Cycle Time: Union Fights to Save Everett Bike Shop

IAM Work Transfer Reps in Everett are meeting with Boeing Management trying to show them the value of the Everett Bike Shop as a service to the overall site by providing a reliable safe mode of transportation and light duty work opportunities for our injured members. Management agrees there is value in repairing the bikes on site, but the bottom line is nobody wants the responsibility of managing the shop. The reps were told that cost is not a major issue and that no one has ever looked at the comparative cost savings between our members and outside suppliers. The cost for bikes and repairs are included in Factory operating cost as overhead and spread site wide within use of factory square footage.

“In this case, I don’t think any vendor can really compete with our members’ cost of labor and their quality of services,” said Everett IAM Work Transfer Rep Don Fike. “When considering the total labor cost, we need to understand that utilizing light duty members actually saves the Company money, since the injured members would collect supplemental insurance compensation while recovering at home. The Company needs to assess the impact or the cost of each lost time day on their overall safety record.”

The shop, which is slated to shut down by August 2nd, is run by one IAM member, supplemented by a rotating roster of light-duty personnel returning to work after injuries. It was started in 2005, as part of an effort to gain more control over the fleet of 1,600 bicycles Everett plant workers use to get around the 110-acre site.

Before the shop, “we had problems with bikes being abandoned throughout the facility, in disrepair, willy-nilly,” said Jon Redrup, an IAM Work Transfer Representative. The shop was established to get additional benefits before the end of the year. What this means is that for many of the benefits, members will get additional coverage during this six-month benefit year. Probably the most visible is the dental plan where the annual maximum benefit of $1,750 is often reached by individuals in the Incentive Plan. Members will have the full amount for dental coverage between July 1 and December 31, 2009. Then, beginning January 1, they will be eligible for another $1,750 worth of dental coverage for calendar year 2010. For those who have put off recommended dental work because of the expensive out-of-pocket costs, they should take advantage of this additional “coverage.” Basically, anywhere in the plan documents that refer to a benefit year, coverage is not reduced as the result of a shorter plan year. This does not include benefits based on a calendar year or other time periods. Examples of other coverage that is not reduced for the six-month benefit year in the Traditional Medical Plan include:

- Home health care allows 120 visits per benefit year.
- Individuals are allowed 26 spinal manipulations and/or extremity manipulation visits per benefit year. This means members can get 26 spinal manipulations between July 1 and December 31, and get another 26 in the calendar year 2010.
- Home health care allows 120 visits per benefit year.
- Adult routine physical exams are limited to one per benefit year after age

Short Benefit Year Offers Added Coverage

In converting the health and dental plans at Boeing to the calendar year (rather than July 1 through June 30), there is an added benefit to this change that many members may not have considered, but is certainly worth noting.

While the deductibles and out-of-pocket maximums were cut in half for this short coverage year (July 1 through December 31), many of the annual benefits are covered the same as a 12-month benefit year – giving members an option to get additional benefits before the end of the year. This means what is that for many of the benefits, members will get additional coverage during this six-month benefit year.

Continued on page 5

Voluntary Layoff Benefits Offered

The Union and the Boeing Company continue to work to find ways to mitigate layoffs and in July reached a tentative agreement to allow some IAM 751-represented employees to volunteer for layoff with benefits. This option has not been offered to hourly IAM members since 1993. The Union has made several attempts to reinstate the program in previous layoff cycles.

The program is intended to provide another option for reducing the workforce in a way that allows the Boeing Company to retain employees with critical skills while allowing eligible IAM members with the opportunity to apply to be voluntarily laidoff.

“The Union renewed its push for this option when job cuts were first announced earlier this year. The theory is to offer an option that will accommodate the needs of individual employees, help the Company retain the skills it needs, and at the same time reduce the number of employees being surpassed. I appreciate Boeing working with us to offer this program to hourly members,” stated District 751 President Tom Wrobleski. “This is especially appealing for those members who were planning to retire anyway. It is a win-win situation and allows those who want to leave another option, along with some additional benefits.”

The Voluntary Layoff Benefits program has specific selection criteria. To be eligible for this program, an employee must be a member of a bargaining unit covered by IAM 751 and must be in a job skill area that has been declared in surplus by Boeing’s Skill Management teams. Eligible employees may apply for voluntary layoff benefits, and their applications must be reviewed and approved.

Continued on page 6

Employee Free Choice?

Organizing drive highlights need for labor law reform

YOFF in the Primary Election

President’s Message 2
Political Action 3
Labor History 8
Retirement 9
Want Ads 10

District President Tom Wrobleski signs the Memorandum of Agreement offering a voluntary layoff option at Boeing.

Benefits Committee
members L to R: Joe Crockett, Susan Paliner, Ed Lutgen, Larry Brown discuss additional coverage thru the short benefit year.

Standing L to R: 751-member Kevin James explains the advantages of keeping the bike shop inhouse to Business Rep Richard Jackson and IAM Work Transfer Rep Jason Redrup. Beyond the cost savings, the turnaround time is quicker, they utilize parts from broken bikes and even cut hazardous waste by using expired airplane paint on the bikes.

Washington Advantage

Look at how national business organizations rank Washington state.

Employee Free Choice?

Organizing drive highlights need for labor law reform

YOFF in the Primary Election

President’s Message 2
Political Action 3
Labor History 8
Retirement 9
Want Ads 10

Inside Index
REPORT FROM THE PRESIDENT

751 Members Should be the Reason Boeing Stays

by Tom Wrobleski, District President

The past couple weeks have been interesting, with all the stories in the press and speculation in the blogs about Boeing leaving for South Carolina or Illinois. The Machinists Union has been working overtime for the past two years, tackling the various challenges we’ve had with the 787. We know this plane better than anyone, and have decades of experience building airplanes here in the Puget Sound.

Given that Boeing already has the infrastructure and the tools to make the Boeing 787 successful, Boeing airplanes are the best in the world, and our members are proud to build them, using generations of skills and experience to do it right the first time. The IAM is not the reason why the 787 is running late, and we’re not interested in going to the reason why the Company leaves the Northwest. Instead, we are 25,000 reasons why the world’s best airplanes are built right here, and why Boeing ought to stay.

So next time anyone says that the Machinists Union is the reason for the 787 woes, don’t let them get away with it. Remind them that we are the reason for all the successes of past airplane programs. We are the reason for the success of the 787 and all future programs for years to come.

Thank you for all your dedication in making both the Boeing Company and the Machinists Union successful!

District Lodge 751, International Assn. of Machinists and Aerospace Workers

Tom Wrobleski
President, Directing Business Representative

Stosh Tomala
Vice President

Susan Palmer
Secretary-Treasurer

James Coats
Assistant Secretary-Treasurer

Tommy Wilson
Heather Barstow
Don Morris
Ray Baumgardner
Richard Jackson
Mark B. Johnson
Jon Holden
Brett Coty
Jimmy Darrah
D. Joe Crockett
Ron Bradley
Emerson Wilson
Charles G. Craft

Steve Warren (Eastern WA) Union Business Representatives

Airline: • 9215 15th Pl. S., Seattle; 206-763-1300 • 201 A St. SW, Auburn; 253-833-5590

Airport: • 233 Burnett N., Renton; 425-235-3777 • 9279 Airport Blvd, Everett; 425-335-0231

Base: • 8226 E. Mission, Spokane (509) 348-9300 or 1-800-763-1305

Toll-free to Seattle from: Nationwide 1-800-763-1301 Toll free in Washington 888-628-0523

Web site: www.iam751.org

Connie Kellihor, Editor
Bryan Corliss, Editor

751 AERO MECHANIC

751 delegates attending the IAM Aerospace Conference, which focused on keeping and creating good-paying jobs, increasing organizing efforts and preparing for the future in the aerospace industry.
Joint Effort on Aerospace Training

Officials behind new aerospace training centers in Everett and Spokane say they’ll welcome input from District 751 as they put together programs to give hands-on training to both new and experienced aerospace workers.

“This is where we collaborate,” said Jerrilee Mosier, the Edmonds Community College vice president in charge of the new program. “Let’s all play in the sandbox together and see what we can get done.”

The new training centers are a joint venture of the Snohomish County government and the Aerospace Futures Alliance, a group formed by their companies in the state to lobby on behalf of the industry. They’ve contracted with Edmonds Community College to provide the training, which will start this fall.

A similar effort is planned in Spokane. It will involve Spokane International Airport and the Community Colleges of Spokane.

The goal is to “make sure we have the skilled workforce in this state to do what we do—build the airplanes in the world,” said Snohomish County Executive Aaron Reardon. “All of us are concerned about the future of aerospace in Washington state and are willing to do our part.”

“We’re going to make this the home of the future of aerospace for many, many years to come,” he vowed.

District 751 Political Director Larry Brown praised Reardon, Edmonds Community College and others involved in the effort.

“It’s important for Washington state to leverage our considerable advantages with respect to a skilled work force,” Brown said.

The idea is not to duplicate the two-year-associate degree programs offered by community colleges around the state, Mosier said. “We don’t need more airframe, power and maintenance,” she said. “This facility is more for concentrated on-the-job training.”

The plan is to offer short-term, hands-on training at various levels, on topics like composites, metal bonding or rapid prototyping, she said. Some of it will be advanced skills training for experienced workers who need to upgrade their skills; other courses will target high school students, to give them a taste of what aerospace work is like and to start them on the path to jobs in the industry.

Unions like the IAM should take part in developing the training programs, Mosier said. “They can help us identify what they see as new training needs. We’d love to have that input and feedback.”

The center was first proposed by State Rep Mike Sells, D-Everett, who is the chairman of the Snohomish County Labor Council. His legislation to create the training centers died in the Senate during the last Legislative session, but that didn’t stop its backers from moving ahead, he said.

“We don’t hang back,” Sells said. “We step up when we know there’s a need and we get things done.”

Brown noted that District 751 has been working hard to create new apprenticeship programs for aerospace workers. IAM Organizer Jesse Cote is chairman of the Aerospace Joint Apprenticeship Committee and is trying to launch new programs, in conjunction with Everett and South Seattle Community Colleges and Bates Technical College.

This Aerospace Joint Apprenticeship Committee surveyed the industry, and found an immediate state-wide need for new machinists and aircraft mechanics, particularly in Puget Sound. The new apprenticeship programs are intended to address that shortage.

Mosier said she wants the apprenticeship programs to work hand-in-hand with the new training center.

“Apprenticeship training has to be a part of this,” Mosier said. “The most-effective programs are those that work hand-in-hand with the new training center.”

“We know there’s a need and we get things done.”

The Machinists Union and UFCW 21, two of District 751’s largest unions, announced in July their endorsement of Dow Constantine for the next King County Executive.

The two unions have pledged to work hard to educate their King County members in coming months about the strengths of Constantine and his strong record of doing what is right for workers, his near perfect labor voting record, and the fact he has been an advocate for working people throughout his career.

“Dow is young, energetic and just the type of leader we need to revitalize our county in these trying economic times. He is willing to look at innovative changes and new ideas,” said IAM 751 Political Director Larry Brown. “The next King County Executive will have an important role improving the lives of not only our members, but the lives of the 1.9 million people living in this wonderful county.”

As the owner of Boeing Field, the county and county executive play a key role in preserving aerospace jobs.

Both unions had strong working relationships with former Executive Ron Sims before he was called up to serve in the Obama administration.

The county faces significant challenges in coming years including: housing, transportation, tax reform, population growth, and health care. As all these issues are addressed, the rights of working people and their role in how the challenges are met will be fundamental to the question of how the region creates its future.

Will we evolve and meet these challenges as a world leader? Will we develop models for others to follow?

Dow Constantine is the right candidate to lead this county into the future.

751 Vows to Continue Fight For F-22

The IAM pledged on July 21 to continue fighting for additional funding for F-22 Raptor aircraft, despite a vote in the U.S. Senate to end production at the 187 jets currently on order.

“This is a critical economic security issue as well as a national security issue,” declared IAM President Tom Buijtenhuizer. “More than 95,000 jobs in 44 states are at risk from the shortsighted decision to terminate this program. Entire communities will suffer grievous economic harm and a critical skill base could be lost forever. This decision is not reversed.”

IAM members build, assemble and maintain F-22 components in dozens of states, including Washington, Connecticut, Georgia, California and Texas. Specifically, our members’ jobs at GKN in Kent, at the 9-101 building and at Edwards Air Force Base are at risk.

“Ending the F-22 will result in immediate layoffs in the supplier base and begin the dismantlement of a vital part of our defense industrial base— at a time when our nation is facing the most severe economic crisis since the Great Depression and unemployment continues to rise month after month,” said Buijtenhuizer.

New P.A.C. Will Better Control Who Gets Our Money

by Larry Brown, 751 Political Director & Dave Schnitz, President UFCW 21

The Machinists Union and UFCW 21 are strong believers in the recently announced change in how we, in the labor movement in our state, will act in future elections. The DHME PAC is a way for unions to be able to control how and where our political contributions are spent. Unfortunately we have often given money to the political parties’ various political funds, and then the party leadership has determined who gets it or how it should be spent. It has proven to be a failed model.

Why do we feel a need to change the way we operate? Because our political leaders are putting corporate profits ahead of our state’s workers and a healthy economy. On the campaign trail, these political leaders conveyed that workers and their unions are the middle class. During the legislative session, these same leaders delivered on the agenda of wealthy corporations.

We are not naive about the political arena and are well aware that you win some and lose some. But this recent legislative session was categorically different. The economy and budget crisis, while used as an excuse by leaders to the contrary, was an opportunity for policy changes to be made to support workers, not further erode their position in the economy. Continued on page 4
District 751 has filed National Labor Relations Board charges against the management at Unitech Composites, alleging that the Idaho company severed workers from employment who were involved in attempting to unionize a bargaining unit there and threatened to close the plant if workers voted to join the Machinists Union.

“Unfortunately, Unitech’s management has continued their way of managing heavy-handedly, and through the course of the election cycle, and the actual polling time, has committed several unfair labor practices,” said District 751 President Tom Wroblewski.

As a labor organization, we are compelled to answer this by filing the proper objections with the National Labor Relations Board,” he said.

Workers at the Unitech plant in Hayden, Idaho – just north of Coeur d’Alene – make parts for several Boeing divisions, as well as for Spirit AeroSystems in Wichita and Triumph Group in Spokane.

The employees “not only wanted fairness, but also a voice in their wages, hours and working conditions,” Wroblewski said.

District 751 organizers began working with Unitech employees to form a union several months ago.

“I’ve never ever been in a campaign like this before in my life,” organizer Ernie McCarthy reported to other union staffs recently.

In most organizing campaigns, workers at the company are wary when the IAM come knocking on their door. But this time, McCarthy said, the response was “Are you from the union? Please come in. Can we get you something to drink?”

An overwhelming majority of the workers signed “Authorization Cards” requesting a union vote, showing there was widespread support, said District 751 Organizer Jesse Cote. And if that was all it were, IAM representatives would be negotiating a first collective bargaining agreement for Unitech members.

But current federal labor law allows for a very lengthy and emotional process. In this case, that meant Unitech managers had six weeks to mount a campaign of fear and to intimidate pro-union workers. The company held a series of mandatory meetings for employees in which they made statements that IAM representatives say were misleading and threatening.

“They scared them,” Cote said. “They were scared for their livelihoods and couldn’t make that free choice.”

The most outrageous act was letting in three employees – including a single mother – who'd become active supporters of the organizing efforts, according to the complaint District 751 has filed with the NLRB. Managers also threatened workers during those mandatory meetings. The threats included

• Vowing that pay and benefits would actually be cut if the workers unionized.

• Promising to terminate a new higher wage structure.

• Implementing a new higher wage structure.

Managers also made misleading statements, the union alleges, including a claim that the union was blocking it from implementing a new higher wage structure – even though IAM organizers say they specifically asked Unitech management to go ahead with any such plans.

Finally, the union alleges, on the day of the election, Unitech managers delivered instructions from NLRB representatives and stood in the middle of the polling area, where the polls were open.

After all that, Unitech workers voted against forming an IAM bargaining unit by a narrow margin.

But IAM officers believe Unitech’s management clearly violated labor laws, prompting them to file the Labor Board complaint.

“It’s our job as a labor organization to prove this employer has been a bad actor,” Cote said. “Otherwise, there’s no penalty for threatening and coercing these employees and taking away their rights.”

This episode shows why reforms like the proposed federal Employee Free Choice Act are important, said District 751 Legislative Director Larry Brown.

As proposed, the act would have allowed Unitech workers to organize their union as soon as a majority had signed authorization cards. It also provides for cash penalties when companies are proven to have violated their employees’ right to unionize.

“We believe that if workers get a full and balanced discussion of the issues, they will choose the Machinists Union on every occasion,” Brown said.

Better Control of PAC Money
Continued from page 3

One stark example helps tell the story. We received an amendment from Democratic leaders that they would support the Worker Privacy Act, the number one priority of our unions and the Washington State Labor Council. Less than two hours before the vote went off the ballot, the bill was suspended from action by the Democratic leadership.

The excuse given was an accusation that an email sent by a union leader was potentially illegal and the bill could no longer be considered under that cloud. Within a week, the State Patrol deeded the leadership claims had no merit.

Meanwhile, the AP revealed internal communication between industry and the Governor’s office about the need to kill the bill and how it would pass without her personal engagement.

The smear created by this political theater was both intentional and reprehensible. And subsequent signings with Democratic elected leaders have provided little reassurance that we can count on leadership really standing up for working families.

In the last week, some political leaders implied that unions should accept a no strike clause with Boeing, adding fuel to this fire.

Why did not one of these politicians say Boeing’s alleged no strike demand was outrageous and that companies are equally responsible for strikes? Why did not one of these politicians say loudly the right to strike is a fundamental, field-leveling right in a democracy?

We need legislation and rights that level the playing field for workers and provide for good family wage jobs, the foundation of any strong community.

President Obama understands this fundamental fact; our state’s elected leaders would be wise to follow his lead.

• Telling workers the plant would be closed if they voted to form a union.

• Vowing that pay and benefits would actually be cut if the workers unionized, because the company would throw out the old pay scale and negotiate a new one “from zero dollars and zero benefits.”

• Promising to take away pay and benefits to offset the cost of any gains the union could get at the bargaining table.

Managers also made misleading statements, the union alleges, including a claim that the union was blocking it from implementing a new higher wage structure – even though IAM organizers say they specifically asked Unitech management to go ahead with any such plans.

Finally, the union alleges, on the day of the election, Unitech managers delivered instructions from NLRB representatives and stood in the middle of the polling area, where the polls were open.

After all that, Unitech workers voted against forming an IAM bargaining unit by a narrow margin.

But IAM officers believe Unitech’s management clearly violated labor laws, prompting them to file the Labor Board complaint.

“It’s our job as a labor organization to prove this employer has been a bad actor,” Cote said. “Otherwise, there’s no penalty for threatening and coercing these employees and taking away their rights.”

This episode shows why reforms like the proposed federal Employee Free Choice Act are important, said District 751 Legislative Director Larry Brown.

As proposed, the act would have allowed Unitech workers to organize their union as soon as a majority had signed authorization cards. It also provides for cash penalties when companies are proven to have violated their employees’ right to unionize.

“We believe that if workers get a full and balanced discussion of the issues, they will choose the Machinists Union on every occasion,” Brown said.

Better Control of PAC Money
Continued from page 3

One stark example helps tell the story. We received an amendment from Democratic leaders that they would support the Worker Privacy Act, the number one priority of our unions and the Washington State Labor Council. Less than two hours before the vote went off the ballot, the bill was suspended from action by the Democratic leadership.

The excuse given was an accusation that an email sent by a union leader was potentially illegal and the bill could no longer be considered under that cloud. Within a week, the State Patrol deeded the leadership claims had no merit.

Meanwhile, the AP revealed internal communication between industry and the Governor’s office about the need to kill the bill and how it would pass without her personal engagement.

The smear created by this political theater was both intentional and reprehensible. And subsequent signings with Democratic elected leaders have provided little reassurance that we can count on leadership really standing up for working families.

In the last week, some political leaders implied that unions should accept a no strike clause with Boeing, adding fuel to this fire.

Why did not one of these politicians say Boeing’s alleged no strike demand was outrageous and that companies are equally responsible for strikes? Why did not one of these politicians say loudly the right to strike is a fundamental, field-leveling right in a democracy?

We need legislation and rights that level the playing field for workers and provide for good family wage jobs, the foundation of any strong community.

President Obama understands this fundamental fact; our state’s elected leaders would be wise to follow his lead.

Celebrating the Success of the 7th Annual Puppy Putt Motorcycle Ride

The sponsors and participants of this year’s Puppy Putt, put on in honor of deceased member Bill Dolan, should be proud to hear that over $18,000 (and money was still being donated as the paper went to print) was raised for Guide Dogs of America at the annual event.

In its 7th year, the Puppy Putt sees 100 percent of all donations given to a very worthwhile cause – Guide Dogs of America.

Dave Brueher, who helped organize the event, presents trophies to some of the bike show winners at the 2008 Puppy Putt, which raised over $18,000 for Guide Dogs of America.

Dave Brueher, who helped organize the event, presents trophies to some of the bike show winners at the 2008 Puppy Putt, which raised over $18,000 for Guide Dogs of America.

Dave Brueher, who helped organize the event, presents trophies to some of the bike show winners at the 2008 Puppy Putt, which raised over $18,000 for Guide Dogs of America.

Dave Brueher, who helped organize the event, presents trophies to some of the bike show winners at the 2008 Puppy Putt, which raised over $18,000 for Guide Dogs of America.

Dave Brueher, who helped organize the event, presents trophies to some of the bike show winners at the 2008 Puppy Putt, which raised over $18,000 for Guide Dogs of America.
Members Offering Help to Union Brother

For many years, 751 Union Steward Vennie Murphy has put in countless hours as a selfless volunteer - giving his time to help others whether it was preparing and serving meals at area missions, building wheelchair ramps for residents, sorting food at Northwest Harvest, bellringing for the Salvation Army or any number of other activities. His efforts earned him top volunteer awards in each of the last six years.

Recently, when Vennie found himself out on a medical leave of absence, his Union family was there to help. Other members wanted to repay Vennie’s kindness by helping clean up his yard (probably neglected since he was so busy helping others). Friday, June 26th after first shift, a crew of 23 members and volunteers converged on Vennie’s house to help.

“Vennie is such an important part of our Machinists Volunteer Program. His efforts are an inspiration to so many, as he volunteers on so many different community service projects. Everyone was eager to find a way to help so we organized a work party to come to his home,” stated MVP Chair Jason Redrup.

“I volunteer all the time. I always tell my wife that is what the Union is all about – helping others and that we are one big family,” Vennie stated. “When 23 volunteers showed up at our house to help, I told her this is what the Union is about – helping others. That is why I volunteer. My neighbors thought it was a home makeover show when so many people were here at the same time. Thanks so much, I really appreciate it.”

Union Steward David Henry noted, “It was a real eye opener as to what a Union family is about for his wife. We definitely made a big impression, which is what Vennie has done over the years with all his volunteer work.”

In contrast, the vendor picked by management will make two runs a week to pick up bikes for servicing and deliver the repaired ones.

The shop even helps reduce the Company’s hazardous waste disposal fees by using expired aircraft paint from the paint hangar to paint the bikes in distinct colors to identify which shops they belong to. “With the cost of hazardous waste disposal, every bit helps,” James said.

The savings don’t include the increased efficiency of workers who have bikes to move quickly around the Everett plant, James said. Crane crew members in particular are dependent on the bikes to get around quickly; more and more traveling workers have been getting their own bikes to the shop to have tool carriers welded onto them, making them essentially “rolling tool bins,” James said.

It also doesn’t account for the work James has done working with Boeing Security to launch a registration system for the bikes, so that there’s better accounting for them, and to establish designated spaces where each one is to be stored, so that a working bike is available whenever a worker needs to get across the plant quickly.

And the cost savings fails to reflect the value of having the bike shop as an option for members coming back to work after injuries. In the past three years, about 45 people have done light-duty work at the bike shop, which helped lower the Company’s payout for workers’ compensation claims. James said: “They’re here, they’re not out. They help the whole factory, even if they’re just doing paperwork.”

Business Rep Richard Jackson, who represents the shop and served 7 years as an IAM Work Transfer Rep, noted, “This shop performs an important service, is cost effective, efficient and environmentally-conscious. It allows members to perform light duty and return to work, as well as providing a good service. There is no sound business reason to close this shop.”

In a letter to management in support of keeping the shop, Everett Disability Management Representative Debbie Daily called it part of “the backbone of our out-of-shop light duty coordination” and noted that her unit gets calls almost daily from teams looking to place light-duty workers into jobs like this.

“There are many reasons why we need and utilize the bike shop,” she wrote, “the main reason being the ability to place light-duty employees in a work environment that makes them feel useful and provides a specific service to the site.”

But despite all these advantages, the shop is scheduled to close. Mike said the issue is that the Site Service Group management team in Everett has decided that they are not in business to repair bicycles. Therefore they should outsource the operation, even though having Boeing employees doing the work in-house may be more efficient and less costly.

For his part, James said he knew from the start that his assignment to the bike shop was only temporary. Still, he’d rather stay.

“This is the most fun job I’ve ever had,” he said. “I’m working with people, providing good customer service – at least I try. It’s a just a host. I like my job.”

“Airplanes and bikes have been together since the Wright Brothers,” James said. “It makes sense to keep it in-house and here.”

Voluntary Layoff Offered at Boeing

Continued from page 1

proved by the skill team. Eligible participants will receive:

- A lump-sum payment of one week of pay for every two years of service (up to a maximum of 13 weeks of pay).
- Are eligible to receive a continuance of medical and dental insurance for up to six months after date of layoff, and
- May become eligible to begin receiving their pension benefits during the six-year period following layoff.

A couple points to keep in mind:

- Members who take a voluntary layoff forfeit their recall rights and lose seniority (the same as those accepting lump sum payment option on layoff benefits or those who retire from Boeing).
- Therefore, anyone requesting the voluntary layoff should be certain they will not return to Boeing in the future.
- Those taking voluntary layoff will simply be coded as laidoff for the purpose of reporting to state Employment Security Department.
- Voluntary layoffs will not be accelerated in any way.
- If more individuals apply for voluntary layoff than the required reduction, requests will be approved based on employees with the highest seniority.

Additional information about the Voluntary Layoff Benefits program for IAM-represented employees will be communicated as details are finalized. Regularly check the iam website for details at www.iams751.org.

Cycle Time: Union Fights to Save Everett Bike Shop

Continued from page 1

lished to create a more-rational system of tracking and repairing both bicycles and the tricycles that are used by traveling workers in the Everett plant.

Kevin James, the Machinist who runs the shop, says he documented $100,000 in direct savings to the Company in the three years he was involved. The savings were achieved in a variety of ways: by repairing old bikes, the shop reduced the need to buy new ones; and by scavenging parts off surplus bikes, shop workers also lowered the cost of keeping the bike fleet maintained.

Each new bike costs the Company about $600, James said. “If we tear the bikes apart, we can get a little more than $300 worth of parts.”

The shop has turn-around times far faster than that which the outside vendor will be able to provide. James said most repairs could be done in an hour — many as fast as 15 minutes. Most months the shop averages between 150 and 200 repairs.

Business Rep Richard Jackson (l), who served 7 years as an IAM Work Transfer Rep, listens to bike shop procedures from Kevin James. The Union is pushing to stop the shop from being closed off.
Joint Programs Training Aims to Make Shop Floor Leaders More Effective

A new IAM/Boeing Joint Programs effort aims to make shop floor team leaders and Union Stewards more effective in helping newly-hired workers with hands-on training.

“You have to get your employees up to speed and knowledgeable to build good aircraft,” said Tracy Smith, a Program Coordinator with Joint Programs. “You can’t expect anybody to come in off the street and build an airplane, just because they learned something in a class.”

The training program began in July, and for now is only being offered in Renton, to team leaders and Union Stewards from the Renton factory and flight line.

It’s a three-part program that includes a combination of computer skills training, peer training and leadership courses. The leadership portion will be taught by instructors from Bates Technical College.

The first rounds of computer skills training involve nine people per session; the later rounds will have 15 people in each.

Too often, Smith said, on-the-job training at Boeing has been hit or miss. Newly-hired workers come in with solid classroom training, but that’s perhaps only 25 percent of what they need to be successful working in the factory.

Traditionally they’ve been paired with an experienced worker to show them the ropes, but those people often haven’t been trained in the best ways to pass on their practical knowledge, he continued.

This training program is an attempt to help crew leaders become better teachers before problems arise, Smith said, and to “not be a fire extinguisher, basically; not wait until it’s too late.”

Boeing managers in Renton asked for the program hoping it would help train a pool of team leaders so they could take on some crew leadership tasks, he said. The Union agreed to participate on the condition that IAM/Boeing Stewards also be allowed to enroll.

The first class covered ways to use Outlook computer software for communicat- ing and scheduling within a team. It got good reviews.

“For sure, I can use it more, now that I understand,” said Dave Mounts, a team leader in Renton final assembly. “It’s going to allow me to group my contacts, my support services, my crew. I thought it was an excellent course.”

Even for those familiar with the software, “there’s always something someone can show you that you can use better,” said Tom Masterjohn, a team leader in the Renton standards store. “I’m thinking all the classes are going to have tidbits like that that’ll help me be more efficient and do things better.”

Career Advisors Offer Help with MyLearning Software

District 751 members who’ve used the new MyLearning training system are reporting a range of problems that could complicate the process of qualifying for Employee Requests for Transfer (ERT). The best advice to ensure success and avoid frustration, don’t try to use MyLearning without help from a IAM/Boeing Joint Programs Career Advisor or an ERT lab instructor.

“The main problem is just navigation,” said Mietek Kulik, a Joint Programs Career Advisor. “It’s fairly difficult to navigate the MyLearning site.”

Another common problem involves waiting lists. Members attempt to sign up on a waiting list for a class they need to “green light” their ERT transfer, only to find that either through the system’s error or through a quirk in the software, their name doesn’t even get on that list.

“I’ve seen employees, they’ve added their name to the wait list in March... and there’s nothing in the system under the next class that would be available,” Kulik said.

“Some of the problems have occurred as the result of upgrades to the MyLearning system that have significantly changed the procedures 751 members may have learned using MyLearning before,” said Laura Bell, another Career Advisor.

“It’s hard to log on to a computer program that used to be so easy, but now it isn’t,” she said.

Joint Programs staffers have created a step-by-step handout that can help MyLearning users avoid some of the most common pitfalls, Bell said. People who follow the handout have had little trouble getting onto wait lists and getting notification when the classes they want are available.

The good news is that programmers are working to resolve the problems, Bell said.

“It’s improving.”

“The team that’s working on the MyLearning problems have really worked hard trying to make it better for everybody,” she added. “In all, the people who’ve been trying to trouble-shoot MyLearning have been very responsive.”

Facing Surplus? Be Sure to Attend Layoff Orientation

Any members who have received a WARN notice should take the time to attend the layoff briefing orientation. These briefings are offered by Career Transition Services and cover important topics to assist you in making effective decisions during the layoff transition.

Available resources are explained, as well as important information on filing for recall, continuing medical coverage and available retraining benefits.

IAM/Boeing Joint Programs also take part in the layoff briefing to help provide members with additional useful information. Following are times and locations of Puget Sound hourly layoff briefings:

Everett: 40-12 2 Bldg, Conf Room 24813 Monday, August 3 4 to 6:30 a.m. 7:30 to 10 a.m.

Auburn: Auburn Theater, 17-44 Bldg. Wednesday, August 5 3:30 to 6 p.m.

Renton: 4-81 2 Bldg, Conf Room 21B8 Wednesday, August 12 3:30 to 6 p.m.

Renton Town Hall (IC111) Friday, August 14 3 to 5:30 p.m.

Short Benefit Year Offers Added Coverage

Continued from page 1

35) covered at 100% and up to $200 maximum for preventive care per benefit year, which includes related charges such as X-ray and lab charges.

The Selections Plan covers 12 acupuncture visits per benefit year and approved physical, occupational, or speech therapy for rehabilitative care will be paid up to $1,000 per benefit year.

See Attachment A in your contract and the Summary Plan Description for all benefit level coverages or call your provider to ensure you take advantage of the benefits of this short-plan year.
Abandon Negative, Untrue Business-climate Rhetoric - Build on Washington’s Success as a Great State for Business

The first in a series of articles about Washington’s business climate and the united effort to keep Boeing and other aerospace jobs in our state.

by David Groves, Washington State Labor Council, AFL-CIO

When it comes to whether Washington state can continue to maintain and attract good-paying jobs, some of Washington’s elected leaders have self-image problems that simply aren’t based in reality.

The recommended therapy is simple. Stop believing the politically motivated, untrue rhetoric within the state that suggests this is a “bad place to do business.” Start looking at what we’re hearing on the outside.

THE BOEING COMPANY’S SUGGESTION: What it may add as a second assembly line to its 787 Dreamliner — though not necessarily in Washington state — has set off a frenzy of hand-wringing speculation among public officials and opinion-makers about whether our state is competitive enough to keep Boeing from leaving. The Company’s recent purchase of a troubled 787 supplier in South Carolina, and the land adjoining the plant, has turned that frenzy into outright panic in some circles.

In this context, it’s easy to understand why the state’s business lobbying groups — and the various corporate-funded think tanks and public policy organizations within Washington — have jumped on this bandwagon. Continually assailing our state’s business climate as being “unfriendly” and so do with a clear agenda: cutting business taxes and deregulating industries. That’s what they do. The day business lobbying groups decide taxes are low enough and regulations are fair enough is the day they go out of business.

Does that mean we should ignore their grievances? Of course not. Their concerns are sometimes legitimate and deserve to be addressed. But it does mean that when it comes to sweeping claims that Washington has a poor business climate, isn’t competitive with other states, or other such hyperbole, our state’s elected officials should get their grains of salt. Given the potential public policy implications of such sentiments, these declarations call for independent analysis and scrutiny.

So is this true? Is Washington a bad place to do business? As a fellow citizen, the answer you get from outside the state is very different from what we’re hearing on the inside.

This year’s oft-cited study by Deloitte Consulting comparing Washington with several states competing for aerospace jobs can’t be considered independent, given that Boeing is one of Deloitte’s major clients. Again, that doesn’t mean Deloitte’s study should be dismissed outright, but it is by no means the final word in whether our state can compete for aerospace jobs. (Deloitte’s study will be examined more closely in a separate article in this series.)

National publications, universities and public policy organizations that analyze state policies affecting business consistently rank Washington among the states with the best business climate. They say we have comparatively low business taxes, a lighter regulatory burden, a highly skilled and highly trained workforce, excellent higher education, and for those reasons and others, our state economy outperforms those of other states.

Below is a sampling of those national rankings showing how Washington state compares with South Carolina, North Carolina, Kansas and Texas, the states identified in the Deloitte study as our chief competitors for Boeing and aerospace industry jobs:

Does that mean we should ignore their gripes? Of course not. Their concerns are sometimes legitimate and deserve to be addressed. But it does mean that when it comes to sweeping claims that Washington has a poor business climate, isn’t competitive with other states, or other such hyperbole, our state’s elected officials should get their grains of salt. Given the potential public policy implications of such sentiments, these declarations call for independent analysis and scrutiny.

SO IS IT TRUE? Is Washington state a bad place to do business? As a fellow citizen, the answer you get from outside the state is very different from what we’re hearing on the inside.

This year’s oft-cited study by Deloitte Consulting comparing Washington with several states competing for aerospace jobs can’t be considered independent, given that Boeing is one of Deloitte’s major clients. Again, that doesn’t mean Deloitte’s study should be dismissed outright, but it is by no means the final word in whether our state can compete for aerospace jobs. (Deloitte’s study will be examined more closely in a separate article in this series.)

National publications, universities and public policy organizations that analyze state policies affecting business consistently rank Washington among the states with the best business climate. They say we have comparatively low business taxes, a lighter regulatory burden, a highly skilled and highly trained workforce, excellent higher education, and for those reasons and others, our state economy outperforms those of other states.

Below is a sampling of those national rankings showing how Washington state compares with South Carolina, North Carolina, Kansas and Texas, the states identified in the Deloitte study as our chief competitors for Boeing and aerospace industry jobs:

**Forbes Magazine’s “Best States for Business”**

<table>
<thead>
<tr>
<th>State</th>
<th>Rank</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington</td>
<td>3rd</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>4th</td>
<td></td>
</tr>
<tr>
<td>Texas</td>
<td>9th</td>
<td></td>
</tr>
<tr>
<td>Kansas</td>
<td>21st</td>
<td></td>
</tr>
<tr>
<td>South Carolina</td>
<td>29th</td>
<td></td>
</tr>
</tbody>
</table>

**The Small Business & Entrepreneurship Council’s 2009 Business Tax Index**

<table>
<thead>
<tr>
<th>State</th>
<th>Rank</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington</td>
<td>4th</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>11th</td>
<td></td>
</tr>
<tr>
<td>Kansas</td>
<td>33rd</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>38th</td>
<td></td>
</tr>
</tbody>
</table>

**The Tax Foundation’s 2009 State Business Tax Climate Index**

<table>
<thead>
<tr>
<th>State</th>
<th>Rank</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Texas</td>
<td>7th</td>
<td></td>
</tr>
<tr>
<td>Washington</td>
<td>12th</td>
<td></td>
</tr>
<tr>
<td>South Carolina</td>
<td>25th</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>31st</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>39th</td>
<td></td>
</tr>
</tbody>
</table>

**U.S. News and World Report’s “7 Best States to Start a Business”**

<table>
<thead>
<tr>
<th>State</th>
<th>Rank</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington</td>
<td>1st</td>
<td></td>
</tr>
<tr>
<td>Texas</td>
<td>4th</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>8th</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>12th</td>
<td></td>
</tr>
<tr>
<td>Arkansas</td>
<td>37th</td>
<td></td>
</tr>
</tbody>
</table>

**The Keuffel Foundation’s 2008 State New Economy Index**

<table>
<thead>
<tr>
<th>State</th>
<th>Rank</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington</td>
<td>2nd</td>
<td></td>
</tr>
<tr>
<td>Texas</td>
<td>18th</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>24th</td>
<td></td>
</tr>
<tr>
<td>Kansas</td>
<td>37th</td>
<td></td>
</tr>
<tr>
<td>South Carolina</td>
<td>54th</td>
<td></td>
</tr>
</tbody>
</table>

**The 2008 State Competitiveness Report of the Beacon Hill Institute at Suffolk University**

This measure a wide range of variables, from legal to policy to business development, in comparing states’ ability to attract out-of-state business and provide the high standards of living for its residents over the long term.

<table>
<thead>
<tr>
<th>State</th>
<th>Rank</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington</td>
<td>6th</td>
<td></td>
</tr>
<tr>
<td>Kansas</td>
<td>18th</td>
<td></td>
</tr>
<tr>
<td>Texas</td>
<td>23rd</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>27th</td>
<td></td>
</tr>
<tr>
<td>South Carolina</td>
<td>46th</td>
<td></td>
</tr>
</tbody>
</table>

**The Corporation for Enterprise Development’s Development Report Card for the States**

<table>
<thead>
<tr>
<th>State</th>
<th>Rank</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington</td>
<td>B</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>B</td>
<td></td>
</tr>
<tr>
<td>Kansas</td>
<td>C</td>
<td></td>
</tr>
<tr>
<td>South Carolina</td>
<td>C</td>
<td></td>
</tr>
<tr>
<td>Texas</td>
<td>F</td>
<td></td>
</tr>
</tbody>
</table>

**U.S. Department of Labor’s State Unemployment Rankings**

<table>
<thead>
<tr>
<th>State</th>
<th>Rank</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kansas</td>
<td>37th</td>
<td>7.0%</td>
</tr>
<tr>
<td>Texas</td>
<td>46th</td>
<td>4.5%</td>
</tr>
<tr>
<td>South Carolina</td>
<td>49th</td>
<td>9.3%</td>
</tr>
<tr>
<td>North Carolina</td>
<td>50th</td>
<td>2.5%</td>
</tr>
</tbody>
</table>

**The Washington State Labor Council (WSLC)**

The WSLC is convinced that Washington’s business climate is different from what we’re hearing on the outside.

The point is that Washington policymakers should be Pollyannas and ignore opportunities to improve our business climate just because Washington scores highly in these rankings. The point is that the state’s internal echo-chamber of criticism must not be allowed to create an atmosphere of panic in this discussion. Clearly, Washington has a great deal to offer Boeing and other employers, and even more can be done to build on those advantages and successes.

The Washington State Labor Council is an active participant in the Washington Aerospace Partnership, and its affiliated unions at Boeing are part of Gov. Chris Gregoire’s Washington Council on Aerospace. The goal of both groups is for business, labor and government leaders to work together to find ways to keep Boeing and other aerospace jobs here in Washington state.

The WSLC was convinced that Washington’s advantages in this competition are considerable, and that the state can build on those advantages and make Washington an even more attractive location for the industry. Politically motivated, demonstrably untrue rhetoric about Washington being unfriendly to business undermines those efforts and distracts from the real action that we should be taking to build on our success.

The recommended therapy is simple. Stop believing the politically motivated, untrue rhetoric within the state that suggests this is a “bad place to do business.” Start looking at what we’re hearing on the outside.

**Forbes Magazine’s “Best States for Business”**

Washington ranked near the top in many categories, including access to skilled labor, regulatory environment and growth prospects. We rank 12th from 1st to 2nd in the past five years. The other states we’re always ranked near the top in is a better state to do business. Among the states included, Washington is a place to do business. Start looking at what we’re hearing on the outside.

**The Small Business & Entrepreneurship Council’s 2009 Business Tax Index**

<table>
<thead>
<tr>
<th>State</th>
<th>Rank</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington</td>
<td>4th</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>11th</td>
<td></td>
</tr>
<tr>
<td>Kansas</td>
<td>33rd</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>38th</td>
<td></td>
</tr>
</tbody>
</table>

**The Tax Foundation’s 2009 State Business Tax Climate Index**

<table>
<thead>
<tr>
<th>State</th>
<th>Rank</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Texas</td>
<td>7th</td>
<td></td>
</tr>
<tr>
<td>Washington</td>
<td>12th</td>
<td></td>
</tr>
<tr>
<td>South Carolina</td>
<td>25th</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>31st</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>39th</td>
<td></td>
</tr>
</tbody>
</table>

**U.S. News and World Report’s “7 Best States to Start a Business”**

<table>
<thead>
<tr>
<th>State</th>
<th>Rank</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington</td>
<td>1st</td>
<td></td>
</tr>
<tr>
<td>Texas</td>
<td>4th</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>8th</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>12th</td>
<td></td>
</tr>
<tr>
<td>Arkansas</td>
<td>37th</td>
<td></td>
</tr>
</tbody>
</table>

**The Keuffel Foundation’s 2008 State New Economy Index**

<table>
<thead>
<tr>
<th>State</th>
<th>Rank</th>
<th>Criteria</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington</td>
<td>2nd</td>
<td></td>
</tr>
<tr>
<td>Texas</td>
<td>18th</td>
<td></td>
</tr>
<tr>
<td>North Carolina</td>
<td>24th</td>
<td></td>
</tr>
<tr>
<td>Kansas</td>
<td>37th</td>
<td></td>
</tr>
<tr>
<td>South Carolina</td>
<td>54th</td>
<td></td>
</tr>
</tbody>
</table>
P. I. 105 Day Strike Makes Publishing History

It was one of the first successful “white collar” strikes in the United States. It was the first time in Seattle’s history that a staff of newspaper editors and journalists went on strike. It was the first time in its history that the Seattle Post Intelligencer didn’t go to print. It was a brazen stand against media mogul William R. Hearst in response to his decision to fire a well known drama critic and photographer in retaliation for their membership in the American Newspaper Guild. It was a united protest against the many anti-union tactics used by the Hearst publishing empire. And the victory, seen by 35 striking Newspaper Guild members, would positively impact the media industry for years to come.

1936 was not a year of prosperity in Seattle. The nationwide depression of the 1930s had not been kind to any industry and most working class Washingtonians had seen their jobs and income cut significantly. Americans were reeling from the massive economic downturn and big business felt it finally had the upper hand on organized labor. But, 35 Newspaper Guild members working for the Seattle P.I. would quickly educate business leaders about how wrong their assumptions regarding union strength were.

When, in August of 1936, Hearst made the decision to initiate the arbitrary and capricious dismissal of two senior employees, he ignited the biggest battle that journalism and publishers had seen to date. Everhard Armstrong, who for 17 years had worked as the P.I.’s drama film critic and Frank “Slim” Lynch, who had been a P.I. photographer for 15 years, were both fired for joining the American Newspaper Guild. “Efficiency changes” that resulted in dismissal of other experienced workers with union ties, only to replace them with inexperienced, cheaper workers soon followed. After dealing with a history of unfair wage rate variations, discrimination based on age and political ties, and arbitrary reassignments, Guild members at the P.I. decided that enough was enough.

On August 14, 1936, 35 journalists and editors walked off of the job at the Seattle P.I. in protest of unfair labor practices. On that day, Seattle’s oldest paper went silent for the first time in its 71 years. Joining the strikers on the picket line were Seattle Central Labor Council leaders, members of the American Federation of Teachers, and the Teamsters. Longshoremen’s, and Lumbermen’s unions. There were so many supporters present, that the initial 35 picketers swelled to a number that allowed the group to completely surround the massive building off of Sixth and Pine.

The strikers also responded to the unfair practices at the P.I. in print. By the morning of their first day on the picket line, the striking journalists had the first issue of the paper that would replace the P.I. for 105 days on the streets. Their publication that began “The Guild Striker” would change within days to “The Guild Daily” as it officially replaced the P.I. as the morning paper of Seattle. All contributors to the paper were strikers from the P.I. Ads in the paper provided the community with ways that they could support the paper — and strikers as they continued to stand strong against Hearst. And the strikers got the support they needed. The first issue of the paper sold 20,000 copies.

In his well-known anti-union manner, Hearst responded to the strike with threats wired from his vacation spot in Italy. Certain that he would see a victory over the union workers, a bitter Hearst said, “It has cost me over a million dollars to conduct my paper in Seattle...If the Communists want to relieve me of that cost...it is not an unmixed evil. I would save money. However, there is a greater issue at stake...the issue of a free press and a free country. No press is free that is subject to mob rule. No country is free where the public officials are too cowardly or too corrupt to protect the fundamental rights of law abiding citizens. Whether anybody else makes the fight against Communism and mob rule or not, I am going to make it...”

The president of the Guild that had butted heads with Hearst before, Heywood Broun, replied that “There has been no violence on the part of trade unions picketing the Post Intelligencer...It is no crime, except in the judgment of the Hearst management, to help fellow trade-unionists...The first issue...is the right of organized newspapermen to seek fair working conditions, and the right of organized workers to support them in a strike brought on by a denial of these conditions.

Hearst found no sympathy from Seattle’s mayor, either. John Francis Dore, who had been elected the year before on a platform of fundamental rights of law abiding citizens. Whether anybody else makes the fight against Communism and mob rule or not, I am going to make it...”

Win a Brand New Remington Gun!

Guaranteeing You a Place to Hunt and Fish

The USA is a program of the Theodore Roosevelt Conservation Partnership (TRCP), a coalition of conservation organizations and grassroots partners working together to preserve our hunting and fishing heritage.

What is the TRCP doing in Washington?

Wild and clear water play a vital role in sustaining our hunting and fishing pursuits and the US Fish and Wildlife Service estimates that 54 percent of the streams in Washington have no other streams flowing into them and 41 percent don't flow year-round. These smaller water bodies, which include wetlands, are at risk of losing Clean Water Act protections based on recent Supreme Court decisions. The EPA also says that 1.703,821 people in Washington receive some of their drinking water from areas containing these small streams. The TRCP is working to pass the Clear Water Restoration Act (S. 787) to restore protection for these areas.

I AM District 751 Union Sportsmen’s Alliance Membership Campaign August 5 - September 18, 2009

You are Union, You are Sportsman, You Belong. Join or renew your membership in the Union Sportsmen’s Alliance (USA), a union-activated hunting and fishing club, during the I AM District 751 USA membership campaign, and you’ll be entered in a special drawing for a Union-made Remington gun. Three lucky winners from your Union will be drawn at the District 751 Council meeting on October 13, 2009. You can enter yourself and a friend to increase your chances.

Win a Brand New Remington Gun!
751 Well Represented at ARA Conference in Nation’s Capitol

by Darrell Wallis and John Guevara

District 751 retirees were well represented at the 2009 Alliance for Retired Americans (ARA) conference with Darrell Wallis and John Guevara serving as our 751 Retired Club delegates in our nation’s capital. We joined nearly 550 other retirees for a conference that focused on ensuring that seniors are “Getting the Change We Fought For.” The conference began with a welcome and thanks for all the work retirees did in electing President Barack Obama, as well as a stronger majority in Congress.

Despite having success in last year’s election, the driving force required to work harder to fight against wrong-headed policies to privatize Social Security and Medicare and to look for solutions to our current economic woes affecting programs for retirees and all Americans. We are working to get health care for ALL Americans.

We must be recognized and effectively communicate to our elected officials to ensure our voices are heard. We must educate and mobilize our growing communities. We have to work harder and smarter as the new administration and Congress create a sweeping new health care plan and look at how the economic woes affect programs important to retirees.

Darrell and John presented an extensive report and slide show at the July Retired Club Business Minutes.

Retired Club Business Meeting to share information and inspire others to get involved and take action. We are hoping to share what we learned to interested brothers and sisters – potentially at upcoming local lodge meetings.

Beyond the extensive workshops and informative speakers, the culmination of the conference was lobbying on Capitol Hill to ensure our retirees are heard in advance of key votes on health care reform while outlining retirees’ stake in upcoming local lodge meetings.

Continued on page 11

751 ARA delegates Darrell Wallis (far left) and John Guevara (3rd from right) were among the Washington senior officials meeting with Senator Maria Cantwell.

pealing the prohibition against Medicare negotiating volume discounts with pharmaceutical companies; ending taxpayer subsidies to private health insurance companies that run Medicare Advantage programs; and including the Community Living Assistance Services and Supports (CLASS) Act in health care reform to help Americans with the daunting costs of long-term care. Delegates also lobbied our lawmakers for passage of the Employee Free Choice Act and legislation to protect and strengthen Social Security.

Retirees must make sure we are heard and included in these massive social legislative efforts. Workshops at the conference focused on our top issues and how to best educate and mobilize current attendees.

Legislative Report: Carl Schwartz reported that the Legislative Committee has written a letter to U.S. Senator Maria Cantwell about healthcare. She is still undecided. We are urging her to vote in favor of a non-profit option for healthcare.

Carl also reminded everyone that the primary election will be held in August this year. Please remember to vote.

July Retired Club Business Minutes

by Ruth Render, Retired Club Secretary

The meeting was called to order by President Al Wydick. The “Lord’s Prayer” was said followed by the flag salute. President Al Wydick. The “Lord’s Prayer” was said followed by the flag salute.

The meeting was called to order by President Al Wydick. The “Lord’s Prayer” was said followed by the flag salute.

It was moved to accept the report as read. A motion was made to accept the report as read. A motion was made to accept the report as read.

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

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

Communications: Ruth read a flyer that John submitted from the Aerospace Alliance Conference.

President’s Report: President Al Wydick reminded everyone that the Retiree Picnic is Sunday, August 9th, at Woodland Park, Stove 6. Please bring salad, side dishes, or dessert. Chicken and soda will be provided. The picnic begins at 11 a.m.

Health & Benefits Report: Jackie Boschok reported President Tom Wroblewski, Secretary-Treasurer Susan Palmer and all the Business Reps are attending the Aerospace Conference this week. At the Staff Conference, we will be celebrating the retirement of GVP

Retirees attending the Monday meeting at the Seattle Union Hall are treated to a free lunch at noon.

Lee Pearson.

Jackie also reported Boeing has recently begun the conversion to the new processes under Family Medical Leave Act (FMLA). It’s going to be confusing for a while as everyone gets used to the new system. These changes were implemented by President Bush at the end of his term and are part of many changes he made that were very unfriendly to workers.

Health and Welfare: Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: Jerry Applehoff, Peter Hamilton, Cory Hubbard, Larry Huil, Eric Jouglard, Lester Marrelly, Vincent Paseale, Edward Powell, Jr., Robert Senior, Joni Spencer, Scott Walp, Daniel Wausch, Betty Wells. Sympathy cards were sent to next of kin.

Legislative Report: Carl Schwartz reported that the Legislative Committee has written a letter to U.S. Senator Maria Cantwell about healthcare. She is still undecided. We are urging her to vote in favor of a non-profit option for healthcare.

Carl also reminded everyone that the primary election will be held in August this year. Please remember to vote.

July 550 other retirees for a conference that focused on ensuring that seniors are “Getting the Change We Fought For.” The conference began with a welcome and thanks for all the work retirees did in electing President Barack Obama, as well as a stronger majority in Congress.

Despite having success in last year’s election, the driving force required to work harder to fight against wrong-headed policies to privatize Social Security and Medicare and to look for solutions to our current economic woes affecting programs for retirees and all Americans. We are working to get health care for ALL Americans.

We must be recognized and effectively communicate to our elected officials to ensure our voices are heard. We must educate and mobilize our growing communities. We have to work harder and smarter as the new administration and Congress create a sweeping new health care plan and look at how the economic woes affect programs important to retirees.

Darrell and John presented an extensive report and slide show at the July Retired Club Business Minutes.

Retired Club Business Meeting to share information and inspire others to get involved and take action. We are hoping to share what we learned to interested brothers and sisters – potentially at upcoming local lodge meetings.

Beyond the extensive workshops and informative speakers, the culmination of the conference was lobbying on Capitol Hill to ensure our retirees are heard in advance of key votes on health care reform while outlining retirees’ stake in upcoming local lodge meetings.

Continued on page 11

751 ARA delegates Darrell Wallis (far left) and John Guevara (3rd from right) were among the Washington senior officials meeting with Senator Maria Cantwell.

pealing the prohibition against Medicare negotiating volume discounts with pharmaceutical companies; ending taxpayer subsidies to private health insurance companies that run Medicare Advantage programs; and including the Community Living Assistance Services and Supports (CLASS) Act in health care reform to help Americans with the daunting costs of long-term care. Delegates also lobbied our lawmakers for passage of the Employee Free Choice Act and legislation to protect and strengthen Social Security.

Retirees must make sure we are heard and included in these massive social legislative efforts. Workshops at the conference focused on our top issues and how to best educate and mobilize current attendees.

Legislative Report: Carl Schwartz reported that the Legislative Committee has written a letter to U.S. Senator Maria Cantwell about healthcare. She is still undecided. We are urging her to vote in favor of a non-profit option for healthcare.

Carl also reminded everyone that the primary election will be held in August this year. Please remember to vote.

July 550 other retirees for a conference that focused on ensuring that seniors are “Getting the Change We Fought For.” The conference began with a welcome and thanks for all the work retirees did in electing President Barack Obama, as well as a stronger majority in Congress.

Despite having success in last year’s election, the driving force required to work harder to fight against wrong-headed policies to privatize Social Security and Medicare and to look for solutions to our current economic woes affecting programs for retirees and all Americans. We are working to get health care for ALL Americans.

We must be recognized and effectively communicate to our elected officials to ensure our voices are heard. We must educate and mobilize our growing communities. We have to work harder and smarter as the new administration and Congress create a sweeping new health care plan and look at how the economic woes affect programs important to retirees.

Darrell and John presented an extensive report and slide show at the July Retired Club Business Minutes.

Retired Club Business Meeting to share information and inspire others to get involved and take action. We are hoping to share what we learned to interested brothers and sisters – potentially at upcoming local lodge meetings.

Beyond the extensive workshops and informative speakers, the culmination of the conference was lobbying on Capitol Hill to ensure our retirees are heard in advance of key votes on health care reform while outlining retirees’ stake in the health care debate. Specifically, the attendees advocated for: establishing a public plan option to compete against private health insurance plans; maintaining tax-free health care benefits; and creating the opportunity for early retirees (ages 55-64) to buy into Medicare. Other items on the agenda included: re-

Continued on page 11

751 ARA delegates Darrell Wallis (far left) and John Guevara (3rd from right) were among the Washington senior officials meeting with Senator Maria Cantwell.

pealing the prohibition against Medicare negotiating volume discounts with pharmaceutical companies; ending taxpayer subsidies to private health insurance companies that run Medicare Advantage programs; and including the Community Living Assistance Services and Supports (CLASS) Act in health care reform to help Americans with the daunting costs of long-term care. Delegates also lobbied our lawmakers for passage of the Employee Free Choice Act and legislation to protect and strengthen Social Security.

Retirees must make sure we are heard and included in these massive social legislative efforts. Workshops at the conference focused on our top issues and how to best educate and mobilize current attendees.

Legislative Report: Carl Schwartz reported that the Legislative Committee has written a letter to U.S. Senator Maria Cantwell about healthcare. She is still undecided. We are urging her to vote in favor of a non-profit option for healthcare.

Carl also reminded everyone that the primary election will be held in August this year. Please remember to vote.
Upcoming Fundraising Events in August

CHINNERY SWEEP STEEL BRUSH, large and long handle. $15. Pipes, 4 – 5 ft long. good condition. $10 ea. 253-582-6809
LATHES / MILL / DRILL, and tooling. $550. 660-363-2407 Kitap
Cement Mixer, 3 cu ft, steel, electric, new, $200. 360-638-2407 Kitap
Sandblaster, abrasive, cabinet. $129 new, asking $60. 360-638-2407 Kitap

2008 TOYOTA TACOMA SR5 extended cab. Low miles, 4.2L, 4-spd auto, 25-30 mpg, bed liner and many extras. $4,000-cash down, trade in over payments of $380/mt at 2.9% interest 7 yrs. Warranty included. 360-455-5255
1996 FORD MUSTANG. red engine, 5-spd, runs well, looks good. $6,600 69 OBO. 425-319-2584
1994 TOYOTA PICKUP 4X4. $6,969.69 OBO. 96 yrs. Warranty included. 360-638-2407
1996 FORD MUSTANG, red. New engine, 5-spd, runs and looks great. $2,000. 360-638-2407 Kitap

We both want to thank District 751 and their professional staff for the great support we received at all levels in support of retirees’ needs and the ongoing encouragement provided to our volunteers and officers of the retired club. We have a continuing priority in our struggle for workers’ rights through Col...
Stewards at New Units Receive Training

Four Union Stewards at Doss Aviation and Boeing Aerospace Operations got their first taste of their new roles during a recent training session.

District 751 Education Director Stan Johnson and Steward Coordinator Ed Lutgen led the session, which was designed to help the new stewards play their parts in the newly formed bargaining units at both companies.

“They’re the backbone of our organization,” said Lutgen. “They’re kind of like a mediator and a counselor, a case builder or sometimes even just a beating post, someone to vent to when someone needs to get something off their chest.”

The two bargaining units were organized earlier this year by IAM District 751 and the Air Line Pilots Association.

He has been a familiar face at 751, a good friend to the District Lodge, District Vice President and subsequently as Business Representative of IAM District 50.

Peerson was appointed to the IAM’s national field staff as a Special Representative in 1984, and as a Grand Lodge Rep in 1986. In 1991, he served as the Administrative Assistant to General Vice President Justin Ottoson, whom he succeeded in the position in 1992. He was re-elected to that post in 1993, 1997, 2001 and 2005.

Peerson’s work in the IAM has given him a broad base of experience in providing services for workers in the aerospace industry, including engineering, manufacturing, trucking and mining industries. He was appointed the IAM’s national Aerospace Coordinator for the Boeing Company and McDonnell Douglas.

In addition to those aerospace giants, the list of companies that Peerson has worked with read like a Who’s Who of American Industry: Greyhound, General Electric, Hughes, Westinghouse, International Harvester and General Dynamics.

He was a familiar face at 751, a good friend to many members and a strong leader and advocate who will be greatly missed. Gary Allen became the General Vice President for the Western Territory effective as of September 4, 2009. Allen most recently served as Administrative Assistant to Pearson and is excited at his new position.

751 Education Director Stan Johnson (left) and Organizer Jesse Cote (back to camera) address Stewards from new bargaining units during a recent training session. Stewards attending: Jim Schneller, Ruben Ontiveros and Stephan Rainey, all of Boeing Aerospace Operations at McChord Air Force Base and Dan Kautzman of Doss Aviation at Fort Lewis.

Don’t Forget - Machinists Can Divert Lump Sum to VIP

Don’t forget – Machinists at Boeing can divert 2009 Lump Sum bonus to VIP Savings.

As we mentioned in the July Aero Mechanic Newspaper, IAM 751 members who are on the active payroll or on an eligible leave on Sept. 4, 2009 will have the option to divert their 2009 Lump Sum bonus to their Voluntary Investment Plan (VIP) accounts. Here’s the upcoming deadline:

- September - Plan details and instructions published here and sent to your home.
- October - Decision to divert Lump Sum to VIP is due.
- November - Your Lump Sum bonus will be deposited into your VIP account.

Remember to qualify for the bonus, you must be actively employed on a leave of absence of 90 days or less or on approved military leave of absence.

Don’t forget – Machinists at Boeing can divert 2009 Lump Sum bonus to VIP Savings.

As we mentioned in the July Aero Mechanic Newspaper, IAM 751 members who are on the active payroll or on an eligible leave on Sept. 4, 2009 will have the option to divert their 2009 Lump Sum bonus to their Voluntary Investment Plan (VIP) accounts. Here’s the upcoming deadline:

- September - Plan details and instructions published here and sent to your home.
- October - Decision to divert Lump Sum to VIP is due.
- November - Your Lump Sum bonus will be deposited into your VIP account.

Remember to qualify for the bonus, you must be actively employed on a leave of absence of 90 days or less or on approved military leave of absence.

Don’t forget – Machinists at Boeing can divert 2009 Lump Sum bonus to VIP Savings.

As we mentioned in the July Aero Mechanic Newspaper, IAM 751 members who are on the active payroll or on an eligible leave on Sept. 4, 2009 will have the option to divert their 2009 Lump Sum bonus to their Voluntary Investment Plan (VIP) accounts. Here’s the upcoming deadline:

- September - Plan details and instructions published here and sent to your home.
- October - Decision to divert Lump Sum to VIP is due.
- November - Your Lump Sum bonus will be deposited into your VIP account.

Remember to qualify for the bonus, you must be actively employed on a leave of absence of 90 days or less or on approved military leave of absence.

Don’t forget – Machinists at Boeing can divert 2009 Lump Sum bonus to VIP Savings.

As we mentioned in the July Aero Mechanic Newspaper, IAM 751 members who are on the active payroll or on an eligible leave on Sept. 4, 2009 will have the option to divert their 2009 Lump Sum bonus to their Voluntary Investment Plan (VIP) accounts. Here’s the upcoming deadline:

- September - Plan details and instructions published here and sent to your home.
- October - Decision to divert Lump Sum to VIP is due.
- November - Your Lump Sum bonus will be deposited into your VIP account.

Remember to qualify for the bonus, you must be actively employed on a leave of absence of 90 days or less or on approved military leave of absence.

Don’t forget – Machinists at Boeing can divert 2009 Lump Sum bonus to VIP Savings.

As we mentioned in the July Aero Mechanic Newspaper, IAM 751 members who are on the active payroll or on an eligible leave on Sept. 4, 2009 will have the option to divert their 2009 Lump Sum bonus to their Voluntary Investment Plan (VIP) accounts. Here’s the upcoming deadline:

- September - Plan details and instructions published here and sent to your home.
- October - Decision to divert Lump Sum to VIP is due.
- November - Your Lump Sum bonus will be deposited into your VIP account.

Remember to qualify for the bonus, you must be actively employed on a leave of absence of 90 days or less or on approved military leave of absence.

Don’t forget – Machinists at Boeing can divert 2009 Lump Sum bonus to VIP Savings.

As we mentioned in the July Aero Mechanic Newspaper, IAM 751 members who are on the active payroll or on an eligible leave on Sept. 4, 2009 will have the option to divert their 2009 Lump Sum bonus to their Voluntary Investment Plan (VIP) accounts. Here’s the upcoming deadline:

- September - Plan details and instructions published here and sent to your home.
- October - Decision to divert Lump Sum to VIP is due.
- November - Your Lump Sum bonus will be deposited into your VIP account.

Remember to qualify for the bonus, you must be actively employed on a leave of absence of 90 days or less or on approved military leave of absence.

Don’t forget – Machinists at Boeing can divert 2009 Lump Sum bonus to VIP Savings.

As we mentioned in the July Aero Mechanic Newspaper, IAM 751 members who are on the active payroll or on an eligible leave on Sept. 4, 2009 will have the option to divert their 2009 Lump Sum bonus to their Voluntary Investment Plan (VIP) accounts. Here’s the upcoming deadline:

- September - Plan details and instructions published here and sent to your home.
- October - Decision to divert Lump Sum to VIP is due.
- November - Your Lump Sum bonus will be deposited into your VIP account.

Remember to qualify for the bonus, you must be actively employed on a leave of absence of 90 days or less or on approved military leave of absence.

Don’t forget – Machinists at Boeing can divert 2009 Lump Sum bonus to VIP Savings.

As we mentioned in the July Aero Mechanic Newspaper, IAM 751 members who are on the active payroll or on an eligible leave on Sept. 4, 2009 will have the option to divert their 2009 Lump Sum bonus to their Voluntary Investment Plan (VIP) accounts. Here’s the upcoming deadline:

- September - Plan details and instructions published here and sent to your home.
- October - Decision to divert Lump Sum to VIP is due.
- November - Your Lump Sum bonus will be deposited into your VIP account.

Remember to qualify for the bonus, you must be actively employed on a leave of absence of 90 days or less or on approved military leave of absence.

Don’t forget – Machinists at Boeing can divert 2009 Lump Sum bonus to VIP Savings.

As we mentioned in the July Aero Mechanic Newspaper, IAM 751 members who are on the active payroll or on an eligible leave on Sept. 4, 2009 will have the option to divert their 2009 Lump Sum bonus to their Voluntary Investment Plan (VIP) accounts. Here’s the upcoming deadline:

- September - Plan details and instructions published here and sent to your home.
- October - Decision to divert Lump Sum to VIP is due.
- November - Your Lump Sum bonus will be deposited into your VIP account.

Remember to qualify for the bonus, you must be actively employed on a leave of absence of 90 days or less or on approved military leave of absence.

Don’t forget – Machinists at Boeing can divert 2009 Lump Sum bonus to VIP Savings.

As we mentioned in the July Aero Mechanic Newspaper, IAM 751 members who are on the active payroll or on an eligible leave on Sept. 4, 2009 will have the option to divert their 2009 Lump Sum bonus to their Voluntary Investment Plan (VIP) accounts. Here’s the upcoming deadline:

- September - Plan details and instructions published here and sent to your home.
- October - Decision to divert Lump Sum to VIP is due.
- November - Your Lump Sum bonus will be deposited into your VIP account.

Remember to qualify for the bonus, you must be actively employed on a leave of absence of 90 days or less or on approved military leave of absence.

Don’t forget – Machinists at Boeing can divert 2009 Lump Sum bonus to VIP Savings.

As we mentioned in the July Aero Mechanic Newspaper, IAM 751 members who are on the active payroll or on an eligible leave on Sept. 4, 2009 will have the option to divert their 2009 Lump Sum bonus to their Voluntary Investment Plan (VIP) accounts. Here’s the upcoming deadline:

- September - Plan details and instructions published here and sent to your home.
- October - Decision to divert Lump Sum to VIP is due.
- November - Your Lump Sum bonus will be deposited into your VIP account.

Remember to qualify for the bonus, you must be actively employed on a leave of absence of 90 days or less or on approved military leave of absence.

Don’t forget – Machinists at Boeing can divert 2009 Lump Sum bonus to VIP Savings.

As we mentioned in the July Aero Mechanic Newspaper, IAM 751 members who are on the active payroll or on an eligible leave on Sept. 4, 2009 will have the option to divert their 2009 Lump Sum bonus to their Voluntary Investment Plan (VIP) accounts. Here’s the upcoming deadline:

- September - Plan details and instructions published here and sent to your home.
- October - Decision to divert Lump Sum to VIP is due.
- November - Your Lump Sum bonus will be deposited into your VIP account.

Remember to qualify for the bonus, you must be actively employed on a leave of absence of 90 days or less or on approved military leave of absence.

Don’t forget – Machinists at Boeing can divert 2009 Lump Sum bonus to VIP Savings.

As we mentioned in the July Aero Mechanic Newspaper, IAM 751 members who are on the active payroll or on an eligible leave on Sept. 4, 2009 will have the option to divert their 2009 Lump Sum bonus to their Voluntary Investment Plan (VIP) accounts. Here’s the upcoming deadline:

- September - Plan details and instructions published here and sent to your home.
- October - Decision to divert Lump Sum to VIP is due.
- November - Your Lump Sum bonus will be deposited into your VIP account.

Remember to qualify for the bonus, you must be actively employed on a leave of absence of 90 days or less or on approved military leave of absence.