Union Delivers $19,000 in Back Pay

A District 751 member working in Everett recently won $19,000 in back pay with the help of his Union Steward.

The award is one of the largest settlements the Union has won on behalf of its members in years, said Business Rep Chuck Craft. And it’s largely the result of the work of one Steward, Tom Murphy.

“It really shows how important it is to have documentation,” Craft said.

The issue started in early summer, when the member—who didn’t want his name disclosed—was told by a supervisor that his team leader status was being revoked. The work the team used to do had been moved out, as had most of the team, which meant there was no longer a need for a team leader. As a result, he was going to lose the $2 an hour he received in team leader pay.

The member checked his pay stubs carefully, only to see that his pay remained unchanged. The member followed up with Boeing’s Human Resources staff—and discovered that the reason his pay hadn’t changed was that he hadn’t ever received the raise in the first place, meaning he’d been being paid the wrong amount every paycheck for more than five years.

That’s when he approached Murphy, a second shift Steward in the Everett panel shop, to see what the Union could do to help him.

“The mistake was that after he got named team leader, his paperwork never got turned in to payroll,” Murphy said.

“I asked him if he had any documentation,” he continued. “He had his 90-day review from when he first got named a team leader. That was signed by his supervisor and general manager (at the time).”

Murphy took the case and the documentation back to Human Resources, which balked at first. But after further review by higher-ranking HR managers, Boeing agreed that it had made an error that needed to be corrected and cut the member the $19,000 check.

This case was unusual in two ways, Craft and Murphy said.

First and foremost is the fact that Boeing didn’t have to make good on all five-plus years of back pay, said Craft. Under most circumstances, Boeing’s only obligated to go back 30 days to fix these kinds of payroll errors, and that’s what happens in the majority of cases, he said.

“This time, they decided to do the right thing,” Craft said.

It was also unusual in that the company was so quick in realizing its error and

Business Rep Chuck Craft (l) thanks Steward Tom Murphy for helping a member get $19,000 owed in back pay and credits the Company with doing the right thing.

Boeing Hiring Increases

We’ve got a lot of new Machinists. A total of 1,417 people accepted hourly jobs at the Boeing Co. during October, November and December, as the company pushed hard to get new workers trained to go to work on the 787 line. And more new Machinists are on the way. In December, Boeing Chairman and CEO Jim McNerney told Bloomberg TV that he expects the company will add between 4,000 and 5,000 workers in 2011, most of them in the Commercial Airplanes division, as Boeing prepares for production rate increases on the 737 and 777 lines.

“That’s obviously welcome news,” said District 751 President Terry Wroblewski. “Boeing’s talked a lot recently about investing in its Puget Sound facilities, but to truly be successful, the company needs to invest in its people. It’s great to see them doing that.”

This kind of hiring so late in the year is unusual. Boeing in most years holds off from bringing on large numbers of workers so it doesn’t have to pay them during the holiday breaks. The 127 people who went through new-hire orientation on Dec. 17, for example, worked four

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Members Give Unanimous Approval at L-3

Machinists Union members working at L-3 Communications who service the C-12 platform on Gray Army Airfield at Joint Base Lewis-McChord (JBLM) continue to see the value of Machinists Union representation as they unanimously ratified their collective bargaining agreement on November 24.

These skilled workers, who perform flightline maintenance, are covered by the Service Contract Act and realized several years ago that the only way to improve their wages and benefits was to bargain collectively by obtaining union representation, and their choice was the Machinists Union.

As they entered negotiations for a new collective bargaining agreement, Machinists Union reps from across the country worked together utilizing the strength in numbers philosophy. Since L-3 represents workers at 54 different sites with 54 separate agreements, the Union proposed grouping them into regional collective bargaining agreements. The result was four agreements covering the workers at all 54 sites.

Obviously, members working at L-3 approved of the strategy, which was evident in their unanimous ratification vote. District 751 members at JBLM are part of the Western Regional collective bargaining agreement, which covers 13 other sites.

“We made improvements in every category we (the membership) identified as top issues,” stated Dave Hosford, the Union Steward for L-3 at Lewis-McChord.

“Everyone really liked the wage adjustment in the first year and the new wording for deployments to make sure you have a place to come back to.”

The new collective bargaining agreement also provided General Wage Increases each year of the four-year agreement.

In addition, members at Lewis-McChord saw area wage adjustments in the first

Continued on page 8

Guide Dog Delivers Freedom to Member

District 751 Machinist Dennis Meech and his guide dog, Lefty, are learning their way around Meech’s hometown of Goldendale, according to a Thanksgiving day feature story in the Yakima Herald-Republic.

The season’s first snow caught the California-raised Labrador off guard, and the 2-year-old “still has a lot of freedom to Member

Meech

Chickcraft

Dennis Meech

has regained

a lot of

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obtaining

his guide dog,

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Guide Dog Delivers Freedom to Member

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Continued on page 8
Winners Honored in Essay/Coloring Contest

As Thanksgiving approached, it looked more and more likely that the grocery workers would spend the holiday on strike – either that, or accept the takeaway contract that the executives were trying to force on them. So I decided to do what I could to help. I wrote a letter to the top managers at Albertson’s, Fred Meyer, QFC and Safeway who were negotiating for the stores, and let them know that we Machinists support our fellow workers, and if they forced the UFCW on strike, I’d call on all 25,500 of us to stay away from their stores, spending our grocery dollars elsewhere for the duration of the strike.

The prospect of losing all those Machinists Union shoppers changed the attitude of management, the UFCW people tell me. The executives came back to the bargaining table with a new approach and a better offer, which the grocery workers accepted with a 95-percent yes vote, which kept more money in their pockets – and kept our local grocery stores open.

This union also showed its strength when a group called MexicoNow tried to organize a conference in Seattle to promote aerospace industry outsourcing. This union also showed its strength when a group called MexicoNow tried to organize a conference in Seattle to promote aerospace industry outsourcing. This union also showed its strength when a group called MexicoNow tried to organize a conference in Seattle to promote aerospace industry outsourcing.

As part of District 751’s 75th anniversary celebration this year, the Union ran a coloring and essay contest in the Aero Mechanic newspaper. At December Local Lodge meetings, the winners and their families were honored and presented with certificates and their prizes.

The contest did exactly what the committee had hoped – it got additional members and their children involved in a Union activity. Members who attended the August Local Lodge meetings and membership barbecues voted and determined the coloring contest winners, while a committee reviewed and graded the essays.

The winners not only got called upon stage to be recognized by the hundreds attending the meetings, but also got a photo with Santa and a gift – as the various Local Lodges staged holiday events for the members and their families.

For the families, it was a moment they will remember for years.

“It was literally the perfect day. I mean perfect!” recalled Lori Riggs after she attended the Local C meeting – “Haley and Leach won turkeys at the meeting and on our way home, we dropped them off for their families that we knew needed a little extra help this season. That just made it all around the perfect holiday experience. Haley was excited about her prize, and her Barbie, and of course Santa! It was amazing!”

Congratulations to all who took part in the contest. Look for additional coloring/essay contests in 2011.

COLORING CONTEST WINNERS *

Pre-K
1st Place
Michael Sims, Age 7, (Gerard LaFlame)
2nd Place
Alma Riggs, Age 8 (Donovan McLeod)
3rd Place
Tristan McLeod, Age 3 (Jason Redrup)

4th-5th Grade
1st Place
Lori Riggs, Age 6, (Chuck Heffernan)
2nd Place
Kaitlyn Brumner, Age 7, (Jason Redrup)
3rd Place
Ashley Dickerson, Age 5, (Dave Dickerson)

ESSAY CONTEST WINNERS

10th Grade
1st Place
Chi Ta (Viet-Son Ta)

11th Grade
1st Place
Sarah Riggs, Age 8, (Lorna Bolin)
2nd Place
Amelia Waggoner, Age 6, (Chuck Heffernan)
3rd Place
Patricia McKenzie, Age 9, (Texas)


Back L to R: Viet-Son Ta, Chi Ta, David Cornell, Brittney Senn, Local A President Jason Redrup, Andrew Rauch, Julia Rauch.

Winners and their family honored at the Local F meeting (L to R): Warran and Lori Riggs, and their daughter Haley, Dylan McLeod, Dalton McLeod, Donovan McLeod, Lynette Brumner, Kaitlyn Brumner and Jason Brumner.
A conference in Seattle to promote the outsourcing of aerospace jobs to Mexico was canceled in December after Machinists and other trade unionists threatened widespread protests.

The news was welcomed by District 751 President Tom Wrobleski, who had led the effort against the MexicoNow conference.

"Clearly, this is the exact wrong time in American history to back and allow more jobs to be exported," he said in a statement to the media.

The MexicoNow event was touted by its organizers as an opportunity for aerospace manufacturers to learn ways to exploit Mexico’s low-cost, non-union labor. It was sponsored by MexicoNow—amagazine published by business developers—and had support from several U.S. companies, including Boeing, which was scheduled to send a senior supply chain manager to speak at the conference.

That got the notice of Wrobleski, who fired off a letter to Boeing CEO Jim McNerney in Chicago. The union chief told McNerney that it was “incredibly inappropriate” for his company to be involved in the outsourcing conference, given that McNerney himself is chairman of President Obama’s Council on Exporting, which is charged with increasing overseas sales of U.S.-made products, not with giving away American jobs.

If Boeing didn’t withdraw from the conference, Machinists and other trade unionists would mount protests outside Boeing Commercial Airplanes headquarters at Longacres, Wrobleski warned.

“Clearly, the last thing you or I want to see is Marchinches marching with signs outside Longacres once again,” he wrote.

“But this issue is too big for this union to ignore,” Wrobleski told McNerney.

“America’s economic recovery hinges upon increasing the sales of U.S.-made products overseas. And...the talent drain caused by outsourcing is causing long-term damage to our nation’s economy.”

Machinists were also planning to protest at the Seattle-area offices of other companies that were sending speakers, Wrobleski said. The goal of that was “to hold the companies taking part in the conference accountable for their actions.”

“At a time,” he wrote, “when 358,000 Washington state residents are unemployed, untold thousands more have given up on ever finding a job—and one in seven are on food stamps—we felt it was essential that someone ask the conference participants a very pointed question: Why are you working so hard to undermine this state’s economy and send these vital aerospace jobs out of the country?”

Wrobleski said the union got strong support from Washington’s Congressional delegation, including several Democrats who had worked hard to re-elect this fall, namely, U.S. Sen. Patty Murray and Congressmen Jay Inslee, Rick Larsen and Jim McDermott.

The Washington State Labor Council and SPEEA also supported the Machinists, Wrobleski said. SPEEA’s executive council joined the Machinists in calling on the MexicoNow organizers to cancel the event, and said it was ready to help with the protests.

But the key to stopping the conference was the willingness of hundreds of Machinists Union Stewards and members to take part in the protests, Wrobleski said during the final Lodge meetings in December. “Your solidarity has made a difference in protecting Washington state aerospace jobs.”

Wrobleski said District 751 will continue to monitor the MexicoNow group, which has announced plans for another outsourcing conference in February, this time in El Paso, Texas. Seattle-based Aerospace Machinists stand ready to help their union brothers and sisters keep the group from taking their jobs away, he said.

“We’ve got a line on them, and we’ll keep fighting for American jobs until they give up and go back to Mexico,” Wrobleski said.

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**Members Give Unanimous Approval on L-3 Communications Agreement**

District President Tom Wrobleski reported on union actions that got the MexicoNow Seattle Conference cancelled, which is charged with increasing overseas sales of U.S.-made products, not with giving away American jobs.

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**Solidarity With Grocery Workers Strengthens Negotiating Position**

Strength in numbers and solidarity are two themes that resonate throughout the labor movement. Recently, District 751 was able to use the strength of our membership numbers to help fellow union members working at area grocery stores secure a better contract for their future, which was ratified by 95 percent.

As we approached the Thanksgiving weekend, things looked grim and a strike seemed nearly inevitable for grocery stores secure a better contract for their future, which was ratified by 95 percent. Grocery workers were able to improve working conditions, protect a quality health plan, and have support from several U.S. companies, including Boeing, which was scheduled to send a senior supply chain manager to speak at the conference.

That got the notice of Wrobleski, who fired off a letter to Boeing CEO Jim McNerney in Chicago. The union chief told McNerney that it was “incredibly inappropriate” for his company to be involved in the outsourcing conference, given that McNerney himself is chairman of President Obama’s Council on Exporting, which is charged with increasing overseas sales of U.S.-made products, not with giving away American jobs.

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**Stop Outsourcing American Jobs!**

District President Tom Wrobleski calls a get together for our helping grocery workers avoid a strike.

**Grocery workers ratified a new contract.**

**Union reps from L-3 site joined together to negotiate a W-territory contract for L-3 employees.**

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**Members Give Unanimous Approval on L-3 Communications Agreement**

Continued from page 1

A year that increases their pay by $2.10 per hour (including the 3% GWI).

The agreement also secured increased pension contributions each year of the contract from the current $1.35 an hour to $1.55, $1.70, $1.85 and finally $2 an hour in the last year of the agreement.

The new collective bargaining agreement introduced a new medical plan that is less expensive than the previous plan, offered, as well as increased the opt-out wage option to $6 per hour.

Paid time off (PTO) was a top issue to members and was improved in several different areas.

The new collective bargaining agreement:

- Delivered one additional holiday per year (the day after Thanksgiving).  
- Increased sick leave to 6 days a year.  
- Improved the vacation formula so members now earn 4 weeks vacation at 10 years (previously earned at 12 years).  
- Secured a method for payout of sick leave and vacation.  
- Increased maximum days per calendar year allowed for jury duty from 20 days to 30 days.  

The agreement had many other important improvements, including securing language for temporary duty assignment (TDY) accommodations, per diem and method of reimbursement, and tool replacement insurance.

Another important element was a success clause that states the provision of this agreement shall be binding upon the company and its successors, assigns or future purchases.

When the government contract expired, members found themselves no longer working for the previ-
District 751 celebrated its 75th anniversary in 2010 with a year-long commitment to “Building Better Communities.” Through their community service efforts, political campaigns and charity work, union volunteers made communities across Washington better places to live. And with their efforts on-the-ground, our Machinists made their companies safer, more productive – and more profitable.

January

The District 751 Human Rights Committee and scores of union activists took part in Martin Luther King Day activities in Everett and Seattle during the month.

February

Thousands of Everett-based Machinists cheered as the first Boeing 747-8 took to the skies for the first time on Feb. 8. “To know that we built that plane together, makes it very much a joy,” said District 751 President Tom Wroblewski.

District 751 hosted U.S. Sen. Maria Cantwell and Congressmen Nick Larsen and Jay Inslee at an Everett Union Hall rally promoting Boeing’s bid to win a $35 billion aerial refueling contract from the U.S. Air Force. It was the first of four tanker rallies during the month.

March

Commercial Airlines CEO Jim Albaugh complimented The Seattle Times that Boeing costs are spiraling out of control due to “constant wage increases” for union workers. That prompted a sharp retort from Wroblewski, who called Albaugh’s comments “simple nonsense” and noted that the union had gone from 2004 through 2008 with no wage increases. Days later, Boeing disclosed it had gained $8 million bonuses to just three people: Albaugh, Boeing CEO Jim McNerney and former Boeing Commercial President Ross Carson.

April

Machinists Local 86 in Spokane ratted their new contract with defense contractor FlightSafety Services. It was the first of 17 contracts approved by District 751 Machinists in Eastern Washington during the year – all of them settled without an hour lost to strikes.

The annual Machinists Volunteer Program banquet in April recognized 446 volunteers who took part in community service programs during 2009. In all, Union volunteers gave 3,721 hours on projects ranging from food drives to sandbagging and holiday bell ringing. Union volunteers also built 10 wheelchair ramps and collected 100 books for Guide Dogs of America.

May

Union officers and staff celebrated along with the Renton community, as Boeing announced plans to increase 737 production to 34 a month and extended its lease in Renton at least another 20 years. The rate in-
Crane Operators Showcase Their Skills

Overhead crane operators are an essential part of the Boeing airplane production process. This demanding job requires tremendous skills and expertise because the slightest miscalculation could have huge consequences. Every crane move literally requires perfection, and our crane operators at Boeing are some of the most skilled in the country.

In November, a team of overhead crane operators from Renton and Everett traveled to Las Vegas to compete against operators from 50 different industries. The three-day intense competition was in conjunction with the North American Crane Bureau’s Professional Development Conference.

Our team from Boeing captured four of the top six spots. Tony Ullakko, who works second shift in Renton, was declared the national champ, with third shift Renton crane operator Bruce Weston earning a close second, and Everett crane operator Don Hulse took third. Other Boeing competitors making the trip included Steve Earl, Dennis Bagby, Jim Hamilton, and Wayne Raplee.

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The driving message of this contract language is labor-management cooperation—something that was alive and well at the Auburn LOU 28 kickoff on December 9. Employees, managers, salaried employees and IAM/Boeing Joint Programs have joined together in employee involvement teams. Participation and commitment from every level will be critical to the program’s success.

In just a few months, the IAM/Boeing Joint Programs has held 27 meetings with 288 people participating. Those involved brainstormed 64 pages of input and ideas. As a result, the Joint Programs staff combined all the ideas into 20 themes.

"Traditionally when you talk productivity you think about corporate profits. LOU 28 gives each of you an avenue to use your skills and knowledge to help the Company be more productive, get your ideas implemented, ensure a safer work environment, and in turn enhance your job security," said District President Tom Wrobleski at the Auburn kickoff. "It is more than just training, it is using your real-life experience to make improvements.

You will determine the matrix and introduce your ideas into Boeing’s day-to-day business because it’s all about how we can work together – Union and Management, from the shop floor up – because the better we are, the brighter our future."

Wrobleski noted that change is never easy and added, "Managers will have to give up decision making authority and pass that on to hourly folks. And hourly members, you will get an opportunity you never had before. Embrace each other and be a part of it now. This is not just the flavor of the month – it is language in the contract. If it doesn’t work, it is useless language."

He thanked members for participating and added that this can “spread like wild fire and change the workplace. You have an opportunity to formulate your own work area, be involved and take ownership.”

"With rates going up even further, now is the time to make improvements," said Kevin Cloud, Director of the Tube, Duct, Respiratory Center (TDRC). "People on the shop floor know the job best and what improvements need to be made. It is a journey we will all take together."

"We couldn’t pick a better place to partner and hold the kickoff than the TDRC – looking at what we are already doing in kitting and the wheelwell program with our partners in Renton and Everett. This will bring more value to our future," said Larry Couglin, Director of the Auburn Site.

"I hope more members will get involved," said Ron Coen, who serves as a Program Coordinator for LOU 28. "Together, we can implement tools to increase productivity that are driven from the shop floor, as well as the metrics to measure that success and check the progress."

The Union and Company will continue to deliver 28 Employee Involvement teams to additional shops because by working together and empowering our members – we will all be more successful.

While the competitors came from various industries, few carry any more valuable loads than our overhead crane operators at Boeing. Each move is worth millions and must be precisely put into place for production – without injuring the hundreds of employees who work beneath where the wings, fuselages and body sections are moved.

With the upcoming rate increases in Renton and Everett, there will be a need for more crane operators next year, which could generate additional competition in this highly skilled position.

Employees Take Charge of Increased Productivity

If you want to improve productivity, why not ask and empower the experts? That is the premise behind Letter of Understanding 28 – Continuous Productivity Improvement in our contract with Boeing.

The Union and Company will continue to work together – Union and Management, from the shop floor up – because the better we are, the brighter our future."

In the coming months, the LOU 28 Steering Committee will work with the North American Crane Bureau to set goals and develop metrics to evaluate progress.

District President Tom Wrobleski encouraged members to take ownership and be involved.

IAM Scholarship Competition

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the United States and Canada.

Eligibility for Competition

Any applicant must be either:--
• an IAM member, or
• the son, daughter, stepchild or legally adopted child of an IAM member.

NOTE: Children of members must be planning to graduate during the winter or by the end of the spring 2011 school year (i.e. normally a high school senior) and must have one living parent with two years of continuous good-standing membership up to and including the closing date of February 25, 2011.

For information on rules of eligibility or to obtain an application form, visit www.gosam.iam.org/scholarship.

NOTE: Completed Application Packets must be postmarked no later than February 25, 2011.
Building a Better Community Throughout the Region

Machinists were busy with a flurry of volunteer activity throughout November and December – all with the goal of building a better community. In total, over 400 machinists and their family members participated in 30 different activities/locations.

Home Team Harvest

Thousands of struggling Washington families will eat better this winter, thanks to the efforts of District 751 members during KING-TV’s annual Home Team Harvest food drive.

More than 200 Machinists and members of their families volunteered at the annual event, helping collect enough food and cash to provide Northwest Harvest with 2.7 million meals.

In addition, the union and its members raised $3,106.62 in cash, and collected more than a half-ton of food during a month-long drive conducted through union halls in Auburn, Everett, Renton and Seattle.

Union officers delivered the food and presented the check in Auburn, during KING-TV’s live broadcast of the food drive on Dec. 4.

This was the ninth year that volunteers from the union have taken part in the Home Team Harvest event, making District 751 a key member of KING-TV’s “home team.”

“Truly, the Aerospace Machinists Union is as much a part of Home Team Harvest as anyone else,” said Betsy Zyskowski, Dan Zyskowski’s secretary/treasurer and board member. “It was a fitting way to end 2010, during which District 751 celebrated its 75th anniversary, said Secretary/Treasurer Susan Palmer. “For 75 years, we’ve had two goals: to make the aerospace industry a better place to work, and to build better communities where our members live,” she said.

At the Home Team Harvest food drive, Machinists delivered a trailer full of food donations and a check for more than $3,300 in contributions from members. Thousands of struggling Washington residents are on food stamps.

Machinists help with the food drive at Northgate Mall.

Above: A retired member in Auburn test drives his wheelchair ramp on the newly completed ramp. Left: The volunteers pose on the finished ramp.

Kitting Group Efforts Helps Others

The 737 Material Management Kit Build group put their teamwork toward helping others, and the results made many foster kids smile. While there are only 14 people in the group, everyone took part in the SleepCountry Foster Kid Toy Drive – including others who work near the shop.

“This is the third year the group has taken part in the toy drive. We had the best response this year receiving well over $700 in toys and donations,” reported supervisor Becky Sauve who helped organize the effort. “It gets us in the holiday spirit and feels good to help others. We are fortunate to have good jobs that ensure a happy holiday for our families and want to share with others who are not so fortunate.”

Above: Terry “Caveman” Henderson (@) gets help unloading his generous food donation from Mike Diteman and Corey Huber. Caveman donated several truckloads of food to the effort.

Health & Benefits Rep Garth Luark and Sec-Treasurer Susan Palmer talk about our efforts for the food drive on King 5’s morning show.

Left: Dan Swank got help from daughter Kaelyn. Right: 751 was out in force at Alderwood Mall.

Machinists volunteer great cars and collect their food donations at Alderwood Mall.

Above: Terry “Caveman” Henderson donates several truckloads of food to the effort.

Machinists were out in force at the Auburn site for the Northwest Harvest Home Team effort.

“We did it because we know what the need is,” Evans said. “Every can of chili and every dollar donated to Northwest Harvest can make a real difference for people right here at home.”

In addition to the missions and NW Harvest drive, Machinist volunteers took over the Salvation Army bell ringing duties at Westlake Center the evening of December 3. Other volunteers helped with Mary Bridge Children’s Hospital’s Festival of Trees. On December 20, 751 volunteers were out in force picking up the Toy-N-Joy contributions from sites throughout Puget Sound. Finally, on December 21, Machinist volunteers spent from 8:30 a.m. to 7 p.m. distributing gifts at the Salvation Army Toy-N-Joy distribution at Qwest Event Center.

But for the Machinists Council, 751 learned a great lesson from its 75th anniversary, said Betsy Zyskowski, Dan Zyskowski’s secretary/treasurer and board member. “It was a fitting way to end 2010, during which District 751 celebrated its 75th anniversary, said Secretary/Treasurer Susan Palmer. “For 75 years, we’ve had two goals: to make the aerospace industry a better place to work, and to build better communities where our members live,” she said.

At the Home Team Harvest food drive, Machinists delivered a trailer full of food donations and a check for more than $3,300 in contributions from members.
Mike Oakley, who works third shift in Everett, was in the holiday spirit. When his shop put together a Toys for Tots program, he did more than just contribute a few toys. He purchased 13 bicycles and bike helmets to donate to children in the area.

Steward Doug Falkenhagen noted, “Mike wanted to share the benefits of his Union job. He is hard to read sometimes, but showed his true character and the depth of his caring with this donation. During this recession, needs are up and toy contributions are down so Mike wanted to do more to help others and succeeded with his generous donation.”

Member Mike Oakley was proud to donate 13 bicycles and helmets to his shop’s Toys for Tots effort.

Pedaling Joy for the Holidays

The flightline crew at the Seattle Delivery Center pitched in to help others at the holiday season. In just a few days, the crew collected more than $1,150, which was donated to the Seattle Union Gospel Mission.

Members on Seattle Field did more than just deliver record numbers of 737s in the past month – they also stepped up their efforts to help others. It started when member Rick Felt was reading the paper and saw an advertisement for the Seattle Union Gospel Mission. It reminded him of just how many are in need in our community.

Understanding that solidarity works, he decided to ask his co-workers if they would like to help. “We are very fortunate to have good-paying Union jobs at Boeing. Our group is always very generous so I decided to organize a collection. Everyone took part – hourly and salaried. In just a few days, we had collected over $1,150.”

Seattle Delivery Center hopes other shops will do the same and pick a charity, organize a collection and help out the less fortunate. It was a great team effort and a good way to kick off the holiday season.

Delivery Center Steps Up Donations

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Continued from page 1

the weekly orientation sessions for newly hired Machinists. Business Reps who lead the sessions have regularly seen groups of 125 or so, with as many as 150 new members on Nov. 19 — the biggest group to come in for sessions. The vast majority of recent new hires have been headed to Everett, which is expected to be the largest hiring during the fourth quarter. The Business Reps warned new hires to give yourself plenty of time to walk from your car to your new area.

“Make sure you get up there at least a half-hour before your shift starts,” advised Everett Business Rep Chuck Craft. Introduction calls by your manager and make sure you know what the attendance reporting process is, urged Remon Business Rep Tony Wilson.

Then find your union steward — and be able to show you around the area, where to find accommodations and where to find your key people.

“If you are ever called into Boeing’s Human Resources, take the stewards with you, so they can take notes and document what happens,” Wilson said.

The Business Reps warned the new hires about the most common ways Machinists get fired from Boeing.

“We’re just trying to prepare you to be good employees,” said Seattle Business Rep Brett Coty.

Poor attendance and stealing are major causes for firing. Making a threat of violence can also land a worker in trouble, he said — and even if it’s simply an off-the-cuff angry remark.

Concealment of production mistakes also is a big issue. If you make a mistake, report it and certainly don’t try to hide it. Hamilton said. Inspectors will find it, and when it’s traced back to you, “you’re going to get terminated on the spot.”

Also, be smart with your computer use at work, Wilson added. Long-time employees have been written up, and even fired, for using Boeing computers to visit Internet chat rooms, download pornography or pass along offensive e-mails.

Both Boeing and the Machinists Union take safety very seriously. Wilson, who is 751’s safety coordinator. Don’t be complacent when it comes to safety, and never take short cuts, he said. “If you’re in a predicament and you don’t feel safe, get your union steward.”

As Machinists Union members, the new hires will enjoy a range of benefits through IAM/Boeing Joint Programs, like $75 re

Wiring increases for last quarter

Continued from page 1

days the following week and then got paid time off through Jan. 4.

But for demand for workers is high, and the room for new hires is limited, according to the weekly orientation sessions for newly hired Machinists. Business Reps who lead the sessions have regularly seen groups of 125 or so, with as many as 150 new members on Nov. 19 — the biggest group to come in for sessions.

Over 120 new hires are expected this quarter, and about half of them will be headed to Everett. The vast majority of recent new hires have been headed to Everett, which is expected to be the largest hiring during the fourth quarter.

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November Retired Club Meeting Minutes

by Ruth Render, Retired Club Secretary

The meeting was called to order on November 8 by President T.J. Siebert. All officers were present or accounted for.

Minutes: MSP to accept the minutes as printed.

Financial Report: Treasurer Betty Ness read the report. MSP to accept the report as read.

T.J. Siebert announced a special program in honor of Veteran’s Day and the fight for women’s suffrage. 100 years ago today women won the right to vote in our state.

The U.S., Washington State and IAM flags were brought forward by Leroy Miller. Dean Dickinson and Mike Keller and the Pledge of Allegiance was said.

Dean Dickerson spoke about his ancestor A.E. Dickinson who served in the Civil War. Dean brought a display including a copy of a letter A.E. Dickinson wrote to his father sharing the harsh conditions in which troops served, including no food.

Helen Lowe reported women were given the right to vote here on November 8, 1910 – 21 years after Washington became the 19th state before the 19th Amendment gave all American women the right to vote.

John Guevarra read a poem about a dying soldier who gave all American women the right to vote.

Health & Welfare: A moment of silence was observed for the following deceased members: David Cooper, Kenneth Dahlstrom, Douglas Fulkner, Ted Kamendula, Jack Lytle, Phong Tuong. Sympathy cards were sent to the next of kin. Helen noted to date 4,427 American troops have died in Iraq and 1,375 have died in Afghanistan.

Business Rep Report: Bus Rep Emerson Hamilton reported Boeing is refurbishing the 14.01 Building and will be using it for the Navy P-8 airplane program. This will mean more hiring for this program. We have also been working to organize other companies which will increase our membership as well.

Legislative Report: Carl Schwartz stated the election results were bad for organized labor and senior citizens. Carl reported 85% of seniors depend on Social Security for most or all of their income. However, 60% of seniors voted for legislators who are against Social Security, with the exception of union members and retirees who voted for people who support Social Security. Carl presented a resolution requesting that our congressional delegation vote against the entire Deficit Commission recommendation package if it includes any cuts to Social Security or Medicare. It was MSP.

Legislative Director Larry Brown stated that his office intends to have the same resolution passed at the state level.

Constitution & By-Laws: The Constitution and By-Laws were received by Robert M. Kettenton.

Treasurer: Betty Ness reported the bank balance is $2,013.

Adjournment: Meeting adjourned at 12:05 p.m.

Union Retirees:

Congratulations to the following members who retired from the Union:

Garry A Anderson
Terry A Barnhardt Sr
Terrance R Borg
William Bradham Jr
Ronnie L Brock
Linda E Brooks
Albert Brown Jr
Ly C Bui
Mark D Card
Randal D Carter
Howard M Churchill
Michael W Clark
Justa M Cleveland
Thomas M Connor
Grant D Costa
Warren K Crumrine
Daniel F Cullinan
Dante DePiano
Joseph W Evers
Michael A Garcia
Eddie A Gardner
Ralph C Goad
Gary W Goodwin
Charles A Haberlach
John J Hegyes
Jerry D Hosser
Mildred A Hughes
Steven P Jennings
Elmer R Johnson
Sharon L Johnston
Henry C Kelley
Robert K Kettenton

Congratulations to the following who retired from the locals in Eastern Washington in last half of 2010:

John Guevarra, Local 86, Triumph
Jerry Jaggers, Local 1951, Rabanco
Jim Johnson, Local 86, ASC Machine Tools
Kathy Cumpton, Local 86, Triumph

Many attending won raffle prizes. L to R: Gary Stallman, Diane Stallman, Eric and Wendy Geyer (who celebrated their 26th anniversary), and Don Greula.

The Seattle Union Hall was packed with retirees dressed in festive holiday sweaters for the annual Retired Club Christmas Luncheon on December 13.
## AD RULES

Each single ad must be 25 words or less. Use a separate piece of paper for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number. Members’ “cottage industries” will be OK on ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

### Deadline For Next Issue

Jan 14th

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## Miscellaneous

### HEALTH RIDER ELLIPTICAL

Exerciser with computer monitor displays, like new, $440. 253-922-2013 leave message

### COMPUTERIZED MONITOR DISPLAY

Elliptical exerciser, $75. 253-922-2013

### BEVELED EDGED MIRROR

Closet doors, 52” by 11”, beveled, beautiful, two finish colors to choose from, brown or off-white, $125 each, buy both will be discounted. 425-418-0448

### WHITE WALL SHELF

6’x6’, white w/ adjustable shelves. $20. 425-226-7252

### LOTS OF PRINCESS HOUSES

Crystal, in original boxes, some no longer available. 40% off retail price. 360-459-3147

### 20-AMP TRANSFER SWITCH

For a RV or Hot Rod. 206-714-5521

### NEW, $400.

Leave message 253-922-2013

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## Property

### THREE CEMETERY PLOTS

At Rosehill in the Rose Garden. Each plot, $780. 425-951-4361

### FOR SALE

5 Lots 50x100 each, creek and view, fruit trees, water, power, 4 wheels or electricity. Paradise Bay, Port Ludlow. 360-863-6325

### SIDE-BY-SIDE PLOTS

Auburn Mountain View Cemetery, next to veteran’s section, the row of 4 plots for $1345 each, available if you want a family section. 425-394-4118

### CEMETERY PLOTS

Side-by-side, Greenwood Memorial – Azalea Gardens, $4500 for both. 509-962-4986

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## Sporting Goods

### AUTO PARTS & ACCESSORIES

### COTTAGE INDUSTRIES

### BOATS

### HOME MADE BBQ

35 gal, with lid, $20. 360-620-0509

### FORENY STICK WELDER

Works good. $100. 425-273-0955

### TYRES

4 SNOW TIRES, P205/70R-15, studded and mounted on rims, highly used, on 2001 Yukon Denali. $300. 253-629-0772

### SCHEP/ICE transition sand, 8 bags, $2 each. 206-224-2306

### CABINET TYPE SINK with new faucets

Simple, $50. 206-224-2306

### WESTSIDE MILK CANS

Small $10, large $15. 253-327-6636

### BEVELED EDGED mirror

Closet doors, 5’, beveled, beautiful, two finish colors to choose from, brown or off-white, $125 each, buy both will be discounted. 425-418-0448

### FISHMANS DREAM

Own you very own dreed 2BD/2BA sleeps six, one week condo on beautiful lake Chelan, $2500 plus yearly maintenance fee. Box: 253-846-2010

### ASHPOD - ECHO VALLEY

5 m to park entry, 1995 mfd 3BD/2BA, 1050 sq ft. Good home, corner lot, partially landscaped, 2 out buildings, $120,000. 360-569-4216

### REDOBD BEACH MILLION dollar view

Mobile home in 50’ park, 1967 double wide, in need of repair, have to see, under $20,000 offer. 253-839-9169

### FRESH SNAFOOD

Local and worldwide selections, prices subject to change. Call Diana 206-938-9214

### SOUTHERN PACIFIC RAILROAD CAR

For sale. 425-226-7252

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## Vehicles

### CHEVROLET

Truck, fully equipped, double cab. $3600. 206-635-7115

### DODGE CARAVAN

In swell shape, never on bad roads, records at Les Schwab. $1200. 206-714-5521

### JAGUAR

Gloss black. $10,000. 425-327-6636

### OLD MILK CANS

Small $10, large $15. 253-327-6636

### ADD (25 word limit. Please print.)

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## Tools

### SAWS

2126 713-1664

### GUN CABINET

Glass doors, $100. 360-620-0509

### SLEDGE 12 GAUGE

12 shotguns, 7 model, 4 boxes ammo. $200. 253-922-4004

### BOAT CABLES

250 lb. $800. 253-839-9169

### CABIN TYPE SINK

With new faucets, new condition, Snow ski with bindings. 225. 360-953-6555

### CHILDREN’S CARRIAGE

Model. 250. 360-953-6555

### MINI MILK CANS

Small $10, large $15. 253-327-6636

### CANDY BAR SINK

New, $400. 253-922-2013 leave message

### OBO

Needed. 206-938-9214

### FISHMANS DREAM

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### DUBOIS - ECHO VALLEY

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## Wanted

### LOOKING FOR

Shop individual who is interested in taking over/buying out teakwood furniture business, the merchandise is worth over $10,000, please contact 425-418-0448.
Guide Dog Delivers Freedom to Member

Continued from page 1

ists Union member in 1948, after he was told he was too old to benefit from a dog. The union continues to be the main supporter of the charity, and District 751 is the top fundraiser nationwide, raising a record $276,000 in 2010. While Machinists here have been raising funds for Guide Dogs for nearly two decades, Meech is believed to be the first District 751 member to get services from the organization.

Meech was a Local 1951 member working for Allied Waste at the Roosevelt Regional Landfill in Klickitat County when he had the accident that took his sight. He was on his way home from work in August 2007, riding his Harley-Davidson on U.S. Highway 97, when he was caught by a gust of wind as he shut down his optic nerve. He woke up completely blind.

His legs injuries required extensive rehabilitation, and he spent almost a year in a wheelchair. But he and his wife, Joan, decided early on that they wanted to get a guide dog. Both are dog lovers, they told the newspaper.

“Initially, we were going to get a guide dog through a group in Oregon,” Joan Meech told Machinists Union staffers this summer. “Then one of his buddies told him about how the Machinists helped establish Guide Dogs of America and are the top contributors to the charity.”

Local 1951 members also helped raise more than $1,600 for Meech’s expenses, money that was matched by management at Allied Waste and Pexco in Union Gap.

With the help of his local officers and District 751 staff, Meech got on the list to be paired with a dog through Guide Dogs of America, which led to his meeting Lefty in October.

“I am just totally stoked,” petting Lefty as he vigorously wagged his tail and licked Meech’s face. “I’m probably more excited than he is.”

Teaming with Lefty is part of the process as Meech claims his life. A state grant paid for a trucking cash register and scanner that allows him to work at the pro shop at the Goldendale Country Club, and Meech has resumed golfing, relying on a friend to help him aim for the pin.

Meech has also reclaimed his seat at the weekly Texas Hold’Em game he started at a Goldendale pub, relying on Joan to tell him what cards he’s got in his hand.

“Dennis has such a positive attitude and is a real inspiration,” said District 751 President Tom Wroblewski. “He and his family are incredible and have adapted to the situation admirably. His perseverance is a testament to the heart and soul of our membership.”

I guess.” You can watch a video of Meech and Lefty working together at the Guide Dogs of America facility. It’s at the District 751 YouTube channel www.youtube.com/unionbuildingcommunity

More Green for the Guide Dogs

Local C’s holiday raffle raised $13,765 for Guide Dogs of America. The drawing took place at the November meeting and the $1,000 winner (Bill Herrmann) was present to collect his prize.

Above L to R: Chris Louie, Rob Curran, Bill Herrmann (who won the $1,000 MasterCard), John Lopez and Dave Henry. Photo inset: Rob Curran, Chris Louie and John Lopez present the $13,765 check to Guide Dogs of America.

Local F Delivers for MNPL

Local F’s bowling tournament raised $6,585 for MNPL. Presenting the check L to R: Teri Mettke, Susan Palmer, Grace Holland, Robeny Evans, Tom Wroblewski and Dwayane Johnson.

President’s Column: Union Works to Make Northwest Better

Continued from page 2

meech has a lot more freedom and independence since he brought home Lefty, his guide dog.

The wind blew him sideways into a guardrail, breaking his pelvis and right leg. He lost so much blood that his body completely blind.

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President’s Column: Union Works to Make Northwest Better

Continued from page 2

meetings. That’s what gives this union strength and makes each of us stronger.

That same kind of solidarity also pays off in the workplace, as union members in Yakima can attest. District 751 members at Pexco ratified a new contract in December, one that means they’ll continue building interior components for the 787 and other Boeing planes for the next four years — without having to endure any takeaways, or cuts to their health care benefits.

We had a lot of good contract wins in 2010 — including the ground-breaking contract with Triumph Composites in Spokane. The fact that we were able to come to terms on agreeable contracts with so many employers — without anyone spending even an hour on a picket line — speaks volumes about what we can achieve when we work in solidarity.

This was our 75th anniversary year, and for our closest to a close, we really lived up to our slogan of “Building a Better Community” through our participation in Salvation Army events in December, and especially at the KING-TV HomeTeam Harvest food drive.

More than 200 Machinists and members of their families turned out on a frosty Saturday to collect cash and fill semi-trucks with food for Northwest Harvest. District 751 MVPs also presented a check for more than $3,000 to the food drive — which included money local lodges raised

passing the hat at their November meetings — as well as more than a half-ton of food donated by members like you.

KING-TV had set a big goal for this annual food drive. They wanted to achieve 10 million meals in 10 years, which meant having to collect twice as much food and cash as they’d ever done before. Once again, you answered the call, and with your help, they hit their target.

It was just one more example of how we as individuals are more powerful when we come together to work toward a common goal, whether it be feeding the hungry or making our companies better places to work.

In closing, I’d like to thank each and every one of you for your hard work in 2010 — especially the staff and shop-floor representatives who worked so hard to win so many new contracts, and everyone who pitched in during the election season. We had a lot of victories in 2010, and we can take pride in all of them.

And I’m going to thank you in advance for all the hard work you’ll do in 2011. We already know we’ve got challenges ahead, but if we’re united and work together the way we did so many times last year, we’ll be successful for ourselves, our families, our companies and communities.

I wish you the happiest of holidays, and look forward to working with you again in the New Year.
Members at Pexco Ratify New Four-Year Agreement

District 751 members working for aerospace supplier Pexco have approved a new four-year contract. Some 74 percent of members voted in favor of the contract. The deal covers 130 workers at the plant, which provides plastic components for aircraft interiors as well as parts for the auto industry.

“What we got was a step in the right direction,” said Dave Bailey, a Union Steward at the Pexco plant. “To get a contract in this economy that has added benefits and pluses is a great thing.

He added that for the workers “to walk out with a contract that has no takeaways and has nothing but more improvements as far as language, as far as money – it was very positive.”

Under the terms of the contract, workers will get raises of 40 cents an hour in the first three years, with a 50-cent-an-hour raise in the fourth year. In addition, pay will go up 15 cents an hour for every entry-level job category, shift differentials will increase by 15 cents an hour, and lead pay will increase 15 cents an hour.

The changes, which took affect Dec. 1, mean entry-level pay now ranges from $11.12 to $21.65 an hour at the plant, depending on each worker’s job category.

The workers also gained some job security language in the contract, in that Pexco agreed not to do any subcontracting that results in layoffs of regular workers or prevents the recall of any laid-off workers. The contract also granted workers improvements related to overtime scheduling, personal days, holiday pay and recall rights if there are layoffs. Healthcare benefit costs will remain the same.

The union’s negotiating committee, led by District 751 Business Rep Steve Warren and Staff Assistant Ken Howard, had recommended that members accept the contract, telling them that it brought “improvements in several areas you identified as important and includes no takeaways.”

“You could always be better,” said Howard, “but all in all, they really did get a pretty good deal. There were no takeaways and we got lots of good contract language. It was a step in the right direction and a good second contract.”

This was the second union contract for the Pexco workers, who had joined Local 1951 in 2007, when the company was called Filltron. The company was renamed in 2009 by its owners, Saw Mill Capital Partners, a private equity firm.

The first contract came on the heels of a contentious union organizing campaign. This round of negotiations went much more smoothly, Bailey said.

“On the first contract we sat there for eight months, spending whole days on one section of the contract. This time, getting through all of it in five or six days was almost intimidating.”

That’s not to say talks were easy, however.

“We had some very tense moments at the negotiating table,” said Howard. “But both sides truly came to negotiate and we came up with a good contract for the membership.”

Warren agreed. “Once you get a second contract, you are on the way to building a stronger foundation for the future. We secured non-economic language that helps all the members. It was clear through all the surveys, members wanted to keep gray out of the contract and be able to secure solid language around how to use their benefits, work rules and policies. This contract did a lot of that,” he added.

Pexco has been hiring recently, adding close to 20 workers after receiving additional orders from Boeing and winning new work providing plastic seals for a nationally known maker of home furnaces.

“We’ve been hiring like crazy,” Bailey said. “Things are going good.”

New Contracts Ratified at Cummins Northwest

Machinists Union members working at Cummins Northwest ended the year on a high note – approving two separate new three-year contracts on December 22.

These skilled diesel mechanics service all types of trucks and equipment at the company’s facilities in Pendleton, Oregon and Spokane. In addition, they maintain and service power generators for hospitals, police, fire and other emergency services.

While they have separate contracts covering each location, the issues are pretty universal. Since it is the same company, Business Rep Steve Warren and Staff Assistant Ken Howard negotiated both agreements simultaneously.

“During these tough economic times, the company had a dismal economic forecast which complicated the negotiations. Delivering a pay raise each year of the contract was a win for the employees,” stated Staff Assistant Ken Howard, who served on the Union negotiating committee. “By getting a general wage increase each year and the largest up-front, they get more cumulative money over the life of the agreement,” added Warren.

Employees will receive a 2 percent General Wage Increase effective January 1, 2011, and an additional 1 percent General Wage Increase effective January 1, 2012 and January 1, 2013. All other provisions of the agreement remained the same as the previous contract.

Union Delivers $19,000 in Back Pay

Continued from page 1

deciding to correct it, especially given the size of the settlement, said Murphy.

He’s had much harder fights over much smaller issues, the Steward said. “We’ve come across a bunch of little stuff that’s all been kicking and scratching all the way,” he said. “This one wasn’t, really. Other than going down to HR, that was really all I had to do.”

The key was that the member had documentation that proved he’d been doing the team leader job, and he had a Steward ready to take up his case, Craft said.

“Tom did exactly the right thing in this case, and it paid off big for the member,” he said.