Triumph Contract Delivers Unprecedented Job Security

The pursuit of contractual job security is difficult in the best of times, but in the midst of the worst recession in decades, it would seem an impossible task.

Undaunted, the 335 members of Local 86 who work at Triumph Composite Systems in Spokane, overcame all obstacles and recently ratified an agreement that guarantees 40 hours employment per week for the life of the agreement.

The three-year contract goes a step further to address outsourcing with language to protect employees from work transfers to Mexico, or other Triumph facilities. IAM members at the plant build and assemble floor panels, ducts and flight deck interiors and components for all Boeing aircraft (including the 787), as well as after-market floor panels for AirBus planes.

For Brenda, the problem arose when a fuselage section came in damaged from Wichita and was placed in the 4-20 building for repair (on the P-8 line, which had no airplane at the time). Even though OSHA and EHS regulations require any repairs over 9 feet to be performed in a paint hanger, management instructed five employees to perform the repair on second shift. Our members were supplied with prevalent sprayers, which can only be checked out by management—without no instructions on how to use it or what the proper personal protective equipment was. In fact, members were given cloth gloves and paper charcoal.

For more than a year, members at the plant have worried about what Triumph’s new plant in Mexico would mean to their future. Management had reported that 30 Spokane jobs would initially move to Mexico, but that could grow to more. With the new contract ratified, members at Triumph know they are secure for the life of the agreement and hope to continue the good working relationship long into the future.

“How often have we heard that you cannot guarantee jobs? However, that is exactly what this contract does and members realized the significance of the language, which is reflected in the 81 percent ratification vote,” said District 751 President Tom Wroblewski.

Union negotiators Wroblewski, Aerospace Coordinator Mark Blondin, Business Reps Mark Johnson and Steve Warren, Staff Assistant Ken Howard and shop floor rep Jerry Womble did the heavy lifting at the table. However, credit goes to a sophisticated and united mem-

At Boeing, Safety Must Be Top Priority

Our members pay the ultimate price when safety is not kept at the forefront. Members need to understand their rights in the IAM/Boeing contract under Article 16.1—the imminent danger clause—and should be aware of not only the chemicals and processes used in the shop, but also the proper personal protective equipment. (See boxed story in next column)

While Boeing claims to put safety first, the reality is when production rates increase management feels pressure to get the job done and all too often our members are compromised. The number of safety related accidents seem to be increasing, and many have had dire consequences.

Brenda Kathlehan is one member who has a frightening reminder of the dangers of working with chemicals at Boeing. She was never exposed to chemical fumes. As the result of an unsafe assignment by management, she now has a constant tremor in her right hand, as well as potentially other medical issues. No one can be sure of all the damage that was inflicted. However, Brenda bravely comes to work each day to ensure Boeing delivers the 30-plus 737 airplanes each month. She grasps her shurtail to mask the tremors. By reporting her story, she hopes others will avoid a similar situation and the pain and suffering she has endured.

Robert Sandberg (l) thanks Business Rep Brett Coty for Union assistance that resulted in $6 more per hour and reinstatement of past seniority.

Union Delivers Pay and Seniority

A long-time Machinist is back in the job he wanted—and getting $6 an hour more than the Boeing Co. was willing to pay him at first—thanks to a timely suggestion from a District 751 staffer and some prompt action by a Union Business Rep.

“The Union guys have done a lot for me,” said Robert Sandberg, a 747 functional test mechanic in Everett. “I really appreciate it!”

Sandberg is a long-time Boeing worker, who first hired on with the company in Everett in 1949. He spent 13 years there, working on the ‘Four-Seventy line, until he lost his job in the massive layoffs that followed the September 11th terror attacks and the airline industry collapse that followed.

When he left the Everett plant for the last time in May of 2002, Sandberg says he thought it was forever. After 9/11, Boeing started outsourcing work Sandberg and

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Pilot Program provides opportunity for members to effect change in their shop
Study Scholar
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Boeing’s ‘Chicago Gang’ Not Really Interested in Labor Peace

by Tom Wrobleski, District President

Boeing spent a lot of time last year talking about “labor peace,” and how it had a whole long list of agreements with its unions in order to succeed. Apparently, that was only a priority for 2009. Because in 2010, it’s become evident that Boeing would rather pick fights with its unions, instead of engaging in the kind of labor-management partnerships that will be key to the future of American aerospace.

We saw this quite clearly last month. On the one hand, we had the contract talks at Spirit Aerosystems in Wichita, and our own District 751 talks with Triumph Composites in Spokane. In both cases, the Machinists Union and management worked together, cooperatively, to build the kind of agreements that will benefit both the company and the workers.

And then there were the Boeing contract talks with IAM District 837 in St. Louis, where managers used strong-armed threats and intimidation to strip away pensions, strip workers of any rights, and give more in the contract than they were going to get. In both St. Louis and Spokane, our IAM brothers and sisters are very proud of their contract – including the key Boeing supplier in Spirit.

This Spirit contract has a lot going for it. The company made some strong commitments to keeping work in Kansas for the next decade, with contract language that sharply limits the off-loading of work in the future.

The deal also includes some really attractive bonuses – identical to the ones top managers get — that will ensure that Machinists at Spirit have the future success. Workers also get improvements in health care and pension benefits, and an early retirement option.

In St. Louis, there was nothing surprising about how the gang from Chicago treated our brothers and sisters in District 837. The attacks on pensions, the heavy-handed threats by shop-floor managers, the cynical manipulation of the press and even the federal mediation process – all of it reminded me of the kind of games Boeing tried to play with us in 2008, and it was the same game plan that put the United Auto Workers out on the picket line at Boeing’s Long Beach site earlier in June.

Chicago’s game plan is obvious. It is systematically eliminating employee pensions – even as Jim McNerney’s own personal pension climbs in value. (It’s up to about $26 million now, after four- and-a-half years on the job.) They follow a regular pattern, so I’ve no doubt that Boeing will come after our new hires’ pensions in 2012. We’ll need to stand strong if we’re to preserve what is one of the core values of this union, the right to retire in dignity after a long career of service to the company and the industry.

What’s sad is that it doesn’t have to be this way. Remember, last year we offered Doug Kight and his cronies something very similar to the Spirit contract, when we offered to extend our current contract by another eight years beyond 2012. All that was required in return were some guarantees that our work would not be off-loaded to – South Carolina or anywhere else – and that our members would receive fair compensation in return for locking into such a long-term deal.

Yes, just like Spirit, Boeing could have had the “labor peace” it claims it needs. But instead, it rejected our offer, and chose instead to pick a fight with us, with our brothers and sisters in St. Louis, and with the UAW in Long Beach. Actions speak louder than words, and with these actions, it’s become clear that Boeing’s pleas for “labor peace” are about as sincere as a card-cheat’s smile.

The difference in tone last month between the Spirit talks in Wichita and the Boeing talks in St. Louis told it all.

Commercial agreements with Boeing management talked in typical corporate double-speak about “aligning with peer company practices” and claiming that the contract eliminated retirement and health benefits – even as it eliminated pensions and benefits.
On June 23, just days before the current South Park bridge closed permanently, a coalition of leaders announced $71 million has been pledged to cover over half the cost of the new bridge construction. The bridge across the Duwamish is used by 20,000 vehicles each day.

King County Executive Dow Constantine led the press conference at the foot of the bridge and was joined by Governor Chris Gregoire, and representatives from King County, the city of Seattle, the Port of Seattle, the Puget Sound Regional Council, and the New South Park Bridge Coalition.

The agencies at the event have come forward with their pledges that include:

- **King County:** $30 million
- **State of Washington:** $20 million
- **City of Seattle:** $15 million
- **Port of Seattle:** $5 million

The group pledged to continue working with government and businesses to assemble the remainder of the funds needed to replace the bridge. King County will file for a federal TIGER (Transportation Investment Generating Economic Recovery) grant to help with additional funding.

“The South Park Bridge is a critical piece of infrastructure for the region’s ability to move freight, but it’s also the primary physical and symbolic connection to one of King County’s most diverse and vibrant neighborhoods,” said Gregoire after pledging $20 million from the state.

“I thank the state, the city, and the port for all stepping up and making significant contributions to replace the transportation lifeline for King County and the broader region,” said Constantine. “This shows that regional cooperation and strong partnerships can create success where the old way of going it alone has failed.”

In a press release, King County Councilmember Jan Drago, who represents the South Park and Georgetown areas, noted, “Our chances of getting federal funding increase with every partner we get to pitch in, and this is proof positive that we’re on the winning track.”

“Rebuilding the bridge is not cheap, but closing this bridge comes with a price tag as well,” said County Councilmember Julia Patterson. “Closure of the bridge is projected to more than double what it will cost for construction of a new bridge in lost benefits to the region. I want to thank all of the partners who have followed the county in investing in this critical project.”

South Park Bridge Closed - Use Alternate Route to Seattle Union Hall

On June 30, the South Park Bridge closed permanently. This means that getting to the Seattle Union Hall – especially from the north end -- will require some additional planning. Please take the time to look at the map and review alternative routes before leaving for the Seattle Union Hall.

**From the North:** District 751 stewards and members coming south on I-5 won’t be able to use the South Park Bridge to get directly to the Seattle Union Hall. Instead, continue south on I-5, take exit 158, the S. Boeing Access Road, to Tukwila International Blvd, then turn right onto SR599, to the 14th Ave S. exit. Turn left off the exit, take the next right and Union Hall is on the left.

**From the South:** For members living in Burien or White Center and working at Boeing Field, they’ll have to drive around to either the First Avenue S. Bridge, South Bridge on the north, or head south along Route 99 until they reach the intersection with Tukwila International Boulevard. From there they can turn north on East Marginal Way.

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Support for New South Park Bridge Continues to Grow

“It is gratifying to have a county executive who not only supported a new South Park Bridge but who was committed to making it happen,” said Larry Brown, 751 Legislative and Political Director who co-chairs the New South Park Bridge Coalition. “I also thank the other local government officials who stood with us in these difficult budgetary times. They stepped up to support this coalition and to help get a new South Park Bridge. We have a good plan and strategy that is based on a genuine partnership, and that is the formula for success moving forward.”

With Brown co-chairing the local group, you can be sure the Union is doing everything possible to ensure a new bridge is funded and built as swiftly as possible.

Primary Election Day 2010

As we celebrate Independence Day on July Fourth, we are reminded of the blessings of our democracy. Through the power of the ballot Americans determine the course of our government. We must remind ourselves that our vote is a sacred right and duty; one that many Americans have sacrificed for our vote.

This year our Primary Election is Tuesday, August 17. With the exception of Pierce County every county in Washington votes by mail. On July 30 ballots will be mailed to your home and should arrive within the first week of August.

Your Union is very active in politics. We need to be. For example, this year you will probably be voting on Initiative 1082 which would privatize our state’s workers compensation system. If this initiative becomes law, private insurance companies will take over our workers compensation system and make decisions about the fate of injured workers, all for sake of profit.

Additionally, this year’s election will give us an opportunity to help elect people who have helped us keep good paying aerospace jobs in Washington. For example, we have real champions for the Air Force tanker contract, such as Senator Patty Murray, and Representatives Norm Dicks, Jay Inslee, Rick Larsen, Jim McDermott and Adam Smith.

Please carefully review next month’s issue of the AeroMechanic for your union’s recommendations in this election. These recommendations are based on voting records, interviews and analysis by your Legislative Committee and action by your District Council. While your union recommends these endorsement positions YOU ARE THE ONE WHO DECIDES.

Remember, you can affect the outcome of the election in two ways: one is by voting and having your voice heard and the other way to affect an election is to stay silent and let others decide for you. In the heat of summer and vacations, it is easy to forget. Please remember to vote in the 2010 Primary Election on August 17.
At Boeing, Safety Must Be #1

Imminent Danger 16.1(b)

Continued from page 1

Leave work in the same health as when they arrived, which is the premise that prompted the language in the first place.

Several recent incidents at Boeing factories prompted the Union to remind Union Stewards of the Imminent Danger Clause 16.1(b) and educate members on procedures to the language, found on Page 62 of the IAM/Boeing contract. The clause states that employees have the right to invoke the imminent danger clause of the contract if they believe that to proceed with the work assignment would place their health or physical safety at risk. The contract language includes the right to leave work in the same health as when they arrived, which is the premise that prompted the language in the first place.

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Labor-management cooperation at Boeing was evident in Everett on June 8, with the launch of a program introducing basics of the aerospace business to Machinists. The “Business Basics” program grew out of contract negotiations between Boeing and District 751 in 2008. An employee involvement team that works 777 aft-body structures is part of a pilot of 10 self-contained lessons on topics such as market, quality, cost and safety.

The program, established in Letter of Understanding 28 – Continuous Productivity Improvement in the 2008 Boeing-IAM 751 contract, is being funded with contributions of $1 million annually from Boeing for three years. The intent is to roll out the program through employee involvement teams.

Traditionally, productivity has usually been associated with the Company’s bottom line – profits. Now with the global economy and increasing competition, the Union needs to take a different approach and really support the Company’s efforts in this area. LOU 28 provides the avenue for that and IAM/Boeing Joint Programs is the bridge to implementing it. A team of both Union and Company representatives from Joint Programs has been working on LOU 28 for many months. The 777 aft-body structures pilot group marked the kickoff of implementing this initiative.

“The IAM knows that it is to all of our benefit to help the Company succeed, and we do that everyday,” said District 751 President Tom Wrobleswki. “This is a big deal because it is a chance for our members to drive the program and ensure it utilizes real-life experience to make improvements. This is about how we can work together – Union and management from the shop floor up – because the better we are, the brighter our future. It is in our Union contract so embrace it and help build a stronger future for all of us.”

Speaking to the 777 Machinists taking part in the launch of the program, Doug Kight, Commercial Airplanes vice president of human resources, said, “This is about working together to secure our long-term success. No one knows this business of building airplanes better than you. This is an opportunity to learn and talk about your business in new ways.”

The 777 aft-body structures Machinists will go through the lessons, which are bite-sized, 15 to 20 minutes each, on their own time. They work best for fixing behavior of others – smoking on the job, for example.

The forms come with instructions on how to fill them out, but in general you’ll need to include:
- Your name and Boeing ID number;
- The name of your organization;
- The name of your supervisor;
- A brief description of the activity that you feel is unsafe and its location; and
- Your suggested solution.

When you’re finished, submit the form (paper forms go to your local Environmental, Health & Safety office). Also give one copy to your supervisor (the yellow one) and keep the pink copy for yourself.

The IAM contract with Boeing specifies the steps he or she must take within 24 hours after receiving a SHEAR form. The Health & Safety Institute of IAM-Boeing Joint Programs arbitrates in cases when a Machinist who files a SHEAR form and the relevant manager don’t agree on a solution.

Machinists Union Site Committees are an important part of the process. There is one for each of the major sites at Boeing – Auburn, Everett, Fredericksburg, Kent and Renton, and for both the Developmental Center and Plant II in Seattle.

Each committee is made up of stewards from the site, and each has a staff focal, a union business representative who is assigned to the facility:
- Heather Burston is the staff focal for Kent and the Developmental Center;
- Brett Cotty is the staff focal for Everett;
- Emerson Hamilton is the staff focal for Plant II;
- Don Morris is the staff focal for Auburn and Fredericksburg; and
- Tommy Wilson is the staff focal for Renton, as well as being the District 751 Health and Safety Coordinator.

Complete lists of each site committee member – with their contact information – are available at Union Steward and Safety bulletin boards throughout Boeing’s facilities, or you can find them online at http://iam.boeing.com/main_HSI.cfm.

Business Rep Emerson Hamilton (l) and Steward Chuck Fromong discuss SHEAR forms to resolve safety issues in the shop.

District 751 President Tom W. Robleowski, Phil Vining and Business Rep Ray Baumgardner discuss the new pilot program.

Partnership to Promote Improvements

Safety Corner: SHEAR Forms to Resolve Safety Issues

E.R.T. Self-Paced and Instructor Led Labs and Courses

Learning, Training and Development have scheduled labs and courses to help members get through the Employee Requested Transfer (ERT) system. Instructor led courses are shown in My Learning for Renton, South Park and Everett. These courses include:
- Drilling for Quality Advanced - July 10, Renton
- Drilling for Quality Basic - July 24, Everett
- Using Digital Multimeters - July 10, Renton
- Production Illustrations - July 10, Everett
- Introduction to Airplane Plumbing - July 24, Renton
- Handheld Power Tools (Fabrication & Manufacturing) - July 10, Auburn

To request learning for classes go to your My Learning page in Total Access and use this tip sheet: http://insideiltd.web.boeing.com/leadpublish/MyLRng/instructor/lrnr_tipshts/lrnr_tipsht.pdf.

Lab locations, days and hours are:
- Auburn: 17-07 Bldg, Column J7 Monday & Friday, 10 a.m. to 5 p.m.
- Everett: 40-31.3 Bldg, 3rd Floor Col. B13 Rm J1 Monday through Friday, 10 a.m. to 5 p.m.
- Renton: 2-21.2 Bldg, 2nd Floor Col. A21, Rm J1 Monday through Friday, 10 a.m. to 5 p.m.
- Everett: 3rd Shift Support Tuesdays, 5 a.m. to 2 p.m.
- Fredericksburg: 24-50 Bldg, Thursday First & Third, 10 a.m. to 5 p.m.
- Everett: Every Other Thursday
Crane Crew Delivers for Co-Worker

The Everett crane crew is known for their solidarity — whether it is organizing barbecues during a strike or rallying the troops at contract time. Because they are close, they are quick to assist each other when someone needs help.

Steward Todd Campbell who has worked with 751-member John McCain for years recognized the need to build ramps in the community. John's wife had suffered a stroke and was confined to a wheelchair. Knowing that John would never ask for help, Todd organized a work party and recruited help from Health and Benefits Reps John Cash and Business Reps Richard Jackson and Jon Holden, who have extensive experience building ramps in the community.

John was overwhelmed with appreciation and gratitude.

“It was very humbling. I feel so blessed to work with such a great crew. I want to thank Richard ‘Action’ Jackson, John Cash and John, and everyone else for lending their ramp expertise.” John stated. “The ramp really took away some of my worries I have had. It is a great thing. Now my wife can go outside very easily and enjoy a lot more freedom.”

Special thanks to Marysville Home Depot Manager Isaac Johnson, who donated the bulk of the materials, as well as 7-Elevens on East Casino Road where manager Kamealjeet Sekhon donated coffee and donuts for the work crew.

Upcoming Fundraising Events

The Everett crane crew has been involved in several fundraising activities to support local causes. Here are some upcoming events:

**Guide Dogs Horseshoe Tournament - August 14th**

The 7th Annual Local 551 Horseshoe Tournament will be held in Maple Valley at the South Seattle Saddle Club on August 14, 2010. Proceeds will benefit Guide Dogs of America. Tournament starts at noon. Teams will consist of 2 players and will follow Pacar Rules. Prizes are awarded to the first 3 teams. $1.00 entry fee will be accepted for a $5.00 contribution. Team fees will be $50 per person or $100 per team. Prizes will be given for 1st, 2nd and 3rd place.

**751-A Steel & Wheel Super Show - August 14th**

Local 751-A will host a Steel & Wheel Super Show to benefit Guide Dogs of America. The Show will take place Saturday, August 14 from 10 am to 3 pm at the Seattle Union Hall (1913 15th Pl S, Seattle, WA). Join us for fun, food and music while you browse those incredible cars and bikes. Raffle tickets for great prizes! Entry fee $20 per vehicle pre-registration. $25 day of event. Check in the day of the event 9:30 am to 12 pm. For more info call 1-800-763-1301, ext. 3212.

**Laidoff? Helpful Advice**

Last month, Boeing called 751 staff trying to track down nearly three dozen Machinists who had put themselves on recall lists years ago, but had moved or changed phone numbers. The Union was able to track down most, but at least 14 former IAM brothers and sisters missed out on chances to return to work.

If you know a former Machinist at Boeing, tell them to make sure their recall rights are in order. Coty said.

A lot has changed in the eight years since Sandberg was away from Boeing and the 747. “When I left, they were just moving away from paperwork,” he said. “Now everything’s totally computers.”

It’s still one of the best jobs at Boeing, he says. “I really enjoyed my job here. It’s a great job. Look at what we do — install the engines and rig the landing gear.”

Laidoff? Helpful Advice

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Members Deliver Serious Donations in Guide Dog Drive

During the recent Guide Dog fundraising drive, hundreds of members stepped forward to help a very worthy cause, while organization that was founded by the IAM – Guide Dogs of America. Members signed up for new payroll deduction contributions which will total over $43,000 per year – more than enough to pay for an additional guide dog each year. In addition, over $30,000 cash was collected making the drive a phenomenal success.

Prizes were given to the top three recruiters in new cards and cash. Top cash recruiters were Ray Meduna ($1,997), Jared Moschkau ($1,512) and Allen Neph ($927). The same three individuals were also tops in new monthly deductions. While many Stewards helped with the drive, several others deserve recognition as well for the extra effort: Ron Anderson, Becky Beasley, Charles Kaufman, Dave Duryee, and Jim George.

Thanks to all who took part in the drive and donated to this worthy cause.

Fun Run Delivers Green for Guide Dogs

The District 751 Women’s Committee raised more than $10,000 through its ninth-annual Flight for Sight Fun Run, which was held June 5 in Everett. All proceeds went to Guide Dogs of America, a charity that helps place trained guide dogs with blind or vision-impaired people across North America.

“We had a great group of racers and some fantastic volunteers,” said District 751 Secretary/Treasurer Susan Palmer. “We really appreciate everyone who contributed to the event.”

Palmer singled out Ray Meduna, a Union Steward who works for Boeing in Everett, who collected $1,250 in pledges for the run. She called that “an incredible contribution to a very worthy cause.”

In all, the race attracted 112 runners and walkers, who took part in one of three events: a timed 5K race, a timed 10K race, or a one-mile walk. The courses started and finished at the Boeing Everett Activities Center on Seaway Boulevard.

Volunteers gave their time to ensure the event was a success.

Puppy Putt Roars in Money for Guide Dogs

The unusually cool and wet June weather held down the turnout, but didn’t dampen the spirits of motorcycle enthusiasts who took part in Puppy Putt 8, a ride to benefit Guide Dogs of America. More than 100 riders came out in the rain for the June 19 event, which raised more than $7,000 in cash donations for the charity. Sponsors donated another $3,000 worth of prizes for participants.

There were two starting points for the ride, at Sound Harley-Davidson in Marysville and Northwest Harley-Davidson in Lacey. The two groups met at Downtown Harley-Davidson in Renton, for a motorcycle show that included music, food and dancing.

“It was kind of a rainy day, but we had a lot of fun anyway,” said Terri Myette, a Steward who was co-chairwoman of the event, which is sponsored annually by District 751.

Co-chairman Jim Kakuschke, another Steward, thanked sponsors for their support. “The three Harley-Davidson dealers have always been terrific supporters, and it was great to have so many other businesses step up to help.”

Jim Kakuschke and Terri Myette also credit Brent Sanchez and Rachel Sarzynski for serving on the organizing committee that put together the event, as well as Terri Winslow, Rob Curran and Clark Fromong.

Mathew Brisse captured both Best Custom and Best of Show at Puppy Putt 8.

Rain didn’t dampen the patriotic spirit of this rider. More than 100 riders turned out for the event, which raised more than $7,000 for Guide Dogs of America.

Above just a few of the bikes from the Puppy Putt. Right: Brent Sanchez won Best Metric and was also the Grand Prize winner.

Lilly Loescher took first in her age category for 10K.

Special thanks to the following sponsors of the Fun Run & Puppy Putt:
- Service Printing
- Pacific Print Express
- Larry Brown
- Daphne Becker
- Robbins, Brennan & Detwiler
- Dave Brusher
- Chris Louie
- Trophies & Awards Unlimited, Everett
- Kevin Cummings
- Country Carver (Debbie Anderson)
- Stuart Johnston
- Gavenman (Terry Henderson)
- Monica Kennedy
- Peter Lacavalla
- Carol Munsey
- Barb Thome
- Locals A, C, E & F
- IAM Dist. 751
- Boeing
- AMSCME. Local 304
- CWA Local 7803
- IAM Dist. 160
- KFT Seattle Community Colleges Local 1789
- IAM Local 2202
- IBEW Local 191
- IBEW Local 46
- IUE Local 302
- Joint Programs
- Teamsters Local 174
- IFPTE Local 17

Most Money Collected
- Ray Meduna $1,997
- Jared Moschkau $1,512
- Allen Neph $927

Most New Deduction Cards
- Allen Neph $336.78
- Jared Moschkau $280.02
- Ray Meduna $194.46

Other Noteworthy Recruiters:
- Ron Anderson
- Becky Beasley
- Jim George
- Charles Kaufman
- Dave Duryee

All Star Recruiters

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The three Harley-Davidson dealers have always been terrific supporters, and it was great to have so many other businesses step up to help.
District 751 Retiree Spotlight: Jack R. White

This month’s retiree interview features Jack R. White, following in the footsteps of his grandmother, Ada May White Boyer, who worked for Boeing when it first opened its doors, Jack began working on B-17 bombers in 1941. After being drafted into World War II, Jack found himself flying as a crew member in the very planes that he had helped build in the factory. His story, and his insight into the life of his grandmother before him, paints an amazing picture of multiple generations at Boeing.

What year did you hire into Boeing?
In 1941.

Were any of your family members working at Boeing at that time?
My grandmother. She knew Bill Boeing. She worked on the wings that they built in those days, and they put fabric on them.

When I was born, my father was working in the Weyerhaeuser mill. So, his mother, Ada White, said “son, if you ever get tired of Weyerhaeuser tell me and I’ll talk to Bill about getting you a job at Boeing.” He quit and came to work for Boeing and from that time on, all of us kids that were born were followed suit.

Was your grandmother, Ada White, hired into Boeing when it first opened?
Oh yeah. Some of the airplanes are in museums now that Boeing built in those days. Like there’s a sea plane I worked on in Seattle somewhere. She and the other women did the skin work, putting on this material where they had to sew and everything. Anything that was metal, the men did.

How old were you when first started working at Boeing?
I was 18 years old. I was working at Boeing on the night shift. I told my folks with the war coming on, I wanted to get a job. I was a senior in high school and I only had two subjects to go to graduate, so I would go to school in the daytime and then I worked the night shift.

Was it hard to get hired at Boeing?
I was hired at Boeing. When I went to the employment office, I had to walk from Cleveland High School to Boeing’s Plant 2 where the hiring office was. So I walked in there this day and got in a long line of olderfellas looking for jobs. I said “I’d like to apply for a job here at Boeing” and when he took my name and address, he said “I tell you what Jack, you go up to school and get the principal to write a letter to us stating that it is alright for you to go to school in the daytime and work eight hours at night.” So I left. I think he thought “I get rid of that kid!”

So I walked directly back up to the school and met with the principal. He said, “Jack you think you can handle that?” I said I only had two subjects. So he had the office girl then type up the letter, and I just hoofed it all the way back to Boeing. I got in line again and worked my way up to the same guy. He just looked at me and I handed him the envelope. He said “Okay, son,” and had me sign and I was an employee.

Did you join the Union as soon as you were hired?
Before I was fully employed, I knew that you needed to be a member in those days and took the responsibility on and joined. Had to walk over to the Red Barn to join the Union. I think it only cost me $5 or $10 dollars.

Were your grandmother and father Union members, too?
Yeah.

How long did your grandmother work there?
She worked there until she died. I forget which year our pension plan started, but my Dad told her she’d said “Ma, if you can just get through on for a couple months probably they are talking about having a pension plan.” One day she was in a hurry, went to catch the bus in South Park, and she missed it. She only lived a matter of a few days and didn’t see the pension plan.

What was your first job at Boeing?
I was a timekeeper’s runner. In the first six months, you could decide if you would like to apply for something that would pay better.

I enjoyed getting paid. It was 62.5 cents per hour which was okay for me at that time. But as time went along during that first six months I thought, gee, I’d like to get downtown where the airplanes are. So, I went down and started working on the airplanes, putting sections together at night.

What was security at Boeing like during the war years?
Well, before I was drafted I had to work in Plant 2 at night shift. They had brought in soldiers that had platforms on the edge of the buildings on the look out for anything that might not be right. Were you aware at the time that the plant was made to look like a city from above as a safety precaution? That was Plant 2 in Seattle. We knew the Japs were somewhere in the city. You could sometimes hear noises and stuff. And then we found out what it was. They took pictures of it, and they did a good job. It looked like a residential district, not a factory.

Did you get to decide which branch you would be in? I didn’t want no part of the Army like I told the folks. “If I don’t get the Air Force, I’ll go over the hill!” So I said “Well, I want the Air Force.” You were assigned armament school, did you like it? It took a little bit. It was the turret the way you were gonna be faced with in the bomb- ers and the bombs and how everything worked. Machine guns you had to take and put together, you had to be able to put the bombs in.

When did you decide to get into flying the planes?
I was sent to a barracks and I met a fella from Spokane named Stan Morris. He said, “They got a note up on the door of the day room and it says they need volunteers to fly.” So he says “Just think Jack, we get all this flight pay and we’ll be serpentians in no time” and things like that. We’d be right on top of the world. We were the first two names on the list. Then it grew after that. But we both went to gunnery school. That was the start of the flying business. After having built them for Boeing, what was it like flying in the B-17s during the war?

When did you get drafted?
It was June 8, 1943. The war had already begun on since 1941. June 8, we went up to the high school to get ready that evening for graduation. I came home for lunch that day and my mother said, “Jack, you’ve got some mail from Uncle Sam.” I knew what it was. Monday morning I was down at the recruiting station being put on a bus to go to Fort Lewis.

How did you end up in the Air Force?
Did you get to decide which branch you would be in? I didn’t want no part of the Army like I told the folks. “If I don’t get the Air Force, I’ll go over the hill!” So I said “Well, I want the Air Force.” You were assigned armament school, did you like it? It took a little bit. It was the turret the way you were gonna be faced with in the bomb- ers and the bombs and how everything worked. Machine guns you had to take and put together, you had to be able to put the bombs in.

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Jack R. White was third generation Boeing. His grandmother knew Bill Boeing and built fabric for wings.

Oh I had all the faith in the world in it. Our crews were all volunteers, there were no draftees. What they thought about draftees was, they’d get somebody up there that got scared being shot at and shrapnel flying from German shells and planes on fire and all that and that. It wasn’t too safe, you know. So they had to be volunteers.

Where were stationed?
I was stationed near Framingham, England.

Were you bombing all over Europe?
Yeah. Each mission was a different target. It was such a long distance that a lot of the missions like Berlin and those places, that we would go to one on one day and another one the next day and so forth. So we’d fly, I think we flew eight days in a row before we had a day off.

Had your wife worked all through the War?
She was working in the shipyard in Portland. And that was pretty rough outdoor work. She had a sister that was already settled in this area and she de- cided ‘well, I’m going to see if I can go up to Seattle.’ Which she did.

When did you meet your wife?
I met her at the Renton Plant when I came back. She had come in as a rivet- tanker, and this was after the War was

In celebration of District 751’s 75th anniversary, we would like to invite children, grandchildren, nieces, nephews, and any other children in members’ families to participate in some exciting contests. Any questions can be directed to the Communications Department at 206-764-0340 or 1-800-763-1301, ext. 3340 OR send an e-mail to: rosanne@iam751.org. Check out the details below!

Writing Contest (Grades 6-12)
1) Answer one of the following questions, based on your current grade, in a maximum of two pages, double-spaced. Include your name, current grade, school name, family member’s BEMS or CLOCK (last 4 of SSN), family member’s place of work, and contact number on a cover page.
6-8 Grade: What does union membership mean to your family?
9-10 Grade: Why is solidarity important?
11-12 Grade: How will union membership benefit your generation as you prepare to enter the workforce?
2) Mail your entry in to: IAM&AW District 751, Attn: Writing Contest, 9125 – 15th Pl. S., Seattle, WA 98108
3) Entries must be post-marked by July 10, 2010. Entries will be displayed at August Local Lodge BBQs for members to vote on. Two winners will be chosen from each grade group.

Coloring Contest (Grades PreK-5)
1) Color the picture that corresponds with your current grade. You can find the coloring contest pictures online at www.iam751.org; Pre-K: A April issue of the AeroMechanic
1-3 Grade: May issue of the AeroMechanic
4-5 Grade: June issue of the AeroMechanic
2) Mail your entry in to: IAM&AW District 751, Attn: Coloring Contest, 9125-15th Pl. S., Seattle, WA 98108
3) ALL entries must be post-marked by July 10, 2010. Entries will be displayed at August Local Lodge BBQs for members to vote on. Two winners will be chosen from each grade group.
June Retired Club Meeting Minutes

by Helen Lowe
Retired Club Secretary Pro-Tem

The meeting was called to order by Vice President T.J. Seibert. The ‘Lord’s Prayer’ was said followed by the flag salute. Members sang “God Bless America.”

President’s Report: Vice President T.J. Seibert welcomed everyone to the Club. He reminded everyone about the picnic coming up in August and said that he hopes that everyone can make it out. It will be a good time.

President Al Wydick came to the podium and explained that his health has declined as of July 1, he is resigning. Thanks for the last 14 years and know that T.J. Seibert will do a good job.

Roll Call of Officers: All officers were present or accounted for.

Financial Report: The report was read by Treasurer Betty Ness. A motion was made to accept the report as read. M/S/P: Motion was made to accept the minutes as printed.

Communications Report: There were no communications.

Business Representative Report: Garth Luark read the BR Report for June 2010. Garth also answered some questions about upcoming political events for retirees and the St. Louis contract. Garth was also asked about COLA and if widows will be entitled to that. He said he would report back with an answer on that.

Health & Welfare: Helen Pompreo gave the report. She reported that the services of many individuals have been observed for the following decade members: Roger A. Beck, Merle V. Bogstie, Herbert Brown Jr., Chester A. Coutcher, William F. Garland, Phyllis A. Lang, Michael J. Lisken, Lillian V. Timas, and Anita L. Zetterich. Sympathy cards were sent to next of kin.

Legislative Report: John Guervara gave the Legislative Report. He spoke about workers rights, healthcare, education, social justice and participation.

Good and Welfare: Betty Ness thanked Al for all he has done over the years.

Adjournement: A motion was made to adjourn. M/S/P: Motion carried.

District 751 Spotlight: Jack R. White

Continued from page 8
over. She finally worked her way into being a riveter and she was a good one.

So you didn’t go back to work in Seattle when you got back?

We had B29s that had been in the service in the South Pacific islands. They fly them into Renton field and modify them into tankers, and they had the flying boom on them. There were two tankers inside the B29. That’s what started them on this tanker business was the B29 tanker. Did you have to deal with any rationing when you got home?

When we came home when we were given leave to come home, we were given stamps to use. Food stamps and gas. My father was a supervisor at Boeing in Tacoma. I would have to take a Greyhound bus to visit him. He would stay down there all week, and then if he had Sunday off he would take a bus home. Because he couldn’t get enough gas from the gas stamps to keep driving back and forth.

What do you remember about your stewart at Boeing?

If you had any kind of a problem, you would just talk to them you know. If it was something with wages or hours or whatever it might be.

What job did you have when you retired?

I was working in a secret area when I retired. On the B2 bomber for Northrop. A flying wing type bomber. You couldn’t tell anybody what you were working on - even your wife.

What made you decide to retire?

I retired in the secret project, the B2 Bomber in the developmental center is where I was working. It was at that point in time you couldn’t visit with anybody at that time, so I thought well I might just go.

Were you working at Boeing when the 1948 strike started?

Yep. When we started striking, I got a job at Fentron Steel out in Ballard. We made aluminum windows and metal windows for building in downtown Seattle.

Were there a lot of women working in the shop at that time?

No, there wasn’t too many women in there. When I was working for the timekeeper, that’s when the first women came up. And they brought these women up in a big group, the first. I’ll never forget that particular night they brought them in on the night shift. Did you enjoy working for Boeing all those years?

Most of the areas I worked, I especially liked the boats.

Attention Retirees - Share Your History!

If you are willing to share your personal stories of Union membership, call 1-800-763-1301, ext. 3340, or send an email with contact information to: resanet@jam751.org. Mail the form below to: Aeronautical, 9125 15th Pl S., Seattle, WA 98108

NAME:
Year Retired:
Clock # or BEM SID:
Address:
City, State, Zip:
Phone Number:

Save the Date - Retiree Picnic August 16th

July 2010

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AD RULES
Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are preclassified according to size. Only to members - active, laid-off, or retired. For best response, include phone number instead of addresses in ad copy. Members' "cottage industries" will be OK in ads, but no commercial ads. When using paper for ad, include information required on regular ad blank.

Deadline: Next Issue July 19th

TEENAGER/YOUNGER GIRLS BEDROOM SUITE, $5 in excellent condition. Paid $200 new at Costco.com, selling for $55. 253-412-7198

RETIRED MUST SELL A HOUSE in Renton. 4 bed, 2.5 bath, deck, 20x30 plus patio, $350,000 OBO. 253-271-5808

MANUFACTURED HOME in 55+ park, single wide, 276 square feet. Asking $19,500 OBO. Call 253-740-3377

HOME FOR SALE in sunny Desert Aire located on Private Lake, 1994 Valley. Quality manufactured home, 2bed/2bath, 1080 sq ft, 8x40 covered composite deck and flagstone back yard. 393-950-506-0478

NEW IN SHELTON, 212 sq ft, 4bd/2ba rambler, RV parking, finished garage, fast bus bar. Im mid room, walk in closet, 6 ac. on cul-de-sac, 12x18 patio, low in windows, vinyl siding, $125,000. 360-265-0974

LAKE ROOSEVELT AREA; log home, 2 story, 2 bdrom, 1.5 bath, basement, electric heat, wood stoves, tile floors, tile roof, deck, large garage, 5 ac, 3 bay carport, $325,000. 360-555-4427

KONA HAWAII OCEANFRONT CONDO, enjoy spectacular views, 2bd/2ba condo to own on private lanai, pool, Jacuzzi, see www.bayviewcondos.com for more info. $1025-$1175/wk. Boeing discount pays $50.

2 DUPLEXES FOR SALE, 2003 and 2004, Puyallup, WA, 2bed/1.75 bath, 2 car garage in between, w/d, dish washer, newer, gas line, interior, $210,000 each. Rent each unit $750. 360-276-0974

HOOD CANAL BEACH CABIN Enjoy shorebirds, beach, shellfish, sea cafe 1-1/2 beach cabin; 360-395-2967. See photos, press on 180 gm virgin vinyl, $150. 253-205-4098

WATERFRONT CONDO for rent, one bedroom, furnished at unit apartment bldg. 3rd floor, first of Edmonds on Talbot Rd, spectacular views of Puget Sound/Olympic Mts, beach access, NS/NP, $500 deposit, plus $1000 metre, 253-782-6748

3 1/3 RECORD CABINET, 6"W x 16"T, adjustable shelves, $25. 425-226-7252

8 TEDDY FRANKLIN MINT plates, $5. 425-226-7252

BEARY PEOPLE DRESSED BEARS, $10. 425-226-7252

WHITE WALL SHELF, 6'W x 1'D x 6'H, adjustable shelves, $25. 425-226-7252


MEN'S 26' 10-SPEED BIKE, women's 26' 10-speed bike, both in good shape, each $30. 360-839-9266

JOHN DEERE PRECISION CLASSICS, 8's 4-6, 10-13-21-25, have been displayed, have all boxes, all perfect, $750 cash. 360-652-7962

HONDA GENERATOR EU1000i, very low hours, in excellent condition, oil changed every year regardless of usage. $475. 253-370-3307

TAKING ORDERS FOR ORGANICALLY RAISED BEEF, meat will be ready in Oct, several calves still available, call for more information. 360-652-8157

FREE POOL TABLE in good condition, full size, you haul. 206-242-6391

JOHN DEERE PRECISION CLASSICS, 8's 4, 6, 10, 13, 21, and 25, all have boxes, have been displayed, perfect condition, $750 cash for all. 360-652-7962

BEAUTIFUL HOUSE PLANTS for sale, large Blooming African Violets, Christmas cactus, large and small prairie plants, orchids, cactus, purple heart. $2 to $50. 253-852-6609

4 – 26 IN HEAVY STEEL FEET plus 4 – 26 in galvanized boxes, all perfect, $750 cash. 360-652-7962

CONVERSATION PIECE: 13 READERS DIGEST ALBUMS, plus patio, $35.00. 253-852-6809

PITTSBURGH PLASTIC SHEET, $1.50/FG, 100 per bag, free shipping. $150. 360-652-7962

ALBUMS: 13 READERS DIGEST ALBUMS. Beethoven and popular music, etc. 31 each. Recorded movie tapes, 1. $25. 253-852-6809

EUREKA STYLE 7&G disposable dust bags for upright, 16 for $12. 253-852-6809

COLLECTIBLE SHOE BOX, cardboard, holds nine pair, $25. 253-852-6809

PICTURE OF THE BEATLES, 12x18, $35. Oak frame, 12 x 26, 253-852-6809

25th ANNUAL HALLOWEEN LAS VEGAS GETAWAY to Go 28 Nov to Nov 4, four nights. Plaza Hotel, Las Vegas. Air $355, double occupancy, join us. 253-630-3394

WEST COAST VINYL WINDOW, 5x4, white, with screen, good condition, $600 OBO. Boeing discount pays $100. 253-745-2627

MARYSVILLE TOWNHOME 5-hrm, 2-5 bath, 3145K. Has pool, remodeled kitchen. Close to Quid-Ceda, 20 minutes to Boeing Everett. See MLS #82153 at Windermere.com

HOUSING

FULLY Furnished 1 bedroom, 1 1/2 bath, 950 sf, one owner, non-smoking, no pets, pratici-

ALL CALLS ALL UTILITIES on property, on paved road, 253-554-3000, 300 feet deep. $100,000. 253-277-8708

GREENWOOD MEMORIAL CEMETERY and funeral home, lot 503, block 39, section 4, area suba, $400. 253-767-1228

WEST Covington Cemetary, next to veteran's section, 2 or more $160 each. 360 available if you want a family section. 360-494-1118

1 1/5 ACRES ALL UTILITIES on property, on paved road, 253-554-3000, 300 feet deep. $100,000. 253-277-8708

WANTED VEHICLES

1998 CHEVY S-5000-PICKUP & 31' ALEGRO MOTORHOME, both ran great. Motohome comes with towing package and pickup comes with canopy, $10,000 for all, will consider selling Motohome without towing package and truck. Call Robert at 253-846-1736

MINNIE WINNIE DL WINNEBAGO, 29' CC, SLE, See great shape, stored, 200,000 miles, $1,000. 253-852-6809

2004 HARLEY ROAD KING CLASSIC, new tires, excellent condition, 11K miles, never dumped or damaged, $12,000 $obo. No trades. 253-830-0070

2006 TRAIL BAY 5' WHEEL, 28RL, only one owner, non-smoking, no pets, practi-

CIRCLE ONE: ANIMALS

CECILY THE CAT

-finals; dogs, $5. 253-745-2627

PHOTOGRAPHY

FREE POOL TABLE in good condition, full size, you haul. 206-242-6391

COMPLETE AD WAREHOUSE, 9125 15th Pl. S., Seattle, 98108
Celebrating with 2010 IAM Scholarship Winner Katie Truong

This year’s IAM Scholarship was awarded to a very special student in Spokane. With an impressive 366 applications filed for this year’s prestigious award, Katie Truong’s submission stood out from the crowd. Only 19 winners were selected nationwide: three of which were IAM members and 16 of those children in member families. Katie, a senior at Joel E. Ferris High School in Spokane, was one of those winners.

Daughter of Hung (IAM member working at ASC Machine Tool) and Tina Truong, Katie has more than excelled in her scholastic achievements. Her involvement in the National Honor Society includes service as co-president, membership in Academic State Champions for both Band and Track, and dedicated participation in track and cross country have proven Katie a great candidate for the award. On Academic Honor Roll from 2006 to 2010 and AP Scholar in 2009, Katie graduated with honors this year. And, looking at her long list of achievements, it is not surprising that she also served as valedictorian for her graduating class.

But the award doesn’t solely go to students who exhibit a strong background of academic achievement. Community involvement and other activities are important as well. And, much like her impressive background in school, her community involvement is worth commending as well. Since 2008, Katie has served as a tutor for Adams Elementary School. She also served at aid stations for the Spokane Marathon and at the Ferris High School Blood Drive two years in a row from 2009 to 2010. And, for two months in 2010, Katie spent time as a volunteer at Sacred Heart Medical Center.

Business Rep Steve Wallen (l) presented Katie Truong the IAM Scholarship at the Senior Awards Ceremony at Joel E Ferris High School in Spokane. She was selected from children of members nationwide for her scholastic achievements. Her involvement in the National Honor Society includes service as co-president, membership in Academic State Champions for both Band and Track, and dedicated participation in track and cross country have proven Katie a great candidate for the award.

With plans to enter into a career in the medical field, Katie will begin her studies at the University of Washington this fall. She plans to major in chemistry and says she is ‘hoping to get into medical research or pharmacy.” Wise beyond her years, Katie also noted that she is giving herself time to discover which career path in medicine is right for her: “I will be more sure as I further my studies.”

Katie has proven herself a natural leader and worthwhile recipient of this prestigious scholarship that is awarded to so few. She continues to prove herself capable of making a difference in the community, and it is for this reason that the IAM is proud to be a part of her continuing academic career.

With that kind of attitude – the idea that companies should take sides with their own workers, instead of picking fights with them – I’ve no doubt that Spirit will be a successful company and a reliable Boeing supplier during the decade ahead. My only question, given the successful company and a reliable Boeing supplier during the decade ahead, is whether the Boeing Co. will be a reliable customer for them.

In Wichita, however, a Spirit spokesman told the local newspaper that labor and management are “on the same team fighting for the same things.” That’s a plain English message that’s hard to misunderstand.

In closing, I’d like to say I hope everyone enjoyed the three-day Independence Day weekend. Our members at Boeing have been working an incredible amount of weekend overtime, but thanks to the union contract, just about everyone got to spend their Fourth of July with family and friends. I hope it was a fun, relaxing – and safe – time for all of you.
Monarch Machine - A Model Employer

Having an employer that truly appreciates its workforce is very important. That is the case at Monarch Machine in Tri-Cities. When its union contract recently came up for negotiations, there was no contentious debate or attempt to squeeze the workers to increase profits. Instead Business Rep Steve Warren and Staff Assistant Ken Howard compiled a list of issues employees had identified as important, put together a proposal and presented them to the owner.

After the owner reviewed the proposal and asked a few questions, he quickly agreed to the proposals to keep the workforce happy and productive. Members agreed it was a good deal and unanimously ratified the contract.

“We really take care of the workers at contract time and throughout the year. When an employee recently retired, he presented the individual with a shotgun because he knew he was a hunter and it was a gift that would have special meaning,” noted Staff Assistant Ken Howard.

The new contract included 40 cents per hour raises for all employees in each year of the contract. The employer increased pension contributions by 15 cents each year, bringing the total hourly pension contribution to $3.35 per hour by 2013. Recognizing the importance of maintaining good benefits for employees, Monarch not only agreed to continue paying 100 percent of the medical and dental premium, but also pay any increase in the contribution rate over the life of the agreement.

Time and time again, Monarch Machine has demonstrated respect and concern for its employees. When work slowed down last year, the owner had employees perform repairs on some of his rental properties to keep them on the payroll.

It is no wonder that the 14 Machinists Union members enjoy working at Monarch Machine – and most stay for decades. A union shop with good pay and benefits and a great atmosphere is a hard combination to find and certainly one worth recognizing.

Monarch Machine owners Doug Winters (l) and Dennis Mowrecker with a shotgun when he retired from the Company as a show of appreciation.

Members at Alcoa Ratify New 4-Year Agreement

District 751 members at Alcoa in Wenatchee, along with union workers at 10 other sites nationwide have approved a four-year contract with the company. In Wenatchee, 89 percent of the union workers voted to accept the deal, said Jim O’Brien, the president of Machinists Local Lodge 1123. Nationwide, the contract was ratified with a 66-percent yes vote.

“If I feel pretty good about it,” said O’Brien, who was part of the negotiating team for the Wenatchee–Aluminum Workers Trades Council, which represents workers belonging to five different unions at Alcoa’s Wenatchee Works, which is in the town of Malaga. There are about 270 hourly workers at Alcoa who are covered by the contract with the Aluminum Trades Council. The majority are members of the Steelworkers Union, but roughly 40 are Machinists Union members, and a handful more belong to the International Brotherhood of Electrical Workers, the Sheetmetal Workers Union or the Bricklayers Union.

Under the contract, pay for workers in all grades will increase by an average of $1.08 spread over four years, to a maximum of $24.97 an hour in the fourth year of the agreement. Workers will also receive a ratification bonus of $1,250. That will help offset increases in the worker health-care costs, which will raise $51.99 a month for workers with families and $8.66 for single workers in 2011, and will continue to go up during the rest of the contract.

Alcoa also agreed to pay an additional $2 a month per year of service for the formula used to calculate pension payments.

When members gathered to vote on a new contract at Lee & Eastes in Pasco, they all had the same idea - YES to ratify. On Monday, June 28, members there unanimously approved a new contract.

Negotiators were proud of the outcome and quick to note the contract included no takeaways – which is considered a real win during this current recession. Negotiators secured several improvements for the members. Through good negotiations and honest dialogue, the contract adjusted the health care plan so that members received 50 cents an hour raise in pay. They were also able to negotiate a pension recovery to ensure their pension remains strong in the future.

“This was an employer who valued its employees and made an effort to keep their doors open and members working. The owner worked with us to build a contract members would ratify while still keeping them successful,” noted Staff Assistant Ken Howard.

Thanks to Union Steward Steve Ely who served as the shop floor representative at the bargaining table.