Contract Provides Upgrades to Hundreds of Members

One of the gains in this new contract that received little attention is the work of the Jobs Committee. As a result of their efforts, nearly 500 members in several jobs received upgrades with the potential for several hundred more members to be upgraded as the Jobs Committee continues their work.

During the recent negotiations, members in various job classifications spent countless hours compiling data and building a case to illustrate why their job should be paid at a higher pay rate. While the past two contracts have delivered upgrades to only a few dozen members, this year the Jobs Committee was able to negotiate upgrades for job codes with a much bigger impact. Effective with the November ratification vote, over 275 decorative painters moved from Grade 7 to Grade 8, and another 175+ Integral Fuel Cell Inspectors were upgraded from a Grade 6 to Grade 7.

While negotiations have concluded, the Jobs Committee continues to work for additional upgrades. An agreement among this round of talks charged the committee with reviewing the job packages for differences between knowledge, skills and responsibilities for the assembler/installer wing structures/assembler installer wing structures. If both parties agree there is a higher graded work statement, then we will utilize an existing modified inline promotion process, which could result in up to 250 upgrades from Grade 4 to Grade 6.

Unions Reps on the Jobs Committee worked closely with Union Business Reps to educate members in the contractual process, as well as counseling members on the extensive data and documentation required to convince Boeing such an upgrade is justified. This required a serious commitment of time and research from members in those jobs to compile a successful upgrade presentation. While the decorative painters were the largest group to receive an upgrade, it was not their first attempt. These members had proposed upgrades in three different contract negotiations before meeting with success. They built on what was learned in previous negotiations to present a stronger case.

Union Steward Kevin Berry, also

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Member’s $76,000 Medical Bills Paid

Thanks to the diligence of Union Health and Benefits Rep Joe Crockett, Christmas came early for 751 member Petra Rogowski. Thanks to the hard work of the Union, Petra was relieved of potentially over $76,000 in medical bills she would otherwise have been asked to pay. Petra was very emotional and thankful the Union was there to protect her interests and represent her to the Company.

Beyond having to battle cancer and fight for her life, Petra had the added stress of figuring out how to pay for over $76,000 in medical bills – unless the Union could help. For Joe Crockett, it was a personal challenge he was determined to fix for this member.

Continued on page 11

Taking a “Stand” on the 787 Line

Members working on the 787 line were presented with more of a challenge than simply trying to fix the “fastener” issue after returning from the strike. Members also faced new obstacles from management that made their work more cumbersome – not to mention the creation of potential safety hazards.

The most glaring change was the disappearance of chairs throughout the 787 program work stations – ironically, on the airplane line that needs the most work to get up and running. Specifically, in the 787 line all MT mechanics now have to stand as they pull up Standard Operating Instructions (SOI’s), Velocity (the computer program used with the

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Continued on page 2

Business Rep Brett Coty (far right) congratulates members in the Everett paint hangar for their efforts that resulted in an upgrade. L to R: Steward Kevin Berry, David Harrison, Ron Hofmann, and Rich Clark.

Business Rep Brett Coty and Steward Howard Carlson discuss 787 SHEAR forms regarding the requirement for members to stand at computer stations on this airplane line. Note the height issues far left and ergonomic problems created.

787 members in Quality Assurance (QA) now find themselves standing at computer stations for hours at a time. The result is members on this airplane line must stand, kneel or lean over the computer work stations because of the absence of chairs and stools. To make matters worse, since the 787 line has huge issues plaguing it, most 787 workers are on 10-12 hour days. To get the program back on track.

The situation has created a number of back, feet and joint issues. To get some

action, various SHEAR (Safety, Health, Environmental Action Request) forms have been filed with the Company’s Safety Office. The IAM/Boeing Health & Safety Institute’s Everett Safety Committee is currently investigating the situation to resolve this matter.

787 Business Rep Brett Coty, who is also the site Safety Focal, noted, “Standing for long periods of time at a computer station does not make sense. Most computer tables in 787 are text tube carts so they cannot be adjusted for various heights. It sets up a whole set of ergo

Continued on page 6
Members’ Participation Ensured Success Throughout 2008

by Tom Wroblewski, District President

As we wrap up 2008, I want to extend a heartfelt thank you to all the members and their families for the tremendous solidarity and work you have done throughout the year. We would not have been successful without your efforts and dedication. I am proud of what we have accomplished together in securing what remains the best contract in the aerospace industry.

It seems we were in a constant battle throughout 2008 - whether it was fighting to overturn the tanker battle (which we will continue to fight in 2009), working hard to negotiate a fair contract that addressed your issues, standing strong on the picket line, pushing to get worker-friendly candidates elected at both the state and federal level or correcting vendor issues on all the airline lines. Each and every issue has been met with success. While some will be ongoing, your solidarity resulted in success.

It is this solidarity that will continue to produce results in the future. As the economy continues to decline, we will push to ensure that our members are not impacted by these turbulent times.

For our members in SSG (Facilities/Maintenance) who have heard rumors of potential layoffs, we have met with Boeing and emphasized the meaning of changes in LOU #2, which we believe will preserve the jobs of every member currently in those positions. Boeing should eliminate the use of facilities inspectors rather than trying to reduce the number of our members in those jobs. We fought hard at the bargaining table to update this language so it will remain adamant about the protections the updated language provides. How ironic that the Company puts big article highlighting the expertise and skills of SSG in this month’s Boeing Frontiers Magazine, in the same month they begin talking layoffs. The article highlights the value of SSG employees – something we will continue to push to the end. After returning from the strike, it was our members who put in long hours to correct “nuttplate” issues on every airpline line. We all know the “nuttplate” issue was the reason only 4 planes were delivered in November.

As far as Boeing’s latest slide on the 787, Boeing wants to point to the tanker strike as a main reason, but we all know that other factors are the cause. The fact that the tanker strike was preemptively called by the Company when they

Continued page 3
The men and women who work for a living are not benefitting from the advanced technology and sound economic policies that have moved heaven and earth in 2008 to change the political landscape in America. In a determined effort to change the direction of our nation, record numbers of ordinary people rolled up their sleeves, volunteered for phone banks, canvassed neighborhoods and encouraged their fellow citizens to cast votes for candidates that make life better for the middle class. The results were truly stunning. The Democratic majority grew in the U.S. House of Representatives and the Senate saw an increase from a 51 to (at least this writing) a 58 majority of Democrats. We re-elected a worker friendly Governor Chris Gregoire. Now what do we do? We hold these politicians’ feet to the fire, that’s what we do.

At the national level, we must insist on passage of the Employee Free Choice Act. As the crisis deepens, more workers must band together to stop the corporate greed and fight to save the working class - with the workers who is owed them. Local leaders noted, “We fought to make them pay what they owe us, and we won.” Workers extended thanks for the tremendous support and solidarity from the thousands of people around the country - and the world who took the time to send messages to Bank of America and who rallied at banks nationwide - which was crucial in winning this victory. This is truly a historic victory for workers in the US, however, this struggle is just the beginning! As the economic crisis deepens, more workers must band together to stop the corporate greed and fight to save the working class - with the warhorses next to be saved.

Why Should We Care About the Plight of the Big Three?

As Machinists around the country, along with members of other unions, have fought to preserve the aerospace industry this entire year, union members working for the big three auto-makers have been fighting to preserve their industry. Their livelihoods depend on the success of a GM, Chrysler, and Ford bailout resolution. Much like our fight to win the Tanker Contract and preserve the industrial base here in Washington state, the strength of our members have been rallying for support from the government during this tough economic time. But, why should we care? Well, there’s something about this situation that meets the eye, and you may be surprised to see just how much the failure of these three companies impacts us all - especially union members.

The “Big Three” as they are called support 850,000 jobs in the United States – including the support jobs and suppliers that are found outside of their factories. During strong economic times, a loss of so many jobs would be devastating. Today, our economy could in no way absorb such a tragic loss.

When the bailout reached the Senate last week, it was squashed early on by the Senate Republicans. The Republicans who shot down this important bailout argued that the union members working for these companies should take on massive pay-cuts and benefit concessions to offset the needs of their employers. They argued that union members are responsible for the current plight of these companies and that the government is not responsible to help in such a case. By arguing that union members are responsible for the current plight of these companies and that the government is not responsible to help in such a case. By arguing that union members are responsible for the current plight of these companies and that the government is not responsible to help in such a case. By arguing that union members are responsible for the current plight of these companies and that the government is not responsible to help in such a case. By arguing that union members are responsible for the current plight of these companies and that the government is not responsible to help in such a case. By arguing that union members are responsible for the current plight of these companies and that the government is not responsible to help in such a case. By arguing that union members are responsible for the current plight of these companies and that the government is not responsible to help in such a case. By arguing that union members are responsible for the current plight of these companies and that the government is not responsible to help in such a case. By arguing that union members are responsible for the current plight of these companies and that the government is not responsible to help in such a case.

The current plight of the auto industry, and the industrial base of the United States as a whole, cannot be pinned on the workers and the unions that support them. Instead, the governmental and executive decisions to increasingly “globalize” our economy are to blame. We have lost much of our industrial capacity in the past decade and the combination of those jobs, industry, and export losses have accumulated to create this economic meltdown.

The future of the middle class depends on the strength of industrial America. If the Big Three aren’t supported in their struggle, the economy, the strength of unions, and the middle class will all be at risk.

We have now reached a crossroads. There are two outcomes. One is the increasingly rapid collapse of industry, the government-aided desolation of collective bargaining rights, and the deterioration of the middle class. The other is an increased focus on the maintenance and rebuilding of the American industrial landscape, the steady support of middle America, and governmental action that will foster economic growth instead of furthering the current downward spiral.

If the community, and union members nationwide, stand for one thing in this complex economic meltdown that we now find ourselves in - it should be that industrial America is key to an economic turnaround. It is the unions that have set the standards for manufacturing. It is the workers, union and non-union, that build a sound economy. How will we ever, as a community, escape such terrible economic times without fostering the growth of all three?

751 Legislative Director Larry Brown talks about the upcoming legislative session with Senate Majority Leader Lisa Brown and Senator Karen Keiser, who is Vice Chair of the Labor and Commerce Committee. Continued from page 2

The Legislative Outlook - Federal and State for 2009

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Congressman and Senators to encourage their support for the Employee Free Choice Act. For the 2009 Washington State Legislation Session, the Machinists Union legislative priorities include, but are not necessarily limited to, the following: Passage of the Worker Privacy Act (protection for the Employee Free Choice Act will be a first contract. The bill will also protect workers from illegal firings. Passage is expected.) The Employee Free Choice Act will not be easy. Some have estimated the employer community will spend over $200 million to defeat it. They will say all sorts of outrageous things to prevent workers from having their say and their union. Your union will be asking you to help in this effort. Be prepared to contact your

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Applications Accepted for IAM/Boeing Joint Apprenticeship Jan 2-31, 2009

Applications will be accepted for the following three trades:
- Cellular Manufacturing Machinist
- NC Spar Mill Operator
- Tool & Cutter Grinder

To obtain an application, call the apprenticeship office at 253-351-1918 between January 2nd and January 31st, or print an application from the web at http://www.iam-boeing.com/apprenticeship.cfm.

To qualify, you must...
- be at least 18 years of age.
- be a Washington State Puget Sound area Boeing employee who has been on active payroll within 8 years of the start of the current application acceptance period (employed any time after January 2001 for the current application period), and who has never been enrolled in or completed an applied for Boeing Joint Apprenticeship program.
- have a GED or a high school diploma.
- have U.S. person status.

Advisors are located at both off-site and at factory locations to serve both active and laid-off employees. Career Advisors can assist IAM-represented employees with a variety of development needs including, but not limited to Education and Training, information on which schools are covered by the Education Assistance program, individual training plans for the Employee Requested Transfer (ERT) process, and resume writing and interviewing skills. Career Advising Services are available in many locations throughout the Puget Sound area. For office locations and schedules, please visit the IAM/Boeing Joint Programs website at www.iam-boeing.com.

Education Assistance Important Tax Changes in 2009

As you begin planning for next semester’s classes using your EA benefits, please take a moment to review the information below. Employer-provided tuition is regulated by federal tax laws. Understanding these laws will help guide your course selections and ensure that your life-long learning pursuit remains a valuable and rich experience. IAM/Boeing Joint Programs Education Assistance Coordinators are available to help answer specific questions. Contact IAM/Boeing Joint Programs at 425-965-4300 or 1-800-234-3453, or visit our website at www.iam-boeing.com (from home) or http://iamboeing.web.boeing.com at work and click on “Education Assistance” for guidelines and online application.

Starting January 1, 2009, all applications for Education Assistance Benefits MUST be applied for online. Paper applications will no longer be accepted. Visit the IAM/Boeing Joint Programs website for the online application. If you don't have a computer at home, printers are available for this purpose at any IAM/Boeing Joint Programs office.

How Federal Tax laws affect EA

Individual Courses (All Participants)
IRS Publication 970 has established that educational costs for all individual courses (not part of an identified degree or certificate program) will be taxable in excess of the $5,250 annual exclusion. Costs will be applied to the participant's gross salary and the appropriate federal income and payroll taxes will be withheld.

Please note: Individual courses defined as a sport, game, or hobby do not qualify for the annual $5,250 tax-free exclusion and are considered "fully taxable." Sport, Game, or Hobby Courses (All Participants) Courses related to sport, game, or hobby do not qualify for the $5,250 annual tax exclusion. Tuition and qualified fees will be fully funded through QTTP/ELT, however all costs will be applied to the participant’s gross salary and the appropriate federal income and payroll taxes will be withheld. Examples of courses considered Sport, Game, or Hobby include, but are not limited to:

- Real Estate
- Culinary/cooking
- Photography
- Yoga
- Scuba Diving
- Home remodel/repair
- Art/Cartooning
- Bridal consultant
- Cosmetology
- Massage Therapy
- Graphic Design
- Furniture design/repair
- Animation
- Landscape Design
- Gardening
- Guns/Shotgun
- Equestrian
- Auto Body Repair
- Catering
- Pet Grooming
- Dog Obedience/Ting

For more information visit the following Website References:
- Joint Programs:
  - http://iamboeing.web.boeing.com

For more information on IRS Tax Policies on Employer-Provided Education Assistance see IRS Publication 970 “Blank” Ch. 11 of Publication 970.

IAM/Boeing Joint Programs offers Career Advising and personal development opportunities to IAM-represented employees. Employees may schedule appointments to meet with professional career advisors on a confidential, one-on-one basis to develop personalized career development and training plans. Career Advisors are located at both off-site and at factory locations to serve both active and laid-off employees. Career Advisors can assist IAM-represented employees with a variety of development needs including, but not limited to Education and Training, information on which schools are covered by the Education Assistance program, individual training plans for the Employee Requested Transfer (ERT) process, and resume writing and interviewing skills. Career Advising Services are available in many locations throughout the Puget Sound area. For office locations and schedules, please visit the IAM/Boeing Joint Programs website at www.iam-boeing.com.

IAM/Boeing Joint Programs regularly offers several workshops to assist members in planning for their retirement. The Personal Money Management Workshop and Boeing Retirement Workshops are offered in Auburn, Everett and Tukwila. The Tervedo Financial Planning Workshop is offered in Everett only.

The Boeing Retirement Workshop fills up fast as members want to know how the retirement process works, how pension is calculated, different ways to collect VIF funds and information on retiree medical.

The Personal Money Management Seminar is for anyone who wants a comfortable retirement or has other financial goals such as your child’s college education or a new home. It is never too early or too late to start planning.

Check the schedule and register for the workshop that is most convenient.

For more information visit the following Website References:
- Joint Programs:
  - http://iamboeing.web.boeing.com
For more information on IRS Tax Policies on Employer-Provided Education Assistance see IRS Publication 970 “Blank” Ch. 11 of Publication 970.
This Holiday Season Support Strikers at Oak Harbor Freight

Oak Harbor Freight employees and members of the Teamsters Union in Washington, Oregon and northern Idaho have been on strike for eleven weeks with no resolution in sight. Over sixty hundred families are having to make ends meet because a greedy employer has demanded the loss of healthcare coverage for retirees, elimination of paid sick leave, reduction of pension benefits, minimizing health care, the right to prohibit union reps from entering the workplace, lower working conditions and lowering working conditions in order to maximize profits. To make matters worse on the first day of the strike, Oak Harbor started hiring scabs to take their jobs and break the Union so they could lower whatever they chose with minimal or no benefits again to increase their corporate profits. As a result of these corporate tactics, Union families are suffering, unable to pay their monthly bills for food, clothing and medical expenses. Any financial assistance you can provide will make their holidays brighter. Contributions can be sent to: Joint Council of Teamsters 28 OHFL Member Strike Assistance 14675 Interurban Avenue South, Suite 301 Tukwila, WA 98168 751 District Council delegates voted to donate $5,000 to the striking Teamsters at the December 12th meeting. But the money from 751 goes much further.

After Teamster members spoke at the Local C November Union meetings, those attending voted to donate $1,000 to the strike for Teamsters at the December 12th meeting. But the money from 751 goes much further.

On August 24, 1945 in Manila, General Douglas MacArthur (r) meets with labor editors who were there to survey labor conditions in the Philippines. Aero Mechanic editor William T. Holloman (2nd from left) was part of a small group of labor editors dispatched to the Pacific Rim to observe the battle line of supplies during World War II.

Carl Beitz (center) presents his strike scrapbook to Business Reps Ray Baumgardner (l) and Brett Coty. The scrapbook will be displayed at the Everett Hall, 08 Strike Scrapbook.

William T. Holloman began as the Edi- tor of the Aero Mechanic in May of 1943. As the editor of a prominent Union paper during the years that Washington State served as America’s foremost supplier for war-time manufactured goods, Holloman was one of a small group of Labor Editors dispatched to the Pacific Theater to ob- serve the battle line of supplies. Others dispatched included representatives from the CIO News, the Federated Press, the American Federationist and AFL News Service, and the Labor Section of the Bu- reau of Public Relations. The importance of this special invita- tion by the Army and the Navy was not lost on Holloman, who compiled an incredible scrap-book of literature, photographs and articles detailing his experiences. It was this scrapbook that was discovered by a secretary at the Seattle Union Hall two weeks ago. To say that it is a great find both for the District and the Labor History Com- mittee is an understatement. This piece of history not only speaks to the experiences of the editor, who sacrificed the comforts of living during the war and the war workers at home who provided the supplies needed on the battlefield – it also speaks to how much the appreciation of Labor has changed over the years since World War II. Unfortunately, it also speaks to how much we’ve lost in the meantime.

The first article entered into the scrap- book speaks loudly to those differences. Covering the deployment of the group of labor editors, the article includes a state- ment by the War Department. “It is the job of the labor editor to give American war workers, as full partners of our fighting forces, the most comprehensive information obtainable about the problems our soldiers face in the war against Japan.” During this trip, Holloman was flown to each major com- bat zone in the war against Japan in an IAM member built C-24. His mission: “Write a regular weekly column for the Aero Mechanic covering the war situa- tion in general and the more individual problems of our servicemen as seen from labor’s viewpoint.” As the scrapbook unfolds, Holloman’s experiences speak of true patriotism – of an America where there were no secret attacks, where the workers who made war supplies at home were as valued as the soldiers on the front lines, where labor and the military co-existed under a blanket of mu- tual respect because, after all, you could not have one without the other. Halfway through Holloman’s memo- ries is a picture that stands out more than the rest. It is a photo of the labor editors, Holloman included, meeting with General of the Army Douglas MacArthur on Au- gust 24, 1945. MacArthur received the group of labor representatives as they pre- pared to tour the Philippines for the purpose of surveying labor conditions there.

Why does this scrapbook stand out? Is it just for historical reference? Of course not. In an age where the critical connection between labor capability and military strength has been nearly severed, it is im- portant that we reflect on just how impor-
Taking a “Stand” on the 787

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Continued from page 1

omic issues. You can walk through the 787 line and see people working on computers with unnatural posture or even kneeling on the concrete to get some relief from the hours of standing on the concrete. After initial complaints were filed, members were allowed to check out cushioned ergo mats to lessen the impact of standing on concrete for hours, but management has yet to relent and allow chairs back into the areas. 787 management told the Union that other QA areas in the factory do not have chairs at the work stations, but a walk through the 747, 767 and 777 lines found each area equipped with chairs. In the 777 line, some of the QA areas had the chairs chained to the work stations so they would stay with the work station as part of the moving line. Even in the IBC and ESRC, all QA work stations had desks and chairs. In 777, they have ordered new ergonomic tables that can be easily raised or lowered by simply turning a handle to accommodate the individual as he/she works at the station. This attention to safety should be the standard throughout the factory.

At times management seems combative and interested in causing “issues” rather than finding the most efficient, productive way to build planes. With the Company needing the expertise of our members to work long days to fix a number of 787 vendor issues and fastener problems, this program might possibly be put on hold so members can again focus on building the airplane rather than finding the most efficient, most productive way to build planes.

787 Union Steward Allen Neph who is also on the Site Safety Committee noted, “Standing up for 10 hours creates an ergonomic issue.

cause they want QA and mechanics to work together as a team. Yet management took away the mechanics ability to instant message QA when they were ready for an inspection. Now mechanics have to come off the plane or choose to use their personal cell phone to find the inspector. This is not about efficiency.”

Business Rep Brett Coty agreed, “There is just no reason for employees to stand while working at computers for considerable lengths of time. Some members brought in their own chairs and management threatened them with corrective action. We will work through the safety channels to get this corrected before workers end up on industrial leaves due to injuries sustained from extended standing on concrete.”

Armed with evidence from the other airplane lines showing the dramatic difference, the Site Committee intends to get the SHEAR forms resolved as soon as possible so members can again focus on building the airplane rather than finding ways to get through the grueling long days without injury.

787 member Kurt Garner kneels to get some relief from standing during his long shift since there are no chairs at computer stations for the 787. Members of the Longshoremen's Union volunteer to help Northwest Harvest on Tuesday, December 30th from 9 a.m. to noon at the Everett Mall location, as well as having numerous volunteers help at both the Tacoma and Everett Malls from the start at 7 a.m. until nightfall.

Machinists will again step up to help Northwest Harvest on Tuesday, December 30th from 9 a.m. to noon at their warehouse in Kent (22220 W Valley Hwy). If you would like to take part, simply show up at the warehouse on the 30th.

Wing Majors Help Others at Holidays

The generosity of the Machinists Union members was evident in the

Thanking the Longshoremen for Support

We appreciate the support through our recent strike. Business Rep Jon Holden and Richard Jackson traveled to the Everett Longshoremen’s hall to thank them for their support.

Beyond just walking the line with us, they took a stand and refused to load or unload Boeing containers – arguing the dock was an extension of the Boeing plant. The issue went to arbitration to try force the Longshoremen to handle the containers. A Boeing even had a lawyer on the issue to try to move the shipment. The arbitrator ruled the Longshoremen only had to load the containers that were loaded before the strike began. With the ruling, the Longshoremen refused all other containers since they would have been handled by scabs. We got a lot of steady work for the duration of the strike – we are happy with the outcome.

“We wanted to help in any way we could. We got a lot of steady work for the duration of the strike. Because of Boeing’s support, we didn’t lose any work benefits,” noted ILWU President Mark Sullivan. “Boeing even thought of sneaking the train to other ports. We got a call from the Trainmaster and our clerks had the container numbers from the Boeing planer. We made sure the locals over in each area knew the numbers, so we would make sure those containers were taken away. We appreciate the support.”

Join us in celebrating Martin Luther King’s legacy on MLK Day

Rally & March January 19, 2009

Hiram H. Scott High School
23rd & E. Jefferson
Workshops: 9:30 am to 11 a.m. Rally 11 am to Noon
March Noon
For info call 206-786-2763 or visit www.mlksa.org

Members Offering a Helping Hand

751 members took a stand on Friday, December 19th. Members of the 751 ILWU members at the 751 AERO MECHANIC

Diane Morgan, Terry Campbell, GTH, Maureen ONeil, Woo Byun, Ed Market, Jim Mi

Rally 11 am to Noon
23rd & E. Jefferson

751 AERO MECHANIC
Longshoremen at both the Thanksgiving and Christmas holidays.

During our recent strike, 751 Union Steward Brendon Anderson got a unique opportunity to help others. When he saw news coverage of Hurricane Ike’s devastation, he wanted to help. He called the local American Red Cross (ARC) chapter and immediately began taking training so he could be effective in providing assistance. After about 1.5 weeks of training, Brendon flew to Houston on October 4th as part of the Red Cross effort.

Brendon spent nearly a month helping others. After a few days volunteering, the ARC recognized his leadership skills and appointed him to serve as one of three dormitory shift supervisors at the Auchan Mega Shelter for a 12-hour night shift. In this position, he was responsible for over 1,000 clients — many of which were homeless before Hurricane Ike. It was a very stressful assignment for all volunteers, and a position that required Brendon to be assertive while dealing with many difficult clients.

“On a nightly basis I had to deal with client evictions due to intoxication, drug overdoses, verbally abusive behavior, etc. In addition, I was required to help with nightly ambulance calls for clients with medical and mental health issues, assist in the registration process (in the especially challenging single men’s area), work to ensure client safety, break down cots with my teammates, monitor smoking, shower areas, shelter parameters and answer clients’ questions,” Brendon recalled. “My supervisor said I had a can do attitude.”

Continued on page 11
Green for the Guide Dogs

Throughout the year, 751 members continually raise money to benefit Guide Dogs of America, a charity that provides service dogs to visually impaired individuals free of charge. In November, 751 presented a check for $195,500 to this worthwhile organization on behalf of the members and the various fundraising activities over the past year. Below are just a few events that helped raise money for the Guide Dogs.

The 2008 Local C Golf Tournament raised $4,800 for Guide Dogs.

Local E’s horseshoe tournament collected $2,000 for Guide Dogs.


Above: Chuck Craft and Robley Evans presented a check to GDA for $6,300 resulting from the Pacific Raceways fundraiser to Sec-Treas Susan Palmer and District President Tom Wrobleski.

Above Robley Evans presents Business Rep Brett Coty with an award for his support in the Raceways Fundraiser.

The 1st place golf team was made up of L to R: Mike Umbach, John Fierling, Matt O’Brien and Ryan Jersee (not pictured).

The 2008 Local C Golf Tournament raised $4,800 for Guide Dogs.

The 751 Women’s Committee presents a check for $11,691.53 from the Flight for Sight Fun Run.

District 751 President Tom Wrobleski (center) presents Guide Dogs of America Director Jay Borman (l) with District 751’s contribution of $195,500 for 2008 as International President Tom Buffenbarger applauds.

Local F Officers presented a check for $7,030 from their fundraisers for Guide Dogs.

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Retirees Annual Holiday Luncheon Packs Seattle Hall

The Seattle Union Hall was filled on Monday, December 8th as retirees and guests turned out for the annual Retired Club Christmas Luncheon. The event began with live music playing various holiday songs, which made for a festive atmosphere. Handmade, unique placemats decorated each table. Those attending were treated to a delicious turkey dinner complete with all the trimmings and pumpkin pie for dessert. The stage was filled with over 100 raffle prizes ranging from candy, wine, hickory farms gift sets, to photo frames, cash, and household items.

The ladies at this table were dressed in holiday red and brightened the room.

A delicious turkey dinner with all the trimmings was served along with pie for dessert.

Many retirees wore festive Santa hats for the event.

The luncheon menu featured turkey.

Retirees visited before enjoying a delicious lunch.

Attendees were treated to lively Christmas music before the lunch was served.

The annual party was a good time to catch up with friends.

The ladies at this table were dressed in holiday red and brightened the room.

The annual party was a good time to catch up with friends.

Calendar

- 751 Retired Club meets every Monday at 11 a.m. in the Seattle Hall (9135 15th Pl S.). All retirees are invited to attend. The second Monday of the month is the business meeting. A free lunch is served at noon every Monday following the meeting.

- Everett Retirees Group meets at the Everett 751 Union Hall (8729 Airport Rd), the fourth Tuesday of every month at 11 a.m.

- Alliance of Retired Americans South Area Chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center (600 E. Smith St). We share information about developments affecting seniors, we decide on letters and e-mails to public officials expressing elders’ concerns and what is happening to us. We want to make sure this community has at least one organization of elder advocates that our members can participate in. Come on in and sit in and see what goes on. For more info, contact Lerry Miller at 206-878-0601 or Larry Greene at 253-630-5280.
Joe declared, “It was a very long struggle and hard not to get emotional when I called her with the good news. I told her it’s finally over, her insurance is back, the hospital, and doctors can bill for the treatment she received. I was proud to deliver the news in time for the strike that was very emotional and choked up. Being able to fix an issue of this magnitude is why we become active in the Union. It is a privilege to do this job at a time when you can make such an impact on a member.”

Petra has been very ill since 2006 when she was diagnosed with cancer and went into the strike. The strike ended and doctors can bill for treatment she received. Petra was very proud to deliver the good news in time for the strike. She is very emotional and choked up. Being able to fix an issue of this magnitude is why we become active in the Union. It is a privilege to do this job at a time when you can make such an impact on a member.”

Union Plus Scholarship

- Awards ranging from $500 to $4,000 are available to students attending accredited four-year colleges, recognized technical or trade schools and graduate schools.
- Current and retired union members, their spouses and dependent children are eligible.
- To apply, download an application at www.UnionPlus.org/Scholarship and return it by January 31.

Union Plus Leadership for Union Families Realize Their Dreams

Going back to school? Sending your children to college? Learn more about the scholarship opportunities available to you as a union member. Union Plus supports working families by providing scholarships to help you focus on your studies instead of your tuition bill. Since 1992, the Union Plus Scholarship Program has provided more than $2.4 million. Union Plus increased its usual disbursements from $150,000 to $200,000 to help in these tough economic times.

Union Plus Scholarship

- Awards ranging from $500 to $4,000 are available to students attending accredited four-year colleges, recognized technical or trade schools and graduate schools.
- Current and retired union members, their spouses and dependent children are eligible.
- To apply, download an application at www.UnionPlus.org/Scholarship and return it by January 31.

Union Plus National Labor College Scholarship

- A total of $25,000 is awarded each year to help graduate students who are actively employed by a union.
- To apply, visit www.UnionPlus.org/Scholarship and return the by January 31.

For details on all the scholarship opportunities available, visit www.UnionPlus.org/Scholarship (Jan 31 Deadline)

Hurricane Help

Continued from page 6

Was there anything that was extremely helpful?

Since the strike was still going on when his initial volunteer tour was completed, he extended his deployment for another two weeks. After closing the mega shelter, he transferred to Kuentz, Texas to help out with the ARC and FEMA warehouse — loading and unloading 100 plus foot semi trucks daily. These trucks delivered essential goods and homeless shelters all over Texas and Louisiana.

“I was impressed that even in difficult situations everyone worked together and gave 200 percent without complaining,” he said. “I got to meet volunteers from every state, which was a great experience,” Brendon recalled. “As you know the ARC is a non-profit that relies on private donations. Funds have been depleted by an active year (Hurricane Ike and Gustav, California wildfires, etc.) and we would like to donate some money to those in need. I would like to donate some money to those in need.”

Brendon is just one of the many members who found ways to give back to the community and help others during our strike — proof of the tremendous role that Unions play in the community.

Dec 2008/Jan 2009 751 AERIAL MECHANIC Page 11
Workers Say Yes to 751 Union Representation

The Organizing Department has been very busy over the past few months helping workers gain Union representation. Employees at Solid Ground, Doss Aviation, and the City of Woodinville all voted to have the IAM provide Union representation. The Union is currently meeting to hammer out a first agreement at all three employers.

On September 3, 2008 the National Labor Relations Board (NLRB - the government agency that covers private sector employees) certified a Union Representation election for a new bargaining unit for employees at Solid Ground. The results of the election was unanimous for IAM District 751. This Company is a subcontractor of Metro Transit, which provides access/transportation for individuals with special needs. Workers now represent oversee driver routes and activities on a daily basis ensuring the safest and best service possible. Business Rep Ron Bradley has been assigned lead negotiator on this project with Business Rep Heather Barstow and Organizer Jesse Cote assisting.

Doss Aviation is a Service Contract employer at Ft. Lewis and Yakima.

L to R: Jesse Cote, Ron Bradley and Heather Barstow put together a contract proposal for employees working at Solid Ground who voted for IAM Representation on September 28th.

firing range providing aircraft services to Army aircraft. The workers there approached IAM District 751 looking for professional representation and strength in bargaining a good agreement. They heard about the IAM through other workers on the base that have IAM collective bargaining agreements. On September 28th, the NLRB certified this new bargaining unit for IAM District 751. While the first contract is being negotiated, the Union was able to secure a pay increase for the workers in the meantime. IAM Special Rep Kevin Cummings has been assigned by General Vice President Lee Pearson to head these negotiations and Organizer Jesse Cote has been assigned by District 751 President/Directing Business Rep Tom Wrobleskwi to assist.

In the City of Woodinville employees voted into two separate elections overwhelmingly supporting IAM District 751 to become a Union workforce. The Public Employees Relations Commission (PERC - state government agency covering public sector employees) certified all full-time and regular part-time supervisors on October 16, 2008. The second bargaining unit election was certified on October 29th covering all full-time and regular part-time employees including facilities maintenance workers I and II in Public Works. Some of the different classifications consist of maintenance workers, permit technicians, recreation coordinator, planner, building inspectors, engineers, GIS analyst, code enforcement, administrative assistants, accounting and supervisors. This is a very diverse group of occupations white and blue collar throughout the two units. Although this proves to be challenging to identify and address all issues, it demonstrates that all workers are making an effort to be union represented and the IAM can help any worker groups obtain it. Business Rep Jon Holden is the lead negotiator with Organizers Jackie Boschok and Jesse Cote assisting with these first contract negotiations.

All of these different and diverse workforces have decided on the Machinists Union District 751 for dignity and respect on the job. They are now looking for a legal binding contract in respect to their wages, hours and working conditions. Each of these negotiations will have their own sets of challenges to overcome, but with the quality teams the IAM has assigned we hope for the best outcome for each, stated District President Tom Wrobleskwi. “I want to thank all of the volunteers from District 751 that helped on these projects IT TAKES ALL OF US to be successful.”

Terry Jensen, Business Rep Jon Holden and Organizer Jackie Boschok work on contract proposals for City of Woodinville employees.

Sunrise Dental has nine locations and is the first private dental shop in Washington State to become unionized. Employees are members of the UFCW Local 21. Beyond having a unionized workforce there are many benefits for our members who decide to visit Sunrise Dental.

Sunrise Dental provides all dental services including specialties seven days a week, with evening hours available. This makes scheduling appointments outside of work hours much easier. Just as significant as the convenient hours and locations, Sunrise Dental accepts most Union plans at no out of pocket cost to your members. This means that Sunrise Dental will write off any expenses that are not covered by insurance. Cleanings, fillings, crowns and other services would have no out of pocket expenses to our members. This is significant for those who have had major dental work. During our strike Sunrise Dental helped members by providing emergency dental services at no charge to members. This solidarity with Union members is significant and certainly noteworthy. Not only are they unionized dentist offices, but their willingness to accept insurance and write off the out of pocket cost so members pay nothing is impressive.

Sunrise Dental has ten offices in the Puget Sound area with plans for future expansion. Our locations include:

• Sunrise Renton
  3218 NE 129th St Suite B
  (425) 543-2029

• Sunrise SeaTac
  12610 Des Moines Mem Dr Suite 208
  (206) 243-7788

• Sunrise Issaquah
  5006 E Lk
  Samm Pkwy
  SE(425) 391-7645

• Sunrise Lynnwood
  3805 188th St SW
  (425) 744-1022

• Sunrise Shoreline
  18532 Firlands Way North Suite B
  (206) 542-4444

• Sunrise Bellevue
  12640 NE 12th St Suite C
  (425) 543-9500

• Sunrise Federal Way
  33660 6th Ave S Suite 102
  (253) 838-3232

• Sunrise Tacoma
  4315 Union Ave. Suite 7
  (253) 759-9291

• Sunrise Everett
  111 SE Everett Mall Way Suite B-100
  (425) 513-2000

To learn more about Sunrise dental, visit their website at http://www.sunrisidental.com which features the educational background and biographies of all the doctors, the array of services we provide, our philosophy and quality of care which is our standard in everything that we do. Their knowl-
edgeable staff takes special interest in the hospitality of their patients, treating everyone as their own family.

When the silk screen shop in Everett had a temporary supervisor, Union Steward Cindy Ha helped educate that supervisor on Section 6.9 Report Time in our contract. She ensured the safest and best service possible. Business Rep Ron Bradley has been assigned lead negotiator on this project with Business Rep Heather Barstow and Organizer Jesse Cote assisting.

Steward Ensures Report Time Paid When Members Were Sent Home

When the silk screen shop in Everett had a temporary supervisor, Union Steward Cindy Ha helped educate that supervisor on Section 6.9 Report Time in our contract and ensured that six members were paid for their entire shift per the contract. The incident occurred when one of the machines in the shop was taken out of service for certification. The temporary supervisor gave different instructions to various members of the crew – telling some they had to work overtime and pay for it, others to work overtime without pay or using sick leave or vacation. As a Steward, Cindy knew about Report Time, which ensures if a member reports for work as instructed and is subsequently sent home, they will be paid for eight hours. Knowing that the importance of consistency, Cindy questioned the actions and pointed to report time.

Cindy recalled, “At that time, we had many new people who did not have benefits to cover the time. They asked if they could work in another area and were told no. Without vacation or sick leave, they would have taken the time without pay, which they couldn’t afford to do. Other members burned up vacation or sick leave simply because a machine was being certified. I knew this wasn’t right and continued to pursue it.”

Business Rep Heather Barstow assisted Cindy in writing the grievance and elevating it to the proper level for resolution. Once they reviewed the facts, Boeing agreed to pay report time to the six members and reinstated vacation for those who had used their benefits to cover the time.

Cindy added, “I am very appreciative of the assistance from Business Rep Heather Barstow in working this grievance. Report time is in the contract Boeing signed and they must abide by it.”

Union Dental Offices Provide 100% Coverage

Sunrise Dental has nine locations and services the SW Puget Sound area with plans for future expansion. Our locations include:

• Sunrise Kent
  5006 E Lk
  Samm Pkwy
  SE(425) 391-7645

• Sunrise Lynnwood
  3805 188th St SW
  (425) 744-1022

• Sunrise SeaTac
  12610 Des Moines Mem Dr Suite 208
  (206) 243-7788

• Sunrise Issaquah
  5006 E Lk
  Samm Pkwy
  SE(425) 391-7645

• Sunrise Lynnwood
  3805 188th St SW
  (425) 744-1022

• Sunrise Shoreline
  18532 Firlands Way North Suite B
  (206) 542-4444

• Sunrise Bellevue
  12640 NE 12th St Suite C
  (425) 543-9500

• Sunrise Federal Way
  33660 6th Ave S Suite 102
  (253) 838-3232

• Sunrise Tacoma
  4315 Union Ave. Suite 7
  (253) 759-9291

• Sunrise Everett
  111 SE Everett Mall Way Suite B-100
  (425) 513-2000

To learn more about Sunrise dental, visit their website at http://www.sunrisidental.com which features the educational background and biographies of all the doctors, the array of services we provide, our philosophy and quality of care which is our standard in everything that we do. Their knowledgeable staff takes special interest in the hospitality of their patients, treating everyone as their own family.