Members Show It’s Our Time This Time!

99% Vote Sends Powerful Message

In a tremendous show of solidarity, thousands of Machinists’ Union members walked off the job on July 16th, filled Key Arena and shut down production of Boeing airplanes to show their support for Union negotiators. Ninety-nine percent of those members voted YES to grant the Negotiating Committee sanction authority. The 99 percent includes members attending meetings in Seattle, Wichita, Portland and Edwards Air Force Base.

The crowd, which was fired up and enthusiastic, sent Boeing a strong message It’s Our Time This Time to make improvements in ALL areas of the contract. Shortly, thousands of members were still waiting to enter as the meeting adjourned—determined to cast their ballot in support of Union negotiators.

District 751 President Tom Wroblewski addressed the crowd.

Thousands of members left work to show their support for Union negotiators and demonstrate they are serious in their fight for a good contract.

Contract Talks Report Little Progress

Since formal negotiations started over two months ago, the Union is frustrated at the lack of measurable progress on issues members identified in our surveys. The Main Table met again on July 21st to hear from the various subcommittees on their progress. Despite holding subcommittee meetings nearly every day, there are many areas where the Company needs to start making progress and quit talking takeaways.

It has become apparent that Boeing will stop at nothing during these negotiations. They are trying to use the excuse of “transparency” as a way to negotiate directly with the membership. They are measuring your every reaction to their proposals by posting what is being discussed at the bargaining table. To date, Company proposals have not been anything close to addressing any of your top identified issues.

Below is a brief summary of committees activities/updates as of July 25th:

Benefits Committee: While the Company has provided a first proposal on health care changes, it was in a new format and very difficult to track the changes. They have offered revisions, but with the expectation members will increase their contributions to pay for such revisions. The Company’s standard response to our proposed improvements is “well, we can move things around” instead of looking to share their record profits with members in the form of better benefits. Despite record profits, the Company wants to continue to improve their bottom line by passing on additional health care costs to you.

At this point overall, one of the only improvements Boeing is offering in the Benefits Committee is a minor bump in the life insurance—AND you must die to get this benefit.

Compensation Practices: This Committee covers many of our top issues and is very frustrated at the continued on page 16

Voting the Final Offer

Members will vote on the Company’s final offer at any Union office on Wednesday, September 3rd from 5 a.m. to 6 p.m. Frederickson members can vote at the Tacoma Sportsmen’s Club. Below are some questions we have been getting on the vote:

Where can I get a copy of the summary and changes?

Copies will be available at all Union offices, as soon as we can get them printed. Members will also be able to look at them earlier online at the Union’s website (www.iam751.org/contract08.htm).

Boeing has committed to try to get the Union to sign this contract. Continued on page 16
Continued Solidarity Needed for Successful Bargaining

by Tom Wroblewski
District President

I have never been so proud to be a member of this great Union as when I walked into Key Arena on July 16th. The energy and excitement that filled the arena contagiously spread and proved It's Our Time This Time! That determination and energy are what we need to go through this round of bargaining. We must appropriately finish up over the Labor Day weekend.

You turned out in force on July 16th and showed you are committed to getting a fair contract. It’s not secret we are in the strongest bargaining position we have had in years - and we intend to leverage that position. While Boeing has not been listening when Union negotiators tell them we are looking for improvements in ALL areas of the contract, you, the workers, have told them you that day.

With less than a month before round-the-clock bargaining begins, this Company needs to start making progress and quit talking takeaways. They want to hide their record profits and downplay the incredible backlog which will sustain them and our members well beyond another three-year contract. As Boeing continues to post more of the Company’s proposals on their website, you can bet there is a reason. They’re asking management to gauge your response to those proposals. Airline companies think they have put forth enough money to satisfy 34 percent of the members (the minimum required for ratification approved), they will stick with that proposal until the end.

Last week, Boeing began publishing one-page issue flyers. As you look at their “spin,” remember their record profits and backlogs, which will not be mentioned. The issue flyers are written to show you how much they are already doing for you so they will not to have offer any more. But the fact is they are a very unique and successful company that cannot be compared to other manufacturing companies. As you read each of their issue flyers and web updates, always remember that thanks to your hard work they have made more than $13 billion in after tax profits over the last five years. Keep in mind:

• While you have not had a General Wage Increase in 4 years, executives have increased their own pay by 19 to 21 percent during that time.
• Boeing continues to insist that those who are at the maximum rates should not receive General Wage Increases because they are already above market rates. Who is running the market? Airbus is their only real competition.
• Boeing is talking again about eliminating retiree medical plans for new hires. It didn’t work in 2005 and it will not work in 2008.
• Boeing has proposed a new Incen- tive Plan, but has yet to provide details on the payout. We continue to demand that our members be included in the current Employee Incentive Plan (EIP), which has a proven record of paying out annually for most other Boeing employees.
• On health care, Boeing says they have proposed improvements BUT they want you to pay for them. Do you think that’s an improvement?

In addition, Boeing is “not interested” in several job upgrade proposals and will continue to insist on job upgrade proposals by the end of July.

Joint Programs: This Committee has made substantial progress and has a tentative agreement on most of their assigned area of contract language. This is just a quick overview of some

Continued on page 1

moment. For the majority of issues covered by this committee, Boeing’s re- response has been “we are not interested.” Boeing has told the Union they are not interested in proposals on the following topics:

• Shorten the Progression Steps
• Increase 5 amount of Progression steps
• Improve upgrade promotion amounts
• Improved Bureaucracy
• Improved COLA Index/ COLA Formula
• Any increase to minimum rates will also be given to anyone still in progression steps who previously hired in at minimum rates
• Martin Luther King and Veterans Day Holidays
• Improved Layoff Ben- efits
• Improved Shift Differential

While the Company did propose an overview of a new Incentive Plan, no specific details in writing on amount of payout or metrics used has been provided. The Union continues to propose adding us to the existing Employee Incentive Plan (EIP), which we know pays out regularly.

Workforce Subcommittee: Lots of discussion on Team Leader. Boeing re- mains adamant that Team Leader is working and has proposed increasing the pre- roll amount to $1.75 to $2 per hour. No progress has been made on Category B’s and re-populating the leadership positions which are critical for all meetings.

Workforce has made progress in Article 14 Seniority, Article 15 Leaves of Absence, Section 16 Overtime and Article 17 Toilets.

Jobs Committee: The Union sub- mitted a proposal on Factory Service Attendants Rate Structure Revision and expect a Company counter proposal the week of July 28th.

The Joint Union Company Jobs Commit- tee, completed review and Subject Matter Expert (SME) presentations for issues being discussed in the subcom- mittees and the main table. Sign up to receive home e-mail updates on the con- tract web page www.iam751.org/ contract.htm.

It is apparent, based on the Company’s communications and in various meetings held by the leadership of the Company, they are intent on dividing the membership, by catering to specific groups of the mem- ber population. Just the simple fact of the Company putting out what they are offer- ing to the Team Leaders is an area of grave concern to us. They are attempting to nego- tiate directly with the members by chipping away at certain groups and throwing out proposals to gauge the reaction. This is an unfair labor practice and information is being collected to pursue our legal options.

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Gregoire vs. Rossi

**ON WAGES**
- Rossi voted to lower W ashington’s minimum wage. (SB 5163 - ’03)
- W hen President Bush exempted millions from overtime pay, Rossi voted to enforce those rules here in W ashington. (SB 5462 - ’03)

**ON HEALTH CARE**
- Rossi wrote a budget that cut 40,000 children in low-income families off of health insurance. (SB 5404 - ’03)
- Rossi sided with drug company lobbyists and opposed allowing the state to negotiate lower prescription drug prices. (SB 6368 - ’03)

**ON RIGHTS**
- Rossi voted for major cuts in unemployment benefits and to impose new eligibility restrictions. (SB 6097 - ’03)
- Rossi voted for across-the-board cuts in benefits for people injured on the job. (SB 5518 - ’03)
- Rossi voted against collective bargaining for state employees, 4-year college faculty and UW academic employees. (HB 1268, 2403, 2540 - ’02)


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### 751 Recommended Candidates for August 19th Primary

**VOTE IN THE PRIMARY ELECTION**

**Tuesday, August 19**

**FEDERAL RACES**

- **U.S. Congress**
  - 1st Dist. - Jay Inslee, D
  - 2nd Dist. - Rick Larsen, D
  - 3rd Dist. - Brian Baird, D
  - 4th Dist. - George Farenings, D
  - 5th Dist. - Norm Dickson, D
  - 7th Dist. - Jim McDermott, D
  - 8th Dist. - Denny Heck, D
  - 9th Dist. - Adam Smith, D

- **GOVERNOR**
  - Chris Gregoire, D
  - Dino Rossi, R

- **U.S. Senate**
  - Claudia Smith, D

**STATE LEGISLATURE**

- **1st District**
  - House 1 - Al Bialack, D
  - House 2 - Tom Campbell, R

- **2nd District**
  - Senate - Marilyn Ramusenow, D
  - House 1 - Ray Hayslet, D
  - House 2 - Todd Campbell, R

- **3rd District**
  - Senate - Lisa Brown, D
  - House 2 - Alex Wood, D
  - House 3 - Tim OrFlynt, D

- **5th District**
  - House 1 - John Vindick, D

- **6th District**
  - House 1 - Dan Botelho, D

- **7th District**
  - Senate - Mary Margaret Haugen, D
  - House 1 - Tim Knaa, D
  - House 2 - Adrienne Terry, D

- **11th District**
  - Senate - Muragudo Perinsse, D
  - House 1 - Zack Hudgins, D
  - House 2 - Robin Green, D

- **17th District**
  - Senate - Zoe Holst, D
  - House 1 - Dean Taddei, D
  - House 2 - Brian Blake, D

- **21st District**
  - Senate - Mary Hales Roberts, D
  - House 2 - Mathia Lussi, D

- **22nd District**
  - Senate - Karen Fraser, D
  - House 2 - Brenda Williams, D
  - House 2 - Stant Hart, D

- **23rd District**
  - Senate - Phil Rockenstein, D
  - House 1 - Sherry Applekuy, D

- **24th District**
  - Senate - Jim Hefley, D
  - House 1 - Karen Varmedaige, D
  - House 2 - Lynn Kuske, D

- **25th District**
  - Senate - Kevin Mooren, D
  - House 2 - Larry Sauvageot, D

- **26th District**
  - House 1 - Roy Kelley, D
  - House 1 - Tony Keliy, D
  - House 2 - Pam Greiner, D

- **27th District**
  - Senate - Chris Patten, D
  - House 2 - Holly Hotz, D
  - House 3 - Rick Caring, D

- **28th District**
  - Senate - Lizousa DelMonte, D
  - House 2 - Larry Sauvageot, D

- **29th District**
  - Senate - Steven Underdown, D
  - House 2 - John Incoll, D

- **30th District**
  - Senate - Kevin Ranker, D
  - House 2 - David Quall, D

- **31st District**
  - Senate - Kevin Ranker, D
  - House 2 - David Quall, D

- **32nd District**
  - Senate - Rich Mosier, D
  - House 2 - Frank Church, D

- **33rd District**
  - Senate - Kevin Ranker, D
  - House 2 - Frank Church, D

- **34th District**
  - Senate - Rich Mosier, D
  - House 2 - Frank Church, D

- **35th District**
  - Senate - Rich Mosier, D
  - House 2 - Frank Church, D

- **36th District**
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  - House 2 - Frank Church, D

- **37th District**
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- **39th District**
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- **40th District**
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  - House 2 - Frank Church, D

- **41st District**
  - Senate - Rich Mosier, D
  - House 2 - Frank Church, D

- **42nd District**
  - Senate - Rich Mosier, D
  - House 2 - Frank Church, D

- **43rd District**
  - Senate - Rich Mosier, D
  - House 2 - Frank Church, D

- **44th District**
  - Senate - Rich Mosier, D
  - House 2 - Frank Church, D

- **45th District**
  - Senate - Rich Mosier, D
  - House 2 - Frank Church, D

- **46th District**
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  - House 2 - Frank Church, D

- **47th District**
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  - House 2 - Frank Church, D

- **48th District**
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  - House 2 - Frank Church, D

- **49th District**
  - Senate - Rich Mosier, D
  - House 2 - Frank Church, D

- **50th District**
  - Senate - Rich Mosier, D
  - House 2 - Frank Church, D

- **51st District**
  - Senate - Rich Mosier, D
  - House 2 - Frank Church, D

**REPUBLICAN**

- **Real estate salesman DINO ROSSI unsuccessfully ran for Governor four years ago. During his 1997-2003 tenure in the State Senate, Rossi compiled a dismal 6% voting record on working family issues, among the worst – and most partisan – of any legislator during that period.**

**Machinists Worried on Tanker Rebid Rules**

In the emotional roller coaster ride we call the U.S. Air Force tanker saga, we are still holding on for the next turn around the track. On July 10th, just three weeks after the Government Accountability Office (GAO) upheld Boeing’s protest of the Air Force’s tanker decision, Defense Secretary Robert Gates announced he is reopening competition for a fleet of U.S. Air Force refueling tankers.

The IAM is calling on Secretary of Defense Robert M. Gates to ensure the new round of bidding for the Air Force refueling tanker contract does not include any residual bias from the initial competition, which contained significant errors and was heavily skewed toward the Airbus tanker. Defense Secretary Gates noted that his office – not the Air Force – will determine the competition, which contained significant errors and was heavily skewed toward the Airbus tanker. Defense Secretary Gates noted that his office – not the Air Force – will determine the competition, which contained significant errors and was heavily skewed toward the Airbus tanker. Defense Secretary Gates noted that his office – not the Air Force – will determine the competition.

“We are calling for aggressive oversight of the bidding process to make sure Boeing’s tanker is evaluated on a fair, level playing field,” said IAM Headquarters General Vice President Rich Michalaks. “We will not accept, nor should American taxpayers accept a process or an outcome that is only slightly less rigged than the initial round of bidding.”

Fresh concerns erupted following an announcement that the Pentagon might once again use excessive fuel capacity and other criteria to favor the Airbus aircraft in the new round of tanker bidding.

“I am concerned that the department is trying to find a new way to justify selecting the larger Airbus tanker again, even though there is no current operational requirement for a larger refueling tanker,” said Washington Congressman Norm Dicks, who has been a leader throughout the tanker bid process.

Congressional lawmakers also noted that the Airbus tanker is 53 percent larger than the Boeing 767, requiring greater maintenance and operations costs. He noted the Boeing KC-767 could save $35 billion in fuel costs over 40 years—an amount large enough to equal the purchase of the entire fleet.

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**751 AERO MECHANIC**

**Page 3**
Picket Duty Notices Will be Mailed

Regardless of whether or not members reject the contract on September 3rd, the Union must be prepared for a potential strike. Therefore, members will be receiving a notice of picket duty assignment in mid-August. This will assign coverage for the first month, if a strike occurs.

The notice in no way indicates a strike is likely. It is merely a way to ensure, if members vote to strike, picketers will already be scheduled to begin picketing at 12:01 a.m. on September 4th.

Picket duty is four hours long and members are typically asked to perform duty every five to seven days. Picket assignments are based on the location closest to the members’ home to minimize the commute. If the nearest location cannot be assigned (because more members are required at another location), the second closest plant location is assigned. Keep in mind the pickets must cover nearly 100 Boeing gates from Frederickson to Everett, 24-hours a day, 7 days a week.

A random computer program assigns dates and times of duty. The same group of members are assigned to the same shifts on the picket duty card to foster camaraderie among picketers, and to make ride sharing easier.

All members should receive their picket duty assignment before August 31st. When you report for picket duty, bring your Boeing badge or ID and the picket card. If you do not receive a card, please call the nearest Union hall or on or after September 8.

If you need to change your picket duty, call the location on your picket duty card AFTER SEPTEMBER 3.

If you do not receive a card, please call the nearest Union hall on or after September 8.

This picket duty assignment card will cover your next 5 assignments.

The new assignment must be completed within a week of the original assignment – otherwise, members need to see the strike committee personnel at their assigned location. The new assignment must be for a full scheduled shift.

If this procedure is not followed, you run the risk of losing eligibility for your $150 a week strike benefit check.

Keeping the picket lines strong is the responsibility of every member. It’s Our Time This Time!

NOTICE OF PICKET DUTY ASSIGNMENT

This picket duty assignment card will cover your next 5 assignments. You have been assigned the following at the Everett location.

<table>
<thead>
<tr>
<th>Date</th>
<th>Time</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>09/04/08</td>
<td>6:00 a.m.</td>
<td>IAM &amp; AW Strike Headquarters, 8229 Air Spot Rd., Everett WA</td>
</tr>
<tr>
<td>09/11/08</td>
<td>4:00 p.m.</td>
<td>IAM &amp; AW Strike Headquarters, 8229 Air Spot Rd., Everett WA</td>
</tr>
<tr>
<td>09/18/08</td>
<td>8:00 p.m.</td>
<td>IAM &amp; AW Strike Headquarters, 8229 Air Spot Rd., Everett WA</td>
</tr>
<tr>
<td>09/25/08</td>
<td>12:00 noon</td>
<td>IAM &amp; AW Strike Headquarters, 8229 Air Spot Rd., Everett WA</td>
</tr>
<tr>
<td>10/02/08</td>
<td>9:01 a.m.</td>
<td>IAM &amp; AW Strike Headquarters, 8229 Air Spot Rd., Everett WA</td>
</tr>
</tbody>
</table>

This card is your receipt for picket duty served. Please have it stamped by the Picket Captain.

If you have not already signed up and would like to attend, please call 425-267-3210 or 1-800-763-1301, ext. 3210.

If we go out on strike, Boeing will mail you an information packet by September 30th describing the options available to continue health care coverage beyond September. Members will have health care coverage for the month of September.

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If you have not already signed up and would like to attend, please call 425- 267-3210 or 1-800-763-1301, ext. 3210.

If you're on an approved leave of absence prior to the strike, your insurance coverage continues.

Additional details will be provided on the Union web page (www.iam751.org) and in future flyers, if we find ourselves in a strike situation.

### Committee Makes Preparations for Potential Strike

As the saying goes, the best offense is a good defense -- Defense Committee that is, in the case of the Union. Whether or not the membership rejects the contract on September 3rd and votes to strike, the Union must be prepared for a strike.

This takes months of planning -- and is the duty of the 751 Defense Committee. Long before the ballots are cast and the final offer extended, this Committee is busy, working behind the scenes.

The 2008 Defense Committee is chaired by Business Representative Heather Barstow. The Committee is comprised of Tracy Safley from Local 751-A, Jim Kachuskus from Local 751-C, Dan Mcderma from Local 751-E, and Nate Gury from Local 751-F.

Just a few of the activities this Committee has undertaken include:

- Selected and scheduled training for picket captains;
- Identified gate signs for picket lines; no provision made;
- Arranged transportation to transport picketers from the Union halls to the line;
- Recruited volunteers for kitchen duty, phone duty, etc.;
- Secured locations to distribute strike checks.

Yet the Defense Committee does more than just prepare for a strike. This Committee arranges the strike sanction vote and contract ratification votes. This again means recruiting volunteers to work the meetings and ballot locations, scheduling sign painting parties, and producing informational flyers for the membership.

Hopefully, the strike efforts will not be needed, but if the members vote to strike, our Defense Committee has ensured everything will run smoothly -- building on the theme that the best off- fense is a good defense - Defense Committee that is!

### Health Care Coverage, If We Strike

If members vote to go out on strike on September 3rd, here are the facts on health care coverage.

- Members will have health care coverage for the month of September.
- If you are on an approved leave of absence prior to the strike, your insurance coverage continues.
- Additional details will be provided on the Union web page (www.iam751.org) and in future flyers, if we find ourselves in a strike situation.

### If We Vote to Strike

Picket captain training will be held at the Auburn, Seattle, Everett and Renton Union Halls on August 4, 5, 6 and 8, respectively. Members interested in serving as a picket captain can call to enroll in their specialized one-hour training. In the event members vote to strike on September 3rd, we need to be prepared with trained picket captains in place.

Business Rep & Defense Committee Chair Heather Barstow and Union Steward Coordinator Ed Lutgen have prepared a one-hour training course, which will be presented in a morning and afternoon session at each location.

Picket captains are the volunteers who keep the strike organized and dispatch members to the various picket assignments 7 days a week, 24 hours a day. The training prepares individuals to step into leadership roles.

Picket captains not only address the members who arrive for picket duty and provide updated information to each group of picketers, they help coordinate various activities at the halls such as van drivers, kitchen help, community service issues, information tables, changing picket assignments, and a variety of other responsibilities. To effectively run a successful strike, we need hundreds of trained picket captains to work every shift at each location. The more volunteers, the less frequent the shifts. Thanks again to all who have served in the past and have volunteered for another tour of duty!

If you have not already signed up and would like to attend, please call 425-267-3210 or 1-800-763-1301, ext. 3210.
1 Bring Your Eligibility Card

A tan colored eligibility card will be mailed to your home the week of August 18th. Watch for the card and bring it with you when you go to vote.

If you forget your card, go to the good standing window at the voting location to get a good standing card.

2 Get a Copy of ALL Proposed Contract Changes, as well as a Summary

Members can obtain a complete copy of ALL PROPOSED CHANGES in Boeing’s last and final offer, as well as a summary of proposed changes at:

✔ Any of the Union offices OR
✔ The Union website at www.iam751.org

While we hope to have them available some time during Labor Day weekend, it depends on when Boeing delivers their last, best and final offer. In the last few contracts, they have not delivered at the predetermined time they agreed to.

3 Where and When to Vote

All voting locations will be open from 5 a.m. to 6 p.m. on September 3rd, which allows members to vote outside their shift. Members may vote at the locations listed below:

- Auburn Hall - 201 “A” Street SW
- Everett Union Hall - 8729 Airport Rd.
- Renton Union Hall - 233 Burnett N.
- Frederickson - Tacoma Sportsmen’s Club - 16409 Canyon Rd.
- Seattle Union Hall - 9135 15th Pl. S.

4 What Is on the Ballots

There are two separate ballots:

- One to accept or reject the contract.
- One to authorize a strike

5 How Are the Ballots Counted?

- Ballots from all locations are transported to the Seattle Union Hall after the polls close at 6 p.m.
- Volunteer 751 members count the ballots.
- Members are invited to watch the ballot counting at the Seattle Union Hall.
- Once the ballots are counted, the results will be posted on the Union web page (www.iam751.org) and the Union hotline (1-800-763-1310), as well as released to the media.

6 What Do the Results Mean?

✔ If a majority of voting members vote to ACCEPT the contract, negotiations end and the contract is signed.

✔ If a majority of voting members vote to REJECT the contract, but LESS THAN TWO-THIRDS vote to strike, the contract is automatically accepted by default. The Union cannot call a strike.

✔ If a majority of voting members vote to REJECT the contract, and MORE THAN TWO-THIRDS vote to strike, a strike can be called at 12:01 a.m. September 4th.
Pay Issues

General Wage Increase

In the last round of bargaining in 2005, membership surveys showed this was one of the things you wanted to focus on health care and pension rather than General Wage Increases. As a result, we accepted a 3-year contract with only lump sum payments. During that same time period that we did not take any General Wage Increases, top executives at Boeing increased their own pay from 19 to 21 percent. Despite being over half way through the negotiation process, Boeing remains adamant that those at the maximum rate should not receive a General Wage Increase. We say NO WAY to any offer that does not include General Wage Increases for EVERY member. We cannot let them divide the membership by offering different proposals to different groups.

With the soaring price of gas and other products, every member has mentioned General Wage Increases in the surveys with the expectation that it’s Our Time. This Time to receive an increase each year of the contract.

Improve Progression

Under the best circumstances, it takes six years to climb from Minimum Rate to Maximum Rate! And that’s assuming you never get downgraded or laid-off and recalled. It only takes four years to get a Bachelor’s Degree. Why not complete an apprenticeship and obtain a journeymen’s card.

Boeing exploits loopholes in the Progression Schedule to hold down your pay. And the gap between minimum and maximum rates is so huge, it has created a virtual two-tier wage system within the Boeing workforce. Boeing should raise the Minimum Rates; shorten the Progression Schedule within the Boeing workforce. Boeing should raise the Minimum Rates; shorten the Progression Schedule and increase the rates earned per step. Demand a fair wage system – It’s Our Time...This Time!

Entry Level Wages

Entry level rates have not only fallen behind aerospace, but other industries as well. The minimums have not been increased since 1992. Prior to this contract, there were no members working at the entry level rates. The Union has tried to get Boeing to address this prior to negotiations. While Boeing acknowledges it must be dealt with (come on it’s been over 16 years), they want to use it as a bartering chip in negotiations. The fact is it is long overdue. It’s Our Time This Time to raise entry level rates.

Boeing Employee Incentive Plan (EIP) MUST Include Our Members

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

With only one month to go in negotiations, Boeing continues to propose a new and different incentive pay program that is untested and separate from all the other incentive programs. This Union believes we should be included in the existing EIP, which consistently pays out between 8 and 15 days of work per year. Again, Boeing is not listening and does not believe you should be included in the incentive plan nearly every other payroll receives. This divide and conquer strategy will not work. It’s Our Time This Time!

As Boeing paid out an additional 15 days of EIP pay this past February, Boeing Chairman and CEO Jim McNerny declared, “We exceeded our 2007 business-plan goals, thanks to a strong focus on both growth and productivity by the people of Boeing. Despite a number of unexpected challenges, we delivered high-quality results that reflect the commitment of our people and demonstrate the underlying strength of Boeing’s financial performance.”

The EIP since it was originally introduced.

The highly publicized payouts, which average 10 or more work days, are a slap in the face to our hard-working members and an issue we are looking to correct in the upcoming negotiations.

In the 2005 negotiations, Boeing offered to include IAM members in an incentive plan similar to the EIP, but stopped short of including us in this plan. However, once our members said no to the Company’s proposed takeaways in others areas (including trying to eliminate retiree medical for new hires), Boeing withdrew even an alternate incentive plan.

If the ShareValue system can be set up to theoretically reward 100% of the Company employees, then EIP should be set up the same way. The EIP foundational premise of rewarding performance is great, but the way it is currently implemented is divisive since not everyone who helps meet the target goals is rewarded for their efforts.

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

Health insurance is one of the most important benefits your IAM contract has secured over the years. It’s Our Time This Time to get back to basics and ensure Boeing will not shift ANY health care costs to their most valuable asset—YOU. The workers, who created Boeing’s profits, deserve (and will insist) upon the equitable distribution of health care costs to their most valuable resource.

Yet Boeing seems to think that offering or increasing coverage while passing additional costs onto you is an improvement. As the Aero Mechanic newspaper went to print the last week of July, Boeing remains adamant that YOU will pay for health care improvements – rather than using some of their billions in profits. We tell them NO WAY!

The Union also continues to dispute Boeing’s switch of the no-monthly-premium plan from Selections to the Traditional Medical Plan (TMP). Boeing should not have been able to make this change during a contract and figures show it was simply another way to shift costs onto additional employees. It is an issue we will continue to fight and break; to resolve in arbitration or in this round of bargaining.

Boeing also seems more interested in making comparisons to what other companies charge their employees for health care. They fail to recognize they are a unique company making billions and their only real competition is Airbus. Last year, Boeing put all employees through a rigorous procedure to verify their dependents to save them money on health care. This should not result in increased costs to you.

If Boeing truly cares about your health and the cost of the plans, they will im- prove their benefits (not increase additional costs to you) and be at the forefront of pushing for changes in the health care system instead of trying to pass costs on to new employees. It’s Our Time This Time to IMPROVE the services provided and levels of coverage.

### The Long & Winding Road to Health & Benefits

<table>
<thead>
<tr>
<th>Year</th>
<th>Highlighting Our Issues</th>
</tr>
</thead>
<tbody>
<tr>
<td>1952</td>
<td>- Medical coverage afforded for employee only. Employee paid $30 per month, employer paid $8.65.</td>
</tr>
<tr>
<td>1960</td>
<td>- Medical and surgical benefits provided by: King County Medical Service Bureau.</td>
</tr>
<tr>
<td>1963</td>
<td>- Monthly benefit: $75.00.</td>
</tr>
<tr>
<td>1965</td>
<td>- Ambulance fare: one-time payment of up to $8.00.</td>
</tr>
<tr>
<td>1968</td>
<td>- Hospitalization: maximum $150.00 per day for sixty days.</td>
</tr>
<tr>
<td>1971</td>
<td>- Hospitalization increased to $153.50 per day.</td>
</tr>
<tr>
<td>1974</td>
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</table>

### Maximum Lifetime Benefits

<table>
<thead>
<tr>
<th>Year</th>
<th>Benefit Description</th>
<th>Amount</th>
</tr>
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<tbody>
<tr>
<td>1974</td>
<td>Hospitalization</td>
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### Contract Years

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The American Dream used to include a comfortable retirement after a lifetime of hard work. Now Boeing is proposing to eliminate the traditional pension plan and instead offer a 401(k) style plan for new hires. It is obviously a divide and conquer strategy to pit the more senior workers against the new hires or the next generation of workers. It didn’t work for Boeing in 2005, and it won’t work in 2008.

If Boeing truly wants just a 401(k) style plan, they can try it out on their executives. But if you look at Boeing’s proxy statement, the executives at Boeing have two defined-benefit pension plans – which is where the majority of the pension costs go (see chart below). If traditional pensions are good enough for executives, they are good enough for our members.

If Boeing wants to eliminate pensions for new hires, you can only imagine what they have in store for current employees and existing retirees.

Pension remains a top concern and one that must be addressed this year. With Boeing posting record profits ($828 billion in the last five years and over $13 billion in after tax profits), it’s time to improve our pension benefits! Demand they reward our years of hard work and dedication. Young or old, active or retired – It’s Our Time, This Time!

FACT: The Company did not contribute one cent into the plan from 1997 through 2002. A gain in 2003 did not contribute one penny into the BCERP plan which covers IAM, SPEEA and some salaried employees.

FACT: If Boeing had made steady contributions all along, they would not have had to make huge payments in some years.

FACT: Pension benefits are part of the total compensation package, just like wages. When the Union negotiates a pension, it means there is less money for other areas of the contract.

FACT: In late October 2007, Boeing announced it would repurchase up to $7 billion of Boeing stock. A better choice would be to invest in better pension benefits for employees who have made this Company great!

FACT: The Boeing Board provided $22 million in supplemental retirement benefits when CEO James McNerney was hired in 2005. If Boeing has $22 million for supplemental retirement benefits for just one person, they can provide a substantial pension increase for Machinists Union members.

FACT: The Union has listened to members and proposed: • Increasing the Boeing pension plan, • Adding the IAM Pension Plan as a second plan • Improving the existing 401(k) • Eliminating early retirement penalties. Tell your managers and in crew meetings – It’s Our Time This Time!

The Union’s proposal included adding the IAM National Pension Plan as a second/additional pension plan for IAM members. This would be a second pension plan that would guarantee members benefits upon retirement in addition to the Boeing plan – like diversifying your portfolio, such a second plan only makes your retirement security stronger. Following are some facts to consider.

Numbers tell a Good Story

The National Pension Plan began in 1960 with a small number of employers and has grown to over 1,750 companies wanting to get rid of their DB Plans and offer a Defined Contribution option. In these cases companies did not fund their plans adequately and ended up terminating their plans and then turning over to the Pension Benefit Guaranty Corporation which pays a portion of promised benefits in many cases. The new law imposes strict new funding and disclosure requirements for both single and multiple employer plans alike.

Under the PPA, for single employer plans, employers have less control. The volatility of their assets and liabilities increases as well as their funding requirements. Although new funding requirements under the PPA also apply to multi-employer plans, the way a multi-employer plan is designed requires consistent funding and the assets are pooled to benefit the participants only, making multi-employer plans more secure and less volatile. And unfortunately, although the new law is intended to protect DB Plans, for single employer plans the unintended backlash is more companies want to get rid of their DB Plans and offer a Defined Contribution Plan (DC Plan) like a 401(k) Plan as employees’ only retirement option.

Defined Benefit (DB) vs. Defined Contribution (DC) Plan

A Defined Contribution Plan, like a 401(k) plan, is a great supplemental savings plan and should be a part of your retirement portfolio. But they don’t make a great stand alone retirement plan for the following reasons:

- You probably aren’t deferring enough – if you defer at all
- You can cash-out between jobs instead of rolling your money over
- You can take a withdrawal or loan
- The amount that will be there for you at retirement is unknown and subject to market swings making it difficult to plan
- You bear all the investment risk

With a DB Plan, you don’t have any of these problems. The investment risk is shouldered by the plan and does not impact your benefit amount. Market fluctuations are factored in over the long haul. You know what your benefit will be and you cannot access it until retirement.

For employers, getting rid of their DB Plan and switching to a DC Plan switches the burden to the employee. Also, and rightfully so, the employer can now focus on their business of running a pension plan.

Comparing the Benefits: Boeing vs. National Pension Plan

Although the Boeing Fund is currently well-funded, the National Pension Plan improvements, as follows:

- Less Hours of Service required under PPA
- Unreduced benefit at any age with 30 years service
- Lower age reduction for early vested leave Boeing but retire later
- No age requirement for disability pension
- Disability under Social Security defined
- Perform your job in collective bargaining
- Lifetime benefit with 60 certain guaranty
- Pre-retirement Death benefits for single participants

The IAM National Pension Plan

The IAM National Pension Plan is jointly administered by the union and an independent organization called the Pension Benefit Guaranty Corporation. Under the PPA, the employer can recover any overfunding and receive tax benefits if cost was subsidized by company.

Recent Changes in Law “Pension Protection Act of 2006” – Something to Consider

The Pension Protection Act (PPA) was adopted in 2006 partly in response to a long history of single employer pension plan terminations, like United Airlines and many others. In these cases companies did not fund their plans adequately and ended up terminating their plans and then turning over to the Pension Benefit Guaranty Corporation which pays a portion of promised benefits in many cases. The new law imposes strict new funding and disclosure requirements for both single and multiple employer plans alike.

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Existing Retirees Need an Increase

Could you live on your current income if it were frozen until the year 2035? Our retired members are asked to do just that. District 751 has hundreds of members who retired in the 1980’s and have virtually no change in their pension. Since 1989, Boeing has refused to offer any increases to current retirees (even though Boeing has a $5 billion surplus in its pension fund). Meanwhile, IBM has chosen to make an increase for their existing retirees for the third time in the same time frame (and the second time since 2000). COLA for retirees is a priority issue in this round of negotiations - for both active and currently retired members.

While the Union is pushing Boeing to use excess money in the pension fund to help existing retirees, unfortunately because of federal law, Boeing can simply decline to discuss the matter and dismiss it from the bargaining table.

Job Security: A Constant Battle

What does Job Security actually mean? Job Security does not mean the employer can never eliminate a job. Everyone understands aerospace is a cyclical business. But everyone also knows layoffs at Boeing often have nothing to do with orders. One need only look at the make/buy chart on the various airplane models to see Boeing is eliminating jobs with each new plane.

Recent issues with the 787 verify what the Union has been warning the Company about for years: increased outsourcing will cause Boeing to lose control of their product and fail hostages to their suppliers.

In this round of negotiations, we have an opportunity to make gains in job security, if we remain united and focused.

In 2002, Boeing forced Letter of Understanding #37 - Materials Delivery and Inventory Process upon the membership, which the Union adamantly opposed because it threatened many of our jobs. In 2005, the Union again pushed to eliminate this language (a position the Company strongly opposes). While we did not get it eliminated, we did get some improvements, which included:

• Clarified that vendors will not install parts or components on the airplane.
• Added language that our forklift drivers will deliver parts within the factory.

LOU 37 Threatens Many Jobs

In 2008, Boeing asked the IAM to revise their product delivery system, which would greatly affect our job security.

Job Security comes in many forms. Seniority provisions in the contract are just one form of job security. The more seniority you have, the better your chances of staying employed during a layoff. This is true; however, there are many areas in the seniority provisions of the contract we should improve on. The challenge is finding a way to make it fair and equitable for the more senior members who might get bumped into other jobs and ensure that their skill level fits.

Boeing has close to 450 different job titles. Yet Airbus and other very large corporations operate without a few dozen jobs. If you have less job numbers, seniority continues to page 11
For any member who wants to retire before age 65, early retiree medical is critical. Without this essential coverage, members would pay the high cost of medical premiums at a time when they may need it the most and are relying on a fixed income. This benefit will be even more important for our younger members whom have the Medicare eligibility age pushed up to 67 in the coming years.

Boeing has made no secret of their desire to eliminate this benefit for new hires and to reduce the benefits for others. Boeing pushed for this in 2002 and 2005. Only through membership solidarity and a 28-day strike were we able to preserve this benefit for new hires.

Keep in mind during the 1992 negotiations, Boeing forced a new formula into the contract for calculating the retiree medical benefits. Employees hired after 1/1/93 earn the retiree medical benefit at 3 1/3 percent per year of service at that time. This change was imposed on all payrolls and all Unions at Boeing. Since that time, Boeing has eroded or eliminated this benefit altogether for many Boeing employees. The IAM is one of the ONLY units to maintain this benefit and insist that we members have the option of early retiree medical.

Boeing is very profitable. We cannot allow Boeing to shift additional burden and costs onto our retired members living on a fixed income – the ones who are least able to handle the skyrocketing costs. Nor can we allow Boeing to eliminate this benefit for future retirees.

Tell Boeing we must maintain retiree medical for current and future retirees – we’ve earned it! It’s Our Time This Time!

Retiree Medical Benefits: Bridging the Medicare Gap

While Union negotiations have held the line on passing additional costs for health care plans in recent years, the improvements in vision, hearing aid and dental care are overdue. In every survey, members continually make comments about the lack of improvements in these benefits.

Beyond increasing the current benefit levels, the committee is also pushing for Lasik treatment for vision coverage – arguing that in the long run, it would be the most cost effective treatment to offer. The Committee has also researched and documented that other companies (even some of Boeing’s subcontractors) currently provide for prescription safety glasses without having to count the employee’s vision benefits.

Each year these benefit levels have become more outdated as prices and inflation have skyrocketed. It’s Our Time This Time to get some overdue improvements to these important benefits.

1968 Early retirees and dependents entitled to the same medical plan as active employees paid for by the Company with the following changes:
   1. Annual deductible of $155 per person per year with a family maximum of $375
   2. No vision benefits
   3. Prescription drugs paid at 90% except for oral steroid prescription which are paid at 100%
   4. Employer also paid the entire cost of Lasik for vision coverage, or
   5. the death of the spouse

1980 Company returned 100% pay for Lasik treatment and offered the same improvements to retiree medical at the same time.

1983 Changes in active medical coverage:
   - Increased preferred network access.
   - Improvements in second surgical opinion program requirements.
   - Improved coverage of substance abuse treatment, organ and tissue procurement expenses and other cladding treatments.

1992 Improvements in active medical select changes in active medical coverage:
   - Company pays 100% of fees for early retiree on the plan, up to level of choice or as of Dec. 31, 1992.
   - Employees hired on or after Jan. 1, 1993, Company contributes 31/3% of the cost for each year of service with the Company.

1999 The language was implemented in all other Union contracts at Boeing, including 7104, Operating Engineers, Security Guards and Firefighters.

Life Insurance History

1977 New benefit - 5000
1980 No change
1983 No change
1986 Increased to $500
1989 No change
1992 Benefit increased to $500.

No change since 1992.

1977 Dental coverage after the death of three sets of SHARE to care for SHARE. Plan was implemented 1/1/80. Provided benefits after 12/31/89 deductible was paid by plan or member/employee.
1978 Company paid entire cost of dental plan premiums for employee and dependents.
1978 Monthly maximum benefit increased to $15.00.
1983 Added Postal Dental Service Dental Benefit. Dental maximum benefit reduced to $75.00 (only previous contributions remain).
1989 Annual maximum increased to $5,000. Extended Orthodontic benefit to employees of employees of approved companies (previously employees and dependents and annual maximum increased to $5,000).
1999 Annual maximum increased to $5,750. Orthodontic benefit maximum increased to $2,000.
2005 No change

Dental Coverage Over the Years

1966 Dental coverage begun after the death of three sets of SHARE to care for SHARE. Plan was implemented 1/1/80. Provided benefits after 12/31/89 deductible was paid by plan or member/employee.
1977 Company paid entire cost of dental plan premiums for employee and dependents.
1978 Monthly maximum benefit increased to $15.00.
1982 Flexible Dental Plans introduced.
1983 Dental maximum benefit reduced to $75.00 (only previous contributions remain).
1989 Annual maximum increased to $5,000. Extended Orthodontic benefit to employees of employees of approved companies (previously employees and dependents and annual maximum increased to $5,000).
1999 Annual maximum increased to $5,750. Orthodontic benefit maximum increased to $2,000.
2005 No change
Members have told us loud and clear they want more time with their families. Five days of sick leave is just not enough to care for sick children or to deal with a major illness. Members end up using vacation time to cover absences due to illness—it’s enough to make you sick! Members have identified additional vacation and sick leave as a priority. Hourly workers deserve the same time off with their families (sick leave and vacation) that other Boeing payrolls get. Who wants to use precious vacation time when they are sick?

Demand more paid leave—it’s our Time This Time!

### Bereavement History

- **1961**: Introduced Bereavement leave.反响了 allow three days for the death of spouse, mother, father, mother-in-law, father-in-law, children, siblings, grandparents, and great-grandchildren.
- **1974**: Expanded family definition to include step children, step father, step mother, half siblings, great grandchildren.
- **1980**: Expanded family definition to include grandparent.
- **1986**: Employees' grief of one to three consecutive days off within 14 days of death of family member. Exception: If the provision will not work when death notification is received late.
- **1992**: Eligibility increased from 14 days to 30 days (children of immediate family members). Expanded family definition to include great-grandparents.

### Vacation/Sick Leave Benefits: Progress Through the Years

<table>
<thead>
<tr>
<th>Year</th>
<th>Benefit Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1944</td>
<td>Earned one hour of vacation for every 22 hours worked.</td>
</tr>
<tr>
<td>1950</td>
<td>One hour vacation for each 24 hours worked.</td>
</tr>
<tr>
<td>1956</td>
<td>10 to 10 years seniority - One hour vacation for every 17 worked. 10 or more years seniority - One hour vacation for every 17 worked.</td>
</tr>
<tr>
<td>1958</td>
<td>Earned one hour of vacation for every 17 worked.</td>
</tr>
<tr>
<td>1960</td>
<td>0 to 5 years - One hour for every 15 worked. 5-10 years - One hour for every 15 worked. 10-15 years - One hour for every 15 worked. 15-20 years - One hour for every 15 worked. 20-25 years - One hour for every 15 worked. 25 or more years - One hour for every 15 worked.</td>
</tr>
<tr>
<td>1965</td>
<td>FSP dropped out. Introduced bonus pay for unused sick leave.</td>
</tr>
<tr>
<td>1974</td>
<td>Amended to provide a computer of vacation time from one year to the next to allow extended vacation periods. At the end of the second year, any vacation that had not been used was paid out.</td>
</tr>
<tr>
<td>1989</td>
<td>Vacation credits may be used for sick leave after sick leave credits are exhausted. Also, hourly employees will be able to utilize their sick leave account.</td>
</tr>
</tbody>
</table>

### Paid Holiday History

- **1950**: Paid holidays were first negotiated in 1950. Prior to that, a holiday was a day off without pay. There were eight paid holidays in 1950: New Year’s Day, Washington’s Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, and Good Friday. The Christmas Day holiday was added by a separate act in 1950. Good Friday was moved to the extra day off at Christmas. This contract marked the first time the holidays stretched from Christmas Eve through New Year’s Day, which has continued ever since.
- **1955**: Number of holidays expanded to nine with the addition of Good Friday for all locations except Mississippi Test Facilities, which had Good Friday.
- **1965**: Number of holidays expanded to nine with the addition of Good Friday for all locations except Mississippi Test Facilities, which had Good Friday.
- **1968**: Number of holidays expanded to nine with the addition of Good Friday for all locations except Mississippi Test Facilities, which had Good Friday.
- **1974**: Good Friday moved to the extra day off at Christmas. This contract marked the first time the holidays stretched from Christmas Eve through New Year’s Day, which has continued ever since.
- **1975**: Eliminated requirement that employee must work either the day before or day after the holiday to qualify for holiday pay. Employee is eligible for holiday pay if on active payroll or absent for medical reasons not longer than 90 days prior to holiday.

### Paying for Job Security

Continued from page 9

Payroll increases, and the workforce as a whole becomes even more highly skilled and valuable to the Company. Other ways to attain job security include:

- **Guaranteed Minimum Employment Levels**
- **Reducing and Reassignment**
- **Raise the Cost of Layoffs**

Union contracts also promote Job Security by keeping job security attainable so long as it is a priority of the leadership. Both past and current leaders have been very clear about this priority. Every contract we attempt to negotiate a High Performance Work Organization.

### Pushing for Job Security

#### Bereavement History

- **1961**: Introduced Bereavement leave.反响了 allow three days for the death of spouse, mother, father, mother-in-law, father-in-law, children, siblings, grandparents, and great-grandchildren.
- **1974**: Expanded family definition to include step children, step father, step mother, half siblings, great grandchildren.
- **1980**: Expanded family definition to include grandparent.
- **1986**: Employees' grief of one to three consecutive days off within 14 days of death of family member. Exception: If the provision will not work when death notification is received late.
- **1992**: Eligibility increased from 14 days to 30 days (children of immediate family members). Expanded family definition to include great-grandparents.

#### Vacation/Sick Leave Benefits: Progress Through the Years

<table>
<thead>
<tr>
<th>Year</th>
<th>Benefit Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>1944</td>
<td>Earned one hour of vacation for every 22 hours worked.</td>
</tr>
<tr>
<td>1950</td>
<td>One hour vacation for each 24 hours worked.</td>
</tr>
<tr>
<td>1956</td>
<td>10 to 10 years seniority - One hour vacation for every 17 worked. 10 or more years seniority - One hour vacation for every 17 worked.</td>
</tr>
<tr>
<td>1958</td>
<td>Earned one hour of vacation for every 17 worked.</td>
</tr>
<tr>
<td>1960</td>
<td>0 to 5 years - One hour for every 15 worked. 5-10 years - One hour for every 15 worked. 10-15 years - One hour for every 15 worked. 15-20 years - One hour for every 15 worked. 20-25 years - One hour for every 15 worked. 25 or more years - One hour for every 15 worked.</td>
</tr>
<tr>
<td>1965</td>
<td>FSP dropped out. Introduced bonus pay for unused sick leave.</td>
</tr>
<tr>
<td>1974</td>
<td>Amended to provide a computer of vacation time from one year to the next to allow extended vacation periods. At the end of the second year, any vacation that had not been used was paid out.</td>
</tr>
<tr>
<td>1989</td>
<td>Vacation credits may be used for sick leave after sick leave credits are exhausted. Also, hourly employees will be able to utilize their sick leave account.</td>
</tr>
</tbody>
</table>

#### Paid Holiday History

- **1950**: Paid holidays were first negotiated in 1950. Prior to that, a holiday was a day off without pay. There were eight paid holidays in 1950: New Year’s Day, Washington’s Birthday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, and Good Friday. The Christmas Day holiday was added by a separate act in 1950. Good Friday was moved to the extra day off at Christmas. This contract marked the first time the holidays stretched from Christmas Eve through New Year’s Day, which has continued ever since.
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#### Voting on the Final Offer - September 3rd

Continued from page 1

the offer by Labor Day weekend (unfortunately, in the past few negotiations, they have not held to that commitment). As soon as the Union has the last, best, and final, we will print a summary, as well as a complete copy of ALL proposed language changes. At the very latest, both will be available the morning of September 2nd. We want members to have as much time as possible to review the proposal. What is on the ballot? There are two separate ballots. 1) Accept or reject the contract. 2) Vote to strike. Must get at least 2/3 yes on this ballot to go on strike. Anything less than 2/3 Yes on this ballot and the contract will be accepted regardless of the vote on the other ballot. What do the results mean? ✔ If a majority of voting members vote to REJECT the contract, and MORE THAN TWO-THIRDS vote to strike, the contract is automatically accepted by default. The Union cannot call a strike. ✔ If a majority of voting members vote to REJECT the contract, and MORE THAN TWO-THIRDS vote to strike, a strike can be called at 12:01 a.m. September 2nd. Who is eligible to vote? Members who have dues paid through July. Recalls or new hires can pay their fee on or before September 3 and still be eligible to vote. How are the ballots counted? Ballots from all locations are transported to the Seattle Union hall after the polls close at 6 p.m. Volunteer 751 members count the ballots. Members are invited to watch the ballot counting and subsequent press conference announcing the results. Simply come to the Seattle Union Hall (913 15th Pl. S.) after 6 p.m. on September 3rd. How will we learn the outcome? Once the ballots are counted, the results will be posted on the Union web site (www.iam751.org) and on the Union hotline. In addition, the Union will hold a press conference to announce the results to the media.
Over $13,400 Roars in for Guide Dogs at Puppy Putt

The Sixth Annual Puppy Putt roared to success on Saturday, June 21st as riders and sponsors brought in nearly $13,400 for Guide Dogs of America.

Jim Kakuschke was again the top fundraiser, bringing in $4,639 for this worthwhile charity. In addition, Jim was able to recruit $1,500 in raffle prizes.

This year’s ride began in Marysville at Sound Harley Davidson. The ride included a stop at the Pickled Onion Restaurant (which was a sponsor) before ending at RMC Motorcycles in Renton. At RMC, participants were treated to a performance by the Northwest Wing drill team, slow race, live music from a local band and lots of raffle prizes. Participants also took part in a bike show before awards were presented.

Special thanks to the Puppy Putt Organizing Committee members who put in many hours to ensure the event was a success: Dave Brueher, Don Shoe, Terri Myette, Jim Kakuschke, and Tom Plummer, as well as the volunteers on the day of the event.

Participants lined up their bikes at RMC Motorcycles in Renton.

Thanks to our Sponsors
- Subway of Arlington
- Trophies & Awards Unlimited, Everett, WA
- Big fatty’s
- Seattle Cossacks
- Sound Tax Services
- Vallantine Motor Works
- RENEGADE CLASIC
- SUBWAY
- TERWEDO FINANCIAL
- RMC motorcycles
- SOUND HAULY DAVIDSON
- FRONTIER BANT
- SPEEA
- 791 AERO MECHANIC
- Northwest Wing
- At RMC Motorcycles
- The Seattle Union Hall under construction in 1988.

Seattle Hall Celebrates 20 Year Anniversary

In July, the Seattle Union Hall turned 20 years old. At each Local Lodge meeting in July, members celebrated with a cake and banner thanking the maintenance staff (Shawn Diteman, Corey Hubert and Mike Diteman) for their hard work. Only through the diligence and hard work of our maintenance staff has the hall continued to look as new as it did in 1988 when we moved in. When you see them, take a moment to thank them for caring for the hall as though it were their home.

The vision that went into building the hall is evident daily, as it remains a tribute to the membership.

The Seattle Union Hall - at 20 years old - still looks brand new thanks to efforts of our maintenance staff.


Employees Give Generously to ECF

Boeing employees in the Puget Sound region gave generously to their community during the Employees Community Fund annual May campaign. More than 1,300 new or returning donors decided to help the community through payroll deductions. Their gifts totaled more than $850,000 in new dollars to the pooled fund to support the many local health and human service agencies and the United Way. That amount, when added to the generous gifts of current donors, makes a tremendous difference for people in local communities.

“The board of trustees thanks past, present and new donors to the fund. Your generosity shows a huge commitment to the community here in the Puget Sound area,” said Grace Holland, president of the board of trustees and an expeditor in Everett. “The dollars you give make such a positive impact for those who need help. Thank you.”

Employees also viewed a video featuring three Boeing employees who explained why they give to ECF. To view the video, visit the Boeing intranet at community.web.boeing.com/wwregion/ei_ecf.cfm and select “View a video!” Just because the May campaign period is over, doesn’t mean it’s too late to begin giving or to increase your gift. Simply visit TotalAccess and select My Community Giving.

Apply Now to Be an ECF Trustee

Members of the Employees Community Fund (ECF) can apply Aug. 6-Sept. 2 to be a trustee candidate for the upcoming ECF election. Candidates vie for four trustee positions on the board, two hourly and two salaried. The board of trustees allocates pooled fund contributions to the community. Those with strong communication, computer, financial and teamwork skills should complete an online application no later than Sept. 2. Direct questions to Colette Ogle, grants administrator, 206-544-9246. Visit community.web.boeing.com/wwregion/ei_ecf.cfm on the Boeing intranet to access the online application form. Management approval is required to be a trustee.

Employees also viewed a video featuring three Boeing employees who explained why they give to ECF. To view the video, visit the Boeing intranet at community.web.boeing.com/wwregion/ei_ecf.cfm and select “View a video!” Just because the May campaign period is over, doesn’t mean it’s too late to begin giving or to increase your gift. Simply visit TotalAccess and select My Community Giving.
Annual Retired Club Picnic

On July 14th, retirees and their families turned out for the annual Retired Club picnic at Woodland Park in Seattle. The weather was picture perfect in the mid-70’s making it enjoyable for all. The picnic area provided shade for those who wanted it. The 751 Business Reps, District Officers and staff provided chicken and sodas for the crowd while retirees shared their favorite side dish or dessert.

Many retirees shared their concerns over getting increases for existing retirees in the upcoming negotiations because the rising gas prices and prescription drug prices have substantially reduced their standard of living.

The picnic allowed retirees to catch up with old friends, make new friends and enjoy music provided by the Old Time Fiddlers.

Satterlee Retires After 26+ Years of Service

Alison Satterlee, who diligently served the membership for more than 26 years, retired from District 751 in July - leaving a void that will be tough to fill. From the moment she hired in, her compassion for others was evident. She treated every Union member as though they were a member of her family - giving them special attention and making sure they were taken care of.

Over the years, Alison worked in various positions - Health and Benefits office, Renton office, and as Executive Secretary to the District President for the past 15 years. In that capacity, she worked for three District Presidents, but the members were her top priority.

Alison always put the needs of others before her own. Person after person at her retirement party noted she was like a mother to them - nurturing, caring, concerned. She always had time to listen and would never say no to helping anyone. Many retirees have relied on Alison over the years to help with issues that have arisen - even though they were not in her area of responsibility. When other 751 employees retired, Alison was the person making sure they had a party planned and were respectfully honored. Yet she shied away from attention at every turn - more intent on helping others than receiving credit. That is her nature.

At her retirement party, District 751 presented Alison with a plaque that summed up this amazing lady: “There is, and will forever be, only one Alison Satterlee. As a valued and respected employee of District 751, you have inspired everyone you’ve come into contact with over the years. Your kindness and willingness to lend a hand to anyone who needed it, no matter what it was, is testament to your unbelievable character.

No words can truly describe our heartfelt appreciation of your selfless dedication to the leadership and members of this Union. You have always gone the extra mile and approached every assignment with a helpful attitude that has benefited this Lodge and its members. Know that your dedication has helped countless members and their families enjoy a better life.”

Thanks again Alison for all the personal sacrifices and for always going above and beyond to help others. You made the Union more than just a job, but a way of life. It was appreciated more than you know - enjoy your well-deserved retirement!

At her retirement party, Alison Satterlee (center) was joined with family members to honor her commitment to helping others.

The buffet offered a delicious spread of salads and side dishes, as well as a table full of scrumptious desserts.

The Old Time Fiddlers provided musical entertainment at the picnic.

Union Retirees:

Congratulations to the following members who retired from the Union: Calvin Allen Donald Barker Kelly Gleason Paula Gordon Dannel Harrington Victoria Hicks Ronald Johnson Donald Leinum Jack Louden Roger Mccammon Terry Mills Virginia Nix Wayne Peters Craig Sand Garcia Wade Kenneth Walls Cheryl Whelply Fred Yust

Sitting (l-r): Bob Young, Laura Kulgis and Dustin Nguyen were all smiles.

Jean Barnes (l) and Wanda Bjorn-Robinson pose for a photo.

Retirees brought their favorite side dish or dessert to share at the picnic.

Business Rep Paul Knebel chats with retirees.

L to R: Bob Young, Laura Kulgis and Dustin Nguyen were all smiles.

Al Morzetti talks with District President Tom Wroblewski.

The 751 Business Reps, District Officers and for always going above and beyond to help others. You made the Union more than just a job, but a way of life. It was appreciated more than you know - enjoy your well-deserved retirement!

At her retirement party, Alison Satterlee (center) was joined with family members to honor her commitment to helping others.

The Old Time Fiddlers provided musical entertainment at the picnic.
751 Member Stands Proud at Wichita Strike Vote

By Loren Guzzone

I am a 751 member currently in the IAM Organizing Apprenticeship program. Because I was assigned to work in Kansas at the time of our strike sanction vote, I couldn’t attend the Seattle meeting on July 16th.

I know how important it is to cast my vote. After discovering that Local 834 in Wichita, Kansas would also be on strike on July 16th, I contacted District 751 and asked if I could vote in Kansas.

I went to the voting location and was able to talk to District Lodge 75 President Steve Rooney and a lot of the Boeing employees in the area. I was really impressed with their knowledge of the issues facing these negotiators and their ability to tell members what they needed to hear about the strike.

The workers in Wichita have been through negotiations. The workers in Wichita have been through many such negotiations. They are strong and will remain proud of our Union’.

MUAI BEACH TIME SHARE, every year, selling for cheap! Has cocktail lounge, laundry, cooking, swimming, hot tub. Near- by beach, bicycle trails, boat muffia, exercise room, fishing, golf, grocery, playground, sailing, scuba diving, tennis, VCR, DVD, and more. Call 253-846-1442 for more info.

Rec Vehicles


2002 REXHAULL MOTORHOME, 32’ Fold-Down bed, V8 gas, living off aldonium, fully equipped with many options. Exc. condition. Call 507-349-2850.


1965 OASIS TRAVEL TRAILER, 15’ in good cond. Battery 1 yr. old, new A/C, refrigerator, TV, trailer cable ready, 3-burner stove, microwave, $5,400 OBO. 225-535-416

2006 SUN VALLEY X-TREME LITE, XT180 travel trailer, 18 ft fiberglass trailer, 2,200 lbs dry weight. Ext measured 5’ 7” x 5’ 4” x 4” and 18’ x 5’ 5” x 4’ 11”. Fully self-contained with all the comforts of home, bed, kitchen, dishet, microwave and more. A must see! Call 425-432-6134 for more info.

TORY LIFT UTILITY TRAILER, 5’2” ID x 2’4” trailer, heavy duty, new tires, runs great. $1,595. 206-854-1700

2002 REXHAULL MOTORHOME, 32’ Fold-Down bed, V8 gas, living off aldonium, fully equipped with many options. Exc. condition. Call 507-349-2850.


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A member looks determined as he shows his strike authorization ballot.

Aryn Escudero had a message for Boeing lead negotiator Doug Kight as he shouted It’s Our Time!

A Telling Sign

Prior to each Local Lodge meeting in July, members painted and made signs for the Strike Sanction meeting. The messages all showed Boeing the membership is determined to get a good contract. Signs were as varied as the members who painted them. Many kids got involved and helped create the signs that carried our message in Key Arena. Literally hundreds of signs were made outlining our contract issues.

strength in numbers evident with 99% strike vote

Do you think that’s an improvement? Once again, they’re not listening.”

He applauded members for attending the vote meeting on their own time – especially second and third shift members. He noted, despite management e-mails and intimidation in crew meetings to stay at work. Our members have done their part to make this Company profitable; it’s Our Time This Time for workers to get their fair share.

IAM Aerospace Coordinator Mark Blondin expanded the it’s Our Time slogan by adding “It’s Payback Time.” He declared, “We’ve sacrificed and took less during the lean times, now it’s Our Time This Time to get ours.”

In addition to the record profits, Boeing is being pressured by an order backlog of more than $340 billion and an already delayed 787 delivery.

Blondin also talked of settlements throughout the industry that have averaged General Wage Increases of 9 to 13 percent for a three-year contract and those companies did not have nearly the after-tax profits Boeing has posted.

Members also heard from International President Tom Buffenbarger and General Vice Presidents Rich Michalski and Lee Pearson. Chants of strike and it’s Our Time repeatedly interrupted speakers as members voiced their determination to get a fair contract.

Yet the meeting was for more than just members. It was a chance to involve entire families in the Union to help teach the next generation of workers the importance of solidarity and Unions. Following the formal program, members and their families could enjoy a day of fun at the Seattle Center.

Union negotiators remained cautiously optimistic about the negotiations (see related story page 1), but urged members to continually send their managers a message that we expect improvements in ALL areas of the contract. Union negotiators will continue to meet regularly until round-the-clock bargaining begins on August 21st.

Members will vote on an offer on September 3. The current contract expires at 12:01 a.m. on Sept 4.

The July 16th vote was a preliminary step in granting strike authorization that is required per the IAM Constitution to collect strike benefits in the event members reject the Company’s last, best and final offer and vote to strike on September 3.

Continued from page 1

751 members were easily identified with their blue contract wristbands - enjoying the rides with their family.

Dave Swan and his son Jacob enjoy the wild river ride.

Key Arena was a sea of blue shirts - demonstrating solidarity, as members cheered “It’s Our Time This Time!”

The balancing bike at the Science Center.

Members' kids also wore the blue contract shirts and enjoyed the rides at the Fun Forest.

Brian Watkins enjoyed the family events with wife Linda and son Brian.

Aryn Escudero had a message for Boeing lead negotiator Doug Kight as he shouted it’s Our Time!

After the formal program ended, thousands of members were still lined up to get ballots.

A member looks determined as he shows his strike authorization ballot.

IAM Int’l President Tom Buffenbarger also spoke.

A member lined up for games at the Science Center ‘Speed’ Exhibit.

751 members were easily identified with their blue contract wristbands - enjoying the rides with their family.