Renton Work Stays in the ‘Mix’; Offload Stopped

Our IAM Work Transfer Reps Barstow and Jim Darrah applauded the decision. Our IAM Work Transfer Reps have been working hard to keep the work inhouse. The members proved it was more economical to keep the work inhouse. The members still showed that they are dedicated to ensuring Boeing does the right thing.

Heather Barstow for continually pushing to ensure Boeing did the right thing. Ken Brekke and Ethan Doyle will continue to perform 737 mixer bay feeder line work since Boeing has cancelled its offload proposal.

IAM Work Transfer Reps Heather Barstow (left) and Jim Darrah (right) tell us about the work they have been doing to keep the work inhouse. It has been three years since Boeing cancelled its proposal to offload this work package.

Too Many Temps

Thanks to careful documentation and a thorough investigation by Union Stewards Randy Miles, Andrew Rauch, and Bud Kaufman, five members were compensated after the Company violated their contractual rights.

These violations occurred when management repeatedly used extended temporary promotions rather than filling permanent job openings with the senior candidates. These repetitive temporary promotions violate Article 22(e), which prohibits temporary promotions for more than 30 days unless there is mutual agreement by the Company and Union.

The members impacted by the temporary promotions had been downgraded during a previous surplus and had Category A (recall rights), which gave them first priority to fill the higher graded jobs. The members collectively received adjustments that totaled several thousand dollars on their January 19 paycheck.

The adjustments were a welcome surprise to the members – since several were not even aware a grievance had been filed or a violation had occurred. Credit goes to our Stewards, who must constantly monitor various aspects of the contract to ensure provisions are followed. Few members realize what a huge task this can be whether it is making sure overtime assignments are correct, members are working in their proper job and

Revivals Made to Team Leader

As the Aero Mechanic went to print, the Union and Company had just reached agreement on revisions to the team leader selection process, which includes seniority as part of the criteria. Additional details will be available in the March paper.

Working together, the Union and Company established minimum criteria for applicants who wish to be considered for team leader assignments. As a result of that selflessness’s efforts the IAM/Boeing Joint Programs has made available new self-paced online training if members don’t have access to computers at work, they can access the training at any Joint Programs

Continued on page 8

Practice Makes Perfect
Center gives members hands-on practice away from the airplane

Lobbying the Legislature
705 pushes legislators for action on several bills

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Palmer to Serve as New District Secretary-Treasurer

At the January 24th District Council meeting, District Council Delegates nominated and unanimously elected Susan Palmer as the next Secretary-Treasurer of District 751. The position came open when Bruce Spalding took a job as a Grand Lodge Auditor with the International Union (see story page 2). Susan resigned her Business Rep position and was appointed to fill a Council opening in Local F.

Susan brings a wealth of experience in representing the members and looks forward to the challenges of her new position.

The Secretary-Treasurer is charged with preparing an intricate budget by which the Union operates. All monies spent are reviewed by the Secretary-Treasurer with the District Finance Committee and semi-annual audits are completed by the District Audit Committee. The Secretary-Treasurer also oversees the posting of dues, keeps track of all membership records, local lodge affiliations and other record keeping.

Yet there is much more to the job. The Secretary-Treasurer is in charge of the office employees and must make work assignments for these employees, as well as the maintenance staff. The Secretary-Treasurer works hand-in-hand with the information technology (IT) department to maintain computer systems and ensure our data is protected.

Susan’s ability to work well with others will help ensure a smooth transition to the Secretary-Treasurer position.

Susan Palmer, District Secretary-Treasurer
• 20 years active member
• Business Rep, 9 years
• Benefits/Legislator
• Co-Chair Women’s Council
• Chair Everett Organizing Committee
• Chair, Self-Inspection & Acceptance Committee
• Everett Facilities
• Subcontracting Committee

"This is a huge honor to serve in this position at what I believe is the best District and Union in the world. I want to thank the Council Delegates and members for their support and having confidence in me. I have enjoyed being a Business Rep for the last nine years. It has been such a great experience working with the Union Stewards and members to help people. I am excited at the new challenge and this new opportunity to help people in a different way." - Susan Palmer

Renton Work Stays in the ‘Mix’; Offload Stopped

In January, 751 members Ethan Doyle and Ken Brekke learned they would continue to build the mixer bay feeder line assembly for the 737 after Boeing cancelled its proposal to offload this work package. Credit goes to IAM Work Transfer Reps Jim Darrah and Heather Barstow for continually pushing Boeing to ensure they did the right thing.

It has been three years since Boeing initiated a study to move the mixer bay feeder line work to a vendor. No matter how the proposal was configured, our members still proved it was more economical to keep the work inhouse. The cancellation ensures the mixer bay feeder line package will continue to be assembled on second shift and installed on first shift in Renton.

IAM Work Transfer Reps Heather Barstow and Jim Darrah applauded the decision. Our IAM Work Transfer Reps regularly investigate proposed offloads and present alternatives aimed to keep the work in-house. Ensuring Boeing uses accurate figures in their calculations is also a big part of our Work Transfer Reps’ duties.

"Boeing looked at several different vendor scenarios trying to get good numbers. I believe this was the right decision to keep the work inhouse." - Susan Palmer

Continued on page 4
New Year Brings Several Changes in the Union

by Mark Blondin, District President

Welcome back from the holidays, and Happy New Year to all of you and yours during the holidays. Since our last newspaper was mailed, we have lost two staff members. Bruce Spalding, our Secretary Treasurer was offered and has accepted a position as a Grand Lodge Auditor for our Territory. Bruce has been a key member of our District for many years, and we wish him the best in his new duties. Bruce will be replaced as District Secretary-Treasurer by longtime Business Representative Linda Lantham and has served the membership well in his new duties. Longtime staff member Linda Lantham has retired from the Union. In her many years on the Union’s staff, Linda was primarily to political action. As a registered lobbyist, I and several other staff members, along with our Local Lodge Committees, have been and will be working on your issues in this 60-day legislative session in Olympia. Unemployment Insurance, aerospace incentives, state statutes for FMLA, health care, and workers compensation top the list of action items that all of organized labor will be tackling this session.

While working together with all of the labor community, we will continue to be successful and deliver for our membership. We will also continue to press on pension issues, health care, the Air Force Tanker, and a host of other issues on the national front.

New Hourly Positions Posted on Boeing Employment Website

As the upturn of employment numbers rise, the Category A lists are beginning to depleted. The company is accepting applications from the outside for the following positions:
- Unimaker Wire Group B (21203)
- Asssembler Installer Electrical System B (30104)
- Electronics Maintenance Tech (70750)
- Electrician Maintenance Installer A (85009)

The Union halls have received several applications from laid-off and current employees regarding current Cat A listings. Even though there are several people still on the Cat A listings, The Boeing Company has assured the Union that they will extend offers to ALL of those with appropriate Cat A filings BEFORE extending offers to outside candidates. They are ramping up for the near future and have plans for additional employees. The current postings are to establish a valid candidate pool with the specific certifications necessary. Again, no new employees will be on payroll before the Cat A’s have been exhausted.

Members who are looking to transfer out of their current job should begin the Employee Requested Transfer (ERT) process now to ensure they could be considered for these positions. Laid-off members from other jobs who want to be considered should also start working to obtain the necessary certifications to be considered for the open positions.

Spalding Honored for Service to 751

In January, District 751 said goodbye to a strong leader and a good friend, Bruce Spalding. The Atomic Metal Trades Council (AMTC), which includes the Machinists Union, overwhelmingly voted to approve a new contract with Washington Closure Hanford.

Spalding was considered for the open positions.

Committee Agrees on Team Leader Revisions

Continued from page 1

Office or skills centers in the plants. Applications for team leader assignments are now being accepted following changes in selection and training procedures. Members who are interested in becoming team leaders should review the updated material on the Team Leader Web site before proceeding with applications.

751 President Mark Blondin, said, “We made some significant changes including seniority being a part of the selection process. We have also improved the training available to our membership, so we also continue to have a better understanding of the provisions of team leader. However, time will tell if it has addressed our issues or if we will have to take up at the bargaining table again in the near round.”
The 2006 session began Monday, January 9 and things will move very fast in the short 60-day session. With most legislators facing election this fall, they have vowed to wrap things up on time. That translates to a February 14 cutoff for bills to pass their houses of origin.

Given that reality, our Union, working with the United Labor Lobby, has a limited agenda for 2006 – much of which involves issues that legislators have previously considered. Following is a quick description of what we are working on:

**UNEMPLOYMENT INSURANCE** — Last year, legislators took a strong stand to patch the safety net for laid-off workers. EHB 2255 restored two-quarter averaging and ended the disproportionately severe cuts — often hundreds of dollars per week — suffered by construction, agriculture workers and others who work irregular schedules. However, the patch is only temporary. EHB 2255 sunsets in 2007 and if the legislature fails to act, Washington will revert to four-quarter averaging.

We support removing the sunset on EHB 2255. The Unemployment Insurance Task Force, which consists of legislatures, business and labor leaders, has received a fresh analysis of our system by the most respected UI funding expert in the nation, and he has recommended that the state retain two-quarter averaging permanently.

**FAIR SHARE HEALTH CARE** (SB6356 & HB2517) — The Fair Share Health Care Coalition (comprised of labor, business, religious, community groups and health care organizations) would set a minimum standard for employers of 5,000 or more, requiring that employers invest 9% of their labor costs into employee health benefits (7% for public employers and non-profits who can’t deduct health costs from their taxes). It is estimated that 85 to 90 percent of the largest employers already meet this standard. Those few that don’t would be required to pay the difference between what they pay and the 9% to the state, in the form of a fee that will be used to cover some of the uninsured working adults in our state.

More than 3,100 Wal-Mart employees in Washington were benefitting from state-subsidized health coverage throughout 2004 — nearly double the total for any other company, according to two confidential state reports.

That total is much higher than previously thought. And it indicates that as many as 20 percent of Wal-Mart’s employees were getting taxpayer-funded health care for themselves or their dependents.

The reports demonstrate the need to pass this legislation, which would require employers such as Wal-Mart to pay more for health care. Democrats in the House and Senate say the reports show that Wal-Mart and some other big companies are shifting millions of dollars in health-care costs to the state.

“I think taxpayers should be out- raged,” said Rep. Steve Shewman, D-Tacoma. “They are subsidizing one of the wealthiest corporations in the world.”

Wal-Mart’s ads claim ‘our people make the difference,'” said David West, Director of the Center for a Changing Workforce, “and the company calls itself a ‘family-friendly’ business, but this report reveals that it’s Washington’s taxpayers who really make the difference when it comes to taking care of Wal-Mart employees and their families.”

In addition SB6356 and HB2517, the Fair Share Coalition is asking legislators to restore 10,000 slots for workers in the Basic Health Plan, continue to increase coverage for children, and create a program to assist workers who are below 200 percent of the federal poverty level and work for small employers to purchase health care coverage.

**FAMILY AND MEDICAL LEAVE** (HB2392) — FMLA is a federal law that guarantees workers up to 12 weeks of unpaid leave for birth, adoption or serious illness. Leave can also be taken for the serious illness of a spouse, child or parent. This standard applies to businesses with 50 or more employees.

However, the Bush administration is threatening to bypass Congress and “reinterpret” FMLA to make it much harder for workers to qualify. In response to this threat, we urge passage of a state statute that will protect FMLA.

**AEROSPACE TASK FORCE** — The House and Senate have two different bills, which originally left labor representatives off the task force. We have pushed to get an amendment giving us a say and a seat on the task force.

**EMPLOYEE FREEDOM FROM INTIMIDATION BILL** (HB3068) — The Union supports this legislation, which would prevent employers from using their workplaces to force their political, religious and union organizing viewpoints on their employees. Employers should not be forced to attend closed- door meetings where they are subjected to indoctrination on issues unrelated to their job performance and should not have to fear retaliation for expressing opposing viewpoints.

In addition, we support HM4036 which encourages Congress to support the Employee Free Choice Act. The EFCA — co-sponsored by both U.S. Senators and every Democratic Representative from Washington state — would restore the right of workers to choose unions free from employer intimidation and harassment.

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### Lanham Retires as 751 Political Director

751 Political Director Linda Lanham retired from District 751 in January after a 26-year career with the Union.

The health of the aerospace industry and the welfare of workers have been the driving motivation behind Linda’s efforts. For more than two decades, she has helped shape the most significant public policy issues affecting our industry and our workers – at the state, local and national levels – and her accomplishments are numerous.

During her tenure, the Machinists have evolved from a slumbering giant into a highly influential and widely recognized political force in the State of Washington. Since 1980, she has played a key role in electing public officials who understand and share the values of working men and women of District 751. Her contributions have been central to establishing the strong public face of the Machinists Union. Her political savvy, enormous influence and extraordinary ability to get things done in Washington state politics will be missed here at District 751, as well as by her many friends and colleagues in both Washingtons.

When she began at 751, the Union had no structured political program or legislative direction. She envisioned and built 751’s Political Department into the program it is today. Jobs and workers were always at the heart of her political strategy whether she was fighting to save woodworkers’ jobs in the state, pushing to keep aluminum plants open, championing health care improvements for families, or securing the 787 for Washington State. Linda could find a way to get any job done.

Her motto of “Don’t tell me why it can’t be done! Just do it!” resulted in many seemingly impossible tasks getting accomplished. She would be missed at 751.
Site Reps Address Issues on Self Inspection

Every day on the shop floor, a handful of IAM members work diligently to address members’ concerns on Boeing’s Self Inspection and Acceptance Programs (S&I&A) and Manufacturing Self Examination (MSE, which is the military version). These members, who serve as S&I&A Site Reps, are starting their fourth year of service to ensure proper procedures are followed, members’ issues are addressed, and safety and quality are not compromised per LOU #38 in our contract.

There is no question that the six hourly members (Dianna Loggins, Hazel Powers, Nate Gary, Darren Perez, Stosh Tomala and Larry Jacobs at Portland) who serve as Site Representatives for S&I&A have a tough job. Being the members’ voice on concerns over S&I&A and MSE is challenging by itself. Add to that, the resistance from management, who are focused on meeting production schedules, and they get it from both sides. Yet their persistence is paying off as they have continually worked through issues, have addressed membership concerns, are getting more standard implementation procedures, in addition to striving to deliver training. All with a focus on quality.

Business Rep Susan Palmer, who chairs the Union side of the Committee, stated, “The joint committee, which meets once a month, has made tremendous strides in creating a process at the meetings to convey issues and concerns from the shop floor. The Committee, including support from Business Reps Emerson Hamilton and Larry Brown, has been able to resolve and work through many issues over the last three years to improve the program for members and the process itself.”

Realizing that S&I&A is not going away, the Union side of the committee proposed changes to the Letter of Understanding in the last round of negotiations. Many of the proposals were accepted and are in the new contract. Probably the most significant change is giving Site Reps a role in training. Once over the top of the proposal, SI&A realized how essential training is to S&I&A implementation. With that in mind, they added language that allows them to work with the IAM/Boeing Quality Through Training Program (QTTT) to provide input to help develop and deliver any training required to implement S&I&A and MSE. Having hourly site reps, along with sub-

Safety First

District Safety Presents Service Awards

Safety is one of the most important aspects of work, yet few give it much thought. However, a group of Union members fight diligently every day to make workplace and home environments safer. These individuals make up the Union’s District Safety Committee and include members from the IAM/Boeing Health and Safety Institute (HSI), site safety committees from each plant location, as well as assigned Union Business Reps and staff.

In December, the monthly District Safety meeting honored these individuals for their service to the membership. Five-year service awards were given to John Carter, Greg Campos, and David “Otis” Williams. In addition, the Committee presented several special awards. Business Rep Emerson Hamilton received a patchmark for serving as a Business Rep Focal to the site committee. The Committee also honored those members, who are no longer on the site committee, for their years of service: Rocky Caldwell (11 years), Tom Sweeney (7 years), and Frann Todd (11 years).

The Self Inspection & Acceptance Committee meets monthly to share issues and concerns on S&I&A. The group is focused to identify problems and fix them so the same mistakes are not made in other areas. In addition, they share best practices from each site.

February Safety Tip

Data Safe: What safety records and documents do you need to update? The new year is a good time to review all safety, health, and emergency reference documents, such as:

• Emergency phone lists (accessible at home or work).

As well as a manager having employee information, do you have your supervisor’s off-hour contact information if there is an emergency or crisis?

• Emergency contact information (including information on file at schools, day care centers, etc.)

• Evacuation plans and maps

• Safety training rosters, schedules, etc.

• Material Safety Data Sheets (MSDS’s)

• Safety plans or injury prevention plan documents

• Others specific to your team?

Identify what safety documents your team should be using and review them at team gatherings or staff meetings. These might include:

• Work procedures and checklists

• Certification records for safety training

• Forms for reporting injuries or near misses and your monthly or quarterly reports on safety performance.

Make sure the documents are updated and accessible to everyone.

Renton Offload Proposal Stopped

News that the package would stay in-house was welcomed by Ethan Doyle who has performed the work involved with the mixer bay feeder line for several years. Ethan noted, “About 60 percent of my work involves the mixer bay feeder line. With the 737 rate increase, I have trained a second person to perform this work on line 2.”

Ken Brekke, who does the work on line 2, added, “It is great Boeing is keeping this work in-house. I appreciate our Union fighting on my behalf to save our work.”

When the study was introduced, Heather and Jim interviewed impacted members to put together several alternatives—all aimed at keeping the work in-house. Throughout the process, Heather and Jim remained adamant the work would not be offloaded if the Company couldn’t justify it financially. They checked back with the members periodically to let them know the status and were pleased to deliver the good news in January.

“While they didn’t use our alternative, the goal was simply to ensure our members continue doing this feeder line work,” Heather stated. “It is hard to imagine it took three years to determine it was a negative business case. You have to wonder how much it cost just to study the potential offload. I was glad they did the right thing and left the work in our members’ hands.”
Patent for Bradley

751 member Ron Bradley demonstrated his skills and innovation recently when he teamed with a Boeing engineer to develop a new production process and device, which resulted in a U.S. Patent.

As a Research Electro-Mechanical Technician, Ron regularly constructs pilot models and prototypes as part of his job in Everett.

When engineer Ed Sergoyan, who works with Ron in Material and Process Technology (MPT), came up with an idea to help out in the factory, he recruited Ron’s expertise to make it a reality. Together, Ron and Ed created a non-destructive method for measuring seal thickness, which will save Boeing time and money in their production process.

Beyond just the method, they also designed and produced the tool to complete the work, which will be used on the airplanes. Prior to their patent, employees had to cut away a section of the seal to measure its thickness and reseal the area. With their innovation, employees no longer have to cut away the seal and reseal it – making the process much more efficient and precise.

Ron noted, “The biggest challenge was making the process explosion proof so it could be used in fuel cells and paint hangars. It was even blessed by the Boeing Fire Department, which is no easy task.”

As an incentive for their creativity, Boeing presented Ron and Ed with $3,000 each. The first $1,000 was presented when Boeing decided to pursue the patent, another $1,000 when Boeing applied for the patent and the final $1,000 when the patent was granted.

Beyond his work at Boeing, Ron has been a leader in the Union for many years - serving on the District Council, as Local E President, on numerous committees and organizing and assisting with various Union events.

Book Captures Memories of the Strike

When 751-member Carl Betz was recalled in July, he was thankful for the Union contract that ensured his return to the Boeing payroll. When members voted to strike on September 1, he decided to try to capture the spirit of our members in pictures.

Carl put together a colorful photo album to memorialize the strike and bring back memories for our members. He donated his book to the Everett hall so others could look at them while in the hall. He included some personal thoughts on the strike and left pages blank at the back for members to write in their thoughts or add their own photos to the book.

Business Representative Ernie McCarthy helped Carl with the photo costs and stated, “Carl put a lot of time into this book, which shows the many faces of our membership. It will help the next generation understand why we were on the line fighting for them – even before they hired in at Boeing. He has captured a part of our Union history.”

Throughout the 28-day strike, Carl took photos of the Everett picket lines. His book begins with the initial vote on September 1 and concludes with the second vote on September 29. His pictures capture many of the Everett picket line scenes, as well as the strike check distribution at the Monroe Fairgrounds. Carl even found a photo from the ’95 strike, which he included in the book.

“I dedicated the book to those days on the picket lines – to the members and their families who held the line. Thankfully it is ended quickly. Every time I went to the picket lines to take photos, I saw the striking machinists standing there with hope and dignity – proud to take a stand for workers everywhere,” stated Carl. “The pictures of people by the burn barrels give you a feel of the mood that characterized this strike. With people out there four hours at a time, 24 hours a day, seven days a week, I thought it was important to get photos.”

Thanks for the special effort that members can enjoy for years to come.

Zack Honored for Civil Service Volunteer Work

751 Business Representative Zack Zaratakiewicz has long been active in the Union and his community. Recently, the Kent City Mayor Jim White honored Zack for over 15 years of volunteer service as a Kent Civil Service Commissioner.

Zack originally volunteered for the commission after the Union asked Stewards and leaders to get more involved in the community. Zack stepped up and has continued ever since.

The Civil Service Commission is responsible for the adoption and enforcement of rules and regulations of personnel matters for Police and Fire Department.

The Commission conducts monthly meetings and hearings, as needed, to adopt and amend rules, approve support personnel, entry level and promotional exams and to hear and determine appeals arising from the administration of the rules.

One of Zack’s top priorities has been to raise awareness about everything past the unions that are involved and to follow the civil service rules to keep the city out of legal trouble.

Mayor White wrote, “It is a pleasure to congratulate you on your 15 years as a Civil Service Commissioner. We have numerous Boards and Commissions throughout the city but the members usually serve for a time and then move on. It is quite unusual for someone to serve for more than 15 years so it is especially nice to know that we have citizens who are so generous with their time and expertise.

Being a member of the Commission necessitates preparation and sometimes difficult decision making. I want to express to you my thanks and appreciation for the time and work you have devoted to the Civil Service Commission. We truly appreciate your contribution to the city.”

Natalie Winecka, who works for the City, echoed the praise and added, “On behalf of the city, police and fire departments, we appreciate Zack’s dedication to being not only a commissioner for years, but serving as the chair as well. He does a great job of staying focused on what is going on in the city. It is a volunteer position and the fact that he gives his time is wonderful and very much appreciated.”

Green for the Guide Dogs

Local A’s holiday drawing raised $9,046.22 to benefit Guide Dogs of America. Above: L to R: Gloria Millhap, Clifton Wyeit, Richard Jackson, Stosh Tomala present the check to District 751 President Mark Blondin.

Seahawks Super Bowl Party FUNdraiser - Sunday, February 5

Join us for the first annual Super Bowl Party FUNdraiser on Sunday, February 5, 2006. Proceeds to benefit the Salvation Army and IAM District 751 Hardship Fund.

Event starts at 11:00 P.M. and continues until end of game. Exciting football, great company, delicious food, multiple big screen HDTV, refreshments, entertainment and sport celebrities. Spectacular door and raffle prizes. IAM District Lodge 751 Union Hall, 9135 15th Pl S., Seattle WA 98108.

Getting the Seahawks in the big game was a huge bonus. $20 admission. For Tickets call: 206-764-0350 or 1-800-763-1301, ext 3350

Image 51x983 to 210x1163

Image 60x90 to 376x288
737 Crew Opens Their Hearts and Wallets

Our members at Boeing are known for their generosity and willingness to help others. Second shift in the 737 Line 1 recently demonstrated the depth of their compassion when they reached out to an area resident in late December.

What started as a simple request to help with Christmas dinner grew to over $1,300 in donations in just two days. Showing the true meaning of team work, second shift on flow days 6, 7 and 8 (manufacturing, quality, support organizations and management) took ownership of this project.

The giving began after 751-member Joe Henson told co-workers about a woman who worked with his wife who took custody of four kids after the husband and wife were both killed. The woman was struggling with four additional mouths to feed and wanted to make this Christmas special for these kids who had already suffered the loss of their parents.

“My wife initially asked if our shop could buy them a holiday meal at Christmas,” Joe explained. “When I told my co-workers about the circumstances, they opened their hearts and wallets. They showed generosity I cannot comprehend. I’ve never done anything like this before, but it touched a lot of people and deeply affected me.”

“I want to thank the whole shop on second shift – flow days 6, 7 and 8, manufacturing, quality and all support organizations, as well as management, for the help they have given, along with 751-member Jeremiah Farrior. If Jeremiah had not stepped in, it would not have taken off like it did,” Joe added.

Together, Joe and Jeremiah told second shift of their goal to help this family at Christmas. Once people heard the story, they just started giving.

“We wanted this woman to feel there were people who cared. The way she opened her home to these children was inspiring,” noted Jeremiah.

Members were quick to credit night shift management for helping with the project. Supervisor Bennetta Roberts, who supported the efforts, noted: “I want to thank everyone who stepped up to do their part during the holidays to raise money for a very worthy cause. Many of our members had just been through a rough time, but they gave generously. I think we all realize you never know when you might face a tragedy. It is good to know there are people out there who will take that extra step to help.”

In just two work days, the 737 line 1 second shift crew collected over $1,300 to help an area family at the holidays. Helping with the project were: L to R: Union Steward Rick Humiston, Jeremiah Farrior, Supervisor Bennetta Roberts, James W Inkenwerder, Joe Henson, William Malone, and Union Steward Philip Larvie.

Continued on page 8

King’s Dream of Human Rights Still Alive Today

On January 16th, Machinists’ Union members joined hundreds of other citizens from the Seattle area to honor the memory of one of the greatest civil/human rights activists in our nation’s history – Dr. Martin Luther King Jr. While it is not a paid holiday at Boeing, it is an important day worth remembering.

Participants gathered at Garfield High School for workshops in the morning, a rousing rally in the gym, followed by a march to the courthouse that ended with a second rally and speeches.

District 751 played a prominent role in the event and had several members who served on the planning committee and have volunteered countless hours to ensure the event was a success (Chilton Wyatt, Lem Charleston, Abdul-áleem Ahmed, Louis St. Cyr). Various religious, community and civic leaders, as well as students who were moved by Dr. King’s fight, addressed the crowd.

District President Mark Blondin presented a check for $751 to help with the event.

District 751’s Abdul-áleem Ahmed secured a 1955 bus that replicates the famous bus where Rosa Parks refused to give up her seat and sparked the civil rights movement. The bus was to honor the contributions Rosa Parks made to our history and pay tribute to her passing.

Call to Action

King County Councilman Larry Gossett, who serves on the MLK Planning Committee, encouraged everyone to call the Council at 206-296-1000 and encourage changing the King County Logo from an imperial crown to an image of Rev. Dr. Martin Luther King, Jr. – particularly in light of the fact that Governor Gregoire signed into law on April 19, 2005, a bill officially renaming our County in honor of Dr. King. Please indicate you would like your support message to be shared with all nine County Council members and leave your name and address. You can also give comments on the web at http://metrokc.gov/comments/council_comment.cfm.

Thanks to all who turned out to make the event a success and remember this great man.
Union Kids Give Gift Bags at Mission

District 751 members regularly volunteer to make and serve meals at the Tacoma Rescue Mission. However, in December they recruited members’ kids for a special project – putting together and handing out goodie bags to those visiting the mission.

Union Steward Rebecca Pohl spearheaded the project and began gathering goodies for the bags in the shop from family and friends.

“I’ve always tried to get my kids to give to those less fortunate and wanted other members’ children to experience the joy in helping others. The mission insisted we sing if we were going to give out gift bags, which made it even more festive for the kids.

It was a great experience and we hope to get even more kids involved next year,” stated Rebecca.

The bags were filled with essentials such as chapstick, lotion, hand warmers, shampoo, soap, brushes and combs, toothbrushes and other toiletries. Women received makeup, children received toys and other items were included. Special thanks to the following who participated: Rebecca Pohl, Jonathan Pohl, Vennie Murphy, Amanda Murphy, Sarah Kiosick, Michelle Kissick, Kathy Grater, Nancy Wilson and Jennifer Wilson.

Santa’s Salvation (Army)

As the Salvation Army began their Christmas toy distribution, 751 volunteers were there to help with this enormous project. In just two days, over 30,000 toys were handed out from QWest Field event center. Machinists Union volunteers assisted by picking up and hauling the toys to the event center, helping set up the various tables, and handing out age appropriate toys.

Many members spent the first day of their Christmas holidays helping with the event.

District 751 Organizer Gloria Millsaps enjoyed the experience and noted, “It was humbling to help people who were so thankful. Many people were thrilled just to have one gift for their kids to open on Christmas. I worked the teenage table and people seldom thank to donate items for teens. I will make a concerted effort to promote awareness so there is a greater variety of items for teens to choose from.”

The Salvation Army praised the assistance and noted, “We are so thankful to have all the Machinists Union volunteers at the event. They continue to be there when we call for help. Their willingness to do any task they were asked was appreciated – whether they were hauling toys in their trucks, using their muscles to unload, managing distribution at a table or helping to restock the tables. Machinists Union volunteers ensured the distribution went smooth, and it was a painless process for those coming in to pick up toys. It is always a blessing to have the Machinists help, and we welcome their assistance at any time.”

Volunteers ‘Harvest’ and Package Food for the Needy During the Holidays

Between Christmas and New Year’s is often a time when people sit back and count their blessings. Yet for the homeless and hungry, it is a very critical time. Dozens of 751 members and their families donated a day from their holiday vacation to assist those facing hunger during the holidays - when 751 adopted Northwest Harvest for a day.

Without hesitation, our members rolled up their sleeves and took over the huge warehouse. Children pitched in and helped alongside their parents. Everyone took on different tasks -- some assembling boxes, some sorting the food, others bringing in the bins to be sorted, and still others stacking and wrapping the sorted boxes. The 751 crew had packaged 12,338 pounds of food, which would feed over 4,112 families.

The spirit of comaraderie was abundant throughout the warehouse. Giving their time to help others seemed to bolster everyone’s spirits and promote solidarity and teamwork. Literally everyone at the warehouse had a good feeling about the work that had been performed and the many who would benefit from the assistance.

Special thanks to the following who helped in the effort: Bruce Bob Anderson, George Braun, Art Busier, Mike Cummins, Jimmy Darrab, Steve Delizo, Robert ‘Gus’ Gustavson, Randy Haviland, Jon Holden, Grace Holland, Connie Kellihier, Kaiilee Kellihier, Pat Kinsella, Garth Luark, Ed Lutgen, Tom Lux, John Lux, Scott McKenzie, Casey McLaughlin & family, Allen Myers, Ted Ogston, Lester Powell, Tom Sweeney, Curt Thorfinson, Sandy Torfin, and Mac Trias.
A Call For Volunteers - Your Chance to Help Restore a B-29

More volunteers are needed to help restore the Museum of Flight’s Boeing B-29, T-Square-54 to near flight worthy condition. If you have a few hours a week you could give, consider volunteering to restore this historic airplane.

Major projects include:
- Repair corroded structures.
- Make missing parts, such as louvered exhaust covers
- Install nose windows
- Line crew areas with quilted blankets
- Build wire bundles
- Install mechanical cables outside of the cockpit
- Clean and repair engines
- Restore turrets and instruments
- Upholster crew seats
- Restore and install small parts, such as oxygen regulators and decals
- Polish the exterior

The airplane is currently located in Boeing’s 2-40 building at Plant 2. Current shifts are Monday through Thursday and Saturday from 9 a.m. to 1 p.m. However, shifts can be changed to fit volunteer time schedules. There is work available for volunteers of all skill levels and training is available. This historic bird needs your help.

Members Compensated for Temp Promotions

Continued from page 1

Business Rep Roy Moore noticed a pattern with maybe not the same names, but the same shops and jobs. He asked his Stewards to investigate and document the instances. Once the evidence was presented, management agreed they had violated the contract, but resolution was delayed after the company misplaced the paperwork several times. The Union kept on it, presented additional copies and ensured the members were eventually paid for the violation.

Steward Randy Miles, “Stewards constantly watch to ensure members’ rights are not violated in regard to other jobs they may have held. If the company violated contractual rights, we are there to make it right.”

“As Stewards, we brought it to management’s attention and pointed out it was a violation – hoping to avoid a grievance. We let them know several times it was a violation, but they didn’t seem to care,” stated Andrew.

“As employees, we sign a code of ethics conduct contract each year, but I have to wonder where are their ethics if they knowingly violate a contract they signed,” Bud added.

Randy added, “First, we made sure the Grade 5’s who performed the work were paid properly. Then we went after the Category A violations to ensure those members were made whole, as well.”

Thanks again for the excellent work by our Stewards.

2006 IAM Scholarship

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

A Rest to members are $2,000 per academic year. They are granted for a specific period from one to four years, according to a Bachelor’s degree or a two-year vocational/technical certification.

Awards to Children of Members are $1,000 per academic year for college. All awards are renewed each year for a maximum of four years until a Bachelor’s degree is obtained.

Awards to Vocational/Technical School awards offer $2,000 per year until certification is reached for a maximum of two years, whichever occurs first.

Applications are available 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.htm). An application may also be obtained 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. In honor of Roman’s lifelong commitment to others, delegates at the 2006 Grand Lodge Convention voted unanimously to name one of the annual IAM scholarships after Brother Mayfield. Starting in 2006, the Mayfield Scholarship will be awarded to someone who best represents the spirit of volunteerism and service to the community that was the hallmark of Mayfield’s 55 years as a District 751 member.

“This scholarship is a legacy that honors Roman Mayfield’s boundless spirit of selfless giving and service to others, said IAM President Tom Buffenbarger. “It is an honor to name this scholarship after such a great trade unionist.”

The Selection Committee

Award recipients will be chosen by an independent Selection Committee composed of four qualified educators from the Washington, D.C. metropolitan area.

The Selection Procedure

The Committee attempts to select from each IAM territory applicants who have demonstrated learning ability and all-around suitability for college work or for attending vocational/technical school. In reaching this determination, many factors are taken into consideration, including grades, attitude toward study, personal reference, available test scores, the opinion of counselors and teachers and activities outside of school. For member applicants, weight is given to participation in local lodge responsibilities. Canadian students are judged according to Canadian scholastic standards. Winners and honorable mentions will be announced in the 2006 summer issue of the IAM's Periodical.

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.

Request for IAM 2006 Scholarship Application Packet

Please send me an Application Packet for the 2006 IAM Scholarship Competition. If the proper packet is not received within 30 days, advise the Scholarship Department immediately. I understand that this request is not an application, and that the Application Packet must be completed and postmarked no later than February 24, 2006.

REMINDER: Please check the appropriate box.

[ ] IAM Member requesting a College Scholarship
[ ] Child of a Member requesting a Vocational/Technical Scholarship
[ ] Child of a Member requesting a College Scholarship

Print your name and address clearly:

Mail to: IAM Scholarship Program, 9500 Machinists Place, Upper Marlboro, MD 20772.
January Retired Club Minutes

by Ruth Render, Retired Club Secretary

At the January 9th business meeting, Al Wydick called the meeting to order at 11 a.m. The Lord’s Prayer was said followed by the flag salute and the singing of “God Bless America” led by John Guerra.

Roll Call of Officers: The newly elected officers were sworn in by Business Representative Tom Wroblewski. All officers were present. Minutes were accepted as printed.

Business Report: Grievance Coordinator Tom Wroblewski reported that the District staff is at an offsite developing a plan for organizing the many subcontracts and anyone else who wants to have union representation. Getting others organized benefits all of us by raising the standard of living, maintaining medical benefits, etc.

The Boeing Company continues to recall laid-off members. Last week, there were 140 recalls at orientation.

Tom reported that after more than 25 years of service to this Union as the Political Director Linda Lanham is retiring and will have her party at the hall on January 21st.

Tom also reported that Secretary-Treasurer Bruce Heidingsfeld has moved. He is no longer going to be at the hall. It will be announced at the January 24 District Council meeting.

The Retirement Club would like to thank all the volunteers for making our Christmas dinner so special. We had a great team of volunteers. There were a lot of shows at the dinner. This makes it rather difficult because we had to pay for all those shows. In the future, we must do it differently. There were lots of gifts that were donated by members of the club. A special thanks to those who donated.

John Guerra made a motion that we donate $25 to the Catholic Seamen’s Club for their annual luncheon. This will be held at the Catholic Seamen’s Club on January 26 at 11:30 a.m. (2330 1st Ave) – in Belltown. The suggested donation is $10.

The newly-elected officers were sworn in by Business Representative Tom Wroblewski. They are holding each other’s hand. The new officers are:

President: Al Wydick
Vice President: Alvin Menke
Secretary: Ruth Render
Treasurer: Betty Ness
Sargent-at-Arms: Leroy Miller
Trustees: Louise Burns, Charlie Menke

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. We discuss Social Security, Medicare including prescription drugs and many other issues of concern to seniors.

Join us and share your opinions. For more information, contact 206-762-3848.

White House Conference on Aging - Delegates Say NO to Bush Administration Agenda!

by Carl Schwartz, Retired Legislative Chair

The White House Conference on Aging took place in Washington, DC December 12-14, 2005. Some 1,200 delegates from every Congressional district attended—meaning that the majority were selected by Republicans. This is meaningful considering those delegates overwhelmingly REJECTED the proposals put forward by the Bush Administration.

Delegates participated in workshops considering proposals to encourage healthy lifestyles, support for caregivers and affordable housing for older Americans, and enhanced working conditions for those who choose or are forced by necessity to work.

Delegates, however, rebelled at the workshop which has been planned by the Bush Administration to promote enrollment in the Bush drug plan. From the floor, they called for the cancellation of that plan and replacement by a plan that would be part of Medicare.

Then after the delegates, again by an overwhelming majority, vehemently rejected a proposal that would have called for Social Security funds to be diverted into private accounts, President Bush cancelled plans to speak to the conference. Instead, he went to a high-end gated retirement community to speak to a “selected” audience to promote his drug plan.

Many of the delegates expressed distrust of the Bush Administration’s selected conference leaders and staff. Delegates insisted in voting THEIR preferences and priorities on the issues. They expressed concern that the final conference report due by June would be “sanitized” and called for an honest report. We will see.

This should have been called the Non-White House Conference on Aging. George W. Bush was a no-show—the first President in the half-century of White House Conferences to leave the event off his calendar. In addition, so far as we know, none of the 1,200 conference delegates were invited to the White House. And certainly nobody from the White House bothered to check in at the conference where delegates were working to shape the future security of older Americans.

Congratulations to the following members who retired from Boeing:

Ravinder Ahluwalia
John Betz
John Clifton
Guy Conner
Glenn Falkner

Also congratulations to the following members who retired in Eastern Washington: Local 86 - Gene Wither, retired from Pacific Power Products; Local 1123 - Stacy Creek, retired from Alcoa; Local 1951 - James Eilen and Arthur Brown both retired from Fluor Daniel (Hanford).

Carl Schwartz, Retired Legislative Chair
ATTENTION TO AD RULES
Each single ad must be 25 words or less. More than 25 words will not be printed. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, full-paid, or retired. For best response, include phone number instead of addresses in ad copy. Members only. "Cottage Industries" will be OK in ads, but no commercial ads. When using own paper for ads, include "Farmers Only" on required on regular ad blanks.

Deadline For Next Issue February 16th

FOR SALE – 3 BDRM/2 full BATH. 1996 by Moduline Manufacturing, open kitchen with appliances, 1,200 sq ft, unopened supplies for everything in car garage, large comfortable master suite with bath, professionally installed rain gutters, extra outdoor fixtures and plumbing, lawn sprinkler system, private patio with slider to dining room, low maintenance private backyard, easy access to clubhouse and mailbox. Located in Hayden, ID. $514,000 firm price. Call 208-437-0935.

FOR RENT – House in SeaTac area. 3 BDRM/upstairs with new bath, 1 BATH, 1 garage, large parking area near West Valley Elementary School, between 99 and I-5. View of Mount Rainier and Kent Valley. Has downstairs occupants already. No pets. 1st and 2nd months. Call 253-357-9829.

4 BDRM/BATH with a view of West Valley. With apartment $400K. 206-772-1752 or 206-772-1335.

RENT TO OWN – 50 percent rental credit. Nice Finc Hill home in Kirkland. 3 BDRM/ 2 Bath/www.finalhome.com 245-213-9200 or 245-213-9295.

FURNISHED HOME – extra large bathtub, 38” garage, lights and outlets galore, free air conditioning in summer, wall-to-wall carpet $500K, PLUS Clark’s Lifetime forklift. 1993. 5 mahogany doors with passage. 425-735-1832.

KONA, HAWAII – oceanfront condo, large 2 BDRM/2 BATH, spectacular view, sleeps 5, $169K. 360-275-0974 or 360-275-0974.

WALK TO BEACH and shopping – Ocean Shore, 3 BDRM/2 BATH HOME. Single car garage. All fenced in. In new appliances, carpet and vinyl. Landscaped and trees $169K. 253-735-1832.

EATONVILLE – 2 _ acres, 28’x40’ shop $169K. 253-735-1832.

WELCOME TO WALK and shopping – Ocean Shore. 3 BDRM/2 BATH HOME. Single car garage. All fenced in. In new appliances, carpet and vinyl. Landscaped and trees $169K. 253-735-1832.

WASHINGTON BEACH – 2 _ acres, 28’x40’ shop $169K. 253-735-1832.

EATONVILLE – 2 _ acres, 28’x40’ shop $169K. 253-735-1832.

KIRBY ULTIMATE G – plus complete carpet cleaning system with shampoo and all cleaning supplies, 2 beds and 2 baths. $250 cash only. 253-435-1177.

DOUBLE GARAGE – full of household goods. Double pane windows, make offer. $600 or best offer. 360-275-0974.

GIFT CERTIFICATE – worth $300 will sell for $260 at Magnolia Hi-Fi. Use in any store located in Edmonds Garden of the Good Shepherd. 206-242-6905.

WHEELBARROW – one rubber tire wheelbarrow $40. ROCKINGCHAIR cane-backed seat like new $235. 253-735-6233.

BARBIE CONVERTIBLE PINK CAR – 2 beds and chargers $50, ceramic bells $1 each from many states; old records, washer $50, stamps and old pens. 253-735-1832.

50 JOHN WAYNE MOVIES – a complete collector’s collection in mint condition $50. Lease message $350. 360-566-5803.

12 ALUMINUM BOAT – graphite BASS KIT/ TRAILER HOOP, 20” large dog houses, kiddie pool with pump, 10’6” waterproof (4”) pump, 1” soil pipe and fittings. Mitsubishi V6 engine. Make offer. 253-865-8063.


Several antique GAS ENGINES – including Withers, Fairbanks-Morse and Stover. Call for prices. 206-242-6905.

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L to R: Local C officers Bert Groom, Chuck Craft, Joe Crockett, Jim Darrah, Rebecca Pohl, John Davis, Justin Bailes and Richard Jackson.

L to R: District President Mark Blondin administers the oath of office to Local A officers Clifton Wyatt, Tony Perry, Jason Redrup, Heather Barstow, Sam Hargrove, Cheryl Peterson, Linda Naden, Gary Boulch, Jim Rice and Joe Perry accept the oath of office from District President Mark Blondin.

Accepting the Oath of Office

Seattle/Ken Site Rep Stosh Tomala stated, “In the last three years, the Committee has made gains in working together. Personnel changes on the committee have brought added commitment and given the group real continuity. I remember initially, it was very adversarial and hard to accomplish things. Now we are working as a cohesive group, but we continue to fine tune it.” This is a good example of what happens when the Union and Company work together for the betterment of everyone,” added Everett Site Rep Dianna Loggins. “We have established integrity for the role of the Union and have opened the communication door between hourly and management.”

Auburn Site Rep Hazel Powers stated, “We went through growing pains, which made us stronger. I really appreciate my Union’s support in this. Many times the Union has had to go bat for us even though we are the hourly representatives.”

While there is still more to do, the site reps are there working hard for us everyday. If you have an SL&A/SME activity in your shop or believe it may be coming to your area, please give your local site rep a call. They are there to help. It’s in the contract!”

At the Seattle/Ken site, the SL&A/SME representatives have been working on resolving issues and improving working conditions. The members are appreciative of the efforts being made to improve their work environment.

Site Reps Address Issues with Self Inspection

Continued from page 4

Recreational Vehicles

ORIGINAL 1971 GULFSTREAM – excellent shape, deep V hull, V6 Buick, full cover 18’ removable, reconditioned trailer $345. Ski box on rack with extra ski holders $350. 360-886-1072

Selling: $350. 360-886-1072

LEISURE TIME RESORT – 1000 Trails 3SK. 253-847-5560

1986 PONTIAC PARISIENNE – 9 passenger wagon $350 with snow tires. 206-762-1117

1956 ALLIS-CHALMERS TRACTOR – front, rear hydraulic blade, draw bar, fresh paint, manuals, ruts and hooks good $2900. 425-746-8133

1998 DODGE 3-QTR ton – 4x4, auto, original owner. V-10 Mag, reg cab, set-up for 5’ wheel and cab over camper, electric brakes. 13K miles, one sell of a towing rig $18,000. 360-249-4432

VEHICLES

1990 HUDSON Commodore 6 – 4 door sedan, 3 speed O/D. Runs – needs some work and TLC $350. 206-772-1752

1989 MAZDA TRUCK – $1000. 206-772-1752

1976 OLDS 88 – 4 door, auto, air, 3 speed O/D. Runs – needs some TLC $1800. 360-249-4432

1989 DODGE D-300 – 4x4, V8, air, manual, automatic. Runs – needs some work and TLC $1900. 360-249-4432


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January Retired Club Minutes

Continued from page 9

Freilinger, William Gardner, Robert Hicken, Dale Hoskinson, Albert Lavine, Ralph Martin, Thomas Maypole, Kenneth Meyer, Zelma Muirhead, Alice Napier, Richard Pranger, Philip Rome. Sympathy cards were sent to the families.

Calendar of Events:

Feb. 6 Bingo
Feb. 13 Business Meeting
Feb. 20 Bingo
Feb. 27 Bingo

Good and Welfare: Gene Hoglund noted if you have an IRA at the Boeing Employees Credit Union, you can have your IRA CD bumped up to 5.06% interest rate.

Tom O’Brien noted, in the near future, only the funded pensions will exist. Employees of McDonnell Douglas lost their early retirement medical benefits. In fact, our members are the only ones who have preserved retiree medical for the next generation of workers thanks to District 751 President Mark Blondin.

If you buy non-American made products and services, it is your decision – you made it, you live with it. But when city, county, state and federal elected officials buy non-union, non-American auto, rail cars, other products and services with our tax dollars, we shouldn’t have to live with it. Buy American or we should NOT give them our support or for sure not our VOTE. Use history, not promises.

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John Guevarra presented a lesson on URP vs real gold of charity reflections on today’s corruption. Non-profit charitable organizations used by immoral sleazers who corrupt government and innocent organizations that don’t seem to know their donations are supporting evil within our free society. Donors get their hooks into politicians. Donors bankroll political empires and build a mockery of Democracy when campaign contributions masquerade as charity. Unregulated and undisclosed funds can go to foreign spen schools. There are many good and faithful charites who do important work for the common good. We all need to ensure that our donations are doing the good work. Too often, we donors don’t audit our organizations – private and government. We only act surprised to hear our donaions have a evil fund power. We must work to form a more perfect union of our nation.

Unfinished Business: None.

New Business

Birthdays & Anniversaries: The Club celebrated the following December birthdays: Dan Stachowski, Ardie Stachowski, Frank Prummer. January birthdays included: Irene Boush, John Blankenship, Mel King. December anniversaries included: Leroy and Helen Miller (57 years) and Tom and Mary Allen (56 years).

Adjournment: Adjourned at 11:55 a.m.

Reminder: The 751 Retirement Club meets every Monday at 11 a.m. at the Seattle Union Hall (9135 15th Place South). All retirees are welcome to attend and join the club. Retirees are welcome to bring guests to attend as well. At noon every Monday a free hot lunch is provided to those in attendance.

February 2006

751 AERO MECHANIC

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751 AERO MECHANIC
WRC Gets Hands-On Peer Training Center

The IAM/Boeing Joint Programs continue to expand their peer training network to better serve our members on the shop floor. In January, a new Renton Wings Skills Center opened in the 4-20 building to provide hands-on peer training in the Wing Responsibility Center. The new center offers members a place to practice and sharpen their skills without having to learn on actual airplane parts.

In the new center, members can get hands-on practice in such skills as shimming, torqueing, hand drilling, power feed drill, hand drilling, lock wire, skin quality, simulate putting stringers in, fastener installation, counter sinking, and cold work process. Computers are available so members can access the specifications and drawings needed for their work. When visiting the center, members will have a co-worker or peer who does the job daily to guide them through the proper process. This peer-to-peer training has proven more effective than traditional courses or that not really fit the need of the shop or show the applicable work. Peer training also ensures members learn the proper technique for that particular shop.

With the production increases, continued recalls, and resulting transfers, having a structured training process in place that gives practical hands-on experience is invaluable.

QTTP Program Coordinator Tony Curran said, “We recognize that 70 percent of the real training happens daily on the shop floor. Peer trainers are the best way for new people to receive consistent and applicable training and to set up a structured process to transfer their knowledge. If there is a skill or process we thought people might need to practice, we tried to get it available here. We also have a suggestion board so we can continually update the center to reflect the needs of our members.”

District 751 member Glenn Brown is one of the peer trainers. He stated, “This is a good opportunity to train new people before they have to actually start working on the airplane. It is hourly workers training hourly workers in the practical application, which is a good idea. It should also help improve quality. Members feel better about entering a new work area if they can be confident about performing their new work package. This center gives them the chance to gain that confidence.”

“After a recall goes through orientation and assessment, they report to the shop and are assigned to a peer trainer who will get them up to speed with practical experience so they are not training on the airplane. If someone is having trouble with quality, we can bring them in and have them sharpen their skills in the center,” added Tony Curran.

As members stopped by the open house to check out what is available, many took the time to write their ideas on the suggestion board.

Recognition for Making PSI Part of Shop Culture

In just three years, with the help of IAM/Boeing Joint Programs, the Production Systems Improvement (PSI) assessments have become a regular part of Boeing’s culture. Yet it might not have happened without the hard work and dedication of three members who serve as Program Coordinators at the Joint Programs – Tina Wilson, Mike Ryan and Roy Wilkinson.

In December, Joint Programs recognized these three members for their outstanding work in delivering PSI assessments and gap training to literally thousands of IAM members throughout Puget Sound.

Since all three Program Coordinators came from the shop floor, they realize the importance of making members feel comfortable with the assessment so they understand it is not a test. Their ability to put members at ease speaks volumes to why the assessments are working. These individuals have adapted and changed as problems with the assessments arose, and their flexibility is key to PSI’s success.

“Members are nervous. I let them know this is only an assessment to find out if the company owes them any training so they can better perform their job,” explained Tina.

“Once they understand no discipline will result from the assessment and on-hour training would be delivered, they are more willing to participate.”

Joint Program Administrators Gayl Bailey and Kristy Peterson (far right) present recognition awards to Joint Program Coordinators Mike Ryan, Tina Wilson and Roy Wilkinson for their hard work on the PSI assessments for hourly members.

“Joint Program Co-Director Bill Stanley recalled, “In response to a 1999 FAA technical audit, Boeing determined it needed to integrate training solutions into daily business. PSI assessments were the answer. In the past if the FAA found a problem, Boeing responded by sending everyone to class. With the PSI assessments, our members only get training in the gaps that show in their assessment. Training is targeted to only what that individual needs rather than taking everyone away from the job for unnecessary training.”

March 1st Deadline for ‘05 Safety Shoe Reimbursement

Coming back from the holiday break you may have plenty on your mind as your new year begins but don’t forget that receipt for safety shoes!

Each year the IAM/Boeing Health and Safety Institute (HSI) allows a small grace period for employees to take care of their 2005 safety shoe business. March 1, 2006 marks the deadline for turning in applications for safety shoe reimbursements for 2005.

Applications received after that date will not be accepted.

This is also a good time to review the guidelines for reimbursement and browse the frequently asked questions for any possible changes. HSI would like to encourage you to check back now and then to make sure you don’t miss any information that may be important to you.

The better you understand the reimbursement process, the smoother your experience will be.

Any questions can be directed to your local HSI office. For Puget Sound, call (425) 965-4269 or 1-800-235-3453 or get an application online by visiting the web page at http://iam-boeing.com/pdf/safety_shoe_app.pdf.