Laid-off members continue to be re-called each week as Boeing ramps up for increases on most production lines as well as gearing up for new airplane programs such as the 787 and MMA. As Boeing recorded its best sales year ever, this translated into good news for our laid-off members. Since Boeing began recalling members in May, 2004, over 4,200 members of 751 have returned to the payroll. Over 1,000 have been recalled since September 1.

In the past, the Company deadline to stop recalls for the year was generally Thanksgiving to avoid paying the extended Christmas holiday to someone fairly new on the payroll. However, this year recalls continued through December 16 – demonstrating the tremendous amount of work for our members.

With this recall activity, also comes the opportunity for members to transfer to other jobs – highlighting the need for members to take the necessary steps to be considered for potential upgrades or transfers. In several jobs, all Category A’s have been recalled so the Company is looking for other ways to fill the positions, including internal transfers and new hires. If members interested in moving, now is the time to take action and prepare so you can be considered. The IAM/Boeing Joint Program is available to help (see related story below).

Many of the over 1,000 members recalled since the new contract went into effect have benefited from a small change to language in Article 6. Members who were laid-off and were receiving the maximum rate of pay are now returned to the new maximum rate of pay rather than the rate they were making at the time of layoff.

This change was negotiated in the recent contract and, depending on how long the member was off work, could bring up to a couple dollars an hour in additional pay. While on layoff, he came back to the rate of $32.82 rather than the $31.27 he was making when he was laid-off – a $1.55 an hour difference.

Gary (r) thanks Business Rep Ernie McCarthy for ensuring he was recalled to the maximum pay rate, which brought him an additional $1.55 an hour from his layoff rate.

As the recalls continue, some jobs are getting close or have exhausted all members from the layoff list (Category A’s) – meaning Boeing must look to other places to fill these positions. This will create opportunities for members looking to move to different jobs or locations within Boeing.

However, to be considered when these positions come open, members must start now to prepare and get the proper training to qualify for other jobs through the Employee Requested Transfer (ERT) System. It can take up to 12 months or more to complete the minimum training requirements.

In Union focus groups, many members working in Factory Service have expressed a desire to upgrade to a different position. Looking at the Company projections, the IAM/Boeing Joint Program is available to help (see related story below)
Members Strength Was a Highlight This Year

by Mark Blondin, District President

I want to thank every member for sticking together and saying NO when Boeing tried to divide and conquer the membership. New hires will continue to qualify for retiree medical. Wichita received the 25 cents COLA in December. IAM members in California, Alabama and Texas are on strike at Boeing. They’re striking for the same issues we did. Boeing is demanding that they discontinue retiree medical for future hires and agree to a substantiated medical plan for current employees and retirees. Their stand is no less honorable than our own. Boeing should take care of all of their employees because it is the right thing to do. These members have been on the picket line since November 2nd.

Boeing continues to rack up record orders, which is good news for our members working at Boeing. Over 3,000 members have been rehired this year. Recalls are projected to continue through 2006 and some jobs will exhaust the Category A list. This will present opportunities for members to move to other positions and also to get new hires on the payroll. For those who are leaving, start preparing now and using the Quality Through Training Program to go through the Employee Re- qualified Transfer System. We all realize that negotiations are never over, as we are already preparing for the next contract in 2008. We will be distributing a survey early next year to ensure we know your issues so we can address them and continue the communications we realized in the past year.

Many of our contracts in Eastern Washington are expiring in early 2006. For some, we are currently in bargaining sessions and are preparing for the others that will be ending.

The Union continues to investigate the data loss to protect members from any potential identity theft. I urge all members impacted to sign up for the three years of free credit monitoring Boeing is offering. You must activate the credit membership within 90 days. If you were impacted by the data loss and did not receive the information on the three-year monitoring, contact Total Access to sign up.

In the coming year, the Union will continue to push for pension legislation that puts stronger protections on pension benefits, as well as holding companies more accountable. In addition, we will push to get the authority to bargain for our current retirees, which is a much needed change to labor law.

751 members, through their volunteer work, have made the holidays special for countless families. With several commitments to community service is not just during the holidays, but all year long. It makes me proud when I hear of the wonderful projects 751 has completed. In December alone, 751 members volunteered as Salvation Army bell ringers, served meals at area missions, built several wheelchair ramps including one for a retired member, and the list goes on. Even during the time off from Boeing, this generosity continued. Members gave over 120,000 volunteer hours for the needy from Qwest Field, take off the Northwest Harvest Warehouse, and serve meals at area missions on Christmas.

Again, enjoy the holidays!

Ensuring Maximum Pay

Continued from page 1

Gary stated, “I am glad the Union got this change. It will mean I didn’t lose ground during my layoff and will get credit for being at the maximum rate of pay. My 25 years should ensure I am at the maximum rate of pay. The Union made sure that happened.”

“I also appreciate the strong recall language that ensured Boeing had to return me to the payroll before hiring off the streets. That doesn’t happen in other payrolls that don’t have the strong recall language we enjoy,” added Gary.

Prior to the negotiations, the Union had pushed the Company to return members laid-off at the maximum rate of pay to the new maximum rate. In the bargaining sessions, Union negotiators were able to get this written into the contract to ensure all recalls would receive this benefit.

Negotiators also corrected a problem that had occurred when members took a downgrade due to surplus action. In the new contract, when members are returned to their previous labor grade, they will go back to their rate of pay at the time of the downgrade. In the past, when they were upgraded, they would receive 56¢ per labor grade – which was often much less than the rate they were receiving prior to the downgrade.

Distribution of the newsletter will be handled through the postal system. However, the Union will continue to encourage members to sign up for Total Access to receive a free one-year subscription to the Aero Mechanic.

Letters to the Editor

Retiree Appreciates Members Saying No to Takeaways in Retiree Medical

Dear Members:

I want to thank every member for walking the picket line for 28 days. Your efforts protected medical benefits for retirees, like myself. By standing together, we defeated one of the biggest and most powerful corporations in the world. The IAM 751 strike, the strike was of central interest to my wife and me and my survival.

My wife, Pauline, who is a diabetic and not yet eligible for Medicare, depends on my retirement for her insurance benefits. I am sure we are only two of thousands of Boeing retirees who can heave a sigh of relief knowing that the threat to our financial future is past.

We retirees owe thanks for the victory to the leadership of our Union. But mainly we owe our thanks to each other and to the wonderful men of our Union who did “The Right Thing for the Right Reasons” and sacrificed all of us in the struggle for justice.

Pauline and I got a good example of the fighting spirit of our membership when we visited the hall and the picket line a few days before the settlement. I give my personal thanks to Randy Lee, Dave Parzyk, Steve Gardner, and Ray Parzyk, whose resolve to stay out however long it took convinced me that our future was in good hands.

Al Peppard, Retired 751 Member

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

Mark Blondin, President, Business Representative
Gloria Millsaps Vice President
Bruce Spalding Secretary-Treasurer
Kim Leufroy Sergeant-at-Arms

Union Business Representatives

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• 233 Burnett N., Renton; 425-235-3777
• 8720 Airpark Rd. Everett; 425-355-8821
• 4329 E. Houston, Spokane (509) 534-9690 or 1-800-763-1105 Toll-free to Seattle from: Nationwide 1-800-763-1310 Tacoma 253-627-0822 Hotline: 1-800-763-1110 Web site: www.iam751.org

751 AERO MECHANIC

Connie Khilliner, Editor

Member of The National Guild, CWA #37082

District 751 AERO MECHANIC is submitted for Friday, 11/27/04. 151 South Lake Union Parkway, Seattle, WA 98101.

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Members Thanked for Get-Out-the-Vote Efforts

The Department of Labor is widely expected to cut back protections of the Family and Medical Leave Act (FMLA) that has helped tens of millions of workers since it was signed into law by President Bill Clinton in 1993. Big business groups, including the U.S. Chamber of Commerce and the National Association of Manufacturers, are pressing to limit workers’ ability to take time off without pay for the birth or adoption of a child and to care for a sick loved one or for their own illness.

In its recently released regulatory agenda, the Labor Department said the Family Medical Leave Act changes are among its regulatory priorities. But unions and other groups have urged the Labor Department to keep the current FMLA regulations intact.
Toray Employees Support for Union Declines

Several months ago, workers at Toray Composites (America) came to District 751 expressing an interest to have a union contract. These employees not only wanted justice and fairness in their workplace, but a voice regarding their wages, hours, and working conditions. On December 8-9, 2005, the National Labor Relations Board was scheduled to conduct a secret ballot election. After carefully gauging TCA employees’ response, the Union determined the support was not adequate, and therefore, decided to withdraw from the election. The workers have voiced their decision, and we are respecting that.

TCA hired one of the most prominent union avoidance firms and held captive audience meetings several times a week to put the “fear factor” in play on going Union. A petition asking for another six months to correct issues was circulated and many TCA employees signed. These workers were willing to give the Company another chance to change – even though the issues are the same as ten years ago when the Machinists Union last tried to organize the plant.

Unfortunately, most union avoidance firms use this very ploy to give the employer six months to try and resolve the problems that have been apparent for a decade at TCA.

751 members who volunteered to go to Toray employees’ homes were surprised at what they heard. These employees work 12 hour shifts (6 a.m. to 6 p.m. or 6 p.m. to 6 a.m.) and rotate to the opposite shift every two weeks. During their 12 hour shift, numerous employees reported only getting one twenty minute break and not even having time to go to the restroom during their shift. Safety was also repeatedly mentioned as employees do not get adequate training for the chemicals they work around nor the proper training on personal protective equipment. Several employees noted their goal is to make $14 per hour.

Until a clear majority of TCA employees recognize and accept the challenge to seek the right of collective bargaining, management there will continue to maintain total control of their wages, hours, and working conditions. The Union is here and willing to help all workers, but first they must collectively want to help themselves.

Organizer Jesse Cote explains the issues of Toray employees to Union volunteers.

Super Bowl Fundraiser to Benefit the Hardship Fund

Mark your calendars now and plan to attend the 751 Super Bowl Fundraiser party to benefit the Hardship Fund on Sunday, February 5th. The event will take place at the Seattle Union Hall (9135 15th Pl. S.) and will feature the game in high-definition on multiple screens, food, beverages, entertainment, and celebrities. There will be various raffle prizes throughout the day giving members many opportunities to win. The planning committee is still determining the final details. If you would like to help with the event, please call 206-764-0350 or 1-800-763-1301, ext. 3350.

The 751 Hardship Fund is designed to provide members with emergency assistance like food, housing support and utility expenses when members suffer the loss of income due to a serious illness, an on-the-job injury or when other emergencies occur.

- Loren Guzzone checks the Thomas Guide to locate Toray employees and answer questions they may have.

- Jackie Boschok and Chris Louie teamed up to visit Toray employees.
Peer Trainers Learn More Techniques to MoveSmart

When workers move their bodies, they are at risk of a range of injuries. In December, the IAM/Boeing Health and Safety Institute (HSI) enhanced their popular MoveSmart classes by providing the peer trainers with an advanced MoveSmart training module.

MoveSmart is a set of professional techniques based on martial arts, sports training and practical experience. In this new, advanced course, trainers learned a four-step plan to increase personal control over your own safety at work and at home. By using MoveSmart techniques, a person can reduce the strain on their body, as well as increasing their power and maximizing their capabilities. By concentrating on certain muscle groups or positioning the body in just the right way, we can complete our physical tasks without injury. The course will help workers move more safely and more consciously to leverage strength and avoid strain. The course emphasized the need to take microbreaks throughout the day to keep blood flowing and to avoid injuries. It suggested quick exercises you can do anywhere – at work, at home and even in your car. With MoveSmart techniques your body doesn’t have to work as hard so at the end of the day you are less fatigued.

Armed with four days of intensive training, these 751 members will act as peer trainers and share the techniques they have learned with other members to reduce injuries and increase awareness – not only in the workplace, but at home, as well.

HSI Administrator Dave Bruether is a strong proponent of MoveSmart techniques. He noted, “I’m so passionate about this training because it works. The course is a great way to touch our members and give them a gift of a better quality of life for not just our members, but their families, as well.”

This Advancing MoveSmart module is designed to:

• Further strain and sprawl prevention, with more physical and conscious techniques and strategies
• Boost attention skills for directing attention towards manual material and equipment handling safety
• Reinforce MoveSmart Module 1 (Safe and Stronger Handling)
• Increase motivation and skills for taking personal control for safety
• Offer personal strategies for boosting health and safety

In order to be most effective in delivering the training in the shortest period of time, only those previously certified as MoveSmart trainers took the course. Watch for this dynamic course to be offered in your shop.

Safety Recognition from the Everett Site

The Everett Site Safety Committee recently held a recognition luncheon to honor individuals who have championed safety through their actions, those who served as peer trainers to promote safety, and those who saved another’s life. Everett Site Committee member Greg Campos was honored for his efforts as peer trainers and share the techniques they have learned with other members to reduce injuries and increase awareness – not only in the workplace, but at home, as well.

HSI Administrator Dave Bruether was honored for his exceptional efforts to protect members in functional test while handing the engines. Greg not only worked the problem, but designed and built the platform that corrected a potential safety problem. SHEA was also recognized for their support of HSI.

Monthly Safety Tips

Safety is a very personal issue and becomes the responsibility of each person. The Hazard Communication Team offers the following safety tips for the holidays, as well as encouraging members to set personal safety goals for the coming year.

Stay Safe for the Holidays

If you look at some starting statistics, we can see how to avoid potential problems over the holidays. We know that:

• During 1999-2002, an average 310 home fires started when Christmas trees ignited. These fires caused an estimated annual average of 14 deaths, 40 injuries, and $15.7 million in direct property damage.
• In 11% of the December candle fires, the fires began when a decoration caught fire. This was true in only 3% of the fires during the rest of the year.
• According to the National Fire Protection Association:

Stay Safe for the Holidays

As you plan your year, set some aggressive yet achievable goals for making your workplace and your home a safer, healthier place during 2006.

2006 Safety Goals

Source: National Fire Protection Association

One-Stop Data Shop

2006 Safety Goals

As you plan your year, set some aggressive yet achievable goals for making your workplace and your home a safer, healthier place during 2006.

Here are some points to consider:

• What types of injuries could have the greatest adverse impact?
• What goals and commitments can your team / family make to prevent injuries?
• Can your team members suggest changes that will promote health & safety?
• How can preventive maintenance be practiced?
• How can team members support each other in wellness activities such as exercise, weight control, or stress management?
• How will you measure progress and celebrate success through the year?
There are numerous courses that are common to skills that will help him in the event he is laid-off. Looking at using the QTTP Education Assistant could go through another downturn so he is Career Guides and seeing what other opportunities year waiting period on transferring to another Everett QTTP Career Advisor, Gina Fountain. Factory Service Attendant, recently met with are working together on,” stated Erxleben. people. I just lately have come to understand that rides on its people and the education of its jobs he is interested in. “The future of Boeing have been met or help build a training plan to move in the future, if they get the proper Lam thinks the opportunities that Joint have a role to play in the development of the employees now have an on-line resource to make a career move, you can identify and with career development at Boeing. members to work with a QTTP Advisor. teams responsible for each of the jobs chose employees who feel their prior knowledge and experience is equal to the training requirement under the ERT process. QTTP administers the paper-based challenge tests for many of the ERT courses at seven Puget Sound locations. Hands-on challenge test must be scheduled through Training Server and are delivered by LT&D. The QTTP process and continues to work closely with employees looking to move. Keep in mind that Boeing Hourly Workforce Administration still owns the ERT process. QTTP Career Advisors support members in the process by assisting with career decisions, training options and filing of electronic ERTs. Members wanting to file ERTs for jobs in the process need to meet minimum requirements defined by the Skill Teams. In file their ERT’s through a QTTP Career Advisor. QTTP Advisors work with employees to document that the requirements have been met or help build a training plan to gain the necessary skills. 751-member J.D. Erxleben is currently reviewing training requirements for the hourly jobs he is interested in. “The future of Boeing rides on its people and the education of its people. I just lately have come to understand that there are so many programs Boeing and the IAM are working together on,” stated Erxleben. training centers located in nearly every plant, it is convenient for members to work with a QTTP Advisor. Employees now have an on-line resource to research the 450+ hourly jobs in the Collective Bargaining Agreement. The QTTP Career Guides describe each of the jobs, as well as list the targeted training and skills which helps employees prepare for the next step in their career development at Boeing. Members must meet minimum training requirements to file an ERT or take a challenge test if they already possess the skills. ERTs for jobs in the process must be filed through a QTTP Advisor. Why do we have to meet requirements to transfer now? Minimum skill requirements and specific training have been identified for each of the jobs. This was done to level the playing field so everyone has to meet the same requirements. What if I have previously held a job that I want to return to? If you have held a job for at least 90 consecutive days within the last six years, you can file an “Auto-ERT” for that job without having to meet the training requirements (temporary promotions are not covered by this process, even if held for more than 90 days). Auto-ERT’s need to be filed with a QTTP Advisor and they will expire once the six-year window has passed. Can I challenge the requirements to show I am qualified? Challenge tests are available for employees who feel their prior knowledge and experience is equal to the training requirement under the ERT process. QTTP administers the paper-based challenge tests for many of the ERT courses at seven Puget Sound locations. Hands-on challenge test must be scheduled through Training Server and are delivered by LT&D. The tests may be taken Monday through Friday – between 8 AM and 4:30 PM. Employees who would like to test for the tests should call 1-800-962-2237 for more information on when the tests are held. There are numerous courses that are common to many jobs in the ERT system. Lam thinks the opportunities that Joint Programs provide are “great, just awesome!” and plans to take advantage of these benefits immediately. With QTTP resource centers located in every state and union, members can take courses that will help them in their jobs. How will this ERT Process benefit me? With the information in the QTTP Career Guides, employees now have a resource to find out about all hourly jobs in the contract. Prior to this, it was difficult to get good information on what other jobs existed. The Career guides help employees make better decisions regarding their careers at The Boeing Company. Are there other benefits for employees? Yes. The ERT process will help make sure that you get considered for jobs you file ERTs for. The hiring managers will be required to look at the ERT pool for hiring candidates. Because of the training requirements, the lists will be much shorter and employees will have a much better chance of getting jobs they really want. Why doesn’t my work experience count? Just because people held a given job does not mean they necessarily possess all of the skills for that job. Successful completion of specific classes and/or challenge tests is the most objective way to determine whether someone has the minimum skills. If you want to make a career move, you can identify and get the appropriate training you’ll need to prepare for that move. Who chose the minimum requirements? Hourly Subject Matter Experts (SMEs) who regularly do the work identified the skills needed for each of the jobs. The Skill Teams responsible for each of the jobs chose which of those skills were minimum requirements for transfer into those jobs. Plant managers and SMEs verify the requirements and identify the appropriate training. Do the career guides replace the dark factory job descriptions? No. The Career Guides are to be used as reference documents only. Their purpose is to help employees make better decisions about their training, education and career choices at Boeing. Is the Company required to hire in the candidate pool? The Company is required to consider candidates in the pool before hiring anyone else from the outside of the Company to hire. How will people get chosen out of the candidate pool? A joint Union-Company committee developed the selection process. Job openings can be found at web Boeing in UnionRelations/hourly/ERT.htm. What is being done to make the existing classes more available to workers of all locations and shifts? Learning, Training and Development (LTD) has opened instructor full-time and part-time ERT labs in Everett, Renton and Auburn to make courses more accessible. However, some of the courses are still dependent on instructors.
Transfer Process

Workshop Prepares Families for College

Are you thinking of going back to school? Do you have a family member who may be going to college in the near future? If you answered yes to either question, then you want to attend a free workshop offered by the IAM/Boeing Quality Through Training Program to all Boeing employees and their families.

Whether you are thinking about traditional classes or something a bit more daring such as motorcycle repair, painting, cooking or genealogy, this seminar is a great place to find out more. What makes this session unique is that more than just the union member can attend - all Boeing employees and their families are encouraged to participate. With an average of over age members pushing 50, many have children preparing for or already enrolled in college.

This workshop presents useful information on how to prepare for college - for the active employee and for children or other family members. Participants hear what is available to help pay for their children’s education, how to apply for such assistance, as well as tips to navigate through the various programs to determine which is best fit for their interest and career path.

Workshop Opporunities

• Online Courses
  QTPP has taken a good thing and made it better. While computer-based classes have always been very popular at the QTTP computer labs, customers now have the option to learn the material from the comfort of their own homes.
  The option of home-based learning allows more freedom in choosing when to take the course. You can log on 24 hours a day to access the material. Daily care, day care conflicts, scheduling problems, and commuting time are all eliminated.
  The only thing you need is a computer (with a modem) and a phone line.
  Classes are available in:
  • Basic Computing
  • PowerPoint 2000, 2002 or 2003
  • Access 2000, 2002 or 2003
  • Outlook 2000, 2002 or 2003
  • A+ certification
  • Word 2000, 2002 or 2003
  • Excel 2000, 2002 or 2003
  • A+ Certification Custom
  • Network+ Certification 2005
  • A+ Certification Core Hardware
  • A+ Certification Operating System Technologies

• Other Educational Opportunities QTTP Offers

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Classes are available in:

• Basic Computing
• PowerPoint 2000, 2002 or 2003
• Access 2000, 2002 or 2003
• Outlook 2000, 2002 or 2003
• A+ certification
• Word 2000, 2002 or 2003

Other Educational Opportunities QTTP Offers

Workshop Prepares Families for College

Jay Bruesch gets questions about his son’s college education answered. He encourages all parents of college-age kids to attend the session.
751-A Holiday Bonaza
Pays Off for Guide Dogs

Local A would like to thank all of our District 751 members and friends who helped make the Holiday Drawing Bonanza so successful. Thanks to the tremendous ticket sales and donations, over $9,054 was raised to help Guide Dogs of America.

Congratulations to Everett Union Steward Manny Soto, who had the winning ticket and took home the 42 inch plasma TV, which was donated by the Washington Machinists Council.

Children attending the December Local A meetings were treated to a free drawing for an assortment of toys. Special thanks to the following for their donations and support: District 751, Local 751-C, Local 751-F, Washington State Machinists Council, Auburn Site Safety Committee, District 751 Organizing Committee. Below is the list of names of those who contributed with cash or prizes prior to the event held December 1st. Thanks Again!

Lucille Anderson
Chuck Ayers
Judith Bailey
Dena Bartman
Heather Brown
Ray Baumgardner
Jim Bearden
Mark Blondin
David Bock
Jackie Bashok
Larry Brown
Todd Coughlin
Connie Dang
Emerson Hamilton
Chuck Eaton
Robert Foley
Dick Fratello
Randi Gebel
Ginger Grant
Tom Grantham
Don Gindre
Jay Groh
Loren Guezzone
Mike Hall
Mark Hansen
Mathardy
Sammy Hargrove
Richard Hoel
Jim Hutchings
Gary Jackson
Lori Jackson
Richard Jacobs
Stan Johnson
John Jefferson
Connie Kellhier
Mel Kennedy
Pat Kimelina
Paul Knebel
Linda Lanham
Mark Little
Garth Luark
Ed Lytgen
Tom Lux
Rich McCabe
Emlyn McCarty
Joe M edina
Bill Mobert
Sue Mertie
Gloria M I lpsios
Ruth M oore
Connie M orris
Linda N aden
Art Busier

The kids winning prizes at the second shift Local A December were all smiles as they chose their toys.

Busier Retires from Joint Programs

Art Busier has been active in the Machinists Union District 751 for nearly four decades. Over the years, he has always strived for ways to help the membership—holding various Local Lodge offices, serving on the District Council, and volunteering on numerous committees. His easy going nature and quick wit won him many friends throughout The Boeing Company.

Throughout his time at Boeing, Art has worked at nearly every plant—Renton, Seattle, Everett and Auburn. For the past five years, Art has been the Union Administrator of the Quality Through Training Program for the Auburn/Frederickson plants. There he has helped deliver training to address needs members have identified.

He understands the important role training plays in a Boeing career today. Yet he has been a strong advocate for QTTP since it was first negotiated in 1989—encouraging members to take advantage of its vast resources. From 1997-2000, Art worked full-time at QTTP to expand opportunities to hourly employees. He spent 1 1/2 years at QTTP writing Career Guides for the new ERT process. In addition, he spent 1 year working on the Everett Site Coordinator—overseeing activities at the Everett and Harbour Pointe facilities.

In that capacity, he worked on the American Sign Language video project for Boeing shop specific terms and helped develop the Everett Skills Center to provide job skills training and personal enrichment classes on the shop floor for IAM members.

District 751 President Mark Blondin noted, “I knew Art when I worked in the factory since the 1970’s. Art was known as one of best airplane mechanics around. He knows nearly every phase of airplane manufacturing—tooling, inspection or production. Art is well respected, worked hard for the Union, and kept the interest of the membership as his driving factor. His common sense wisdom relates well with members and helped him as a Union leader. He could always see things through the members’ eyes. We wish him and his family well in his retirement.”

Art Busier

Members check tickets during the raffle, which raised $9,054 for Guide Dogs and offered an assortment of prizes.

Santa Visits 751-C

W hile all of the December Local Lodge meetings boast free turkey drawings and larger prize drawings, Local C also had a very special visitor attend its monthly meetings. Santa Claus attended the meeting and gave candy canes to the kids, as well as hearing their wish list. The surprise guest brought smiles to the faces of many children and was a nice way to begin the holiday season.

Local A’s Holiday Bonanza offered a wide assortment of gifts to choose from, as well as having a separate drawing for a 42 inch plasma TV, which was won by Union Steward Manny Soto. Top photo: A Steward picks his prize.

News Briefs

2006 Dues $58.20 at Boeing

Monthly Union dues rate for IAM hourly workers at Boeing will be $58.20 for the year 2006. The 2006 dues are calculated at two times the average hourly wage at Boeing (based on wages from September 2004 through August 2005) plus $1.10 per capita tax to the Grand Lodge. If you have questions on the dues rate, call 1-800-763-1301, ext. 3310.

Microsoft to Add 3,000 Jobs... In India

Seattle-based computer software giant Microsoft announced plans this week to boost its presence in India, adding 3,000 jobs and investing $1.7 billion over the next four years. The increase will bring the total number of Microsoft positions in India to nearly 7,000.

Microsoft Corp. Chairman Bill Gates traveled to New Delhi to make the announcement, which was warmly applauded by a forum of Indian business leaders and politicians. The news confirmed India’s role as a supplier of inexpensive labor for U.S. companies anxious to outsource the “jobs of tomorrow” that were once touted as replacements for the millions of high paying manufacturing jobs lost during the past decade.

Microsoft’s announcement was the latest in a string of recently announced investments in India by American technology firms. Chip-maker Intel Corp., based in Santa Clara, Calif., said it planned to invest more than $1 billion in the next five years to expand its operations in India and invest in local technology companies.

Cisco Systems Inc., based in San Jose, Calif., said in October that it plans to spend $1.1 billion in India over the next three years.

Verizon Freezes Pensions

The memo to workers made the changes sound almost upbeat: “Your Work, Your Rewards, Your Verizon,” it read. But to some workers at Verizon Communications Inc., the company’s announcement this past week that it will freeze the pensions of $5,000 managers is nothing but an employer breaking a decades-old promise to its own people.

Verizon is the latest large company taking steps to freeze or terminate pension plans. While dozens that have done so up to now have been struggling financially, a growing number resemble Verizon: healthy, preeminent companies looking for a way to cut costs and reduce risks.

Last year, 71 of the nation’s 1,000 largest companies froze or terminated pension plans, up from 45 in 2003, according to consulting firm Watson Wyatt Worldwide. Nearly all were freezes, in which workers do not earn any new pension benefits but retain the right to retire with benefits earned.
Retired Club Christmas Luncheon - a Holiday Favorite

Over 250 retirees and guests turned out for the annual Retired Club Christmas luncheon at the Seattle Union Hall on December 12. Those attending were treated to a wonderful catered lunch consisting of turkey with all the trimmings, visiting with old friends, and making new friends. Dozens of those attending won a variety of door prizes donated to the Club.

Insurers are spending millions to market programs that can be compared side by side. Seniors are frustrated and confused by a dizzying array of competing plans, few of which can be compared side by side. If seniors do not have access to the web, they may bring their lists of prescriptions to the Seattle Union hall and have their information entered.

Drugs Program Choices Confuse Many Seniors

Seniors across America are grappling with what Newsweek magazine calls a “mind-numbing array of choices” for enrolling in Medicare Part D, the Medicare prescription drug benefit that opened to enrollees November 15, 2005, for coverage that begins Jan. 1, 2006.

In most states, private insurers are offering 40 or more plans retirees must choose among, with differing co-payments, premiums, deductibles, drugs covered and pharmacies that can fill prescriptions. Millions of retirees face a May 15, 2006, deadline for selecting a plan—after that, their premiums will begin rising by 1 percent each month.

Open enrollment for Medicare Part D will continue for the next six months, but if the first few weeks are any sign Part D is a disaster. Across the nation, seniors are frustrated and confused by a dizzying array of competing plans, few of which can be compared side by side. Insurers are spending millions to market their wares, and their aggressive tactics have triggered numerous consumer complaints.

If you are faced with this decision or you are helping a retiree navigate these complex choices, take a look at these resources that should help:

- Medicare: The Medicare website at www.medicare.gov or telephone assistance at 1-800-MEDICARE (1-800-633-4227) can provide information on all Medicare-approved discount cards. Be aware that this will take some research and a lot of patience. The Medicare Prescription Drug Plan finder can help you to personalize your search for a drug plan. By entering your prescriptions, you can look at a side-by-side comparison of up to three plans at a time so you can find one that meets your needs. This list of plans provides a view of important plan information so you can compare plans based on cost, coverage and convenience. Yet the comparison does not answer all questions. Seniors could then call the plans and ask specific questions.

- The Alliance of Retired Americans (www.retired americans.org): The Alliance for Retired Americans has comprehensive and extremely helpful information, including a at-a-glance description of the new prescription drug benefit, questions and answers, important things to consider and questions to ask before choosing a plan and discussions of the new program’s serious flaws.

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Retiree Check-In Form

Attach Mailing Label Here

Cut out the mailing label with your name and address attached to this issue’s front page. Paste, tape or staple the label in the space above. Place coupon in an envelope and mail to Bruce Spalding, Secretary-Treasurer, IAM District 751, 9125 15th Place S., Seattle, WA 98108. The Union requests this information each year to ensure we have your current address. Please mail this coupon as soon as possible or call the information into the Dues Office at 206-763-1300 or 1-800-763-1301.

NAME: ____________________________

SS# __________________________

NEW ADDRESS:

CITY ___________________________ STATE _________

ZIP ____________________________

MEETING NOTICE: The Alliance of Retired Americans South Area Chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center. They are looking for more members, or they will have to close the chapter. Come once and see what is happening.

Congratulations to the following members who re-tired from Boeing: Jeanie L. Gill Peggy L. Goff Thomas L. Harper, Sr., William J. Kemp Jessie A. Schmitt

Jessie A. Schmitt

William J. Kemp

Thomas L. Harper, Sr.

Peggy L. Goff

Jeanie L. Gill

At the Seattle Union Hall, Kay Michlik helps retired member Allyn Oakes enter his prescription to help determine the best new Medicare prescription drug coverage.

At the Seattle Union Hall, Kay Michlik helps retired member Allyn Oakes enter his prescription to help determine the best new Medicare prescription drug coverage.

Retirees enjoyed the luncheon, visiting with friends and the raffle prizes.

Dorothy Biderbost and James Dailey enjoyed the lunch.

Louise Blaise won one of five $25 Fred Meyer gift certificates that were donated.

Sharon Williams decides which prize to select.

The turkey dinner was delicious.

Left: Willard Meyers went home with a poinsetta.

Above: A table poses for a photo.

Retired from Boeing: Kay Michlik helps retired member Allyn Oakes enter his prescription to help determine the best new Medicare prescription drug coverage.
WANT ADS FOR MEMBERS ONLY
1989 MAZDA TRUCK- $1800. 206-772-5210
1990 FORD RANGER – with canopy, ex- tended cab, AT, PS, CC, intermittent wipers, rear sliding window. 118K miles $3950. 425-855-7985

PHONE (or Address)

The following information must be filled in for your ad to appear:

Name

Clock Number

Address

Shop Number

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Jan. 6th!
Submit ads online at www.iam751.org/aero/wantads/wantadform.html or call 1-800-763-1301 ask for Stephanie

December 2005/January 2006

2006 IAM Scholarship Competition

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

Applications are available by mail from the IAM Scholarship Department after completing and mailing the request form at right.

Just as 751-Member Roman Mayfield, now deceased, dedicated his life to helping others, each year the IAM scholarship program helps IAM members and their children better their lives through education.

Applications are open to IAM members and children of members who are seniors in high school and may be downloaded and printed from the web page (iam751.org/scholarship). An application may also be obtained by mail from the IAM Scholarship Department.

The IAM Member requesting a College or Vocational/Technical Scholarship

Child of a Member requesting a Vocational/Technical Scholarship

Deadline is Jan. 6th!

For rules of eligibility or to obtain an application, complete and return the form above. No applications postmarked later than February 24, 2006, will be considered.

No exceptions will be permitted even if a third party is responsible for the delay.

Shop Union for the Holidays

This holiday season, support good jobs by giving union-made gifts. Your shopping dollars can keep good-paying jobs – with good wages and benefits – in your community.

For a fine selection of holiday gifts, go to: www.shopunionmade.org

Support Good Jobs, Shop Union Made

To make shopping easier and help locate Union-made products, the AFL-CIO has launched a website: www.ShopUnionMade.org. Union-made goods and services are now instantly available online for the public to see and buy. The site offers everything from union-made motorcycles and toys to financial services, homeswears and clothing, sporting goods and gift wrap, along with news and links to programs geared to spur job growth and greater opportunity for working families.

“Anyone interested in supporting good jobs can come to one web site to find and buy union-made goods and services and discover practical ideas for economic and social change,” said Matt Bates, the department’s secretary-treasurer.

“People will be surprised how many high-quality items are still made by North American union members. There are thousands of products and services listed in our database, and we are adding hundreds more each month,” he said.

The slogan of the site reads, “Support Good Jobs – Shop Union Made.”

“ ‘This is Economics 101,’ Bates said. ‘Consumers reinvest their hard-earned dollars here at home by buying goods and services made by neighbors and friends. In stead of sending jobs and money overseas, it makes far more sense to invest in our own communities, and the web site makes it easy for consumers to do that,’” Bates explained.

Help create and protect union jobs by asking for union-made goods and services when you buy holiday gifts. Visit www.ShopUnionMade.org. Imagine the impact if just a fraction of your holiday shopping dollars go toward union-made products and services.
751 Union members throughout 2005 have made a tremendous difference in the community. Collectively, members have donated thousands of volunteer hours. These efforts make our Union very visible in the community — working to make this a better place to live, work, and play.

While the holidays are always a hectic time, Union members still found time to work on a number of worthwhile community projects in the last two months of the year.

The annual Salvation Army holiday bell ringing on Friday, December 2nd had Union members swarming the Westlake Mall area. Union jackets were hard to miss and local media interviewed several members over the course of the night. Business Rep Mark Johnson (dressed as Santa) handed out over 500 candy canes to kids.

That same weekend, volunteers showed up again in their red, white and blue Union jackets to staff the King 5 Northwest Harvest Food Drives at both the Everett and Tacoma malls. From 7 a.m. to 3 p.m. our volunteers collected much-needed food donations for Northwest Harvest. Snowy weather didn’t dampen the spirits of members who volunteered.

Members also served meals at area missions several different weekends throughout December at both the Everett Gospel Mission and the Tacoma Rescue Mission, including serving on Christmas Eve in Tacoma.

In December, volunteers constructed two wheelchair ramps for area residents — in Seattle and Federal Way. The ramp in Federal Way was for a retired 751 member.

Volunteers also helped the Salvation Army with their toy distribution from Qwest Field — welcoming the opportunity to hand out toys to the less fortunate.

Thanks to all who have volunteered to make life better for others in our community.

Volunteers Make a Difference Throughout the Region

Some of the 751 Community Service Volunteers in December

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<th>Everett Gospel Missions</th>
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<td>Alex Ortiz</td>
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Join Us at Northwest Harvest

Over the Christmas holidays, members have an opportunity to help others by volunteering to assist Northwest Harvest on Wednesday, December 28th. Members will be packing and sorting food items at the Northwest Harvest warehouse (Building 50, Terminal 91) — the big white building at the base of the Magnolia Bridge. 2001 W. Garfield.

Volunteers are needed from 9 a.m. to noon. The help is always appreciated. This event is always a fun way to help others during the holiday season.