Gregoire Announces New Apprenticeship Program

Over a hundred Machinists Union members were on hand when Governor Chris Gregoire announced funding of $3 million to start a new apprenticeship program for aerospace and new technology for workers in Washington.

The announcement came as part of the IAM’s nationwide “America's Edge, Our Skills. Our Kids” campaign. Rallies across the country aimed to focus national attention on the growing skills shortage and the need for additional funding for apprentice programs, vocational training, community colleges and high-tech institutions to promote American manufacturing and ensure good jobs for tomorrow’s workers.

While pointing out that the state must remain frugal with the budget, Governor Gregoire stated, “This investment is about further improving the future of our state’s economy, and apprenticeship programs are a critical component in providing a skilled workforce. This is not the time to slow up but rather to gear up and go forward.”

The Machinists Union will continue working closely with the governor and legislators on the specifics of the new apprenticeship program – with the goal of ensuring there are more trained workers for jobs of the future.

District 751 President Tom Wroblewski declared, “It is great to see Governor Gregoire make investments in aerospace workers and the industry. This will pay long-term dividends for our competitive place in the world as we vie for these jobs in the global market.”

“Thanks also to 751 Political Director Larry Brown for ensuring the Machinists Union has a role in creating these future jobs,” Wroblewski added.

The governor said the apprenticeship program will respond to aerospace suppliers throughout the state who reported their greatest challenge was finding skilled workers to expand their aerospace businesses. This new apprentice-

Members’ Ideas Resolve Issues

Every day our members demonstrate their ingenuity and assist Boeing in building quality airplanes. However, a handful of members in Renton are going above and beyond the call of duty after they formed the Renton Employee Aircraft Corrective Team (REACT) – a group designed to address issues in the production process.

Spearheaded by 751-member Steven Long, this unique group offers an open forum to troubleshoot issues they encounter in final assembly of the 737. The first to go over plans with the REACT team tackled dealt with mat bubbling in the galleys of 737’s.

The REACT team is comprised of Steve Long, Union Steward Phil Larvie, Lisa Kemp and Rob Mahan. In addition, the group received assistance from many other organizations including QA, ME, Moonshine, Tooling, Union Stewards, Engineering, MRSA and Support Cells. REACT came up with a viable solution to the mat bubbling, and it is currently being used in production and has significantly reduced customer concerns about the issue, as well.

“I heard about the galley mat issue, but no one specifically asked us to work on it. I saw a chance for hourly workers to apply their knowledge and expertise while helping the company. It was a win-win for everyone,” Steve reported. “I recruited a cross section of some fantastic fellow mechanics from different jobs who brainstormed ways to address the issue. The open forum encouraged the free-flow of ideas and helped each person take ownership of the project. Together, we designed a tool that has been incorporated into the production process and will save Boeing millions of dollars.”

“I appreciate the tremendous support we received Continued on page 12

L to R: Phil Larvie, Steven Long, and Marc Honda (manager) show Business Rep Tommy Wilson the roller they designed to install galley mats in the 737. This solved a bubbling issue that engineers had been unable to resolve. These members are part of a brainstorming group established to help with similar issues using the skills and knowledge of our members.

Gregoire Announces New Apprenticeship Program

District 751 President Tom Wroblewski and Secretary-Treasurer Susan Palmer (who chairs the Benefits Committee) discuss proposals for the upcoming negotiations with Boeing.

Union Negotiators Named for Contract

The Union continues preparations for formal negotiations with Boeing later this year with the announcement of our 2008 Negotiating Committees. This team of experienced and talented leaders, which will be led by District President Tom Wroblewski, will ensure we continue to secure the best wages and benefits in aerospace. In addition to the Corporate Committee, there are five subcommittees (Benefits, Workforce, Jobs, Joint Programs and Subcontracting) responsible for drafting contract proposals for their assigned areas. Negotiators on all committees must possess in-depth knowledge of specific problems facing bargaining unit members and the contract language necessary for members’ protection.

While the formal contract negotiations occur every three years, the committees are active throughout the contract dealing with issues as they arise.

Keeping the Dream Alive

Participants take part in community service projects to keep Dr. King’s dream alive

Exploring Job Security

A look at various ways to obtain job security in the coming negotiations

Upcoming Elections

Nomination and election information and schedule for upcoming Union elections

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Machinists Get Apprenticeships, Next Comes the Tanker

by Tom Wroblewski, District President

As we count down to September 3rd – Contract 2008, remember “It’s Our Time This Time!”

International President Tom Buffenbarger is sponsoring a nationwide America’s Edge tour highlighting the need for workforce training. Labor economists predict a serious lack of skilled workers, which began in 2005, will grow to 5.3 million in 2010 and 21 million in 2020. Our District is determined to do its part to remedy this workforce shortage. That is why your Union requested Governor Gregoire support a new aerospace worker apprenticeship program.

At the America’s Edge tour at our Seattle hall on January 29th Governor Chris Gregoire announced a $3 million funding package for a new aerospace apprenticeship program. This will help grow the industry and create family-wage jobs. These new apprenticeship slots will help us compete for these jobs in the global marketplace. We can only do this if we build the high skills and maintain the high wages necessary for the aerospace industry.

And, of course, aerospace is a cornerstone industry for our state’s economy. We are thankful to Governor Gregoire and the Seattle City Council for their efforts to help during these negotiations. Our Union continues to implement our strategic plan for contract negotiations. We have been generating the monthly messages which are the centerpiece of these meetings with the Business Representatives. Please attend these shop floor meetings and speak up. In last year’s survey focusing on pay issues and retirement will be out. Let us know what you want. That is the only way we can reflect your desires in these negotiations.

The KC-767 tanker letter writing campaign has been very successful. The Washington delegation has received over 25,000 tanker letters from you. Your participation will have a great impact. Our delegation can use these letters to advocate for our tanker when the Alabama delegation argues for the Airbus plane. Once again you have made your voice heard. Thank you for your efforts.

Union Persistence Resolves Overtime Pay

Thanks to persistence from Union Steward Deonna Gagliardi and Business Rep Ron Bradley, two members (Carl Rainey and Kham Keopanya) were paid for weekend overtime after they were bypassed. Carl Rainey, who received pay for the contract violation, noted, “Other members who were not on the floor crew worked that weekend. Had I been working on the floor crew I would have received my overtime. I was glad the Union was there to stand up for me.”

Upon hearing of the situation, Deonna methodically gathered statements and documents over the next two weeks. The contract began in 2005, so she kept hoping if they solved the management’s objections, things would change and you wouldn’t like it.” Deonna then met with her supervisor, “things will change and you won’t like it.” Deonna, “I was glad there wasn’t a gag order because everyone kept hoping if they dragged their feet long enough the problem would go away.”

“With this win, it will change some things,” stated Deonna, “I was glad there wasn’t a gag order because everyone knew whether they liked this like and realize they have a right to ask management to live by the contract the Company signed.”

Order New Contract T-shirt Through Union Stewards

Union Stewards are taking orders for the new contract t-shirt. See examples right for t-shirt design. T-shirts will remain just $5 and come in sizes small through 5X. The t-shirt will also include a pocket on the front. Time! Don’t miss out!

Contract logo is prominently displayed on back of T-shirt. A smaller contract logo appears on the shirt pocket on the front.

Employees Can Participate in Job Shadow Day - March 27th

Job Shadow Day at Boeing will take place on Thursday, March 27th. Though the day focuses on mentoring high school-aged students involved in Junior Achievement, Boeing employees’ children currently in 9th to 12th grade are also invited to take part.

Presentations and tours will take place at Fredrickson, Auburn, Kent, Renton, Seattle, Bellevue and Everett. To participate in a Job Shadow Day event, the Boeing employee’s child will need to complete an application form which requires a parent/signature. Tentatively, events will run 8:30 a.m. to 5 p.m.

The day will give students a chance to hear about job opportunities available through The Boeing Company, as well as outlining what they need to learn in school to be eligible for employment at Boeing.

Look for more information on Job Shadow Day and access to the application in the third week in February on the Boeing internal website.

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Member of the Aerospace Guild
CWA #37082
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Continued from page 1

ship program will help ensure there are trained people to fill those future jobs.

The aerospace industry is changing on a daily basis, further emphasizing the need for cutting edge technology to train workers. The apprenticeship program, if passed by the Legislature, will help in building and maintaining a strong workforce for the state’s growing aerospace industry and its suppliers.

House Speaker Frank Chopp and Senate Majority Leader Lisa Brown expressed their support for the plan.

“A thriving aerospace industry is vital to Washington’s economic future,” said Chopp, “and apprenticeships are vital to a thriving aerospace industry. It’s a win-win.”

“Washington needs to know where the next generation of aerospace workers will come from,” said Brown. “Apprenticeships allow young students to earn while they learn, and encourages thousands of men and women to cultivate the needed skills that will put them on a solid career path.”

Also speaking at the Seattle event were local and national IAM leaders, the president of the American Federation of Teachers, former Iowa governor Tom Vilsack and former Maryland Lt. Governor Kathleen Kennedy Townsend.

Gregoire’s announcement as part of the America’s Edge rally is a prime example of how to move forward on that idea to ensure jobs for the future.

“A national skills initiative should be part of a broader effort to revitalize America’s critical manufacturing sector,” said IAM International President Tom Buffenbarger in a press release. “I hear from employers every day that are looking for qualified machinists, engineers and technicians with the skills to handle today’s high-end manufacturing technologies. There simply are not enough schools preparing people for the opportunities that are out there.

“The response to this campaign was amazing,” said IAM International General Vice President Robert Rosach. “All Americans want a good future for their kids and they want to keep good jobs in North America. This tour brought together IAM members, students, teachers and politicians from communities across America. We all want a national initiative for more training and to keep the United States a leader in precision manufacturing.”

Right: Kathleen Kennedy Townsend stressed a national skills initiative should be part of a broader effort to revitalize America’s critical manufacturing sector.

Left: IAM General Vice President Robert Roach pushed for a national initiative for more training to keep the U.S. a leader in precision manufacturing.

Olympia Lobbying Intensifies as Session Heats Up

During this short session everyone is scrambling to get their issues heard and bills are flying.

Our Union has emphasized the need for a dual focus when preparing our youth for life after high school. There must be high standards for kids who want to go on to college; however, the highest growth industries in our state are in desperate need of well-trained, high-skilled workers in the trades. We need technical training and apprenticeships to prepare workers for these high-skilled jobs. Governor Gregoire’s announcement of a new $3 million apprenticeship program is a good first step to addressing this need.

Governor Gregoire’s Climate Action and Green Jobs bill would build pathways to prepare people for good family wage jobs in non-polluting employment as well as promoting sustainability of our natural resources. The Apollo Alliance has brought a diverse group of leaders together to sponsor this legislation including labor, business, environmental and anti-poverty communities.

Working Families Tax Credit

A much needed tax break, which would benefit the 350,000 lowest paid Washingtonians, has been introduced for low-wage workers. Representative Tami Green introduced HB 3234 and Senator Craig Pridemore introduced SB 6089 to create a Working Families Credit equivalent to 10% of the Federal Earned Income Tax credit.

“Workers with lower wages face a daily challenge to make ends meet,” said Rick Bender, President of the Washington State Labor Council. “The Working Families Credit will help families who need it the most.”

Health Care

The Insurance Rate Accountability Act (SB 566) addresses costs by insisting that the huge, profiteering insurance companies (supposedly nonprofits) in the individual market must justify any rate hikes to the State Insurance Commissioner. It is the right thing to do. We must stop the 20 to 30% yearly rate hikes we have seen. The bill passed the Senate 31-18 on January 30.

The Prescription Privacy Bill (HB 2664 and SB 6241) would stop pharmaceutical companies from purchasing the prescribing records of physicians for marketing purposes.

The bill to create a Working Group to study health care proposals (HB 2536 and SB 6333) took some interesting twists and turns but is now out of the House Health Committee. The working group would be tasked with examining 4 or 5 specific plans to determine the cost of each plan, the degree to which each plan would provide quality, comprehensive care and the impact of the plan on access to quality affordable care.

Family Leave Funding

In the 2007 session, the Family Leave Insurance (FLI) bill passed. So where does FLI stand now? Last year a task force was assigned to iron out the details. They were to find solutions to funding the program, decide which agency will administer the services, address the impacts on the Unemployment Insurance system and make suggestions for administrative efficiency. They did their job with the exception of recommending who funds the program in the long run; that work is still ahead of us.

HB 2665 was introduced this session to make the task force recommendations law. While we like some aspects of the bill better than others, we firmly believe the FLI program, like other social insurance programs, must be in the domain of the public sector not the private sector. Passing HB 2665 will take us one step closer to full implementation of our Family Leave Insurance program with the first benefits to be paid to eligible Washington workers in October, 2009.

Worker Privacy Act

Recently, the U.S. Supreme Court agreed to review a lawsuit filed by the California Chamber of Commerce. The lawsuit questioned the state’s right to have jurisdiction over employee-union relationships as it pertained to state grant monies. There are some who believe this case could have implications on the Worker Privacy Act. To ensure all the work that has gone into making this a successful piece of legislation is preserved, the labor community has decided to refile the lawsuit.

POLITICAL ACTION

New Apprenticeship Could Help Keep ‘Our Edge’

Members applaud the announcement of a new apprenticeship program to ensure the state has trained aerospace workers for the future.

“They chronic underinvestment in skills training is threatening America’s last remaining edge in the global economy,” said Buffenbarger. “We need to wake up to this crisis before it becomes any worse.”

According to the Bureau of Labor Statistics, the U.S. will face a skilled worker shortage of eight million by 2010 and as high as 14 million by 2020. The U.S. aerospace sector is particularly vulnerable, with retirements adding to the looming shortage.

Governor Gregoire (r) and former Iowa Governor Tom Vilsack agree on the need for more training.
**Nominations and Election Schedule for Union Officers**

The following is a list of positions to be nominated, election dates and locations, as well as instructions for absentee ballots.

**LOCALS 751-A, 751-C, and 751-F**: Candidates are encouraged to attend at least 50% of the Lodge meetings during the 12-month period ending the date of the close of nominations (per requirements of the Local bylaws). In Local Lodges 751-A, 751-C, and 751-F, candidates are encouraged to attend at least 50% of the Local Lodge meetings during the 12-month period ending the date of the close of nominations. Qualifications for Grand Lodge Convention Delegates & Alternates, District Constitution, delegates to the Grand Lodge Convention must be a member of the Local Lodge or of a Local Lodge affiliated with District 751 for at least one year prior to the time of nomination. This qualification shall not be required of a member working at the trade transferred to a Local Lodge with the approval of the International President or Executive Council; free from disabilities of any nature to the Grand Lodge, or of a Local Lodge affiliated with the IAM. Candidates shall be working at the trade as defined in the IAM Constitution in Sec. 4, Art. I for at least one year prior to the time of nomination. The qualification “working at the trade” shall not apply to members who are salaried full-time employees of any L.L. or D.L., where no L.L. or D.L. exists. A Business Rep may serve as a delegate to any affiliated body and to conventions.

**QUALIFICATIONS FOR LOCAL LODGE 751-A & 751-C OFFICERS**: Candidates must be a member of the respective Local Lodge or of a Local Lodge affiliated with the IAM for one year at the time of nomination. Candidates shall be working at the trade as defined in the IAM Constitution in Sec. 4, Art. II for six months prior to the nomination. In addition, all L.L. officers and editors of L.L. publications must qualify under Sec. 4, Art. I of the IAM Constitution.

**ELIGIBILITY TO VOTE**: All members in good standing, whose dues are paid through the month of March 2008, and retired Union members, are eligible to vote in the respective Local Lodge election. Absentee ballots are issued in accordance with the Constitution of the IAM (can use form above). Any member entitled to receive an absentee ballot (per reasons listed on form) shall make a written request, stating the reason. Such request must be mailed or personally delivered by the member requesting the absentee ballot to: IAM & AW Ballot Request, 4226 E. Mission, Spokane, WA 99202 or personally deliver to one of the following offices: Auburn - 201 A Street SW; Everett - 8729 Airport Road, Renton - 233 Burnett N; Seattle - 9125 15th Pl. S.

All absentee ballot requests must be received no later than 10 days prior to the election. Request must be mailed or personally delivered by the member requesting the absentee ballot no later than 10 days before the election. For Locals A, C, E, & F: Direct absentee ballot requests to: District Secretary-Treasurer, 9125 15th Pl. S., Seattle - 98108 or personally deliver to one of the following offices: Auburn - 201 A Street SW; Everett - 8729 Airport Road, Renton - 233 Burnett N; Seattle - 9125 15th Pl. S.

**ABSOLUTE BALLOTS**: Absentee ballots are issued in accordance with the Constitution of the IAM (can use form above). Any member entitled to receive an absentee ballot (per reasons listed on form) shall make a written request, stating the reason. Such request must be mailed or personally delivered by the member requesting the absentee ballot to: IAM & AW Ballot Request, 4226 E. Mission, Spokane, WA 99202 or personally deliver to one of the following offices: Auburn - 201 A Street SW; Everett - 8729 Airport Road, Renton - 233 Burnett N; Seattle - 9125 15th Pl. S.

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Labor Honors Dr. King in Memphis

The annual AFL-CIO event commemorating the life and legacy of Dr. Martin Luther King, Jr. took place this year in Memphis, Tennessee, where the Nobel Prize-winning civil rights leader was slain while supporting striking sanitation workers in 1968. Tragically, King never witnessed the success the Memphis sanitation workers achieved. The 64-day strike ended with a union contract for 1,300 members and is credited with reviving a dormant union movement in Memphis and initiating a wave of public employee union organizing in other parts of the South.

This year’s AFL-CIO observance under the theme “Keeping the Dream and the Movement Alive” drew more than 2,000 delegates and guests. 751 was represented by Business Rep Emerson Hamilton and Dave Swan, who both serve on our Human Rights Committee. Dave’s father, Louis Swan who is a retired 751 member, also made the trip to Memphis. Besides many speakers who had worked with Dr. King, the conference also offered educational workshops. IAM Executive Assistant Diane Babineaux led workshops focused on educating Union members on issues and finding new ways to get members involved in union activities like upcoming elections, organizing, community service, and union rallies.

Following the speeches and workshops, Hamilton and Swan, along with other union members attending the celebration took part in a series of community service projects, which included building wheelchair ramps, voter registration efforts, park clean-up and painting over gang graffiti.

“We came to Memphis this year not just to honor Dr. King, but to carry on his work,” said IAM Executive Assistant Diane Babineaux. “As we heard from speaker after speaker, this holiday was never meant to be just a day off, but rather a day on. It was good to see our members out in the community, doing what Machinists do, making a positive difference.”

Amidst the speakers at this year’s observance was Rainbow/PUSH President Jesse Jackson Sr., a close advisor to Dr. King who was with him when he was assassinated at the Lorraine Hotel, now the site of the National Civil Rights Museum. “We are challenged today to address the unfinished business of civil rights - which is civil equality,” Jackson said. “Our goal was never just freedom. Freedom was the necessary prerequisite to get to equality.”

Jackson was among dozens of speakers, many of the sanitation workers who took part in the strike 40 years ago – people like Joe Warren, who was the first black chief steward who helped head up the 1968 strike. At the time, the mayor of Memphis had asked his name because ‘you’re going to be the first one I fire.’

Despite the threats, Warren and his co-workers used their collective power and called a strike. Seven of the sanitation workers received the “Eyes on the Prize” award for their courageous stand in 1968.

As a member of 751’s Labor History Committee, Swan was excited at the chance to see the MLK Memorial, tour the hotel where he was shot and the church where he last spoke, as well as the Civil Rights Museum. He spent hours pouring over the displays and talking to the folks who were there in 1968.

“It was a very moving experience filled with great historical information,” declared Dave Swan. “I will remember it for the rest of my life. I want to pass on the experience to my children and other members for years to come.

Seattle Marches in Memory of Dr. King’s Dream

The sun shone as brightly as Dr. Martin Luther King, Jr.’s dream on the 26th annual MLK celebration in Seattle. While it is not a paid holiday at Boeing, it is an important day worth remembering, which was evident by the nearly one hundred 751 members and their families who turned out to take part in the event. Gaining this as a Union-negotiated holiday means the Union is still fighting to obtain today.

Seattle has one of the largest celebrations in the country and this year was no exception. The theme for the 2008 event was “Let Freedom Ring: End Racism, Poverty & War!” Participants attended workshops on poverty, racism, and other social justice issues before gathering in the gym to hear songs, speeches and inspirational poems. The celebration at Franklin High School featured a variety of speakers, which included Congressman Jim McDermott, Seattle School Superintendent Dr. Marie Goodloe-Johnson, and a moving poem from 9-year old Isiah Barnett. Members then marched to Martin Luther King Jr Memorial Park for a second rally and more inspiring speeches.

Thanks to all who turned out to make the event a success and remember this great man.

Above: I AM Western Territory Rep Steve Cooper, Business Rep Emerson Hamilton, Dave Swan and Louis Swan (retired 751 member) proudly held the Machinist flag.

Photo right: At the banquet, seven of the sanitation workers from the 1968 strike were presented the “Eyes on the Prize” award for their courage.

Above: Steward Ernest Fortson walks in the Seattle celebration with her mother Margie and other 751 members.

Participants helped with community projects. Above: Dave Swan.

Left: Louis Swan and Emerson Hamilton.

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Our Continual Fight for Job Security

What does job security actually mean? IAM members need to understand the issue clearly to unite and make progress in these negotiations.

Job security does not mean the employer can never eliminate a job. Everyone understands that there is a cyclical business. As orders rise and fall, there are bound to be changes in employment levels as well.

But everyone also knows layoffs at Boeing often have nothing to do with orders. One need only look at the make/buy chart on the various airplane models to see how Boeing is systematically ensuring our members are making less of each new plane. Recent issues with the 787 verify what the Union has been warning the Company about for years: increased outsourcing will cause Boeing to lose control of their product and fall hostage to their supplier. The fact is if more of the 787 work was in the hands of our experienced Machinists who did this work on previous models, it could have been done right and Boeing would not be in their current situation.

Keep in mind in 1990 Boeing delivered 441 airplanes with over 43,000 IAM members. Last year, Boeing delivered 441 airplanes with less than 25,000 IAM members. While new technology and lean activities may have accounted for some efficiency improvements, a big part of why it took fewer members was increased subcontracting.

This took away opportunities for young people in the community and has hurt the Company. In this round of negotiations, we have an opportunity to make gains in job security, if we remain united and focused.

Looking back, District 751 was one of the first Districts in the country to get what was thought to be decent job security language in the 1999 contract. This established our Work Transfer Committees, who have the opportunity to review potential offloads and propose viable alternatives to keep the work inhouse. Unfortunately, in the 2002 negotiations, Boeing took advantage of the economic times and weakened our subcontracting/work transfer language, as well as imposing several other provisions without regard to Union objections. Despite Union efforts to obtain better job security language, the reality is Boeing has a very difficult time giving up what they view as their rights of management to manage the workforce. Boeing resists giving workers any say in the Company. We have heard for years that they cannot guarantee levels of employment as the “business dictates what those levels are.” What they really mean is they will not give workers a say in the process to assist them in managing.

The fact is IAM members have helped other companies who choose a path of cooperation. We all participated and have a say in how the company does business. News flash folks, the companies that did this are still very viable some 15 years later (Harley Davidson).

It is disheartening, but very real, that some of our own membership says job security is not obtainable. They speak the Company line.

Job security comes in many forms. Seniority provisions in the contract are just one form of job security. The more seniority you have, the better your chances of staying employed during a layoff. This is true; however, there are many areas in the seniority provisions of the contract that we should improve on. The challenge is finding a way to make it fair and equitable for the more senior members who may get bumped into other jobs and ensuring that their skill level fits.

Boeing has close to 450 different job numbers. We all know why they have so many job numbers, but it doesn’t make much sense when Airbus and other very large corporations operate with only a few dozen jobs. If you have less job numbers as a whole, seniority increases, the FBI system is dramatically decreased and the workforce as a whole becomes even more highly skilled and valuable to the Company. Although the Company has the right to make “assignments of work” or “create job titles”, they tend to have way too many to manage properly and efficiently.

Other ways to attain job security include:

- Guaranteed Minimum Employment Levels - Some contracts set a “floor” below which employment levels may not legally fall – a concept similar to the minimum wage.
- Early Retirement Plans & Improved Pension Benefits – Contracts that help more senior workers retire in comfort also open up jobs and stabilize employment for junior employees. Union contracts can require the employer to ‘backfill’ or recall workers into open positions, as people retire.
- Retraining and Reassignment: Job security is enhanced by contract language giving Union members the skills and opportunities to move from one class of work to another inside the shop. Instead of being

Continued on page 12

LOU 37 Threatens Many Jobs

In 2002, following the 9-11-01 terrorist attacks and drastic layoffs, Boeing forced several issues upon the membership, which the Union adamantly opposed. One of the main issues was Letter of Understanding #37 – Materials Delivery and Inventory Process. In 2005, the Union again pushed to eliminate this language (a position the Company strongly opposes). While we did not get it eliminated, we did get some improvements, which included:

- Clarified that vendors will not install parts or components on the airplane.
- Added language that our forklift drivers will deliver parts within the factory.
- Company will conduct quarterly reviews to update the Union on activities and discuss ways to improve the process.
- As Boeing has moved forward with their Material Delivery system, more and more members are beginning to understand the far-reaching impacts of this language. New Breed Logistics, which has the contract on the 787, has certainly generated a lot of discussion in Everett, as well as visibility to the potential impact it can have on bargaining unit jobs.

Yet there is another level of concern

Meetings Gather Feedback

Business Reps have been holding shop floor meetings throughout Puget Sound. We’re finding that increased outsourcing is hitting each model. The real value is gaining feedback and input from the members. The take the time to participate in shop floor meetings and provide feedback. Above Business Rep Jon Holden (r) holds a shop meeting in Everett.

The Case for Additional Sick Leave

by Joe Hartnagel, Union Steward

Let me apologize in advance… For what, you ask? Well, it’s that time of year again, and some of us are destined to get hit – hit hard by the dreaded flu bug.

Some years ago, a retired member of District 751 and I were standing at the door of a doctor’s office. We were waiting to get a flu shot. She asked us, “Have you been vaccinated?” Without hesitation, I answered, “Not this year.” The response was, “Well, you certainly should be.”

It’s not that I don’t believe in vaccination. It’s just that my experience is that government programs and private companies are not the best source for education. The same can be said for flu shots. I have learned over the years that the best source of flu shots is your doctor’s office or a local pharmacy.

One of the reasons why I got flu shots is that I have to travel regularly for work. I have been vaccinated against the flu for several years, and I have not gotten sick since.

The flu can be a serious illness. It is caused by a virus that can cause fever, chills, coughing, sore throat, and body aches. Sometimes people who are infected with the flu can develop pneumonia and other complications. These complications can be serious and even deadly.

In general, the best way to prevent the flu is to get vaccinated. This means getting vaccinated before the flu season begins, which is usually in the fall. It is recommended that everyone aged 6 months and older get vaccinated every year.

Getting vaccinated protects you and others around you by reducing the number of flu cases in your community. It also helps keep healthcare systems from being overwhelmed with sick patients.

It is important to get vaccinated even if you are not at risk for complications from the flu. Everyone can benefit from vaccination. This includes children, adults, and seniors.

There are different types of vaccines available for the flu. These include inactivated influenza vaccine (IIV), live-attenuated influenza vaccine (LAIV), and recombinant influenza vaccine (RIV). All three types of vaccines are approved by the US Food and Drug Administration (FDA) and are recommended for people aged 6 months and older.

Once you have been vaccinated, you will not necessarily become immune to the flu. This means that you can still get the flu even if you are vaccinated. However, getting vaccinated can help reduce the severity of the illness and prevent complications.

The flu vaccine is typically given as an injection in the upper arm. It is usually given in the shoulder when given to infants and children. The vaccine is usually well tolerated, although some people may experience local reactions such as pain, redness, or swelling at the injection site.

It is important to note that the flu vaccine does not protect against other illnesses. It is not a substitute for good health habits such as washing your hands regularly and avoiding close contact with sick people.

In conclusion, I encourage everyone to get vaccinated against the flu. This can help protect you and your loved ones from this serious illness. It is especially important for high-risk groups such as older adults, children, and pregnant women to get vaccinated.

References:

Note: This article is based on information available from public health organizations and is intended to provide educational and informational content. It is not a substitute for professional medical advice or diagnosis.
District 751 President and Directing Business Representative Tom Wroblewski will be our voice and lead negotiator on the Corporate Committee or Main Table. Others at the Main Table include: the Directing Business Representatives from District 24 and District 70, as well as the Overall Boeing Aerospace Coordinator.

The Union’s Corporate Negotiating Committee, or Main Table, has the overall say on all proposals and all contract language, including all Letters of Understanding. Since the contract covers literally hundreds of issues, the negotiating subcommittees (Benefits, Jobs, Subcontracting, Workforce and Joint Programs) assist the Corporate Committee in the negotiation process by drafting substantive contract proposals for their assigned areas based on membership input from recent contract surveys, shop floor meetings and Union Stewards. In addition to those committees, Business Reps Roy Moore and Stan Johnson will be lending support on the topic of Future Production Systems while Business Reps Jon Holden, Stan Johnson and Jimmy Darrah will work on Pay Practice Issues. Subcommittee proposals will be submitted to the Corporate Committee in May for inclusion in the Union proposal.

After the contract opener, the Corporate Committee and all subcommittees will meet on a regular basis with their Company counterparts to exchange proposals. When a subcommittee reaches resolution on a given issue, it is sent to the Corporate Committee for concurrence to be included in the final contract offer presented to the membership.

**JOINT PROGRAMS COMMITTEE**

Assigned Issues include:
- Health & Safety Institute
- Site Safety Committees
- Quality Through Training Program

Gayl Bailey (l) and Bill Stanley (chair) will be 751’s voices on the Joint Programs Committee.

**JOBS COMMITTEE**

Assigned Issues include:
- Labor Grades - Identification and Application of Rules Governing the Application of Job Descriptions
- Establishment of Jobs to Cover New, Substantially Changed or Combined Work Functions

L to R: Grievance Coordinator Stan Johnson (chair), Business Rep Emerson Hamilton and Business Rep Ray Baumgardner are assigned to the Jobs Committee.

**BENEFITS COMMITTEE**

Assigned Issues include:
- Group Benefits, including medical and dental coverage, life insurance, AD&D insurance, Weekly Disability Plan, Retiree Medical Plan
- Retirement Plan
- Voluntary Investment Plan

L to R: Health & Benefits Rep Joe Crockett, District Secretary-Treasurer Susan Palmer (Chair), Steward Coordinator Ed Lutgen and Political Director Larry Brown are 751’s representatives on the Benefits Committee.

**WORKFORCE COMMITTEE**

Assigned Issues include:
- Shift Preference
- Seniority
- Team Leader
- Leave of Absence
- Promotions & Downgrades
- Transfers & Laterals
- Employees with Industrial Injuries or Illnesses

Business Reps Tommy Wilson (l) and Mark Johnson (chair) will represent 751 on the Workforce Committee.

**SUBCONTRACTING COMMITTEE**

Assigned Issues include:
- Article 21.7 Subcontracting
- Letter of Understanding #2 - Facilities/Maintenance Subcontracting
- Letter of Understanding #37 - Materials Delivery & Inventory Process

Serving as our voices on the Subcontracting Committee are L to R: IAM Work Transfer Rep Don Fike, Business Rep Jimmy Darrah (chair) and Business Rep Richard Jackson.
751 Volunteers Make a Difference in the Community

751 members and their families continue volunteering to make life better for others in our communities. In January, members prepared and served meals on several different weekends at both the Tacoma Rescue Mission and the Everett Gospel Mission. In addition, 751 volunteers took over Northwest Harvest’s new warehouse in Kent. They packaged 10,112 pounds of frozen corn, which was enough to feed 3600 people or 940 families. The Machinists Volunteer Program is considering doing a volunteer project at the warehouse each quarter.

751 members also made life easier for an area family who needed a wheelchair ramp to more easily get in and out of their home. The older couple was very appreciative, but noted it felt funny to be on the receiving end of community service when they had always been volunteers, themselves.

The Salvation Army’s toy drive continues to brighten the holidays for thousands of low-income children and families. 751 members again stepped up to help with the toy distribution at Qwest Event Center.

Below: Steward Coordinator Ed Lutgen helps a family select gifts at the Salvation Army’s Toy Drive.

Above: 751 volunteers packaged 10,112 pounds of frozen corn at the new Northwest Harvest warehouse in Kent.

Brett Coty (l) and Kelly Coty (r) were just two members who loaded the frozen food for shipping.

Wenatchee Members Help Others at the Holidays

For the past three years Machinists Union members at Alcoa in Wenatchee have spearheaded a fundraiser that benefits local families over the holidays. The program began when Mike Bratton (now retired) served as President of Local 1123. Throughout the year, Alcoa employees collect meal tickets which can be used to buy a lunch or the tickets can be sold back at the end of the year. Throughout 2007, employees collected 700 meal tickets which were sold back to help others in the community. The meal ticket buy back and cash contributions amounted to over $5,700 by Union brothers and sisters working together for their community.

As a result, in 2007 the program was able to provide six families with Christmas dinners and gifts, 10 fall Thanksgiving dinners, 15 large turkeys, 24 small turkeys and 15 hams. The program continues to grow each year as more and more people get involved. The program currently involves all unions at Alcoa.

Special thanks to the following who were instrumental with the project: Darrel Jeffries (Chairman Fund Raiser), Elmer Wall, Fred McNeil, Jim O’Brien, Novella Bratton and Tonya Bradford (Women’s Resource Center).

Above: Local 1123 President Jim O’Brien (l), Novella Bratton (center) of the Women’s Resource Center and a volunteer bring in holiday groceries.

Above: Dave Henry, Jason Henry, Ray Miller, Fred McKenzie, Ed Lutgen and Logan Seybold built a ramp for an area resident.

Left: Dave Henry cuts the wood.

Above: Brett Coty (l) and Kelly Coty (r) were just two members who loaded the frozen food for shipping.

751 volunteers sort frozen corn into family bags for distribution at food banks statewide.

Photo right: Ray Miller puts together the wheelchair ramp frame for an area resident.

Left: Brett Coty (l) and Kelly Coty (r) were just two members who loaded the frozen food for shipping.
**January 751 Retirement Club Business Meeting Minutes**

**by Ruth Render, Retirement Club Secretary**

The meeting was called to order by President Al Menke. All Retirement Club Officers were sworn in by District 751 President and Directing Business Representative Thomas Wroblewski, President: Al Wydick, Vice President: T.J. Seibert, Recording Secretary: Ruth Render, Treasurer: Betty Ness, Sergeant-at-Arms: Leroy Miller. Officers were sworn in by District 751 Retired Club Secretary, by Cherie Menke, President Al Menke introduced new Retirement Club President Al Wydick.

**District President’s Report: DRR Tom Wroblewski**

Tom addressed the call to action for his year’s service as an officer of the Retirement Club. Tom asked everyone to sign letters to our U.S. Senators and Representatives pushing for a Boeing tanker in the Air Force deal. Boeing already has produced a tanker for other countries while Airbus hasn’t even built a factory yet. The tanker is funded by American taxpayers and, therefore, the work should be given to the American Company and built by American workers – our members.

Tom reported on preparations for negotiations. He emphasized the need to push for improvements, not only for past retirees, but also for our future retirees. We need to get changes to federal laws so we can press Boeing to make improvements for existing retirees. Currently, we can only bring it up as an issue and ask Boeing to address it because it’s the right thing to do.

Tom reported our membership continues to grow despite further delays on the 787. Boeing is relying on our members, the ones who you voted to get these planes back on schedule, to support them now to prove benefits for existing retirees.

Robin requested the Union push for a replacement of the South Park Bridge. It would help the many members and retirees who use that bridge. Robin replied that the replacement of that bridge is an important issue because it will affect many of our members.

Gene Hoglund asked that the Union also support the effort to maintain capacity on the Alaskan Way Viaduct. Tom said that is an important issue as well as the 520 bridge replacement.

**Minutes:** It was M/S/P to accept the minutes as printed.

**Legislative Report:** Carl Schwartz encouraged input on the issues that impact our lives.

We fully support the District in the upcoming Boeing negotiations, and we are seeking the inclusion of a cost-of-living adjustment to our pensions.

We support the Medicare Part D amendment – U.S. House Bill 392 and Senate Bill 2219. This will permit Medicare recipients to join a non-profit Medicare-administered drug plan. It will also permit Medicare to negotiate lower drug prices and lower overhead costs.

We continue to support full-funding of the Social Security Administration so that closed offices can re-open, services can be made available and the backlog of disability paperwork can be tended to.

We also seek quarterly adjustments to the Social Security cost-of-living calculations so that rapid increases in the cost of living do not adversely impact recipients.

**President’s Report:** President Al Wydick reported the sad news that George McInture passed away on December 20. George was an asset to this Club, and he will be missed. He did an excellent job preparing meals and running the kitchen.

For the time being, Helen and Irene have agreed to help with kitchen duties but we are getting close to needing some extra help. Anyone who is willing to volunteer for this would be much appreciated.

Al reported the 2007 Christmas Dinner will be closed and there will be some changes made for next year’s event to make it even better! Also, July isn’t far away so we are going to need to start planning for the Retirement Club Picnic in the next couple months.

Al introduced Ron McGaha who spoke about the Alliance for Retired Americans.

**Senior Politics**

**Big Drug Companies Say Fight Against Them Has “Died Down”**

Big drug companies remain cheerful about their election-year fate. Recently, Schering-Plough CEO Fred Hassan claimed that more than 50 percent of Americans have a favorable opinion of the pharmaceutical industry and that the negotiable drug prices “died down” because seniors are so satisfied with the Part D prescription drug benefit.

However, a Harris Interactive poll conducted in October found that 55 percent of people did not think drug companies tied at 53 percent as the industries most needing additional regulation.

Only 11 percent of respondents believed the pharmaceutical industry to be “generally honest and trustworthy.”

“These big companies think that they’ve got us beat and they’re fighting harder than they’ve ever fought before,” said Ed Doyle, Executive Director of the Alliance for Retired Americans. “Fred Hassan raked in more than $25 million in compensation in 2006. He’s not going to fight for negotiated drug prices.”

For the past few years, George M. McInture prepared lunch for retirees on Mondays.

**Union Retirees:**

Congratulations to the following members who retired from the Union:

- James Baldwin
- Patrick Buckley
- Alvin Carson
- Jimmy Cobb
- Michael Duncan
- Gregory Elbert Jr.
- Franklin Foster
- Clifton Gontebret
- Richard Hartley
- Terrace Hopson
- Curtis Houghton Jr.
- Glenn Hussey
- Kyong Lee

For more info, contact 206-762-3848.

**Calender**

- 751 Retirement Club meets every Monday at 11 a.m. in the Seattle Hall (9135 15th Pl. S.). Second Monday of the month is the business meeting. A free lunch is served at noon every Monday following the meeting.

- Everett Retirement Group meets at the Everett 751 Union Hall (7829 Airport Rd), the fourth Tuesday (February 26th) of every month at 11 a.m.

- Alliance for Retired Americans South Area Chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center (660 E. Smith St). For more info, contact 206-762-3848.

**RETIRED CLUB OFFICERS**

- **President:** Al Wydick 253-735-8004
- **Vice President:** T.J. Seibert 206-329-0160
- **Secretary:** Ruth Render 206-324-40555
- **Treasurer:** Betty Ness 206-762-6775
- **Sgt-at-Arms:** Leroy Miller 206-078-5651
- **Trustees:** Louise Burns 206-242-5878
- Cherie Menke 425-235-3861
- John Guevarra 206-762-7084

**Union Office:** (1-800-763-1301) or 206-762-1300

**Al Retired Club Secretary**
DEADLINE Approaching for 2008 IAM Scholarship Competition

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

Award amounts are $2,000 per academic year. They are granted for a specific period, from one to four years, depending on a Bachelor’s degree or two-year vocational/technical certification.

Awards to Children of Members are $2,000 per academic year for college, or two years, whichever occurs first. Vocational/Technical School – $2,000 per year until certification is completed or for a maximum of two years, whichever occurs first.

Child of a Member Applicant:

• Must have one living parent with two years of continuous good standing membership (member has completed the IAM Scholarship Application Packet).

• Must be planning to graduate during the winter or by the end of the spring 2008 school year (i.e., normally a high school senior or completing the last year of college preparatory work).

• Must plan to take a regular college or vocational/technical course program on a full-time basis, maintaining qualifying grades.

For information on rules of eligibility or to apply, see the Application form, complete and return the form below. No application forms postmarked later than February 22, 2008 will be acknowledged or considered for the 2008 scholarships. No exceptions whatsoever will be permitted even if a third party is responsible for the delay.

REQUEST FOR IAM SCHOLARSHIP APPLICATION PACKET

Please send an Application Packet for the 2008 IAM Scholarship Competition by February 22, 2008. If the 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 22, 2008.

REMEMBER: Please check appropriate box listed below and the requested application will be mailed to you. As an IAM member who will have 2 years continuous membership in the IAM as of February 22, 2008, I am requesting an Application Form for:

☐ IAM Member requesting a College or Vocational/Technical Scholarship
☐ Child of a Member requesting a College Scholarship
☐ Child of a Member requesting a Vocational/Technical Scholarship

Print your name and address clearly.

Newly Used Bee Supplies – large assortment. Best offer. 425-432-0976

PROPERTY

FOR SALE: 5 acres – Fradley Min. Cedar trees and fence. Private and serene. 8 miles east of Arlington, an hour from Boeing Everett plant. $89,721. 360-435-2430

3 CEMETARY PLOTS in Azalea Garden. Greenwood Memorial Park. $6,000 or trade on offer. Contact Joe at 253-852-6809

3 CEMETARY PLOT in Azalea Garden. Greenwood Memorial Park. $1,500. 360-802-2074

THREE FOR THE PRICE OF ONE! Floral Hills, Rhododendron Garden. 2,000. Email wayne@w353@comcast.net

CENTRAL WHIDBEY ISLAND – PRIVATE: 23 acres with 3 BDM/2 BATH home, 1628 sq. ft., plus 3 bay shop, huge fenced garden, decks for entertaining. Call 360-683-3817 for more info.

2 BDM/2BATH DOUBLE WIDE MOBILE HOME in Kent, Kent Nordic Bowl. $2,500. 360-848-1118

KATONISSA – 9 acres, evergreen wooded area, semi-cleared for home, electric and power to property. Perc passed with good soil for septic. Good well reports for this area. New home and new gravel road to property. Price reduced to $23,000. 253-848-1118

MAJESTIC 14K/24K gold earring-purse rings from Tagliamonte Vicenzo collection. Heavy, solid ring, size 7 1/2. New. $420. Contact Joe Washington or Clifton White. 206-767-2468

ECHO 550 20” CHAINSAW, good condition. $195. Meat saw blade, 21” x 35 1/2” long. $195. In good condition, $300. 206-767-2468

TOY HOOK & LINE SET. State warehouse. $10. 253-852-6809

REO SEDAN, 1940 model. Full size, 2 door. $3,000. 206-723-0116

ECHO 1950 20” CHAINSAW, good condition. $165. Honda 650 portable generator, good condition. $500. 206-767-2468

POST HOLE DIGGER. $8 OBO. 6’ Wood handle. $20. 206-723-0116

SPORTING GOODS

YUASA HORIZONTAL PRECISION ROTARY TABLE, diameter 8”, 4.1” center holes, 4 worm slots, 3, 5MM, weight rotator/10’ to 19 lbs. $1,210 in 2000, like new. $400. 253-852-6809


TOOL CABINET, Dorman heavy duty for motors, nuts, springs, thermals, 4 drawers with dividers. 34” x 13” x 17 1/2”. $50. Flat 4 Omega, vice head, heavy duty, in box. Now in box. $34. 35” x 35” x 60” tool box with a 50” long single blade 25”. Used in cutting tall grass or grain, old. $40. 253-852-6809

ALUMINUM PLATE, 1/8” thick, 21” wide x 15” long. $125. Must see blade. 21” x 30” long. $20. Gas hose nozzle, big aluminum. $50. 253-852-6809

ECHO 550 20” CHAINSAW, good condition. $165. Honda 650 portable generator, good condition. $500. 206-767-2468

MOTORCYCLE, 2003 HONDA CIVIC, 5 speed manual transmission. $1,000. 206-767-2468

PASSENGER AIRBAG, factory new. $165. Honda 650 portable generator, good condition. $500. 206-767-2468

Refurbished 1993 JEUQUEEN 21’ trailer. 7000 GVW. 5th wheel. $2,500. 206-767-2468

SIZALAIR STROUSE, 30’ long, air compressor. $600. 206-767-2468

751 Retired Club Minutes - January 2008

Tom O’Brien spoke about foreign vehicles and the need to buy American made products. He noted every county and city is currently investing funds in foreign “green” cars. They should be supporting American workers and purchasing American made vehicles with our tax dollars. Tom Finnegan spoke about the elections coming up this year.

1976 CHEVROLET MONTE CARLO SS. Maroon interior/exterior. Monte rims, removable-tach roof panels, one owner, OR origi- nal miles $10,000. 425-235-7114

VOLKSWAGEN, blue model. Is in need of fenders. Extra snow tires. $500. 206-722-6967

1973 – 1974 VW SUPERBEETLE(S), need TLC. Best offers. Also have parts for: 206-767-2468

1994 JEEP CHEROKEE. Larado, good condi- tion. 4 cyl, 125,000 miles, CD player, everything, after market rims & tires, $4,000 obo. 206-367-0288

2003 TON DODGE RAM, one owner, 35,000 miles, Silverado, $10,000 obo. 206-349-4122

1990 NISSAN MAXIMA, silver color, leather interior, heated seats, sun roof, CD/ stereo, power locks & windows, alloy wheels. 3,000 obo. 425-882-2818

1996 SUBARU GL-10 TURBO, manual trans. 550 OBO. $409. 206-723-0116

Black History Month Event

Seattle’s Magic Wheels M.C. will hold the 1st Annual Soul Food Run to celebrate Black History Month on Sat- urday, February 23rd from 11 a.m. to 4 p.m. The motorcycles leave the SMW clubhouse (located in Greenwood at Airport Way and Doris Street) to ride to Downtown Harley-Davidson (1300 4th Ave. S., Tacowula) for music, food and fun. Come and show your support. For more information, contact Joe Washington or Clifton Maxie at 206-856-3749

Steward Otis Williams (center) was recently honored for over six years of service on the District Safety Committee. L to R: Jeff Rose, Tommy Wison, Otis Williams, Jim Coats and John Lopez.

WORLD TRADE CENTER MEMORIAL STARS. 1, 59 lbs. Was $1,210 in 2000, like new. $400. 253-852-6809


Steward Otis Williams (center) was recently honored for over six years of service on the District Safety Committee. L to R: Jeff Rose, Tommy Wison, Otis Williams, Jim Coats and John Lopez.

Vehicles
Members’ Ingenuity Solves 737 Issues

from management – particularly Marc Honda and Harold Pittman,” added Steve. “They gave support, didn’t tell us how to do it, and ensured we followed Boeing guidelines and adhered to safety prac-
tices. They gave us the opportunity and extra re-

sponsibility to Union Steward Mitchell Christian, Mitchell noted there should be extra pay for performing Team Leader duties. Mitchell began interviewing others and gathering facts to build a case for Team Leader pay. He presented the facts to manage-
tment, who took the position it was job sharing even though Steve had been assigning jobs. Mitchell continued to pursue the issue and enlisted help from Business Rep Heather Barstow who was able to elevate the matter and get it resolved.

Steve encouraged all new hires to talk to their Supervisors and attend shop floor meetings. As a new hire, one of his top issues is the starting wage. Because starting wages remain at 1992 levels, Steve continues to work his previous job to make ends meet. Steve’s situation again highlights the need to have the entry wages substan-
tially increased to a level fitting of a world class com-

pany, which is something the Union has been continu-
pusly pushing to obtain. “Before, the mats were adhered us-
ing silicone. However, the installation was similar to how people put toothpaste on their toothbrush – some use a little and some use a lot. There was no consis-
tency. Also the pressure to adhere the mat varied depending on the weight of the person doing the installation – a person weighing 100 pounds didn’t ap-
y the same pressure as a 250-pound person. We needed to standardize the installation.”

They decided on an installation process. They de-
veloped a roller tool that would apply consistent pressure no matter who was per-
forming the installation. Once the roller tool was de-
developed, the team began testing using the various mat types currently used in production. Criteria for the tool

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