Saving Jobs Bit-by-Bit

New Kitting Process Preserves Hourly Jobs

Less than two years ago, as Boeing continued to shrink the footprint of its Auburn plant, the Cutter Tool Service Center (CTSC) was in jeopardy of being eliminated – with all the work potentially going to an outside vendor. Employees and managers were challenged to not only justify the $5 million required to move to another location in Auburn, but to build a business case that would show the need for their existence well into the future.

Boeing employees responded with determination and innovations that not only preserved CTSC, but resulted in it being deemed a “Center of Excellence” that all other Northwest Boeing plants are expected to utilize.

Their new ‘kitting’ process delivers full service to hourly mechanics, thereby making them more efficient and productive, while creating additional work for our members at CTSC. IAM Work Transfer Site Representatives Sherrie Williams and Larry Kuebler recognized the potential for IAM jobs by having our members build, deliver and manage kitting, and helped develop the business case that landed this work package. They met with all affected employees and ensured that everyone understood their changing role in the process.

Business Rep Tommy Wilson, who represents the shop, noted: “CTSC had to change to survive or Boeing would have come to the area that Joe could possibly perform.

Options Offer Alternative to Layoff

Without the help of his Union, Joe Stephens would not be on the active Boeing payroll today. He credits Union Stewards Jared Moschikau and Ken Ingleit with finding alternatives that placed him in another job. In addition, these Stewards also ensured Joe received the seven weeks of unemployment benefits he had coming – per the contract.

Because he had served as Steward in the late 1980’s, Joe wisely requested Union representation when he was called to a meeting with management and HR. Joe suspected the meeting would result in a medical layoff. His suspicions were confirmed when the Company produced paperwork to that effect.

Instead of processing the medical layoff, the two Stewards tag-teamed and questioned management on other jobs in the area that Joe could possibly perform.

Continued on page 12

Don Fererro (l) shows Business Rep Tommy W Wilsson how the new kitting process at the Cutter Tool Service Center in Auburn has saved jobs. Some toolroom clerks have been reassigned to perform kitting functions.

Continued on page 3

Lobbying Olympia to Preserve Aluminum Jobs

Our message in Olympia this year remains the same as last year: JOBS! With the 7E7 secured for Everett, the legislative effort this year turns to saving our final two aluminum factories in the state – the Wenatchee Alcoa Plant and the Intalco Plant in Ferndale.

These are good paying, family-wage jobs located in rural areas of the state. Like, Boeing jobs, they are not easily replaced.

Continued on page 4

District 751 President Mark Blondin sent a letter to every member of Local 1123 urging them to contact their legislators to request support for House Bill 2339 and Senate Bill 6304. These bills would provide temporary tax incentives to preserve jobs at the two remaining aluminum plants in Washington until lower BPA rates can go into effect in late 2006. Members there know all too well the consequences should the bills not pass.
These Two Members Are Priceless Jewels

By Lucille Anderson and Len Charleston
Human Rights Committee

The 1940’s constituted a great awakening in America. We experienced the beginnings of a togetherness not seen before in this great nation. Our ability to live out the meaning of our creed had begun to conform us in a way never before noticed on such a wide scale and involving so many different folks. By 1942, America had become the cohesive country that one Japanese general had warned his nation about. In some areas, the color line had begun to crumble. It was being chipped away by the need to work together; our survival as a nation greatly depended on this.

It was in 1942 when Pearl Armstrong started her career at the Boeing Company in Wichita, Kansas. A career that spanned over forty years, and ended in 1985. In those days (1942), her pay was sixty-seven cents an hour on second shift.

Mrs. Esther Donahue started her career at Plant II in 1943 and retired in 1989. Mrs. Donahue was a riveter, who was also allowed to back rivets.

Mrs. Donahue recalled, “In the war years, people were in awe of the Boeing Company like cattle.”

These two women, though not allowed to join the union and reap the benefits of being in a union, did their duty and pressed through the invisible and sometimes inactive color line. Mrs. Anderson and Mrs. Donahue are two of many African American women who have gone almost unnoticed.

When we hear the term “Rosie the Riveter” what comes to mind is usually a worker. When we hear the term “Rosie the Riveter” what comes to mind is usually “African American Rosies” which will feature various distinguished speakers, including IAM International President Tom Buffenbarger. In addition, the conference will offer educational workshops and is open to the month. They had to have this permit with them at all times while working in the factory. She estimates during this period the African American population was working at Boeing to around five percent. There were no African American leads or managers that Mrs. Armstrong had ever seen. She did have her own experience of working at Boeing in the 2002 IAM/Boeing contract (that was renegotiated for the IAM members). We proposed in negotiations that current and future leads be offered training in these skills, and we offered to engage the IAM/Boeing Joint Programs to facilitate this training. If Boeing can send all their managers to soft skills training, why not send the IAM leads? Our counterpart proposal not only had an education piece, but a seniority piece, as well. Once you took the necessary training, you were ranked by seniority. Then the most senior trained individual would get the chance to be the lead over his/her peers. It was a fair and equitable counterproposal.

Rosie’s War: The Fight for Workers’ Rights

“A Workers’ Rights History Conference”

Saturday, March 27

Sponsored by Machinists Union District Lodge 751, Human Rights Committee, Women’s Committee and Labor History Committee
Registration 9 a.m. Conference 10 a.m.-4 p.m. $10 pre-registration fee includes lunch. $12 @ door

Rosie did her part. Now we want YOU to do yours! Attend this very informative event, which will feature various distinguished speakers including IAM International President Tom Buffenbarger. In addition, the conference will offer educational workshops and is open to anyone interested in learning more about our history and the impact on workers rights.
IAM Endorses Christine Gregoire for Governor

Two of the state’s largest unions (SEIU and AFSCME State Council 28) joined District 751 at a press conference to announce the early endorsement of Christine Gregoire for Washington State Governor. Together, these Unions represent approximately 145,000 Union members in Washington State.

Late last year, the Union polled all members attending the eight monthly local lodge meetings, as well as a District Council meeting and a retiree club meeting. Those results helped determine who we endorsed.

District 751 President Mark Blondin declared, “Throughout her career, Christine Gregoire has delivered real results to the people of Washington state and become a true champion for working families. She has shown time and time again that she has the courage and independence to stand up and fight for Washington families – whether it is taking on the pharmaceutical companies or fighting to keep Boeing jobs - she has always been there for us. Christine was there for us last year working hard in the fight to land the 7E7 in Everett and keep a strong aerospace industry in Washington. She is all too aware that we have watched over 13,000 of our Union members get laid-off from Boeing in the past few years. These people need to find jobs and that is her priority.”

As Governor, her priorities are to get our economy back on track, create jobs, retain and grow local businesses, and deliver affordable health care. These are our top priorities, as well. She has stood up for our retirees with her fight for prescription drug coverage and health care reform. She supports our laid-off members with job creation and increased education, and has fought to keep our active members working. Throughout her career, there has never been a time that we have called her, that she hasn’t been there to help.

We need a leader that will bring people together to get results. That leader is Christine Gregoire.

Members Deluge Olympia to Preserve Jobs

Continued from page 1

pass. They not only responded, but got family members, friends and neighbors to make calls, as well.

District 751 Political Director Linda Lanham has been in Olympia every day of the session working the issue. In addition, the District 751 Legislative Committee converged on Olympia to emphasize the message. The 751 Women’s Committee also visited Olympia to help deliver the message on jobs and other important family issues.

The efforts paid off as the House overwhelmingly approved the aluminum legislation by a 92 to 5 vote on February 13. As the Aero Mechanic newspaper went to print, the bill appeared to have widespread support in the Senate, as well. Leaving nothing to chance, District 751 also lobbied Governor Locke to ensure that he would sign the bill into law.

To put the urgency in perspective, consider in 1998, there are fewer than 1,000 direct jobs in the state. In 2001 when power rates escalated, but through an agreement with Chelan County PUD, Alcoa continued to pay workers their salary while Alcoa sells production in 2001 when power rates escalated, but through an agreement with Chelan County PUD, Alcoa continues to pay workers their salary while Alcoa sells back their power. With these final two plants remaining, there are fewer than 1,000 direct jobs in the state.

The tax incentives would preserve these family-wage jobs until the BPA’s current rate period ends in 2006, after which rates should be lower (which increases the likelihood of aluminum production and greater employment). If the two remaining plants can continue to operate or maintain a trained workforce until energy rates become more affordable in 2006, they are likely to continue providing energy stability and high wage jobs in rural Washington for many years.

As a press conference on February 23, Machinists were joined by representatives from SEIU and AFSCME State Council 28, in endorsing Christine Gregoire for Governor. The Unions represent 145,000 members in this state.

Local 1123 members Bailey Olin and Barry W right took a moment to e-mail legislators on the importance of saving Alcoa jobs.

Business Rep Zack Zaratkiewicz (l) discusses the importance of MNPL participation with Stewards Steve Foster and Phil Larvie (r).

MNPL Drive Begins

Continued from page 1

This is the most critical time for working people of this country. Our top issues – jobs, industrial policy, health care, pensions/retirement – ALL must be addressed in the political arena, as well as at the bargaining table. Only by working through the legislative arena at the local, state and federal level did we succeed in landing the 7E7 – MNPL was an integral part of that success.

THE TIME IS NOW, RIGHT NOW to bring these jobs back to America and get our country moving forward again.

How can you help? Sign a payroll deduction card for $1 or more per month. Cards are available through your Steward or at any Union office. Donating $7.51 or more per month enrolls you in the prestigious 751 Club. Special events honor 751 Club members including a dinner dance where you and a guest are invited to dinner, a night of dancing, and a chance to meet various state and federal officials.

THE TIME IS NOW, RIGHT NOW to do what is right for your family. Contribute to MNPL and let’s all get to work.
Stewards Offer Options that Saved Member from Medical Layoff

Continued from page 1

Following the meeting, the Stewards interviewed members and checked the work in the area against Joe’s medical restrictions. As in every shop, the work assignments within the same job title vary considerably — making it possible to find numerous work packages Joe could easily perform.

Next, the Stewards met with second level management and proposed several different job options that would keep Joe on the payroll. Management supported their recommendations and passed the ideas on to the Boeing medical panel.

Yet the Union assistance didn’t end there. Joe was cleared to return to work on December 23, which meant he was entitled to the holiday pay. When he mentioned to the Stewards that the holiday pay was not on his paycheck, they immediately corrected that problem as well.

Business Representative Emerson Hamilton noted, “Ken and Jared did an excellent job representing the member. They investigated the work in the area, offered viable alternatives, and followed through to ensure he remained on the payroll. The Stewards’ efforts ensured that a 24-year member did not have to go searching for a new employer at this point in his career.”

Steward Ken Inglet reported, “It was hard to imagine that their premise for the medical layoff was based on an eye condition he was born with (myopic vision). They claimed the work statement had changed, and he could no longer perform the determining duties. This is an employee who has 24 years with Boeing. Never before had his vision been an issue, and it shouldn’t have been an issue now. Because I work in the shop, I knew there were plenty of assignments he could and had performed in the past. Instead of providing just one option, we offered several — making it tough to justify not placing him in one of those assignments.”

Joe added, “Without the Union, I would be on medical layoff. It was great to have such competent Stewards, who knew what jobs were available and could put together a viable solution.”

District 751 and the locals collected numerous awards for top contributions to MNPL. Lto R: Bruce Spalding, Dan Meddaugh, Gloria Millspaugh, Mark Blondin, Don Morris, Mark Johnson, Clifton Wyatt, Mark Blondin and Gary Wagner.

High Turnout for Democratic Caucuses

Thousands of citizens exercised their right to take part in selecting the next Democratic U.S. Presidential candidate by participating in the Democratic Precinct Caucuses held on Saturday, February 7. Over five times the normal turnout showed for this event — demonstrating the wide-spread concern with the current administration and the economy of this country.

District 751 members and stewards participate in the selection process — with many taking part in the caucuses for the first time and getting elected as delegates. Long lines stretched from the doors of the precinct meeting places all around the state.

751-reitreer Rose Laffoon has hosted presidential caucuses in her home since 1992. When Rose retired in 1985, she moved to Shoreline and decided to get involved in politics to meet others in the area. Like in years past, Rose dutifully posted signs about the caucus time and location throughout her neighborhood, as well as calling area residents to encourage their participation. However, this year she saw a dramatic difference. In the past, 12 people might show up, but this year she had over 70 people in her house — making it challenging to accommodate the crowd.

Rose exclaimed, “I was excited to see so much interest in the race this year. I hope it will translate into higher voter turnout in the General Election. The caucuses at my house spurred a lot of debate, and I saw many people change their minds after listening to other voters. People were definitely determined to turn out this year.”

Senator Cantwell urges extension of benefits

District 751 President Mark Blondin joined U.S. Senator Maria Cantwell at a press conference on February 23 urging President Bush and Senate Republicans to grant Congress extension of unemployment benefits. Many unemployed workers also attended the conference, including two laid-off 751 members: Todd Small and Maureen Hoff.

Senator Cantwell is leading the fight in the Senate to extend benefits to thousands of laid-off American workers.

Cantwell declared, “More than a dozen times my colleagues and I have asked the Senate to extend the federal unemployment insurance program, and each time Republicans have objected. In the meantime, Congress’ failure to act leaves 90,000 more unemployed workers each week out in the cold without any help. Until this failure to act leaves 90,000 more unemployed workers each time Republicans have objected. In the meantime, Congress’ failure to act leaves 90,000 more unemployed workers each time Republicans have objected. In the meantime, Congress’ failure to act leaves 90,000 more unemployed workers each time Republicans have objected. In the meantime, Congress’ failure to act leaves 90,000 more unemployed workers each time Republicans have objected. In the meantime, Congress’ failure to act leaves 90,000 more unemployed workers each time Republicans have objected. In the meantime, Congress’ failure to act leaves 90,000 more unemployed workers each time Republicans have objected. In the meantime, Congress’ failure to act leaves 90,000 more unemployed workers each time Republicans have objected. In the meantime, Congress’ failure to act leaves 90,000 more unemployed workers during retraining, they are rejected because they have no experience. That is why the federal extension on unemployment is so important. It is a safety net to help these individuals get back on their feet — many of whom are without a job for the first time in their life.”

Photo by Rod Mar/Seattle Times. Special to Aerospace. Rose Laffoon, a 50-year 751 member, had over 70 people at her home for the Democratic caucus. In the past, she never had more than 12 attend.

Cantwell urges extension of benefits

District 751 President Mark Blondin speaks at a press conference with U.S. Senator Maria Cantwell urging Congress to approve extending unemployment benefits.
What Is the Grand Lodge Convention?

Every four years, a handful of 751 Union members are elected to represent our concerns at the “Grand Lodge Convention.” Most members probably never give it much thought and assume it is just another convention. Yet it sets policies and procedures to guide our Union.

What is the Grand Lodge Convention?

The Grand Lodge Convention and our elected delegates have a very important job. These individuals will make changes to the IAM Constitution, which outlines the structure and rules guiding this Union. In short, these individuals will shape the future of the Union and debate the programs and develop policies that will guide us in the years to come.

How Delegates Are Selected

Each Local Lodge is entitled to convention delegates based on their membership figures. Delegates are nominated at the April Local Lodge meetings and elected on the day of the May Local Lodge meetings (see nomination below). All members in good standing with at least one year of membership are eligible to run as delegates.

How Convention Action Impacts Members

At each Convention, the top priority of 751 delegates has been increasing the strike benefits. The weekly strike benefits, and the rules for distributing them, are governed by the IAM Constitution. While the Constitution also dictates a number of other policies directing the Union, the strike benefits are what is near and dear to every member that has walked a picket line.

Delegates to the 2000 Convention succeeded in getting incremental increases to the strike benefit. Prior to that the last increase was at the 1988 convention when benefits went up $75 per week to the $100 a week. District 751 convention delegates were instrumental in getting those increases approved.

Delegates are encouraged to submit suggested Constitutional changes (forms are available at any of the Union offices beginning in April). Each Local Lodge convenes a committee to review any suggested Constitution changes from their Local Lodge meetings (see nomination below). The committee then approves/disapproves recommended changes. The Committees then compile a formal request to Grand Lodge no later than 90 days prior to the convening of the Convention. Deadline for resolutions to be submitted to Grand Lodge is June 20.

What We Accomplished in 2000

A few of the resolutions passed at the 2000 Convention:

- Weekly strike benefits increased to $115 effective 1/1/01, and $125 effective 1/1/03.
- Issue a combined notice of nominations and elections 60 days prior to the election, including absentee ballots.
- Allow International President to modify Local Lodge election procedures, under extraordinary circumstances, to provide members an increased opportunity to participate.
- Require all Local Lodges to affiliate with AFL-CIO state organizations & central labor councils.
- Combine Conductor-Sentinel positions and recommend each appoint a Locals A, C, E & F: 201 “A” St. SW; Everett - 8729 Airport Road; Renton - 233 Burnett Ave. N.; or Seattle - 9125 15th Pl. S. Office hours are 8 a.m. to 5 p.m. (NOTE: Auburn, Everett and Renton offices are closed for lunch from noon to 1 p.m.)
- For Locals 86, 1951 and 1123: 4226 E. Mission, Spokane, WA 99202 (Office closed for lunch from 1 to 2 p.m.)
- If you have any questions on nominations, absentee ballots or the election, call Secretary Treasurer Bruce Spalding at 1-800-763-1301, ext. 3310.

At the 2000 Convention, 751-F delegate Kevin Mims wrote a resolution regarding international trade and worker’s rights that passed unanimously.

For each Local Lodge meeting in May, 2004, pursuant to Article II, of the IAM Constitution.

NOMINATION QUALIFICATIONS:

Accordance with IAM Constitution, delegates to the Grand Lodge Convention must be a member of the Local Lodge in good standing of a Local Lodge affiliated with District 751 for one year at the time of nomination. This qualification shall not be required of a member working at the trade because of a strike, lock-out, discrimination or temporary physical disability or to members who are on paid retirement due to a retirement card or an exemption card.

Candidates are encouraged to have attended at least 50% of the meetings of his/her Local Lodge during the 12-month period ending the day of nominations.

NOMINEES ACCEPTANCE:

All nominees, who are nominated at the meeting must sign an acceptance card for the position nominated for, and it must be returned to the Recording Secretary of their respective Local Lodge by the end of the nominating meeting.

ELIGIBILITY TO VOTE:

All members in good standing, members whose dues are paid through the end of March, 2004 or retired Union members, are eligible to vote in their respective Local Lodge election.

ABSENTEE BALLOTS:

Absentee ballots shall be issued in accordance with the IAM Constitution. In order to qualify for an absentee ballot, ONE of the following conditions must be met:

1. Must reside more than 25 miles from the designated ballot place; or

2. Must be confined with verified illness; or

3. Must be on vacation; or

4. Must be on official IAM business approved by the Union; or

5. Must be on approved employer travel assignment outside the area; or

6. Is on Reserve Military Leave; or

7. Is on qualifying family leave.

Any member entitled to receive an absentee ballot shall make a written request, stating the reason. An absentee ballot request must be mailed singly, or personally delivered by the member, not later than 10 days before the election to the following locations:

For Locals 751-A, 751-C, 751-E & 751-F: Auburn - 201 “A” St. SW; Everett - 8729 Airport Road; Renton - 233 Burnett Ave. N.; or Seattle - 9125 15th Pl. S. Office hours are 8 a.m. to 5 p.m. (NOTE: Auburn, Everett and Renton offices are closed for lunch from noon to 1 p.m.)

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March 2004 751 AERO MECHANIC
Members Drive QTTP Services Offered

No one knows your job as well as you do, and no one knows what training would help you to do your job better than you do. With that philosophy the IAM/Boeing Quality Through Training Program (QTTP) has organized two more Skill Advisory Committees in the central Puget Sound area.

Curt Thorfinson and Gary Cotton, QTTP representatives, have worked diligently in Renton and Seattle to pull together some highly motivated and dedicated hourly IAM members and first line supervisors. The committee members are charged with identifying training needs, enhancing the skills of hourly workers, and working with QTTP to identify best-practice methods of delivering training.

The Renton Quality Assurance Advisory Committee represents both the 737 and 757 programs in wings and final assembly. One of the main jobs of committee members is to communicate with the other inspectors in their area to truly represent the voice and needs of their shop floor.

The PSD (Propulsion Systems Division) Advisory Committee represents a cross section of hourly skills in that shop. In addition to working with the Advisory Committee, QTTP is assisting in the development of an Employee Development and Resource Center, and pulling together a Training Council to coordinate required training within production schedules. There is also a QTTP Career Advisor on-site a couple days a week.

It is felt that the input from the shop floor along with the support of senior management will ensure the success of these two committees.

Stu Campion, an hourly member on the PSD Committee noted, “Not only is this an opportunity for all IAM members to use this training and skill building to become more efficient at work, but also to take their new found education home to improve their personal lives as well.”

Special thanks to those who stepped forward to serve on the committees. PSD Committee: Scott Salo, Stu Campion, Chuck Eaton, Phil Pearson, Leo Dudley, Sharon Zimmerman, Barb Stewart, Curt Thorfinson and Gary Cotton.

Renton members: 1st Shift: Mark Pelton, Janet Beard, Elaine Ball, Dave Daughtery, Barry Shoek, Laurie Benak, Tammy Humphrey, and Curt Thorfinson. 2nd Shift: Kevin Mims, Bill Malone, Paul Snape, Bill Fitz, and Gary Cotton.

At the initial meeting, PSD Advisory Committee members offer suggestions on ways to better meet employee training needs.

Conference Aims to Share Information/Increase Safety

Addressing safety problems, sharing solutions, expanding knowledge and communicating successes and failures brought Workplace Services and Equipment Services Safety Monitors together for the first of three day-long training sessions to be held this year.

Sponsored by SSG, SHEA, and the Health and Safety Institute (HSI) and hosted at the Seattle Machinists Hall, the meeting started with a presentation by Terry O’Brien of Workplace Services and Larry Monger on the status of the Company’s multiple energy source placarding initiative. These placards, the design of which must be agreed to by the Union, will be placed on all equipment with multiple sources of energy. This is an effort to ensure that all equipment is totally de-energized before maintenance is performed.

Other activities included a presentation on “Being a Safe Person” given by Ray Clozure of Argus Pacific. Additionally, a challenge to design and build new Lockout Boards for the HSI Mobile Training Lab was raised. Open to all Workplace Services and Equipment Services employees, the board designs are due at the next meeting, to be held at the Seattle Hall on June 25. By bringing employees together from throughout the region, they were able to share information and the best practices to increase safety.

Any questions or comments can be directed to Minde Sunde, HSI Union Program Manager 425-393-9291.
COMMUNITY SERVICE

Members Improve Life for Others

 RANDY HAVILAND, MAUREEN HOFF, LEE HUNTZGER, BONNIE LEWIS, GERRY MILLER, STEVE PARSLEY, JASON REDRUP, HARVEY RITLAND, JOHN SAYWERS, STEPHANIE SAYWERS, DON SLOVE, DAN SWANK, SANDY TORFIN.

TACOMA MISSION: GARY BOUCH, VENNIE MURPHY, JOSEPH QUALLS, BARB STEWART, STOSH TOMALA

Puyallup Ramp: Heather Barstow, George Braun, Mike Burleson, Mike Burleson, Jr., Howard Churchill, Chuck Craft, Ed Lutgen, Nick Lutgen, Rick McKinney, Vennie Murphy, Brian Pankratz, James Trimble, Douglas Young.

West Seattle Ramp: Bruce Bob Anderson, Patsy, Jon Holdren, Garth Luark and Duane Roop.

751 volunteers recently spent a Saturday building a wheelchair ramp at the home of a retired 751 member.

Volunteers serve food at the Everett Gospel mission the second Sunday of every month.

Volunteer Recognition Program

Potluck Banquet & Awards Ceremony

Saturday, March 20th - 5 to 7:30 p.m. - Seattle Union Hall

Bring family and friends for this fun-filled evening that recognizes the members who so willingly volunteer their time. Bring a hot dish, salad or dessert – the Union will provide the meat and beverages. RSVP to 206-764-0340.

Members in Everett are working together to raise money to help a Union brother during his time of need. Kent Pohren, an Everett mechanic, has been off work since last April battling brain cancer and will be out for some time more. After the surgery, he now has a 50 percent chance of survival.

Union steward Ray ‘The Bison’ Meduna (who is a Pro-Competitive Speed Eater) will put his eating skills to use to raise money for Kent and his family with a Doughnut Eating Fundraiser on March 5 at 8:30 p.m. at KSWD radio (FM).

Ray noted, “Kent has exhausted almost everything they have to survive. What impresses me with Kent is that he is an excellent father to his three young children, a good husband and a very good employee who host their relatives also must apply. The limit to the number of job shadow hosts will vary by site.

Those who would like to host a Junior Achievement student or their relative for this experience should apply online at: http://community.web.boeing.com/nwregion/jobshadow. Application deadline is March 1.

Each student will spend four hours observing and asking questions during the job shadow. This design is intended to help students with career planning by providing a real-world experience in the workplace.

Union steward Tony Perry, who has worked closely with 751 members who so willingly volunteer their time. Bring a hot dish, salad or dessert – the Union will provide the meat and beverages. RSVP to 206-764-0340.

Volunteer for community service projects.”

Jerry Beckendorf Community Service Scholarship

Children of Union members in Pierce County have an opportunity to earn a unique scholarship for their community service efforts – the Jerry Beckendorf Community Service Scholarship. Jerry was a long-time community leader who retired from United Way of Pierce County after working 15 years as the United Way and Pierce County Labor Council’s Labor Liaison. His commitment and efforts to build a better community have made an impact in the lives of countless people. The Jerry Beckendorf Community Service Scholarship encourages future generations of union activists and volunteers by recognizing outstanding student volunteers.

Jerry Beckendorf, noted, “The scholarship was a nice way to honor Jerry’s work over the years, while promoting young people to get involved in community service. Many of our union members already bring their children along when they volunteer for community service projects.”

Jerry Beckendorf Community Service Scholarship application must be returned by March 16, 2004. You can obtain a scholarship application online at www.uwpc.org/partners/beckendorf.htm or at any of the Union offices.

‘Boost’ A Good Cause - Join ECF Booster Team

Puget Sound area unions have pulled together again to help promote the Employees Community Fund (ECF). The purpose of this ECF Union Team is to get more union-represented employees interested in becoming boosters or get involved in other ways to support this year’s campaign.

Each site is looking for volunteers to serve as ECF boosters during the two-week campaign (May 3-14). Boosters will thank co-workers for past community support, answer questions about ECF, and ask for contributions via payroll deduction. Training will be provided (no experience is necessary). If you can’t commit the full two-week period, shorter periods can be arranged. See chart below for Boeing Booster contacts for the various sites. Representing IAM on the ECF Union Team are: Renton - J.C. Zaratkiewicz; West Corridor/Kent (Seattle) - Paul Knebel; Frederickson – Tommy Wilson; Auburn – Emerson Hamilton; Everett – Jackie Boschk.

Contributions go to help people needing services of local community nonprofit health and human service organizations. For more info, visit http://community.web.boeing.com/nwregion/ and click on booster information or call the appropriate contact.

Volunteer Program Potluck Banquet & Awards Ceremony

Saturday, March 20th - 5 to 7:30 p.m. - Seattle Union Hall

Bring family and friends for this fun-filled evening that recognizes the members who so willingly volunteer their time. Bring a hot dish, salad or dessert – the Union will provide the meat and beverages. RSVP to 206-764-0340.

Members in Everett are promoting a fundraiser to help Kent Pohren in his battle with brain cancer.

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As February drew to a close, the Union said goodbye to a dedicated individual who made Union service a top priority for over three decades. Larry Monger retired after serving 25 years as a Business Rep.

During that time, he saved many members’ jobs, protected members’ rights on a daily basis, enforced the contract, negotiated meaningful language promoting safety, offered support and advice to countless members, as well as volunteering for community service projects—all with the goal of improving the quality of life for others.

It was this goal to make life better for others that drove him in both his business and personal life. Beyond his extensive Union activity, Larry has also been very active in his church and in the 32nd District Democrats.

Upon retirement, Larry and his wife Jeanne plan to travel the country, as well as spend more time with their two children – Cindy (who lives in Bellingham) and Janice (who lives in New York).

Stevens Retires After 25 Years as President

As Local Lodge 86 officers accepted the oath of office in January, Retiree “Steve” Stevens proudly administered the oath rather than taking it. For the past 25 years, Steve has served as President of Local 86—providing stability and leadership to the Spokane Lodge. With his retirement from Cummins Northwest, he immediately became active in the Union. In fact, he was nominated for an office before he could accept a position because of the one-year membership provision. As soon as his one-year membership was completed, he was elected Trustee and then moved on to Recording Secretary. In 1979, he won his first term as Local Lodge President, and has continually served in this capacity since that time.

Steve first joined the Machinists Union in 1973 when he went to work for Cummins Northwest. He immediately became active in the Union. In fact, he was nominated for an office before he could accept a position because of the one-year membership provision. As soon as his one-year membership was completed, he was elected Trustee and then moved on to Recording Secretary. In 1979, he won his first term as Local Lodge President, and has continually served in this capacity since that time.

Steve noted, “In my first election as Local Lodge President, I won by one or two votes, and that is when we had to run for election every year.”

As he demonstrated this leadership and became more well-known to Union members, the election margins of victory grew until he basically ran unopposed in the final elections. In an effort to get additional Union members involved, Steve purposely chose not to be the strawdog in shop, although he did serve on the Union negotiating committee for several different contracts.

Yet his service to the membership goes far beyond holding Local Lodge offices. Over the years, Steve served on the Executive Board of the Spokane Labor Council, Executive Board of Washington Machinists Council, Grand Lodge Convention Delegate, Trustee of the Metal Trades Trust (which provided health care to various Union contracts), as well as being elected Vice President of District Lodge 130 (before the merger with 751). In addition, Steve worked on all kinds of organizing drives and filled in as Business Rep for three separate time periods, which included negotiating several contracts. Steve was also very active in the political arena, helping on various campaigns, getting out the vote and attending the Democratic Convention as a delegate.

Steve noted, “My most memorable moment with the Union was swearing in my son as a member when he went to work at the Spokane Boeing plant.”

His Union contribution won’t end with his retirement. He is looking forward to organizing a Retiree Club for Local 86, which would operate similar to the one in Seattle. In addition, he will devote more time to his hobbies—raising miniature horses and collecting and restoring antique tractors. One thing is certain, Steve’s dedication and commitment has made a tremendous impact on so many lives.

Priceless Jewels

Continued from page 2

one issue with the way that African Americans were consistently given low scores on their periodic evaluation sheets. African Americans, per her recollection, were never promoted during that time. During the war years when Mrs. Armstrong started, she was assigned to work the skins and the countersinking of parts. She received just two weeks of training. Whenever she was asked to help or she requested additional training, the men would, without reservation, come to her aid. If there was something to lift or carry that was obviously too heavy for a woman, the men were there to help.

Both Esther Donahue and Pearl Armstrong simply stated that the men at Boeing out on the shop floor would treat the women accordingly. They always carried themselves as ladies, and that is how their male co-workers treated them.

It is somewhat a shame that the era that came alive to the needs and requirements of a nation, has given way to the effortless attempt to gather to ourselves a notion of self importance. The common goal of victory did for a time put the human and individual agenda of racism and sexism down. It was one brief moment in history when we all had to work together for the greater good of all. That environment is descriptive of the statement “The Whole Is Greater Than The Sum Of Its Parts”. This statement must be held in some esteem because no one of us is greater than all of us.

This is why it is so desperately important that we look at our history as a Union, and as a Company, and be thankful that workers over half a century ago did put aside petty concepts, ideologies, and illusions about one another and were able to work together for the collective good of the common masses—namely liberty and justice for all. A free country is not free until all can live in the peace and harmony we all desire.
February Club Minutes

by Mary Wood, Retired Club Secretary

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

Roll Call of Officers: All officers were present, except Al and Cherie Menke. Minutes were accepted as printed.

Communications: Read a letter from IAM Director of Retiree Department Marie Cardone on the importance of getting retired members involved in the Presidential election. Encouraged all to step forward and volunteer to help in this critical election year.

Financial Report: The Financial Report was accepted as read.

New Members: The Club welcomed Irene Balch as a new member.

Health & Welfare: Il bro and sisters this past month included: Albertha Mayfield, Fred Deacon.

A moment of silence was held for the following members who have passed away: Grace Barry, Rudolph Braycich, Monica Camdore, Eugene Cummings, Bernard Di Vincenzo, Franklin Earl, Conrad Forness, Stephen Gibbon, Hazel Jones, Janina Kucinich, Robert Quigley, Gordon Rowe, John Scharer, Herbert Sohn, Madeline Vandercook, Merlin Wallace, Ora Whitney. Sympathy cards were sent to the families.

Calendar of Events:
- March 1: Prosser T-Board Band
- March 8: Business Meeting
- March 15: Video
- March 22: Bingo - pot luck
- March 29: Pie Day

Good and Bad News:
- Merla Gines suggested that we make an effort to get people registered to vote. One suggestion was to take a couple of blocks in our neighborhoods. She will have the forms available at the Retired Club Monday morning get togethers. Remember, if you have moved, you need to send in a change of address.

The next Retired Club bus scheduled to the Lucky Eagle Casino is April 21. For more information, contact Betty Ness at 206-762-0725. Business Rep Susan Palmer, announced the upcoming Workers’ Rights History Conference on Saturday, March 27 from 10 a.m. to 4 p.m. at the Seattle Unit Hall. The conference is sponsored by the Human Rights Committee, Women’s Committee and Labor History Committee and will feature distinguished speakers including IAM International President Tom Buffenbarger. The title of the conference is “Rosie’s War — The Fight for Workers’ Rights!” Each committee will lead a workshop to examine and discuss the history of workers’ rights from three different points of view. In addition, we will have informative speakers, informational presentation, information from other labor groups, and a special presentation by International President Tom Buffenbarger. $10 registration fee is waived for retirees. Lunch is included.

Retirees Social: Congratulations to the following members who retired from Boeing:
- Roger Argyle
- Dean Bixler
- Floyd Black
- Neal Cantrell
- Gary Capitant
- Laureen Carlson
- Barbara Deseranno
- Mark Fennell
- Cicelia Ghisholt
- Victor Guerra
- Richard Hagerty
- Jerry Hayes
- George Hernandez
- Barbara Houston
- Keith Kinnen
- Dale Krug
- John Lacey
- William Lain
- John Larson
- Edwin Maxwell
- Ralph Mensching
- Richard Meyers
- Paul Moody
- Beaupre Pierre-Antoine
- Frank Pogany
- Salvador Patriarca
- Tharmam Reddy
- James Robbins
- Bruce Schauss
- Billy Sidel
- Michael Sorensen
- Violet Stumpf
- Cheryl Swan
- Marlena Togauer
- Philip Truell
- Ronald Welch


Local 519: From Fibre: Jackie O’Dell, Willie Groce, Harold Byers.


Those attending the 11 a.m. Monday Retired Club Meetings at the Seattle Hall are treated to a free lunch at noon every week.

Retiree Participation is Key to Election Success

by Carl Schwartz, Retired Legislative Chair

Most of us have seen the February 7 Washington State Democratic caucuses results:
- Kerry 49% Dean 30%
- Edwards 7% Clark 5%
- Kucinich 8% Uncommitted 1%
- Al Sharpton less than 1%

To those who participated in the caucus — joining a RECORD 200,000 Democrats in our state — you are part of the second steps in our system.

The Republican party caucuses will be held on March 9.

Rose LaFloon, a long-time member of 751-F, was featured with a nice article and picture on the Democratic caucuses in the Sunday, February 8 Seattle Times.

One of our members pointed out the State Legislature was considering a bill to require some type of test for seniors to drive when they renew their driver’s license. It will not be voted on this session, but we need to be aware that this type of legislation is being thought about. We all want safe and competent drivers on our roads, but we can question the need for more or “special” requirements based on your age alone.

We have received a report from our National Alliance for Retired Americans on the Prescription Drug Plan passed by Congress. The report points out that, among other things, people now paying up to $4,000 a year for prescriptions will pay MORE under the new Plan (see chart right).

Alliance Slams Misleading Medicare Ads

The Alliance for Retired Americans is demanding a hall to the Bush administration’s misleading advertising campaign to promote the new Medicare prescription drug plans.

The taxpayer financed campaign, entitled “Same Medicare—More Benefits” will spend more than $12 million to sell a program the Alliance has called “hopelessly flawed.”

“The use of these ads by the Bush administration to ‘rebut criticism’ of the fatally flawed Medicare drug plan is designed to distort the facts and further confuse seniors,” said Alliance Executive Director Edward F. Coyle.

“It’s proof that those who choose profits over people will stop at nothing in their continued drive to shortchange seniors in favor of rewarding HMO’s, drug companies and wealthy special interests.”

Again, to those that participated, or will participate in the caucuses, thanks for your efforts. This year, as we all know, we see possibly the most important elections of our lives — not only for President of the United States, but also for Congress and all the state offices also. And we will be part of the decision process!

Picking Seniors’ Pockets

The following are estimated out-of-pocket costs for Medicare beneficiaries under the new Medicare Reform:

<table>
<thead>
<tr>
<th>Current Year Drug Costs</th>
<th>What You Pay Out-of-Pocket Under New Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>$100</td>
<td>$589.74</td>
</tr>
<tr>
<td>$250</td>
<td>$713.59</td>
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<td>$4,012.08</td>
</tr>
<tr>
<td>$4,000</td>
<td>$4,104.47</td>
</tr>
</tbody>
</table>

Figures are projected for the year 2003 and based on an estimated $35 monthly premium, $225 deductible and 25% of the cost of prescriptions between $250 and $2,500; 100% between $2,500-8,000; and 5% above $8,000 — the catastrophic limit. Figures also factor in an expected 17% annual increase in drug costs (the average the last two years).
**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 pre-printed. Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-printed.

**FURNITURE AND APPLIANCES**

ROUNDING ROOMS SIT – with chair. Maple with leaf. 42” x 60”. Make offer. 365-5574.

KITCHEN AID OVEN/STOVE – drop-in type. Self cleaning. 4 cast iron burners on black glass top and black oven front with window. Works and looks like new. 250-615-4125.

MAPLE COFFEE TABLE w/ drop leaves. Beautiful finish. From 1940’s. 425-255-7963.


DESK – cherry wood with brass handles. Excellent, cond. drawers on both sides including middle (Total). 24” x 48” x 50. 255-255-7963.


LARGE WOODEN DRESSER – 60” x 20” with mirror 48” x 32”. Cond. blonde wood. Large draws. Must sell! 425-255-7963.

BURL WOOD COFFEE TABLE. 255. 631-5657.


MOVING SALE – Carra marbele table with glass top coffee table and matching end table $350 OBO. Black, mirrored, lighted stereo cabinet and bar $900. Solid – hunter green, real leather $650 OBO. Like new. Was the fancy furniture that nobody could use. 426-857-1616.

CALL FOR ALL YOUR UPHOLSTERY NEEDS – 206-551-4701.

CHINA Hutch/entertainment center. Used. Good condition. 300-897-0091.


BRAND NEW GAS KITCHEN PLATE and cabinet and bar $900. Sofa- hunter green, real leather $650 OBO. Like new. Was the fancy furniture that nobody could use. 426-857-1616.

CALL FOR ALL YOUR UPHOLSTERY NEEDS – 206-551-4701.

CHINA Hutch/entertainment center. Used. Good condition. 300-897-0091.

**ELECTRONICS & ENTERTAINMENT**


CD-ROM DRIVE – Newcom 16’s, used but in good condition. Asking $20. 425-432-6154 (10 AM – 8 PM).

CAR ALARM WIRELESS ENTRY. New in box. Comes with remote, sensor, impact sensor, etc. Carflash park, lights, mirror, remote, more. All manuals included. Limited warranty $60. Installation available.

425-207-4386 or 207-7782.

**BOATS**


89 EVINRUDE – 6 HP, two-stroke, OB, medium shaft, proped for use as a tender motor. Starts right up and runs well. 206-276-3784.


BOEING BOAT CLUB seeking new members. Group cruises, parades, Commodore Boeing plant & very accessible to downtown Renton area. 425-226-8598 or 206-579-3202.

**COTTAGE INDUSTRIES**


WANTED. HOME OWNERS or first time home buyers! NOW is the time to refinance or purchase while rates are low! Call Jessica at Wach Natl Mortgage 206-374-0938, ext 22.

**ANIMALS**

APPALOOSA YEARLING COLT – Registered. Four spots for sale. brothers $2250. 4 yr old Appaloosa gelding – Ready to train $800 or trade for good children’s horse. 360-456-7784.

TACK TO YOU – New horse equipment and supplies at discount prices/overhead. Call 253-884-6688 or email ladypat@earthlink.net.

COCKATEELS – hand fed and tame, orange-faced $45; white-faced $50; albino $60; peach-faced $70 each. 253-770-8060. Calls only after 8 PM.


**AUTOS & PARTS**

TWO GOODYEAR H78-14” belted polyglass studded snow tires on rims. 5-bolts. Gen Motors cars $40/BO. Like new. 425-254-5080.

CAR ALARM WITH 2 REMOTES. Brand new! Can flash park lights, disable starter, lock & unlock doors. Includes sirens, impact sensor, LED, manuals and warranty. Installation available.

253-826-4378 or 206-755-7782.


STANDING COLUMNS REPAIRED – fix that unsafe, loose, tilt or telescopic column today! Call 253-228-3326.


CALL FOR ALL YOUR UPHOLSTERY NEEDS – 206-551-4701.

(2) STUDDED SNOW TIRES – P155/R801 R30. 3800 miles only. Good condition. 206-355-7056.

CAR ALARM WIRELESS ENTRY. New in box. Comes with remote, sensor, impact sensor, etc. Carflash park light, mirror, remote, more. All manuals included. Limited warranty $60. Installation available.

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RX DRUGS from Canada–50% less than U.S. prices! 425-251-8168.
Flight for Sight - Fun Run, Walk & Jog on May 22

Join in the third annual Flight for Sight - Fun Run, Walk, and Jog, to benefit Guide Dogs of America. The event will start at the Everett Boeing Activity Center on Saturday, May 22 with two options:

• 1 mile walk course.

• 5K (3.1 miles) run/walk course is flat and easy.

Saturday, May 22

• Race Day Registration: Race Day Registration: Race Day Registration: Race Day Registration: Race Day Registration: $20 without a t-shirt $25 with a t-shirt (sizes not guaranteed)

• T-shirts will be available and sold out the day of the race only.

Register Info

Name:

E-mail:

Address:

City:

State:

Zip:

Phone:

Pre-Registration by May 16:

$10 without a t-shirt $15 with a t-shirt

Run Day Registration:

$20 without a t-shirt $25 with a t-shirt (sizes not guaranteed)

RESTRICTIONS:

• Prizes will be awarded to individuals with highest degrees in podiatry.

• Return form & checks to: Guide Dogs of America Flight for Sight, 9125 10th Place South, Seattle, WA 98108

 guide dogs and instruction in their use, free of charge, to blind and visually impaired individuals from the U.S. and Canada. For more information on Guide Dogs of America, visit their website at www.guidedogs.org. Guide Dogs in a 501(c)(3) non-profit organization.

How You Can Make A Difference

Raise Pledges - Set your goal. Talk to co-workers, neighbors, and relatives about sponsoring your walk or joining you in the walk. Make it fun by identifying your “pack” with signs, jackets, hats or clever

Sponsor a Runner - Arrive at the Everett Activity Center for registration anytime after 8 a.m. on Saturday, May 22.

• Runners start at 9:30 a.m.

• Walkers start at 9:45 a.m.

• Course closes at noon

For more information contact Ron at 360-623-9850.

www.guidedogs.org

DECAL - I hereby waive, release and forever discharge any and all rights and claims for damages that I or members of my family may incur arising out of any injury to, participation in, and attendance at the Flight for Sight Fun Run, Walk or Jog on May 22 against the IAM&AW or Guide Dogs of America. Signature __________________________ Date: ____________________

Guide Dogs of America was founded to train guide dogs and to provide no-cost mobility programs for the blind and visually impaired. Today, Guide Dogs of America trains and places more than 1,000 guide dogs annually, at no cost, to individuals from the U.S. and Canada. For more information on Guide Dogs of America, visit their website at www.guidedogs.org. Guide Dogs in a 501(c)(3) non-profit organization.

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www.guidedogs.org
Union Efforts Brings $22,000 to Retiree

Thanks to Union efforts, Pat Chambers received retirement payments of $22,000 and is now receiving his monthly retirement checks from Boeing. Pat appreciated the efforts Union Business Rep Ernie McCarthy went through on his behalf in streamlining a long line of miscommunication and paperwork errors.

When Union Business Rep Ernie McCarthy received a call from Pat questioning his status with Boeing, he immediately launched an investigation. He discovered Pat was on medical leave effective February 27, 2001. However, when Pat turned age 70 (in April 2003) that triggered automatic retirement checks (per federal law). Yet the matter was more complicated. Pat had moved to Moses Lake and filed an address change that the Company had somehow failed to register. Therefore, the initial retirement check was returned with no forwarding address. In addition, Pat had not signed any retirement paperwork, which is needed to enroll his wife in retiree medical.

Upon further research, Ernie learned that since Pat was over age 65 at the time of layoff, he was also eligible for back retirement checks to March 2001 (the month following his layoff). Those back payments amounted to $22,000.

Pat noted, “The Union really came through for me. Ernie lit a fire under the Boeing Retirement Office to get me the money I had coming and straighten out the paper work nightmare. In less than a week, Ernie had worked through the mess and ensured Boeing issued a check in the proper amount.”

Unfortunately, the issue went beyond just retirement checks. Pat paid COBRA for his wife’s medical coverage for 18 months – costing him hundreds each month. If he had opted for retirement, he could have simply paid the $20 a month co-pay for virtually the same coverage. Ernie is still working to resolve that issue and hopefully get Pat reimbursed for some of that expense. Pat is still shaking his head at how little information Boeing shared with him when he left the Company. He had suffered an on-the-job injury, which left him on light duty work for some time. In February, 2001, he had a brief meeting with second shift personnel in his area (his HR was in Auburn, even though he worked in Everett) that resulted in his medical layoff. No explanation of available options for retirement, medical, etc. was ever offered, nor was retirement paperwork ever discussed.

After the layoff, Pat lived on his VIP and began making expensive monthly COBRA insurance payments when his medical ran out six months later. He called Boeing insurance a couple times during this period and was alarmed when one representative told him he was on medical layoff and another said he was retired.

Pat noted, “When I got conflicting reports on my status, I immediately called the Union and asked for their help. Ernie did a great job and is still working to resolve some of the medical issues.”

Ernie added, “It is a real shame that no one was there to guide him through available options. It could have saved him a lot of money and frustration if someone had only spent a little time explaining the various options and ramifications. Communication could have solved this at the time of his layoff rather than working to get him money after the fact.”

New Kitting Process Revamps the Daily Grind

Continued from page 1

Completely gone to outside vendors for this work, CTSC now offers one-stop shopping of cutting tool integration kits, and word is spreading on their success.”

The kitting process was first developed in May 1999 to support the Renton Gemcor Line. Based on lessons learned from these first kits, CTSC approached several shops in Auburn and Frederickson about the benefits of kitting areas. They all quickly recognized the advantages and benefits of kitting their areas. These customers in Auburn and Frederickson about the benefits of kitting their areas. These customers

Next CTSC determines what tools they can make in-house and what parts need to be ordered from outside. They design a kit containing both in-house and vendor parts and develop a custom delivery system using hourly employees to get kits directly to the machine operators. Many times it is our toolroom clerks or MPRPs that deliver the kits to the point of use rather than the traditional method of having the mechanics come to the toolrooms.

Specialized kits contain precisely the tools needed for that particular job and are delivered right to the workers that need them. Rather than tossing the dull tools into a large bin that must later be sorted or thrown out, kits now have slots to return dull tools so they can be resharpened. This will potentially eliminate the need to spend approximately $2 million per year on special cutting tools that typically get thrown away by greatly increasing the recycling of tools. It is another cost savings and just one of the improvements CTSC employees have developed.

Other innovations to improve the kit assembly and inventory process include visually controlling and color coding the box kits. Two-sided, laminated delivery labels are used over and over again. One side directs it to the appropriate machine shop, and the flip side returns it to CTSC for restocking. In addition, individuals performing the sharpening and grinding have been cross-trained so they can fill all parts of any particular kit – rather than simply doing only one part of a kit. This provides more continuity in the workflow and variety for the workers.

Yet CTSC also offers accompanying services outside vendors can’t – like troubleshooting.

Ron Bullis, who has worked the grinding area for years, noted, “Communications is a big factor. If operators have a problem, they can call, e-mail or send a handwritten note. I will help find a solution and make sure any other kit scheduled for delivery contains the new tools so the problem doesn’t resurface. Under the old system, there might be a number of the wrong tools in the toolroom, and it would take time to use up the remaining inventory so the problem would not be corrected immediately. Also, when new materials are introduced, we help the mechanics find the type of tool that will work best.”

Machine Operator Ron Medina, praises the new system. "CTSC offers far more than just a grind service. I used to spend two to three hours a week ordering and restocking my cutters; now I spend five to ten minutes once or twice a week. I can see what is missing with just a glance. This system forces you to communicate with each other. It has saved $1.5 million in inventory cost for our shop, in the past, we had almost four months of extra inventory, but never had the right inventory.”

Supervisor Todd Carroll, who was instrumental in implementing the original Renton Gemcor kits, stated “If we weren’t doing the full service including kanban kitting, we would probably have at least 20 less people on the payroll.

We have been bringing in toolroom clerks to help fill the kits as our workload increases. Every area that has opted for our services is satisfied. For Gemcor operators in Renton, once the elements of the kits were perfected, they were able to reduce a portion of their overtime by more efficiently running their machines. We promote best practice and have applied for two cutting tool patents that have been developed internally with our own people.”

Sherrie Williams stated it has taken time for people to adjust. She added, “By nature, people resist change. While many are now performing different functions, the good news is they are still working. Whether they are putting the kits together instead of working a toolroom or delivering the parts to the operators, it is about finding ways to keep work in house. In the end, the kitting will result in more hourly work and more productive machine and assembly operations – making it a win-win situation.”

Larry Smalwood (l) shows Business Rep Tommy Wilson one of the kits assembled in CTSC. The kitting and accompanying services prevented CTSC from being offloaded and saved hourly jobs.