

Q. How soon will I report to my new job?
A. If the offer is accepted, normally you will be released within 30 days or on the need/required date on the offer. The release date may be negotiated between the losing and gaining organizations to meet business requirements. The process is described in PRO-6626.

Q. Does accepting a new job impact the other ERT’s I have on file?
A. No. You can file ERTs for jobs in a maximum of four different occupational groups (i.e. QA, Facilities, etc.). However, you can file for as many jobs as you meet the minimum training requirements for within any four distinct groups.

Q. Is there any limit to the number of ERT’s I can file?
A. Yes. You can file ERTs for jobs in a maximum of four different occupational groups (i.e. QA, Facilities, etc.). However, you can file for as many jobs as you meet the minimum training requirements for within any four distinct groups.

Q. What about filing for a location change only?
A. Yes, you do not have to meet any minimum training requirements for a location change request since you already hold the job.

Q. How long is my ERT in effect?
A. It will remain active until you either get the job, turn down the job offer (you can re-file after 90 days), or delete the filing. “Auto-ERT”s will expire once the 6-year window has passed.

Q. Do I have to re-file my Cat C ERTs if I have been recalled?
A. No. Cat C ERTs are purged from the system when you are laid-off.

Q. What about Cat A and Cat B filings?
A. Yes, at Cat A and Cat B filings, you must go through the employees wishing to apply for Support Group at mailcode 11-XP in Puget Sound. In Portland and Wichita, submit forms to your Human Resources office.

Q. What does this mean for career growth within The Boeing Company?
A. It means that you will be able to take on more responsibility for your own career growth. You will need to embrace lifelong learning and, in many cases, you will need to acquire additional training in order to change jobs and positively influence your career path.
The 16th annual Local C golf tournament began with a bang as a shotgun start sent golfers out on Elk Run Golf Course for a best ball tournament.

While every golfer took home a prize, the real winner was Guide Dogs of America, who received the benefits of the tournament. The event raised over $5,000 for this very worthwhile charity.

The best ball scramble format made for a competitive tournament with a sudden death putt off determining the first and second place teams.

Thanks to all who helped out and took part in the event.

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July Retired Club Minutes

by Ruth Render, Retired Club Secretary

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 Recording Secretary Ruth Render.

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

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

Financial Report: The report was read by Treasurer Betty Ness. A motion was made to accept the report as read. M/S/P, Betty also reported that there will be a six-month audit conducted in July. This audit will cover January to June.

Business Representatives’ Report: Business Rep Paul Knebel spoke about the 787 roll-out that took place on Sunday, July 8. This was the first airplane roll-out in over 15 years. It’s a beautiful airplane.

By now, we are seeing more than 100 people at orientation. Boeing is hiring a lot of new people and it’s exciting to welcome these new members into our union. If you know anyone who is looking for employment, tell them to go to the Boeing website and apply. There are a lot of great opportunities right now.

He also reported that the members at Triumph in Spokane have a new contract. They had a 4-day strike and ended up with a good contract.

Health & Welfare: Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: Albert J. Carter, Leslie K. Crawford, Gary L. Dejak, Roger K. England, Dave L. Fisse, Harvey H. Hammond, Russell A. Lowe, Darrell R. Rachford, Leo M. Stearns, Jr., Cathy A. Teser and Robert M. Tice. Sympathy cards were sent to the next of kin.

Legislative Report: Carl Schwartz reminded everyone that the Retiree Club Picnic will be taking place on August 20th. It will be a great time so hopefully everyone can come out.

The Picnic election is going to be held on August 21st this year. This is a change from the September date so make sure that you get your absentee ballots mailed in before that date.

He reported that the COLA issue for pensions is still being worked. The District Negotiating Committee is going to tie in with us, and we will be working with them as negotiations get closer.

Carl also reported that various presidential candidates are speaking out about their views on Medicare, Social Security and the upcoming Bill. Follow these issues carefully and be aware of which candidates support retiree issues.

The Retiree Club will be sending a delegate to the National Alliance Convention this year to take place on Labor Day week in Washington. We will discuss this further at a later date.

Gene Hoglund spoke about the repair solution to the Alaskan Way Viaduct. He reported that the letter was sent to the Governor, Senator Hausgen and Representative Chibborn and thanked all who signed in support. This issue greatly impacts working families, the marine industry, neighborhood residents and commuters that travel north to south into and through the city of Seattle.

It is essential that interests of these important stakeholders be taken into account as planning for the viaduct replacement moves forward.

Good and Welfare: John Guevarra spoke about emergency preparation and the impeachment of Vice President Dick Cheney. He explained that there are two types of emergencies we need to plan for – environmental and governmental.

Old Business: None.

New Business: None.

Birthdays: Recording Secretary Ruth Render read the Birthdays: Al Montezzi – 86 years old; Toni Montezzi – 90 years; Ron Johnson – 69; Calvin Doss – 76 years old; Rose Motola – 80 years old. We had one Anniversary – Henning and Helen Ross are celebrating 63 years this month. Ruth led the membership in singing “Happy Birthday.”

President’s Report: President Al Menke reported that this meeting was Mary Nelson’s last day in the kitchen. He thanked her for her service and the membership thanked her with applause. Al also reported that the Executive Board Meeting will be held next Monday, July 16, 2007 following the Audit Meeting. He also invited everyone to come and attend the picnic.

Adjournment: A motion was made to adjourn at 11:35 AM M/S/P.

Union Retirees:

Congratulations to the following members who retired from the Union:

Ronald E. Ballinger
Hank Johnson
Russell G. Bennett III
Rosalie A. Biterman
James L. Bosker
Victor R. Bowker
Melvin A. Bunstone
John T. Cabe, Jr.
Bruce A. Comer
Donald J. Etzler
Stephen C. Gabosch
Ricky E. Gandee
Linda L. Geathart
Wayne S. Gilbertson
James E. Hall
David L. Hill
Arthur A. Holm
Terry L. Holm
Lloyd C. Jarrett
Kathy M. Johnson
Timothy M. Knoll
Steven K. Knutson
Genise S. Lee
Gary J. Legg
Philip M. Lynch
F. A. Mango, Jr.,
Christina E. Marshall
Ronald B. Moore
Dennis R. Morgan
Daniel J. Obermaier
Gregory C. Painter
Brian A. Peterson
Garry C. Peterson
JR Phillips
Ann Pittman
Guy H. Purdy
Ronald D. Risner
Kaycie M. Schoeler
Nicky R. Schoonover
James R. Smysor
Jeanette D. Sterling
Mark C. Thomas
Rebecah A. Tufte
Robert W. Walshstrom

Senior Politics

Bill Aimed to Legalize Importation of Drugs

Between July and September, the House of Representatives is likely to vote on H.R. 380, the “Pharmaceutical Market Access and Drug Safety Act.” This bill, sponsored by Rep. Rahm Emanuel (D-IL) and supported by the Alliance for Retired Americans, would legalize the importation of drugs with appropriate safeguards, saving American consumers an estimated $50 billion over the next decade, according to the Congressional Budget Office.

Previously, in May, the Senate had voted 49-40 in favor of an amendment from Sen. Thad Cochran (R-MS) that required the assent of the Secretary of Health and Human Services in order for re-importation to be allowed, which, in effect, would stop any re-importation.

New Hospital Discharge Rules for Older Patients

A law that went into effect in July requires hospitals to better ensure that Medicare beneficiaries know their rights before being discharged, and outlines how to object when a patient or family member feels release is medically premature. While the new rules are designed to protect patients, they will require more paperwork and hours from hospital employees, including additional administrative visits to hospital rooms, which recovering persons may find bothersome. After a report, a document was issued to inform Medicare beneficiaries of their rights, but the old law’s guidelines simply mandated it be provided within two days of a patient’s admission – times often preoccupied by the immediate and stress of tests, procedures, and results. The notification, an “Important Message from Medicare,” now features a clearer explanation of patients’ rights, and will be provided to families both after arrival and before departure. Hospital staff delivering the information must be able to answer questions about the policy, and for the first time, patients or their legal representatives must sign the paper. If a discharge is contested, hospitals have until noon the next day to provide detailed explanations of why a patient is ready for release and how to continue an appeal.

Nursing Home Quality: A new bill would require nursing homes to post a written summary of their performance on the patient’s chart, including the percentage of residents who get certain infections, fall, or are hurt by staff.

Transplant: The bill also would allow patients to change from the September date so make sure that you get your absentee ballots mailed in before that date.
AD RULES
Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, please include phone number. Members' "cottage industries" will be OK on ads, but no commercials. May be run only when using own paper for ads, include information required on regular ad blank.

Deadline For Next Issue
August 13th

LEARN HOW TO CHAINSAW CARVE for pleasure and profit. Have Boeing QTPP reimburse the cost, including a free Stil Chainsaw. Call Stimson Chain Saw Carvers Depot, 425-833-7224.


THE SMOKEHOUSE & MORE: get delicious smoked rib, free range turkey, dry cured, smoked salmon and other meats, salads, etc. Call 1-360-866-9293 to place your order or visit us in Black Diamond at 327 3rd Ave W. Call 425-863-4200.

BUTCHER PIECE READY TO GO! 100% guilt free, no antibiotics or hormones. 1 lb 50c, hanging weight plus processing cost. Place your order today by calling 1-800-890-9787.

There are 20,000 fish in the world today. Have 2 pkgs. – 25 in each. 253-862-8983.

WANTED: Older retired lady would like to share apartment with another lady somewhere in Renton. Please call, if long distance call collect. 253-735-4300.

ELECTRICAL CORDS, black, heavy duty. 220 – 110, 75 gauge with male end. (1) 20 ft., $12.50; (3) 25 ft., $32.65. Two large & 2 small suitcases, black & dark blue, good cond, $40 all or $15 each. 253-862-8983.


T-FAL MAXI DEEP FRYER, Model #356. Has programmable timer, attaches lid, a lift-out non-stick pot, a wire frying basket and a charcoal filter. Has a large 2.2 lb. cooking capacity. Good condition. Works great. 425-384-6134.

THE CAKE MIX DOCTOR COOKBOOKS, (2) books – one for white and one for chocolate cake mixes. Both are new, never used. The white cake book has 175 recipes, the chocolate cake book has 175 recipes. $30 for both books or half price for one. 425-432-6134.

MISSOURI: 13,500 SQ. FT. – 0.31 ACRE, level part wooded lot. 100’ frontage, 200’ depth, no antibiotics or hormones. 1 lb. $1.59 lb. hanging weight plus processing cost. Place your order today by calling 1-800-890-9787.

THE CAKE MIX DOCTOR COOKBOOKS, (2) books – one for white and one for chocolate cake mixes. Both are new, never used. The white cake book has 175 recipes, the chocolate cake book has 175 recipes. $30 for both books or half price for one. 425-432-6134.

MISCELLANEOUS

FURNITURE AND APPLIANCES

COUCH & OTTOMAN, sage green. Excellent cond, no stains or tears. $400 OBO. Call Gary at 253-334-3640.

ENTERTAINMENT CENTER, almost new. 10‘ x 8‘ x 3‘-ft, black and dark blue, good condition. $400. call 360-872-0596 or 253-852-6809.

MACWHAFER PHOTO JET PRINTER P122. LCD display for PC photo printer, 200x1200, black and color, in excellent condition. $125. call 425-432-6134.

MACWHAFER PHOTO JET PRINTER Z705. Prints up to 4800x1200, black and color, built in flash memory card with some designs on it. 13" x 19" – 20 sets. $125 for all. call 425-432-6134.


POMCHI PUPPIES. Call 360-872-0598 or 253-691-1111 for more information.

OLD MACHINERY SEAT, red, metal. Square hole in seat for bolt. $25 OBO. 253-852-6809.

PET MICHIE. $1940.00. by call. 360-872-0596 or 425-432-6134.

PRINTS up to 4800x1200, black and color, PC compatible. LEXMARK PHOTO JET PRINTER Z705. LCD display, computer with USB port and online access. 4M memory card with some designs on it, USB Embroidery Machines. Box contains CD-rom, embroidery designs, compatible with all Brother Home Embroidery Machines.

CRISTAL PUNCH BOWL SET. $35. Fully functional, no chips or cracks. 253-862-8983.

HAUSS, HAWAII oceanfront condo. Enjoy your vacation in paradise. 2 bedrooms, 2 baths w/jacuzzi and pool. $940-$1,050/wk. 2400 sq.ft – 3 floors. Call 360-872-0596 or 253-852-6809.

GREENHOUSE. Get your car out and come joint the fun. 3 pm to dusk. Get your car out and come joint the fun. 3 pm to dusk. 253-862-8983.

Membership Appreciation Barbecues at August 751-A, 751-C, 51-M Meetings

Barbecues will be held in conjunction with the August Local 751-A, 751-C, and 51-M meetings in the parking lot located immediately south of the Seattle Meeting Hall (9135 15th Pl. S).

All District 751 members and their families are welcome to attend their local meeting on August 751-A, 751-C, and 751-F meetings in the parking lot immediately south of the Seattle Meeting Hall (9135 15th Pl. S).

For the 6 p.m. meetings, the barbecues will be held at 5 p.m. (one hour before the meeting).

Meeting times:
- Thursday, August 2nd: Meeting at 6 p.m.
- Thursday, August 9th: Meeting at 6 p.m.
- Wednesday, August 6th: Meeting at 6 p.m.
- Thursday, August 13th: Meeting at 6 p.m.

Local 751-B barbecues will be held on the following dates:
- Thursday, August 2nd: Barbecue at 5 p.m.
- Thursday, August 9th: Barbecue at 5 p.m.
- Thursday, August 16th: Barbecue at 5 p.m.
- Thursday, August 23rd: Barbecue at 5 p.m.
- Thursday, August 30th: Barbecue at 5 p.m.

Local 751-C barbecues will be held on the following dates:
- Thursday, August 2nd: Barbecue at 5 p.m.
- Thursday, August 9th: Barbecue at 5 p.m.
- Thursday, August 16th: Barbecue at 5 p.m.
- Thursday, August 23rd: Barbecue at 5 p.m.
- Thursday, August 30th: Barbecue at 5 p.m.

Local 751-F barbecues will be held on the following dates:
- Tuesday, August 7th: Barbecue at 6:30 p.m.
- Tuesday, August 14th: Barbecue at 6:30 p.m.
- Tuesday, August 21st: Barbecue at 6:30 p.m.
- Tuesday, August 28th: Barbecue at 6:30 p.m.

WANTED – Old Seattle Rainier items for my personal collection. 425-827-0087

For the 6 p.m. meetings, the barbecues will be held at 5 p.m. (one hour before the meeting).

Meeting times:
- Thursday, August 2nd: Meeting at 6 p.m.
- Thursday, August 9th: Meeting at 6 p.m.
- Wednesday, August 6th: Meeting at 6 p.m.
- Thursday, August 13th: Meeting at 6 p.m.

Local 751-B barbecues will be held on the following dates:
- Thursday, August 2nd: Barbecue at 5 p.m.
- Thursday, August 9th: Barbecue at 5 p.m.
- Thursday, August 16th: Barbecue at 5 p.m.
- Thursday, August 23rd: Barbecue at 5 p.m.
- Thursday, August 30th: Barbecue at 5 p.m.

Local 751-C barbecues will be held on the following dates:
- Thursday, August 2nd: Barbecue at 5 p.m.
- Thursday, August 9th: Barbecue at 5 p.m.
- Thursday, August 16th: Barbecue at 5 p.m.
- Thursday, August 23rd: Barbecue at 5 p.m.
- Thursday, August 30th: Barbecue at 5 p.m.

Local 751-F barbecues will be held on the following dates:
- Tuesday, August 7th: Barbecue at 6:30 p.m.
- Tuesday, August 14th: Barbecue at 6:30 p.m.
- Tuesday, August 21st: Barbecue at 6:30 p.m.
- Tuesday, August 28th: Barbecue at 6:30 p.m.

WANTED – Old Seattle Rainier items for my personal collection. 425-827-0087

For the 6 p.m. meetings, the barbecues will be held at 5 p.m. (one hour before the meeting).

Meeting times:
- Thursday, August 2nd: Meeting at 6 p.m.
- Thursday, August 9th: Meeting at 6 p.m.
- Wednesday, August 6th: Meeting at 6 p.m.
- Thursday, August 13th: Meeting at 6 p.m.
Frank Cline - A Hero in Our Membership

751 member Frank Cline is truly a hero. Last October, he demonstrated incredible courage as he put his life on the line to pull a stranger from a burning car.

His heroic efforts earned him recognition from the Seattle Fire Department, as well as an award from the Union. In addition, Frank has been nominated for the Governor’s Lifesaving Award for this selfless act that saved another’s life.

Frank’s time in the military USN MC93 (1963–1967) and years in facilities maintenance taught him to quickly assess a situation and take swift action. As he traveled home from Plant II at the end of his second shift, he came upon a car on fire and a man trapped inside. Despite the danger, Frank dove into the flames and pulled the unconscious man to safety.

“In the past, I had been burned in an electrical fire at work so I know how painful this type of injury can be,” Frank said. “The only thing I was concerned with was the other person. I couldn’t stand around and watch somebody burn to death.”

Yet many others who had stopped for the accident simply stood behind the grass and yelled that the car was going to blow rather than trying to help. While these others looked on, Frank protected himself from the fire with his coat and used his Leatherman pocket knife to cut the man free from the seat belt. As a result, Frank suffered burns on his arm and face, but continued until he freed the passenger. He still carries the scars on his arm.

“It was tough to cut him free because the blade was pretty dull. Finally, with sheer effort, I freed him. It was so hot that my coat caught on fire, just like a newspaper in the fireplace,” he recalled.

On Friday, June 22, Seattle’s Deputy Fire Chief Angelo Duggins presented Cline with a recognition medal designed to honor firefighters and community members for service above and beyond the call of duty. Frank’s supervisor, John McElmurray, helped plan the recognition ceremony and called the fire department because he thought his second shift team leader should be honored for his bravery.

Seattle Fire Department EMT, Roger Weber, was at the accident scene and heard about Frank’s courage from witnesses.

“He risked a lot to save a life,” Weber said. “I wish there were more people like him. Most people would not have done what he did. He is definitely a hero.”

District 751 President Tom Wroblewski commended his efforts, stating, “Without hesitation, he jumped in to help a stranger, even though he suffered burns himself. He is a true hero and certainly deserving of the recognition he has received. It’s an honor to have someone of his character as a member of 751.”

Documentation Pays Off on Overtime Violation

Thanks to excellent documentation by Union Steward Kenny Smith, two members in the Blue Streak area of the Everett Wire Shop were paid overtime for a Saturday they should have been asked to work. Rebecca Vichtnand and Denise Wallace both appreciated having the Union there to protect their rights and ensure they received proper overtime pay once a violation had occurred.

Typically, in the blue streak area of the wire shop a person works a job from beginning to end. In this case, the blue streak area was working an AOG (Airplane on the Ground) job. During the week, Rebecca and Denise had put on the first end connectors for the job, but when weekend overtime required a form board for the job, the work was moved to another area with different employees.

“On a blue streak job, normally you follow the job from start to finish. If it needs a form board, you get it and bring it to your area. Our members who work in the blue streak area also work AOG jobs all the time,” reported Union Steward Kenny Smith. “There had never been a case where work moved to different employees in the middle of a process – the only exception was if a person didn’t have the required certifications. That was not the case in this instance.”

Rebecca stated, “I brought it up to Union Steward Kenny Smith because I was concerned the Company had never done it before. If you let the Company do something once, they will try to make it the normal process. It is not a risk I was willing to take.”

Management originally said they moved the work because it was emergent and they didn’t believe blue streak would complete it on time – even though blue streak is very familiar with form board work. Management did acknowledge they had never made such a move, which Kenny documented as part of his case.

Business Rep Heather Barkow added, “Kenny’s documentation and knowledge of the contract protected these members’ rights and ensured the proper compensation was paid.”

When Heather presented the document to Union Relations, they agreed it was a violation and paid the two employees – ensuring our overtime language was enforced.