

# DISTRICT 751 AERO MECHANIC

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Dan Stecky (l) thanks Business Rep Jimmy Darrah for his assistance in ensuring Dan's \$3,500 in tuition and books were covered during our strike.

## Book It!

### Members Reimbursed for Education Expenses

Thanks to persistence from the Union, several hundred members will be reimbursed for tuition and books from courses they took during our strike last fall. The Union discovered the problem after members returned from the strike and were told they would have their fall tuition/books deducted from paychecks to reimburse Boeing.

The Union immediately began meeting with Boeing – pointing out that making benefits whole after the strike included educational benefits. The Union presented evidence showing that Boeing had approved members to attend classes prior to the strike and made no attempt to alert members that anything had changed. Rather than taking the case to arbitration, Boeing decided to do the right thing for these members and reimburse them for the courses they took.

“Boeing always encourages our members to take additional training. While this should never have been

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## Take Action on the Worker Privacy Act

On February 3<sup>rd</sup>, more than 100 supporters (including many 751 members) packed House and Senate committee hearings on the Worker Privacy Act (HB 1528 and SB 5446). This legislation will allow workers to choose whether or not to participate in employer communication on issues of individual conscience, including politics, religion, charitable giving, and unionization.

After being amended to reaffirm that employers would retain their freedom of speech on all issues, including those of individual conscience, the legislation passed both the House and Senate labor committees the last week of February. The only change, if the Worker Privacy Act passes, is that employers would not be able to force employees to participate in such meetings or punish or fire those who choose to opt out.

The Worker Privacy Act has already inspired thousands of emails, phone calls and letters of support to legislators. It's time to step up the pressure for floor votes in the House and Senate. PLEASE TAKE AC-



District 751 President Tom Wroblewski testifies for the Workers Privacy Act, at House and Senate hearings in Olympia on February 3<sup>rd</sup>.

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Call 1-800-562-6000 Today!

Tell Legislators to Support HB1528 and SB5446 to protect workers' First Amendment Rights. Workers should not be forced (under threat of termination or other retaliation) to participate in employer communication on matters of individual conscience including politics, religion, charitable giving and unionization.



751 members gather outside the capitol in Olympia to split lobbying assignments for the Worker Privacy Act.

## Contractual Provisions Surrounding Surplus

With several hundred members receiving 60-day notices of potential lay-off (WARN notices), many members have expressed an interest in learning more about the surplus procedure, their rights to downgrade, lateral transfers and emergency reclassifications. We will examine the contract language on this subject to help members better un-

derstand their rights.

### Section 22.5 – Surplussing Procedures

The order of surplus is in reverse seniority order within each job title.

### Section 22.6 - Rights to Downgrade in Surplussing

An employee who is subject to surplus has the right to downgrade

to the highest of the following:

- To a lower job title which is not lower than the next lower job title in his or her job family or previously held job families.

- To the highest graded job title, including emergency classification, held for 90 or more consecutive calendar days during the preceding eight-year period.

This means that an employee being surplus has the right to downgrade to any job he or she has permanently held (90 days or more) during the preceding eight years. If the employee's seniority does not entitle him or her to placement in either of the above cases, the employee may be downgraded to any job he or she is willing to accept or may be laid-off.

**Lateral Reclassifications and Lateral Transfers** also are used during times of surplus.

**Lateral Reclassification 22.1(h)** - Refers to the reclassification of an employee from one job title to another job

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## Boeing Issues 466 WARN Notices to IAM Members

District 751 President Tom Wroblewski issued the following statement in response to Boeing's WARN notices on February 20th. “Boeing's announcement to issue layoff notices to 466 Machinist Union members defies reason. The Company has a backlog of more than 3,700 airplane orders and plans to build and deliver up to 485 airplanes in 2009. Boeing has not announced big order cancellations or rate reductions. It does not make sense to reduce employment during this time of nationwide recession especially when orders are strong and customers

For Layoff Benefits, see article on page 6

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Business Rep Don Morris (2nd from left) discusses bump rights with Stewards at a recent Local C meeting.



### Plan Ahead

Joint Programs Career Advisors help you plan your future and can assist those facing layoff

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### Union Advantage

Recent data shows it pays to be Union in wages and benefits.

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### Honorary Member

Marissa Donnell recognized for commitment to labor movement

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# REPORT FROM THE PRESIDENT

## Focusing on Saving Jobs and Securing a Safety Net

by Tom Wroblewski,  
District President



The Union was able to deliver good news to several hundred members who found themselves reimbursing Boeing for education expenses incurred during the strike. Rather than taking the case to arbitration, which would significantly delay returning money to our members, Boeing did the right thing and will begin reimbursing those members in the near future.

In early February, I met with Boeing Commercial CEO Scott Carson and Boeing's lead negotiator Doug Kight. I emphasized it was important to put last year's strike behind us and focus on the issues at hand – building 480+ airplanes this year and getting both the 787 and

747-8 back on schedule. With the ongoing delays on the 787, I suggested creating a taskforce with some of our most talented members, along with SPEEA members and other skilled veterans to get this program back on track. Rather than continuing to say 'I told you so', I believe we must focus on getting that airplane flying and delivered to the customers so eager to buy the plane. Further delays hurt our members, the Union, Boeing and the customers. We all have a vested interest in seeing the 787 succeed, and I hope Boeing will utilize the vast resources we have offered.

In regard to the Air Force Tanker deal, I toured the Everett factory in February with Representative John Murtha, who chairs the House Subcommittee on

Defense Appropriations, along with most of the Congressmen Norm Dicks and Rick Larsen, as well as other local and state officials. While Murtha told reporters in Everett he believes a split contract would be the quickest way to deliver new tankers, it is a position we would fight vehemently. With the current economic turmoil, awarding the tanker deal to EADS (even partially) will bring strong reaction from U.S. taxpayers. The Union stands ready to mobilize our membership across the U.S. to win this fight for our military, our region, and our workforce.

With nearly 500 members getting WARN notices, the Union is putting together information to direct members to the many resources we have assembled as a safety net. Since many of our members have not been through a surplus,

this edition of the *Aero Mechanic* highlights bump rights, recall rights, and other workforce language from our contract. In addition, workers need to be aware of the layoff benefits (available to those who have been on the payroll for over one year - see page 6).

The Union, through Joint Programs, is also working to assist members who received WARN notices – in finding other jobs within Boeing, in preparing their resumes, and in developing training programs that lead to a new job, if they should be laid-off from Boeing.

In addition, we will be working in the legislative arena to file for Trade Adjustment Assistance, which provides assistance with such things as COBRA insurance, additional weeks of income support for those in training, and assistance

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### WARN Notices Issued Despite Huge Backlogs

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are clamoring for their airplanes. As recent as mid-February, the Union again offered to partner with the Company to help resolve the production issues facing the 787 to achieve certification, and to date, that offer has gone unanswered.

We strongly believe Boeing should keep all available Boeing employees working to complete and certify the 787. There are over 900 orders for this model which is already two years behind schedule.

Our position has been, and will continue to be, that no loyal Boeing em-

ployee should be laid off so long as there are any contractors on site doing work our experienced members should be doing. Boeing employees are the most highly skilled workforce in the world and they should be performing the critical tasks necessary to build these airplanes.

We stand ready to work with the Company to mitigate any layoffs of our members. For those who may be laid off, we have a negotiated layoff benefit as well as Education Assistance through our Joint Programs. (see articles on page 6).

### Aero Inc. Meeting March 31, 2009

Aeronautical Machinists Inc., which owns and operates the Union's buildings and property, will hold its annual meeting on Tuesday, March 31 in the District Council chambers at the Seattle Union Hall (9125 15th Pl. S.) immediately following the 5:30 p.m. District Council meeting. Every member of a Local Lodge affiliated with District 751 can vote on the business at these meetings.

### Book It - Members to be Reimbursed Education Expenses

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an issue in the first place, I was glad to see Boeing do the right thing and return the money to our members. I credit Boeing with resolving the issue rather than continuing to fight it through arbitration and further delaying getting the money returned to our members," noted District 751 President Tom Wroblewski.

The several hundred members involved had no idea that their classes wouldn't be covered. The Learning Together Program (LTP) has an internal Boeing website only. As late as Friday, September 5<sup>th</sup>, the LTP site noted that any individuals who had been approved for classes would be covered even if there was a strike. LTP modified their website on Monday, September 8<sup>th</sup> (two days after the strike began), which made it impossible for members to know LTP had reversed their decision. Members took their classes, as approved on their last day of work. After the strike was settled, members were stunned to have Boeing deduct the cost of their classes and books from their first paychecks after the strike.

Union documentation showed members had no way to know that Boeing had changed its mind.

751-Member Dan Stecky had nearly \$3,500 taken out of his paychecks following the strike for tuition toward his Masters Degree in social work. "I was thankful to have the Union to represent me. Our Union dues are money well spent to get representation and someone who will fight for your behalf," stated Dan. "This isn't the first time the Union has helped me. When I rehired into the Company, initially Boeing did not give



Business Rep Jon Holden (l) informs David Asher that he will be reimbursed for his educational expenses from Fall 2008 (during our strike). Boeing initially made members repay the money, but has agreed to reimburse members.

credit for my previous years on the payroll. I contacted Business Rep Jimmy Darrah who took my information and ensured I received an adjusted seniority date. Now with potential surplussing in my job title, the seniority is even more valuable – rather than just helping to accumulate more vacation and other benefits."

Dan, like many other members, could only contact TotalAccess with his tuition concerns. Having worked as a counselor at Harborview, he has patience. However, the endless voicemail and run-around was very frustrating.

"There is no phone number or address for the Learning Together Program. You can send an e-mail, and they might respond. I couldn't begin to count all the hours I spent on TotalAccess trying to get this issue resolved. I have the paperwork to prove it," Dan added. "When they kept messing with me, I called my Union for help and once again Business Rep Jimmy Darrah and the

Union delivered."

751 member David Asher is another member relieved to be getting his education expenses covered. The extensive education benefits were the main reason he accepted the job at Boeing in October 2007 and took a significant pay cut from his previous job. Fall of 2008 marked the second quarter he was utilizing the education benefits. He was stunned when he returned from the strike and learned Boeing wanted the money back.

"I had my vouchers turned in and books purchased by August 15<sup>th</sup>. All the paperwork was in order long before the strike began. I didn't have a clue there might be a problem because of the strike," stated David Asher. "I immediately got ahold of my Union Steward and talked to my Business Rep Jon Holden who assured me the Union was working the issue. I'm glad the Union succeeded in getting Boeing to make members whole on their education benefits."

### District Lodge 751, International Assn. of Machinists and Aerospace Workers

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Nationwide 1-800-763-1301  
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### 751 AERO MECHANIC

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Member of The Newspaper Guild,  
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POLITICAL ACTION

# Momentum Continues for Worker Privacy Act

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TION NOW and e-mail your legislators to ensure the successful passage of the Worker Privacy Act ([http://www.unionvoice.org/campaign/WPA\\_support](http://www.unionvoice.org/campaign/WPA_support)) or you can also call the Legislative Hotline (800-562-6000) and ask your legislators to support these two bills (HB1528 & SB5446). The cutoff day for bills to receive votes in the houses of origin is Thursday, March 12.

The Machinists were represented in the February 3<sup>rd</sup> legislative hearings with testimony from District 751 President Tom Wroblewski and 751-Union member Daniel Prater. Wroblewski cited several instances at local companies where

workers were retaliated against or fired for trying to join a Union.

751-member Daniel Prater relayed his personal experience at Goodrich ATS and how the company violated the law and retaliated because of his interest in Union representation. He noted that Goodrich was found guilty of committing unfair labor practices, but only had to post a notice on the bulletin board for 90 days.

Others testifying in support of the Worker Privacy Act were Rick Bender, president of the Washington State Labor Council; the Rev. Paul Benz, director of the Lutheran Public Policy Office; Diane Zahn, Secretary-Treasurer of UFCW Local 21; and labor attorney Dmitri



The House Commerce & Labor Committee hear testimony on the WPA.

Iglitzen. Other compelling testimony was presented by workers with first-hand experience of employers trying to force opinions on religion, charitable giving and unionization. Their testimony revealed the magnitude and frequency of the problem.

Meanwhile, the business community's legions of lobbyists (including several from Boeing) are doing everything they can to undermine support for the Worker Privacy Act. Boeing had two of its lawyers testify on the Corporate panel of four against the bill. Amid a legislative session dominated by debate about painful budget decisions, it seems ironic that business is pouring so much time and resources into defeating this simple piece of legislation.

It is important to recognize that existing law is very clear: employers are free to express their views to their employees on any topic they wish. The Worker Privacy Act does not change this. The only thing



751-member Daniel Prater (r) relays the retaliation he endured while working at Goodrich ATS.

employers CAN'T do under the Worker Privacy Act is threaten, punish or fire employees who choose not to attend or listen to their employer's views on issues of individual conscience: politics, religion, union organizing and charitable giving.

The bills continue to gather support from legislators. At the State Labor Council Convention in late February, several influential state legislators weighed in on the topic and addressed the crowd.

"Workers should not be compelled to attend meetings about particular religious or political beliefs that they may not share," Senate Majority Leader Lisa Brown said

Representative Steve Conway declared, "We've had a huge expansion of collective bargaining in this country. Employers and workers need to work together. Labor is not the problem, labor is the solution."

The fact remains that forcing workers to attend meetings on issues of individual conscience under the threat of discharge or discipline does not make sense and is not right. Workers should not be forced to give up their First Amendment rights simply to keep their jobs. The Worker Privacy Act will correct that. Take action today to ensure this Act becomes law this legislative session!

## Seattle Times Misrepresents WPA Bill Doesn't Restrict Employer Speech, It Protects Workers' Freedom Not to Listen

by David Groves, Washington State Labor Council, AFL-CIO

With the 3/2/09 predictably anti-union editorial, *The Seattle Times* – like the (other) paid corporate lobbyists in Washington state – misrepresents proposed state legislation called the Worker Privacy Act, while refusing to answer the central question of the debate: Why is compulsion – and the threat of punishment or firing – a necessary component of employer free speech on matters of individual private conscience that are not work-related?

The Times editorial does NOT object to the concept of protecting workers' freedom to choose whether to listen to employer communication on private matters of individual conscience, including politics, religion, and charitable giving. "Employers generally have no reason to hold (such) meetings," the Times says, despite legislative committee testimony to the contrary.

What Times editors can't stomach is including union-related issues on the privacy list.

The Times argues that the Worker Privacy Act, SB 5446 and HB 1528, would "restrict a company's ability to talk to its employees" and unfairly "dis-favors" employer free speech about whether employees should unionize or on contract-related issues.

Employers retain the right to communicate about politics, religion, charitable giving — and yes, unions — under the Worker Privacy Act. Employers can still hold meetings, send emails, insert letters into paycheck envelopes, post fliers and communicate their opinions about ALL issues in a host of other ways.

After employers expressed concerns, both SB 5446 and HB 1528 were amended by the Senate and House labor committees to clarify and reaffirm employers' First Amendment rights to all forms of communication, including all issues of individual conscience.

The only thing employers CAN'T do under the Worker Privacy Act is threaten, punish or fire employees who choose not to attend such meetings or respond to such communications.

How does it "restrict" or "disfavor"

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Paul Burton (l) explains the impact of WPA to Representative Skip Priest. We are working to get Rep. Priest's support. Members living in the 30th District should call 800-562-6000 and ask him to support HB1528.

## Why America Needs the Employee Free Choice Act

More than ever, working people today need a way to get ahead. Wages are dropping, health care costs are rising and pensions are disappearing. Unions are the best route to the middle class – as Union members make over 28 percent more than workers who don't have a Union. However, sixty million people who don't have unions say they'd join one tomorrow, but too few will ever get the chance in our corporate-dominated systems.

The Employee Free Choice Act (EFCA) is a proposed federal law that would enable working people to bargain for better benefits, wages and working conditions by restoring workers' freedom to choose for themselves whether to join a union. EFCA will:

- Make it easier for workers to unionize by giving them a fair and direct path to form unions through majority sign-up, or if 30% of the workers demand it, a secret ballot election. Under current labor law only employers can demand

an election.

- Help workers secure a first contract with their employer in a reasonable period of time, and provide Federal Mediation if the parties are unable or unwilling to reach an agreement in 90 days. If the mediators are unable to bring the parties to an agreement, the issue will be decided by an arbitrator, and the terms of the agreement will be binding for two years.

- Most importantly, EFCA will toughen penalties against employers who unlawfully terminate workers for exercising their right to unionize by providing triple back pay for discharged employees and civil penalties of \$20,000 per incident.

More than just workers see the value in EFCA. On February 25th more than three dozen of the nation's top economists (including two Nobel Prize winners) called on Congress to pass EFCA to help restore an economy that works

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## President Obama Delivers for Workers

President Barack Obama has already done more to help the workers in less than two months than the previous administration did in eight years. President Obama has issued four pro-labor executive orders that reversed Bush-era anti-worker executive orders. Obama also created the White House Task Force on Middle Class Working Families to develop and coordinate policies to rebuild the nation's middle class. Vice President Joe Biden will chair the task force, which has set up a website, [www.strongmiddleclass.gov/](http://www.strongmiddleclass.gov/) where workers can submit stories and ideas about how the economy has affected them and ideas on changing it. In addition, Obama appointed a union-friendly chairwoman to the National Labor Relations

Board and named a labor secretary whose parents were both union members.

Obama's four new executive orders:

- Require federal service contractors to offer jobs to current workers when contracts change.

- Reverse a Bush order requiring federal contractors to post notice that work-

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courtesy of Stephen Crowley/The New York Times  
President Obama signed the Lilly Ledbetter Fair Pay Act into law. Named for Ms. Ledbetter, 4th from left, who at the end of a 19-year career as a supervisor complained she was paid less than men.

# Applications for IAM/Boeing Apprenticeship Accepted in April

Because it takes time to gather the necessary documentation and complete the required classes, members who want to apply for an IAM/Boeing apprenticeship program need to begin the process well before they submit an application.

Applications will be accepted for the IAM/Boeing Joint Apprenticeship Program April 1, 2009 through April 30, 2009.

Applications will be accepted for the following trades:

- Cellular Manufacturing Machinist
- Composite Manufacturing Technician



*Kiet Ly is a 751 member currently in the Cellular Manufacturing Machinists apprenticeship program.*

- Model Maker
- NC Spar Mill Operator
- Tool & Cutter Grinder

To obtain an application, call the apprenticeship office at 253-351-1918 between April 1st and April 30th – or print an application from the web at <http://www.iam-boeing.com/apprenticeship.cfm>.

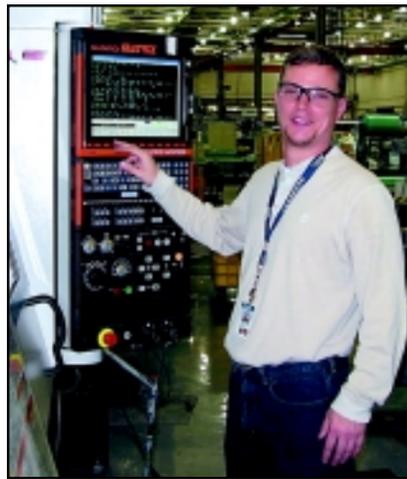
To qualify, you must...

- be at least 18 years of age.
- be a Washington State Puget Sound area Boeing employee who has been on active payroll within 8 years of the start of the current application acceptance period (employed any time after January 2001 for the current application period), and who has never been enrolled in or completed an IAM/Boeing Joint Apprenticeship program.

- have a GED or a high school diploma.

- have US person status.
- meet specific defined vocational training and/or trade related work experience requirements for the apprenticeship program being applied for. A list of minimum requirements will be sent to eligible applicants upon request.

- be able to perform the physical requirements of the apprenticeship. For the Industrial Electronic Maintenance Technician Program applicants must be able to distinguish between primary col-



*Travis Smith is learning valuable skills as an apprentice in the Cellular Manufacturing Machinist Program.*

Apprenticeship programs are 8,000 or 10,000 hours in length and include mandatory off-hour (unpaid) classroom training. Paid on-the-job training by skilled journeymen provides apprentices with high demand industry standard skills and knowledge.

The recruitment, selection, employment and training of apprentices is without discrimination based upon race, color, religion, sex, age, national origin or the presence of a disability.

A *Preparing for an Apprenticeship* packet detailing the prerequisites for each trade will be sent to those interested in applying. This information is also available on the apprenticeship website at <http://apprenticeship.web.boeing.com>.

## Women's History Month

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wage percent increases. And she didn't stop there.

Recognized by her male and female labor activists around the nation, Mullany was ultimately appointed an Assistant Secretary of the National Labor Union – making her the first female appointee to a national labor position. Still not satisfied with her stellar resume of successful wins for women in labor, Mullany later led efforts to form a laundry cooperative.

Understanding the link between economic strength and political rights, Mullany fought to increase both for women and men. Later in her career, she worked with suffragists such as Susan B. Anthony to further the interests of all trade unionists – male and female. A true testament to her impact on labor and politics, as well as the nature of her character, her death in 1906 received significant media attention – which, at the time was highly unusual for a woman.

This Women's History Month, we celebrate the women who have dedicated their lives to ensuring that women everywhere have a voice. We celebrate the leaders of the past, the present, and the future. Most of all, we thank these women – women like Kate Mullany – for the opportunities their strength and dedication have afforded us all as union members. It is our duty to ensure that their spirit lives on – in our generation and the next.

# EFCA Needed to Level the Playing Field

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for everyone, built on a sustainable, wage-based growth.

The group pointed to the failure of U.S. labor laws to protect employees' freedom to form a union and bargain as a major factor in our economic crisis. These economists, representing respected universities and policy institutions from across the nation, point to the corporate-dominated system for forming unions—and the coercion and anti-union campaigning by management—as the causes for declining wages and a gravely weakened economy.

All workers should have the freedom to decide for themselves whether to form unions to bargain for a better life. It's time for change in America. *It's time for the Employee Free Choice Act.*



Photo courtesy of Bill Burke, Page One Photography  
*IAM leaders at Placid Harbor show their support for the Employee Free Choice Act.*

## President's Message: Focus on Saving Jobs

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with job search and relocation expenses. We will explore other options to provide assistance, as well as pushing to keep and create additional jobs in this region – both inside and outside of Boeing. We are working with legislators, community leaders, our new apprenticeship and many other avenues to create good family-wage jobs. This includes pushing Boeing to eliminate all vendors before any Boeing employees lose their jobs.

One thing is certain, during these turbulent economic times, the need for Unions has never been greater and the pressure to keep workers from exercising that right continues to increase. Recent government data confirms it pays to be Union, yet very few workers get the chance to have

representation. In the near future at the national level, we hope to pass the Employee Free Choice Act (EFCA) to level the playing field and give workers that choice.

In Olympia, we are pushing to pass the Worker Privacy Act to ensure workers First Amendment rights do not have to be left at the door when they report for work. Simply put, employers could no longer force you (with the threat of losing your job) to attend a meeting on unionization or other matters of individual conscience. Please take the time to call the Legislative Hotline (800-562-6000) and encourage your legislators and the Governor to support SB5446 and HB1528).

Worker solidarity is the answer on the state level, the federal level and the local level and will ensure good jobs for the future.

## Seattle Times Misrepresents the Worker Privacy Act

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employer free speech to remove the elements of compulsion and threat from employer opinions about union-related matters? The Times doesn't say, other than to suggest that "as a general rule of business" – whatever that means – employees can be required to attend meetings.

The Times laughably closes its editorial by suggesting this "one-sided" bill "restricts employers but not unions" in what is already "one of the most union-friendly states."

On what planet can unions require people to attend a

meeting? If you don't want to listen to a union organizer's pitch, you can shut the door, hang up the phone or delete the email. If you are threatened by a union organizer, you can call the police and have that person arrested and charged with a crime.

If your employer forces you against your will – and with the threat to take away your family's livelihood – to attend a meeting on unionization or other matters of individual conscience, that's perfectly legal – or "a general rule of business," says the Times.

That's not right. And that's why we need the Worker Privacy Act.



# Obama Shows Support for Workers

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ers can limit financial support of unions serving as their exclusive bargaining representatives.

- Prevent federal contractors from being reimbursed for expenses meant to influence workers deciding whether to form a union and engage in collective bargaining.

- Overturns the ban on project labor agreements on federal and federally funded construction.

Before signing the orders Obama's commitment to workers was evident as he said: "We cannot have a strong middle class without strong labor unions. We need to level the playing field for workers and the unions that represent their interests. I do not view the labor movement as part of the problem. To me, it's part of the solution."

President Obama signed his first bill into law (the Lilly Ledbetter Fair Pay Act) on January 29th, approving equal-pay legislation that he said would "send a clear message that making our economy work means making sure it works for everybody."

President Obama has also pledged his support for the Employee Free Choice Act (EFCA). Business leaders have warned of "Armageddon" in their fight to kill the bill and are throwing hundreds of millions of dollars in a media campaign to defeat the legislation. Business leaders have also threatened a filibuster in the Senate.

President Obama continues pushing for the much-needed EFCA legislation and responded, "I don't buy the argument that providing workers with collective-bargaining rights somehow weakens the economy or worsens the business environment. If you've got work-



*Vice President Biden looks on as President Obama signs pro-labor executive orders that reversed Bush-era anti-worker executive orders.*

ers who have decent pay and benefits, they're also customers for business."

For workers, it is certainly refreshing to have a friend in the White House

# National C-17 Campaign Kicks Off with 100% Yes Vote

Forty-one Boeing employees working on the C-17 Globemaster III program at McChord Air Force Base near Tacoma, Washington, voted unanimously for IAM representation in an NLRB election held February 18. The decision marks a great start to a national campaign aimed at bringing the benefits of being union un-



Boeing employees working on the C-17 at McChord voted unanimously for IAM representation.

der the Service Contract Act (SCA) to over 300 Boeing C-17 Instructors, Technicians and Support Staff in 11 locations nationwide.

"McChord set the pace," remarked IAM Grand Lodge Rep Don Gresham, who is coordinating the effort with districts and local lodges for the Aerospace Department at Headquarters. "This was achieved with the help of Western Territory AA Gary Allen, GLR Steve Cooper and especially Jesse Cote in Seattle – that's what brought it all together."

The organizing drive – one of five locations in the Western Territory – showcases what a joint effort can do. By combining resources, utilizing existing workplace contacts and working on mul-



District 751 Organizing Director Jesse Cote II (far left) celebrates the 100% YES vote for IAM representation with C-17 Pilot Instructors, Loadmaster Instructors and Simulator Technicians at McChord AFB in Washington State.

iple sites simultaneously, word spread quickly between the air bases.

"The unanimous vote is a strong testament to the fine job of our Organizing Department. These workers obviously understand the benefits of Union representation and are eager to have the Ma-

chinists Union negotiate their wages, hours and working conditions. We look forward to having them as members and representing them for years into the future," stated IAM District 751 President Tom Wroblewski.

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# Union Advantage Continues to Grow in Wages and Benefits

One thing is certain, during these turbulent economic times, the need for unions has never been greater. CEOs and Corporate Executives continue to rake in millions in excessive bonuses, stock options and other perks (often at taxpayers expense) while workers are struggling to fight off attacks on their wages, pensions and benefits.

New data released by the Bureau of Labor Statistics (BLS) in January 2009 suggest that unions are making a comeback under these very difficult circumstances. Union membership rose from 12.1 percent to 12.4 percent last year, continuing a second year of growth.

The BLS data also verifies the advantage of Union membership – and it is an advantage that continues to grow.

Across the board, wages and benefits are higher for employees who speak with one voice and have union representation. The U.S. Bureau of Labor Statistics

(BLS) confirms that it pays to be union is more than just a slogan – as union members on average earn 28% more than their non-union counterparts. In fact, the decline of the middle class runs directly parallel with the reduction in the number of unionized workers in this country.

The BLS figures for 2008 reported median weekly earnings of wage and salary workers for union members at \$886 compared to \$691 for nonunion members. On an annual basis, this \$195 per week difference in median earnings works out to an \$10,140 advantage for the union worker. On average, male union members had weekly earnings of \$939 compared to \$764 for their nonunion counterparts. Female union members had a larger advantage with union members making \$809 and nonunion bringing in \$615 per week or 31.54% more.

However, wages only tell part of the story. The union advantage also carries over into the area of benefits, with items such as health insurance, pension and savings plans, and paid leave. Union workers are more likely than their nonunion counterparts to receive health care and pension benefits, according to the BLS.

In 2008, 79 percent of union workers in private industry had jobs with employer-provided health insurance, compared with only 52 percent of nonunion workers.

The union advantage is also evident in pension benefits. Eighty-six percent of union workers are covered by pension plans versus 51 percent of nonunion workers. Even more dramatic is the comparison on workers with a defined-benefit retirement, which has become even more important as the financial markets have crumbled. Seventy-seven percent of union workers have defined-benefit retirement coverage, compared with 20 percent of nonunion workers. (Defined-benefit plans are federally insured and provide a guaranteed monthly pension amount regardless of fluctuations in the stock market. They differ from defined-contribution plans, in which the benefit amount depends on how well the underlying investments perform.)

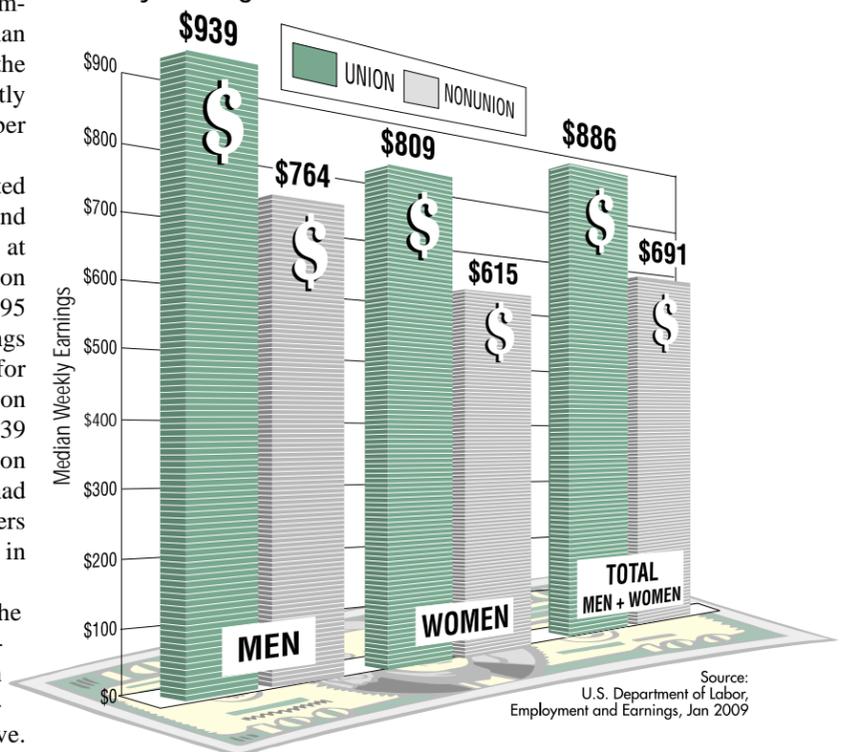
The union advantage is also evident in other benefits including life insurance, paid holidays and paid vacation.

Beyond just monetary and benefit advantages, union workers have a say in their working conditions, hours of work, defined promotion system, safety programs and outlined grievance procedures to dispute management actions. These issues, coupled with giving a member a true voice in their workplace, are priceless.

Having a higher percentage of union members is good for the economy of a state. In states that have laws restricting workers' rights to form strong unions (right-to-work states), the average pay for all workers is lower than in states where workers have the freedom to form strong unions. Washington State ranks fourth in union members with 19.8%. Only New York, Hawaii, and Alaska have higher percentages of unionized workers.

Despite these union advantages, very few workers get to exercise their rights to form a union because of

Weekly Earnings, Union vs. Nonunion



### Union vs. Nonunion Benefits

#### Health Care, Pension & Life Insurance Benefits

**Health Care Coverage**

Group	Yes	No
Union	79%	21%
Nonunion	52%	48%

**Pension Benefits**

Group	Defined-Benefit	No
Union	86%	14%
Nonunion	51%	49%

Note: Defined-benefit pensions are a subset of all pensions.

**Life Insurance**

Group	Yes	No
Union	80%	20%
Nonunion	56%	44%

**Paid Time-Off Benefits**

**Paid Holidays**

Group	Yes	No
Union	85%	15%
Nonunion	76%	24%

**Paid Vacation**

Group	Yes	No
Union	84%	16%
Nonunion	77%	23%

Source: Bureau of Labor Statistics, Employee Benefits in Private Industry, March 2008

illegal tactics by their employers – making the Employee Free Choice Act (a proposed federal law) and the Worker Privacy Act (a proposed state law) even more important. Both of these pieces of legislation would help ensure that any workers who would like to have union representation would have the opportunity without retaliation from management for exercising that right (see articles on page 3 for more detailed information).

## Union vs. Nonunion Earnings by Occupation

In nearly every occupational category, union members earn more than nonunion workers. By comparing the wages of workers within occupational groups, the union difference is most clear.

Occupation	Union	Non Union	% Increase
Construction & extraction	\$992	\$621	59.7%
Protective service occupations	\$990	\$620	59.7%
Service occupations	\$691	\$440	57.0%
Building & grounds cleaning & maintenance occupations	\$596	\$412	44.7%
Transportation & material moving	\$789	\$550	43.5%
Installation, maintenance & repair	\$1002	\$729	37.4%
Production occupations	\$765	\$567	34.9%
Community and social services	\$983	\$743	32.3%
Art, design, sports & media occu	\$1110	\$858	29.4%
Office & administrative support	\$749	\$585	28.0%
Education, training & library	\$974	\$765	27.3%
Food preparation and serving related occupations	\$502	\$398	26.1%
Personal care and service	\$580	\$463	25.3%
Health care support	\$526	\$457	15.1%
Health care practitioner	\$1070	\$943	13.5%
Legal occupations	\$1186	\$1169	1.5%
Management, professional & occupations	\$1113	\$1129	-0.14%

Source: U.S. Bureau of Labor Statistics, Union Members in 2008, Jan. 2009. Table 4. Median weekly earnings of full-time wage & salary workers by union affiliation, occupation & industry.

# IAM/Boeing Joint Programs Helping You Meet the Challenge of Change

The aerospace marketplace, along with the global economy, is changing rapidly and significantly. We know that coping with change can be frustrating and distressing. IAM/Boeing Joint Programs is here to help you meet the challenge of change, whether you are looking to further your education, are in pursuit of a new job, or if you're facing the unique challenge of a WARN or layoff notice. No matter what your situation, IAM/Boeing Joint Programs may just be the solution you're looking for. Listed below are just some of our services that you might find beneficial during these challenging times.

## Education Assistance

The Education Assistance (EA) Program, as administered by IAM/Boeing Joint Programs, is one of our most recognized and successful services. Whether you plan to continue in your present work or seek a career change, EA provides both active and laid-off IAM-represented employees opportunities for training and education. Active IAM-represented employees are eligible to receive funding for tuition and required fees for approved education and training courses. Employees who are active on the start date of a course can apply and receive a voucher for the full tuition for training at accredited educational or training institutions, or up to the funding limit per calendar year for non-accredited, but approved training.

The EA Program is also committed to assisting laid-off IAM-represented employees with educational and training opportunities to develop and enhance their skills for employment within or outside the Boeing Company. Laid-off employees with at least one year seniority at time of layoff may receive Education Assistance benefits for up to two years after the date of layoff. Laid-off employees with less than one year of seniority may receive one year of assistance from their date of layoff. Resume assistance funding is available with a maximum of two per calendar year, from pre-approved resume providers.

Please note, persons on WARN, layoff, or on LOA from Boeing **MUST** talk with an IAM/Boeing Joint Programs Career Advisor before an Education Assistance voucher will be approved.

As of January 1, 2009, employees must apply for Education Assistance online, accessible from the IAM/Boeing Joint Programs website [www.iam-boeing.com](http://www.iam-boeing.com) (external) or <http://iamboeing.web.boeing.com> (internal).

## Career Advising

IAM/Boeing Joint Programs Career Advising services are available throughout the Puget Sound area, and are located at both factory and off-site locations to serve both active and laid-off employees.

You are encouraged to take advantage of



*IAM Union Steward Tom Sweeney (l) consults on options available for members with IAM/Boeing Joint Programs Career Advisor Mark Anderson.*

the Career Advising services to help you plan your education and employment goals. Career Advisors can refer employees to schools and programs funded under the Education Assistance Program, and help them choose schools and programs that meet their needs and aspirations. Assessment, referral, and advising services are offered to meet the needs of employees with different interests, goals, and skill levels.

Here are some examples of how your Career Advisor can help you:

- Career Planning Assessments and Education Assistance
- How to use the Career Guides
- Employee Request for Transfer (ERT) Requirements, Transcript Evaluation, Class Registration Assistance, and Challenge Tests
- Information about the re-employment process
- Resume assistance and Interviewing skills
- Determining a new career path
- Computer classes and refresher materials in math, writing, and more
- Assistance with special learning needs

Employees may schedule appointments to meet with professional career advisors on a confidential, one-to-one basis. Contact information is available on the IAM/Boeing Joint Programs website [www.iam-boeing.com](http://www.iam-boeing.com) (from home) or <http://iamboeing.web.boeing.com> (from a Boeing computer).

## Career Guides, Career Explorer, and Employee Requested Transfer (ERT)

Career Guides are a comprehensive source of up-to-date information on hourly jobs in Puget Sound, Portland and Wichita. The Guides were written and validated by Union members on staff with IAM/Boeing Joint Programs, using Subject Matter Experts (hourly employees and line managers in each of the jobs) to capture up-to-date information. Each guide provides a job summary, typical tasks, duties and responsibilities, knowledge, skills and abilities, physical demands and potential hazards, and appropriate training. The training courses link directly to enrollment in off-hour classes. Career Guides are available at the Career Explorer website <http://careereplorer.web.boeing.com/>.

The Career Explorer features the Career Guides that provide em-

ployees and managers online information on hourly jobs and specific off-hour training to enable career planning.

The Career Explorer also has a vast number of career development resources. Links to internal and external websites can help you with:

- **Career Assessment: learn more about your interests, skills and personality style.**
- **Career Exploration: explore careers and gather information before making a decision.**
- **Education/Training: locate the right education or training for your career goal.**
- **Job Search: find the job that fits your knowledge, skills and training and get help with writing a resume and brushing up on interview skills.**

IAM/Boeing Joint Programs has partnered with Hourly Workforce Administration and LTD (Learning, Training & Development) to create an Hourly **Employee Requested Transfer (ERT)** process for Category C jobs. The Career Guides are the foundation of this process. It applies only to 'Cat C' jobs (the lowest graded job in each job family) that are part of the Collective Bargaining Agreement in IAM Districts 751 in Puget Sound, District 70 in Wichita, and District 24 in Portland.

Career Advisors are available at IAM/Boeing Joint Programs offices and various in-plant locations to help you develop a career plan, help build a training plan to gain the necessary skills, and document training requirements that have been met. They can assist you in looking for a job you are interested in, locate the appropriate training, and help you to register for courses. More information about the Employee Requested Transfer process for Category C jobs can be found here: [http://iamboeing.web.boeing.com/career\\_ert.cfm](http://iamboeing.web.boeing.com/career_ert.cfm).

All in all, IAM/Boeing Joint Programs has a wealth of resources available to you, the IAM-represented employee. In addition to the education, training, and other services mentioned above, IAM/Boeing Joint Programs provides resources and training for safety and health both on the job and at home. We encourage you to become familiar with our services by visiting our website [www.iam-boeing.com](http://www.iam-boeing.com) from home or <http://iamboeing.web.boeing.com> from a Boeing computer. You may also contact IAM/Boeing Joint Programs at 1-800-235-3453. We look forward to working with you!

Learn more about Joint Programs by visiting:  
[www.iam-boeing.com](http://www.iam-boeing.com) from home or  
<http://iamboeing.web.boeing.com> from a Boeing computer.  
 You can also contact them by phone at 1-800-235-3453.



*751 member Nia Neal (l) asks IAM/Boeing Joint Programs Administrator Gloria Millsaps questions about the ERT process and other services available through Joint Programs. With less than a year at Boeing, Nia is starting early to explore her options before she is impacted by surplusings.*

# Know the Co

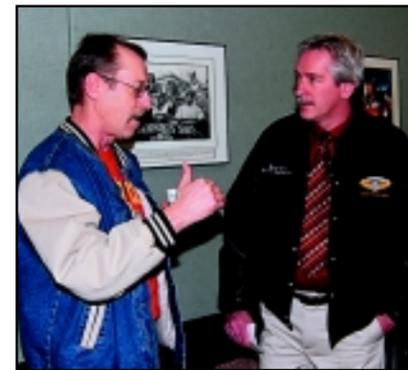
Continued from page 1

title in the same labor grade. Section 22.10(b) – the Company may make lateral reclassifications or downgrades from one job title to another, subject only to the preferential rights of Category A employees. The Company does not have to consider seniority in transfers or reclassifications (only Category A recall rights). It should be noted the Company cannot classify an employee just to set the employee up to be surplus.

**Lateral Transfer 22.1(i)** - Refers to the transfer of an employee from one organization to another without change of job title. Section 22.10(a) – The Company may make lateral transfers (change in job title) from one organization to another without limitation – the only exception is that junior employees may not be transferred to a location where there are senior employees with Category A rights (recall rights). Employee has right to reject lateral offer during surplus and still retain downgrade rights.

For example, if you have a Category C filed for Renton, the Company cannot transfer a junior person from Everett to fill an opening for that job.

Members have lateral bump rights and downgrade rights for 8 years to any job held 90 days. Such return rights are conditional to the employee having sufficient seniority for placement in the previously held job.



*A Union Steward asks Business Representative Brett Coty (r) about bump rights.*

# Understand

Members who face layoff should be aware of Article 23 - Layoff Benefits in the IAM/Boeing contract. While most understand the concept of receiving one week of pay for each full year of Company service up to a maximum of 26 weeks (for employees who have been on the payroll at least one year), many do not understand the choices they can make and the impact of those choices.

Basically, a member who is laid-off will be given two choices of how to receive their layoff benefits (income continuation or lump sum). Because of the ramifications if a member selects the lump sum, the Union advises members to select income continuation.

Income continuation benefits can be paid in eighty (80)-hour increments on regular paydays beginning with the second payday following the effective date of layoff. Employees who elect the option will retain seniority as described in Article 14 and will retain recall rights as described in Article 22. Note: Income continuation benefits shall in-

## Important Tips for Those

Do not select layoff benefits as lump sum or recall rights. If you are then ever rehired

While layoff benefits provide medical, dental and vision coverage even if laid-off. Therefore, get any needed dental or vision coverage after receiving a WARN notice, as well as

# Contract Provisions on Surplus

If employee rejects an offer to a job for which he has lateral bump rights, he can exercise his downgrade rights to another classification and still be eligible for rate retention (see explanation below).

During surplus you have the right to downgrade to a lower job in a job family than what you previously held.

## Rate Retention – Section 6.4(c)

When an employee accepts a downgrade, rather than a layoff, he/she retains the rate of pay held just prior to the downgrade for a period of 90 days. While on 90-day rate retention, you do not receive a COLA increase because you are at the higher rate. If the employee receives



Steward Jim George (l) and Business Rep Emerson Hamilton discuss lateral transfers

a temporary promotion during the period of rate retention, the 90-day rate retention will be extended one day for each day of the temporary promotion.

If an employee is doing higher graded work, he or she should be sure that the paperwork has been cut so that the rate retention is extended.

**Emergency Reclassification – Section 22.1(e).** When the Company finds it necessary to temporarily assign/reclassify a higher graded employee to perform lower graded work. In each instance, the employee will be notified at the time of assignment. The Union will be notified when the assignment exceeds 30 calendar days. If you hold a job under emergency classification for 90 consecutive days or more, you establish downgrade rights and eight-year return rights to that job. For that reason, it is important to have documentation (paperwork) of the emergency reclassification.

Employees assigned on emergency clas-

sification remain classified in their original job number. The employee continues to draw pay at the higher graded work throughout the time he/she is emergency classified. If a surplus situation occurs in the job that the employee is emergency classified in, the Company can only keep the employee emergency classified for 60 days.

If a surplus situation occurs in the job the employee held prior to the emergency reclassification (their original job title), the employee can be surplus.

When surplus occurs, unfortunately, sometimes retentions are used. What are retentions?

## Retentions - Section 22.2:

A 'retention' is the retaining of an individual whose seniority would have caused him/her to be surplus while some other employee or employees with greater seniority are surplus.

Number of Retentions Allowable – Section 22.3 - At each location (Puget Sound area, Wichita and Portland), the number of allowable retentions for a six-month period is 4.5% of the bargaining unit head count at the beginning of the period. The six-month periods are January 1 to June 30 inclusive and July 1 to December 31 inclusive.

Retentions apply only against another employee in the same seniority level. The seniority levels are:

- 1) zero through nine years; 2) ten years through 14 years and 3) fifteen years or more.

This means the Company cannot retain an employee with five years of seniority against an employee with 11 years of seniority



Business Rep Ron Bradley (center) talks about options available through IAM/Boeing Joint Programs

The Company is allowed an additional 1% of retentions to retain an employee in Labor Grade 5 or above against another employee who is in a higher seniority level or to retain an employee assigned to a program having restricted access limitations (security clearance). The Company must notify the Union of each special retention and specify the contractual reason for the special retention.

NOTE: The Union has tried each contract to eliminate retentions so surplus would be strictly on seniority. The Company refuses to remove this section from the contract. The Union has been successful in reducing the number of retentions allowed and monitors the Company's use closely to ensure compliance with the contract.

## Recall Rights for Surplused Employees 22.1(a)(7) - Category A Rights

Category A rights (recall rights) refer to the rights of employees who have been downgraded or laid-off to return to the job title they were surplus from. Category A recall rights are as follows:

Years of Co Service	Recall Rights
0-3 years	3 years
3-5 years	5 years
5+ years	8 years

Category A rights were increased to 8 years in the 2008 contract for those with 5+

years seniority and increased to 3 years for those with less than 1 years' seniority).

NOTE: Employees surplus out of a job must file a Registration of Availability for Recall (RAR) to establish their recall rights. Once an employee files an RAR, the Category A rights remain in effect for the duration of the Category A eligibility unless cancelled or changed at the employee's request. An employee is automatically considered to have filed an Effective Application for the first 30 days following the date of surplus. During that 30 days, employee should be sure to file the actual paperwork.

Keep in mind that an employee will not be considered for a shift or location that has not been indicated on the RAR. Those indicating all shifts and locations better enhance their chances for recall.



Business Rep Chuck Craft (r) answers a question on surplus procedures.

# Layoff Benefits and Options



Business Rep Jon Holden (l) explains the importance of taking layoff benefits as income continuation. If you take the payout as a lump sum, you forfeit all recall rights and seniority.

mediately cease if there is a change in the employee's employment status from layoff to retirement, resignation, dismissal, death, or leave of absence. Therefore, if you are considering retirement, collect your entire layoff benefit first.

◆ Benefits can be paid as a lump sum

following the effective date of layoff. However, if you select a lump sum option, you will lose all seniority under Article 14, as well as lose all recall rights under Article 22. If you select this option and return to Boeing in the future, you would have no seniority.

Many members, who elected the lump sum option following the 9-11 terrorist attacks assuming they would never be employed at Boeing, eventually got rehired and had to start over on seniority.

NOTE: No employee shall be paid income continuation benefits more than once during any three (3)-year period. Income continuation benefits shall not be considered as compensation (therefore it does not impact unemployment benefits).

## Facing Layoff

sum or it will eliminate your seniority and if you are laid off, you would start with zero seniority.

l coverage for up to six months following the last day of the month in which you are laid off. Dental work or cleaning completed immediately after layoff as any vision needs.

## CHECKLIST FOR MEMBERS FACING LAYOFF

### Activate Your Recall Rights

- File for Category A (Recall) Rights within 30 days of layoff. Be sure to include any locations you are willing to accept. You must accept recall to any shift that is offered or lose seniority.
  - Employees have Category A rights to any jobs previously held for 90 or more calendar days on a permanent basis.
- Length of recall rights are as follows:
- | Company Seniority            | Length of Recall  |
|------------------------------|-------------------|
| 0 but less than 3 years      | 3 years of recall |
| 3 or more, but less than 5   | 5 years recall    |
| 5 or more years of seniority | 8 years recall    |
- NOTE: You continue to accumulate additional seniority for the length of your recall rights.
- Keep address current with Boeing for recall.
  - If you refuse recall, you lose seniority. However, you may refuse recall to a job that is expected to be 90 days or less and still maintain seniority.
  - Follow-up on your Category A by calling the Union or stopping by a Union office to make sure you are listed in all qualified jobs.

### Plan for Your Future

- Speak to a QTTP Career Advisor. To schedule an appointment or find the location nearest to you, call 1-800-235-3453.
- Develop a resume (QTTP can assist).

### Utilize Medical/Dental Benefits

- Layoff benefits include up to six months (or until you are eligible for other group coverage) of medical coverage for employees and dependents.
- Get needed dental work or cleanings completed. Dental coverage ends the last day of month in which you are laid-off.
- If you are enrolled in Selections or Group Health, be sure to pay your monthly premium **TIMELY** to maintain your six months' medical coverage following layoff.
- Federal law provides under COBRA that laid-off employees and their dependents be offered an extension of group coverage at their own expense for up to 18 months beginning after existing coverage ends (six months after layoff for IAM members).

### Explore Income Resources

- File for unemployment benefits (income continuation does not affect unemployment).
- Income continuation benefit of one week of base pay for each full year of service (up to 26 weeks maximum). Benefit payable as either income continuation or a lump sum; if you elect a lump sum, you give up all recall rights.
- Consider retirement options, if eligible.
- Investigate VIP alternatives available.
- Consult a financial advisor on credit consolidation (BECU provides them free).

### Union Dues Options for Laid-off Members

**REMEMBER: Your contractual rights are not affected by Union membership.** If none of the options are taken and your membership lapses for failure to pay dues for two months, upon recall the reinstatement fee for a lapsed membership is equivalent to three months full dues.

**OPTION 1.** Withdrawal from Union requires \$1 at time of withdrawal and dues paid through month of withdrawal. Reinstatement fee from withdrawal is \$10 plus full months dues for month of return.

**OPTION 2.** Pay monthly unemployment/out-of-work stamp of \$2 each month. (NOTE: Payable after the 15th of each month. Not accepted in advance. Must be unemployed over half the work days in the month.)

**OPTION 3.** Armed Forces Withdrawal Card requires \$1 and current in dues. No reinstatement fee is applied within 30 days of return to work.

Please call 1-800-763-1301, ext. 3319 with dues or membership questions.

Continued on page 11

# Volunteers Make Life Better Throughout the Area

Nearly every weekend 751 members and their family and friends are out in the community working to make life better for those around us. While the events change, the theme of helping others remains constant.

Recently, 751 built a wheelchair ramp for the mother of a 751 retiree. Local A Vice President Jason Redrup, who chairs the Machinists Volunteer Program (MVP) noted, "It is always rewarding to build wheelchair ramps. For many residents, a ramp is the only way they will be able to regularly leave their homes. For others, it allows them to get out of a hospital and recover at home. Donating several hours and seeing instant results

is very rewarding."

Members also continue to prepare and serve meals at both the Everett Gospel Mission and Tacoma Rescue Mission on several weekends each month.

In February, volunteers also cleaned up our 'adopted' road in Everett – picking up trash, trimming the grass and pulling weeds. This quarterly clean up ensures our stretch of Casino Road remains nice for all the residents (pedestrian, as well as passing vehicles).

District 751 will hold our annual MVP potluck banquet and awards ceremony on Saturday, April 4th to honor the time these selfless individuals dedicate toward helping others.

## Machinists Volunteer Program (MVP) Potluck Banquet & Awards Ceremony

Saturday, April 4, 2009 - 5 to 7 p.m.

Seattle Union Hall A (9135 15th Place S)

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. For info call 1-800-763-1301, ext. 3335.



Above: 751 volunteers on the completed wheelchair ramp. L to R: Johnny Davis, Dave Henry, Jim Hutchins, Robley Evans, Vennie Murphy, Rob Curran and Garth Luark. Jason Redrup not pictured.



Right: Johnny Davis (l) and Rob Evans build the frame.

Below: Constructing the ramp.



Photo left: Volunteers with the Everett road cleanup project.



Photos above & left: volunteers clean up our stretch of Casino Road in Everett.



# Change to a Union Dentist and See the Advantages

Sunrise Dental is the first dental group to unionize in the state of Washington. Sunrise Dental employees are proud members of UFCW Local 21 and will continue to grow to better serve the needs of our union brothers and sisters and their families.

Under our negotiated dental coverage, you may use any licensed dental provider; however, if you use Sunrise Dental you will have no out of pocket obligation on any covered services through March 31st. These 100% covered services include general dentistry, endodontics, periodontics, oral surgery, and even crowns. Sunrise Dental accepts many other union dental plans at 100%.

**Sunrise Dental is now accepting Washington Dental Service (Delta Dental) as full payment until March 31, 2009.** This will include all of the above stated services. After March 31, 2009 Sunrise Dental will no longer be able to write off the patient portion for Washington Dental Service due to state law which prohibits this practice (RCW 18.32.533). Delta Care patients must visit their assigned HMO provider.

We hope you will talk to Sunrise Dental about some of the following benefits:

- Free Teeth Whitening for new patients
- 7 to 7, 7 Days a Week (7:00 AM to 7:00 PM)
- One Stop Dental Service for All Your Dental Pro-



cedures

• Refer a friend or family member and receive a \$20 gift certificate from a unionized grocery store

• Sunrise Dental 100% Guarantees their work (Provided all 6 month check up appointments are maintained)

Sunrise Dental knows that not all dental procedures are covered by your dental insurance. So we have made arrangements for 0% financing for procedures not covered by your dental insurance.

Please visit their website at [www.sunrisedental.com](http://www.sunrisedental.com) for more information

**\*NOTE:** After we ran the story on this unique offer in December/January, Sunrise Dental was ordered by Washington Dental Service to comply with RCW 18.32.533 which provides "It is unprofessional conduct under this chapter and chapter 18.130 RCW for a dentist to abrogate the copayment provisions of a contract by accepting the payment received from a third party payer as full payment." Sunrise Dental wanted to still make the offer and worked out an exception to allow full payment through March 31. This unique dental office is committed to accommodating all members and their family members before that date so they will not experience out of pocket expenses.

der this chapter and chapter 18.130 RCW for a dentist to abrogate the copayment provisions of a contract by accepting the payment received from a third party payer as full payment." Sunrise Dental wanted to still make the offer and worked out an exception to allow full payment through March 31. This unique dental office is committed to accommodating all members and their family members before that date so they will not experience out of pocket expenses.

## Sunrise Dental Locations [www.sunrisedental.com](http://www.sunrisedental.com)

**Sunrise Dental of Renton**  
3218 NE 12th St, Suite B  
(425) 430-2029

**Sunrise Dental of Shoreline**  
18532 Firlands Way N, Ste B  
(206) 542-4444

**Sunrise Dental of Kent**  
10216 SE 256th St, Suite 108  
(253) 856-3384

**Sunrise Dental of Olympia**  
3240 14th Ave NW  
(360) 866-7669

**Sunrise Dental of Bellevue**  
1200 112th Ave NE, Suite C-222  
(425) 450-9500

**Sunrise Dental of SeaTac**  
12610 Des Moines Mem Dr, Suite 208  
(206) 243-7788

**Sunrise Dental of Everett**  
111 SE Everett Mall Way, Suite B-100  
(425) 513-2000

**Sunrise Dental of Issaquah**  
(formerly Aspen Dental)  
5006 E Lk Samm Pk Way SE  
(425) 391-7645

**Sunrise Dental of Lynnwood**  
3505 188th Street SW  
(425) 744-1022

**Sunrise Dental of Tacoma**  
1530 S. Union Ave, Suite 7  
(253) 759-9291

**Sunrise Dental of Federal Way**  
33600 6th Ave S, Suite 102  
(253) 838-3232

# RETIREMENT NEWS

## February Retired Club Minutes

by Ruth Render,  
Retired Club Secretary

The meeting was called to order by President Al Wydick. The Lord's Prayer was said followed by the flag salute and the singing of "God Bless America" led by Ruth Render and Betty Ness.

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

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

**Financial Report:** The January expense report was read by Treasurer Betty Ness. A motion was made to accept the report as read. M/S/P.

Louise Burns reported that an audit of the books took place and all was found to be in order. A motion was made to accept the audit report. M/S/P.

**Communications:** None

**Health & Benefits:** Al Wydick welcomed Jackie Boschok, who is the new Health and Benefits Representative. Jackie started her new position on February 2. Previously she was a Business Representative for six years and an Organizer for the past two years. She said

she would be attending the retiree meetings and looks forward to working with the retirees. If you have any questions, feel free to contact her. If you wish to meet in person she recommended calling and making an appointment. Joe Crockett is now working as a Business Representative in the Renton Union Hall.

**Health & Welfare:** Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: Keith Berger, Earl Brunette, Clifford Burks, Sharon Chambers, Ronald Cozzens, John Foy, Broderick Gibson, Jeanne Gill, Wayne Gooder, Yvonne Harris, Donald Henry, Norman Irwin, Harry Johnson, Myrtle McQuarrie, Vivian Moore, Brian Morris, V. "Bud" Naden, Gregory Ockfen, Phillip Salyers, Richard Shinaberger, Lester Staton, Harley Strichertz, Robert Terreberry, Carroll Westrom. Sympathy cards were sent to the next of kin.

**Legislative Report:** Carl Schwartz spoke about the stimulus package and encouraged everyone to learn more about it. He talked about House Bill 684 which would permit Medicare to negotiate for



Every Monday at noon, those attending the Retired Club meeting are treated to a free lunch at the Seattle Union Hall.

lower drug prices. He announced that the third week in February is President's week. Legislators will be home and the Alliance for Retired Americans (ARA) has a nationwide campaign to get people to meet with their legislators. Make plans to meet with one of your legislators, if possible. Carl also encouraged everyone to fill out the Retiree Club questionnaire that was in the February Aero Mechanic.

**Birthdays & Anniversaries:** Recording Secretary Ruth Render read the Birthdays and Anniversaries. February Birthdays: John Pompeo, Isaac Motola. February Anniversaries: Al & Toni Morzenti, Cal & Vera Doss.

**Good & Welfare:** Al Wydick reminded everyone that corned beef and cabbage would be served after the March 9th Business Meeting to celebrate St. Patrick's Day.

John Guevarra stated the Retiree Club paid their \$100 affiliation fee to the Washington State Alliance of Retired Americans and with that comes rights and responsibilities. The Club will be sending one or two people to the ARA national conference in June.

Al Wydick stated he would find out how many would be sent after District Council voted on the matter.

John provided hand outs of the Friday ARA Alert and a portion of a pamphlet titled "2009 Citizen's Guide to Washington and the Budget" that talks about the state's budget shortfall.

Carl Schwartz reminded everyone that it is retiree check in time. Be sure to contact the Union to verify your home address.

Tom O'Brien thanked everyone who tried to get a COLA in the pension plan during the last contract talks. He also mentioned that he predicted last September there would be layoffs eighteen months in the future.

Continued on page 11



Retirees dish up a hot spaghetti lunch.

RETIREE CLUB OFFICERS		
President	Al Wydick	253-735-8004
Vice President	T.J. Seibert	206-329-0160
Secretary	Ruth Render	206-324-4055
Treasurer	Betty Ness	206-762-0725
Srgnt-at-Arms	Leroy Miller	206-878-0601
Trustees:	Louise Burns	206-242-5878
	Cherie Menke	425-235-9361
	John Guevarra	206-762-3848
Union Office: (1-800-763-1301) or 206-763-1300		

## Kourpias Retires from Alliance

George J. Kourpias, President of the Alliance for Retired Americans since its inception in 2001, announced in February he is retiring from the organization. Barbara J. Easterling, the former Secretary-Treasurer of the Communications Workers of America, was named the new president by a vote of the Alliance's executive committee.

"It has been a tremendous honor to help grow and lead a progressive army of grassroots retirees. We have fostered life-long activism among union and community leaders, and I believe our collective voice has made a difference," Kourpias said.

On the heels of the November election, Kourpias believes it is time to turn over the reins of the Alliance. "I have never been more proud of my fellow union retirees than I was on election night. But all that our hard work and great success guarantees us is an opportunity, nothing more. The time is right for a new leader, an outstanding woman - Barbara Easterling - to mobilize our nation's retirees to seize this historic moment."

"George Kourpias can never be replaced," Easterling said, "but I will do all I can to continue his great work. By standing together and speaking as one, we can reform our nation's broken health care system, strengthen Social Security and Medicare, and leave behind a better America for our children and grandchildren."



George Kourpias has long been an advocate for workers and seniors. In February, he retired from the Alliance for Retired Americans.

Ruben Burks, the Alliance's Secretary-Treasurer, said, "It has been an honor to serve alongside George since the beginning of the Alliance. Retirees owe George a large debt of gratitude for his energy, his vision, and his passion to grow the retiree movement. Thanks to George, Alliance members are politically savvy seniors."

"George is a close personal and professional friend," said Edward F. Coyle, the Alliance's Executive Director. "He taught me and many others enduring lessons about how to capture the power and passion of grassroots advocates. It has been a true pleasure to work with him."

Under Mr. Kourpias' tenure, the Alliance for Retired Americans developed into a 3.5 million member organization which was a leader in stopping then-President Bush's plan to privatize Social Security. In the 2008 presidential elections, Alliance activists were mobilized in key battleground states to highlight the stark contrasts between Barack Obama and John McCain on Social Security and Medicare. On election day, union retirees voted for President Obama 72-26 percent.

Prior to becoming Alliance president in 2001, Kourpias had previously served as president of the National Council of Senior Citizens. A member of the International Association of Machinists for 56 years, he served eight years as its president.

## Calendar

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

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

- Alliance of Retired Americans South Area Chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center (600 E. Smith St). We share information about developments affecting seniors, we decide on letters and e-mails to public officials expressing elders' concerns and what is happening to us. We want to make sure this community has at least one organization of elder advocates that our members can participate in.

This is the only organization of elders in South King County which has the backbone to stand up against negative proposals. Come on in and sit in and see what goes on. For more info, contact Leroy Miller at 206-878-0601 or Larry Greene at 253-630-5280.

Retirees can help by calling 1-800-562-6000. Ask legislators to support HB1528 and SB5446 to protect workers' First Amendment Rights. Workers should not be forced (under threat of termination or other retaliation) to participate in employer communication on matters of individual conscience including politics, religion, charitable giving and unionization.

# FREE WANT ADS FOR MEMBERS ONLY

## ANIMALS

MAMA SAYS WE MUST GO! Toy Poodles, shots up-to-date, tail docked, dewclaws, family raised. Female \$450, Male \$400. 253-350-5709

BEAUTIFUL MALE LADY GOULDIAN (5) about 4 months old. \$100 - \$125 ea. Parkland/Tacoma 253-314-5591 or 253-508-7862

## AUTO PARTS & ACCESSORIES

FORD SHOP MANUALS. 3 / 1978 - all for \$25. 253-852-6809

CUB INTERNATIONAL TRACTOR MANUAL of general contents - engine, fuel system, steering, etc. 9 sections, electrical last. \$25. 253-852-6809

1967 CHEVY IMPALA WHEEL COVERS. 4 ea. \$50. 425-353-4136

WANTED: Bucket seats to fit a 1991 Toyota SR5, any color but decent shape. 425-822-4014

2006 MUSTANG WHEELS & TIRES, 24k miles. Factory stock 16x7 wheels and 215-65-16 tires. Caps and lugs included. Call 206-240-3925

CANOPY for 8' pickup. Aluminum, high-gloss black. No dents or leaks. 4 tinted windows, lockable and lightweight. Paid \$650, asking \$250. Call George at 360-249-4432

EDEL Brock 4-BAR CARB & CALIBRATION KIT; (2) taillight assemblies for 1940 Chevy; (2) park light assemblies; (2) seal beam retainer rings; (2) inner fender panels. Call 360-387-2103 for more info

DELUXE "ASTRO" SILVER CANOPY, fits all compact trucks. Tinted windows, front slider. Paid \$1,100, asking \$700 FIRM. Call Roger at 425-432-1339

## BOATS

1986 17 1/2' SEASWIRL OPEN BOW, like new. New interior, new 4.3 V6 Chevy engine, new throttle control, (3) new tires. Don't miss! \$4,500. 360-275-5562

2006 RIVERWOLF SIDEDRIFTER, 16'. Trailer, Fishmark 480 fishfinder, proheater with propane and bilge pump, 4-rod holder, bra and full cover. \$7,600 OBO. 360-897-8384

## COTTAGE INDUSTRIES

THE SMOKEHOUSE & MORE would like you to order early for the holidays. Get delicious smoked prime rib, free range turkeys (fresh & smoked), double smoked bone-in & boneless ham, smoked salmon and other meats, salads, etc. Call 1-360-886-9293 to place your order or visit us in Black Diamond at 32721 Railroad Ave.

ARE YOU LOOKING FOR SOMETHING TO DO IN YOUR RETIREMENT? Sunset View Garden Club meets the third Thursday of each month at the Golden Pine Apartments, 2901 10th NE, Renton, WA. Everyone is welcome. Contact 425-255-8195 or 425-255-0859 for more information

PHOTOGRAPHER. VERY affordable digital wedding photography. Save money. Also available for family portraits, senior pictures and special events. Call about Spring and Summer events now. 206-240-9773

ADULT FAMILY HOME. We enjoy assisting and caring for adults with daily living activities in Edmonds home 24/7. Dementia and mental health certified. 425-673-6428

GOLD'S GYM, RENTON, 10728 NE Carr Rd. Take advantage of Special Boeing Employee Rate - simply present your Boeing badge for discount! Family Owned & Operated by Boeing Employee Michael Cavaiani, a strong Union brother! One time processing fee of \$49, single monthly membership dues of \$29, family add-ons \$20. Personal Training rates available at \$49 per session (reg \$60). 425-793-5457

## ATTENTION TO 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-classified physically. Ads are free 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 own paper for ads, include information required on regular ad blank.*

**Deadline For Next Issue  
March 19th**

COUNTRY BURGER - specializing in made-to-order Burgers and Fresh Shakes is now offering cold cut sandwiches, soup of the day, and daily specials. Stop by and meet the new owners, Scott and Lisa. Call ahead for orders to go. Open Wednesday thru Sunday 11 am to 7 pm. 360-652-8844

JOIN THE EVERETT BOEING STRATOCRUISERS CAR CLUB [www.stratocruisersclub.com](http://www.stratocruisersclub.com) or phone 425-355-0127. We cruise on Friday nights at "Jack In The Box" in Lynnwood, 3 pm to dusk.

JOIN THE EVERETT BOEING STRATOCRUISERS CAR CLUB [www.stratocruisersclub.com](http://www.stratocruisersclub.com) or phone 425-355-0127. We cruise on Friday nights at Wendy's in Silver Lake just north of Costco from 3 pm to dusk.

NEED LIFE INSURANCE, annuity for tax-deferred growth, long-term care, home care? Give me a call. As a laid-off 751 member who is now an insurance agent, I can help you plan for retirement. Call me today at 425-646-5444 ext. 208, ask for Maureen.

LAKE TAPPS BACKFLOW. For all your backflow testing and repair needs. \$5 discount for members. \$10 discount for seniors and veterans. Licensed, bonded, insured - a service disabled, veteran-owned small business. Call 253-217-7751 or e-mail [laketappsbackflow@comcast.net](mailto:laketappsbackflow@comcast.net)

PAY LESS FOR AUTO/HOME INSURANCE! Call me to compare my rates with your current premiums. Just a quick 10-minute call could save you a lot of money. 360-653-1213

ADULT FAMILY HOME REFERRAL NETWORK can introduce you to adult family homes in your area. Visit [www.afhnetwork.com](http://www.afhnetwork.com) or call 1-866-312-4981

NEED MORE MONEY? Turn \$49 into \$11,000 or more a month. Call now! 1-800-649-4032 Free Info Pack (24 hr message)

MAN REFUSED HEART SURGERY AND LIVED! Get your free report on how people have decreased their high blood pressure, high cholesterol, edema and angina. 1-800-306-4146 (24 hr message)

## ELECTRONICS & ENTERTAINMENT

ACOUSTIC GUITAR, fairly new. \$75. 206-420-1432

CANON P830 PRINTER, SCANNER, COPIER. Dual paper receiver, prints both sides. Used 6-8 months. All instructions with CD, USB cables and extra ink cartridges. \$225 OBO. 425-902-1399

DELL 3000CN COLOR LASER PRINTER, \$90. HP PhotoSmart 7850 Printer, \$25. Panasonic KX-FL511 Laser Copier/Fax Machine, \$40. Used but working. All software included. 206-719-1457 or 425-778-4328

## FURNITURE AND APPLIANCES

WET BAR, 91" tufted leather. (4) hi-back chairs, storage area. Call 360-275-0974 for more info

(9) DRAWER SOLID MAPLE DRESSER with mirror and nightstand. \$125. 360-659-5157

HANDMADE CEDAR CHEST with tray. \$50. 425-226-2385

DINING ROOM TABLE SET. Excellent condition, 40" x 60", 6 chairs, 2 leafs 18"W. It's too large for our small room. \$400. 206-723-0658

GAS RANGE & LARGE OVEN. 36", white, 5-burners with griddle. Peerless/Premier brand, USA/Union made. \$350. 206-367-0288

## HOUSING

KONA, HAWAII oceanfront condo. Enjoy 2 BDRM/2 BATH fully equipped condo - pool, jacuzzi, private lanai, DSL, color TV w/VCR/DVD. \$1,025-\$1,175/wk. [www.banyantreecondo.com](http://www.banyantreecondo.com). 206-938-9214

ADULT PARK - FEDERAL WAY. 2 bdrm/1 bath with add-on, appliances, 9-hole golf and extras. \$12,000 + closing costs. 253-661-7043

DEEDED 2 BDRM/2 BATH TIMESHARE UNIT. Start the 2009 fishing season at Peterson's Waterfront on beautiful Lake Chelan! Fish lakes such as Wapato, Rose, Dry and others. \$2800. Call George at 253-846-2071 for more information

FOR SALE OR RENT: Park model at Palm Creek Golf & RV Resort, Casa Grande, AZ. Fully loaded with 2 baths, AC room, shad, and deck on golf course. Call 520-208-3399 for more info

POTHOLES - EASTERN WASHINGTON. 3 bdrm/2 bath manufactured home. RV and car garage. \$220,000. 509-346-9756

FOR RENT: S Hill Puyallup 2-story, 3 bdrm/1 1/2 bath, 1-car garage. Water, septic, - trash, recycle, yard waste paid. Call 253-847-8981 or 253-495-8354 for more info

TOWN HOME FOR RENT: South Everett close to Home Depot, near to Everett Mall and Boeing. 1994 2-story, 3 bdrm/2.5 bath with 2-car attached garage, over 1450 sq ft. All appliances stay, gas heat, home currently covered under home warranty program. Call John at 425-231-1121 for more info

1980 GOLDENWEST, 1,800 sq ft, newer roof and furnace. 3 bdrms, one with walk-in closets; large family room; some painted walls. Wood stove, built-in appliances and refrigerator, spacious lot. 55+ park in Enumclaw. \$64,900 OBO. 360-825-3977

ENUMCLAW DOUBLE-WIDE, 1,250 sq ft, 55+ park. 2 bdrm/2 bath, den, wood stove, heat pump, AC, all appliances, large shop, woods, garden area, great location, safe park. Rent \$460/mo. \$42,000. Call Mike 360-825-8038

## MISCELLANEOUS

DRESSED BEARS (Bearly People), 14" to 24" tall. 14 different to pick from. \$15 to \$25 ea. Also misc. bear figurines, pictures and plates. 425-226-7252

OLD GREEN QUART CANNING JARS, 15 Ball and 3 Atlas, \$70. Guardian Service Waterless Cookware, 25 pieces, \$300. Call 425-226-2385 for more info

WANTED: Log truck load of fir delivered. Call 253-495-1105

DOG RUN, chain link fenced. 5 ft x 10 ft. \$75. 206-367-0288

HOUSE PLANTS: Excellent gifts for many occasions, helps to purify the air in your home or office. Various sizes, great prices. African milk trees, Christmas cactus, hanging purple heart, etc. \$2 to \$25. 253-852-6809

MULTI-PURPOSE GREASE COMPOUND - a vastly superior lubricant for reducing friction, heat-wear and noise. New, very good. 14 oz. tube, 12 in case. \$100/case or \$8.50 ea. 253-852-6809

FOR SALE: Lots of 33 records, albums, and VCR video tapes. \$1 ea. 253-852-6809

1960'S HAIRDRESSERS OR BARBER CHAIR. Very cute, turquoise, adjustable, great condition. \$60. Call 425-337-9001 or email [lavenderblue1960@comcast.net](mailto:lavenderblue1960@comcast.net)

WOODEN CREMATION BOXES, made in Washington. Spalted maple, cherry or cedar. \$190 + shipping. 360-983-8424

WHEELBARROW, like new, \$20. (2) full sheets of 1/2" plywood, \$15. Evenflo stroller, \$25. (2) sets ski's with binders and poles, \$15 ea set. 206-935-6535

SUBMERGABLE PUMP, 220V, 1/2 HP. Used 6 months, good pressure. \$100. 425-902-1399

## PROPERTY

1.75 ACRES PRIVATE PROPERTY, 233 x 331. Has an approved well, natural gas and approved septic to private paved road. 425-277-8708

- Circle One:**
- |                          |                             |                         |
|--------------------------|-----------------------------|-------------------------|
| ANIMALS                  | ELECTRONICS & ENTERTAINMENT | PROPERTY                |
| BOATS                    | FURNITURE & APPLIANCES      | RECREATIONAL MEMBERSHIP |
| TOOLS                    | RECREATIONAL VEHICLES       | SPORTING GOODS          |
| HOUSING                  | MISCELLANEOUS               | VEHICLES                |
| AUTO PARTS & ACCESSORIES |                             | COTTAGE INDUSTRIES      |

Ad (25 word limit. Please print).

Phone (or Address)

The following information must be filled in for your ad to appear:

Name \_\_\_\_\_ Clock Number \_\_\_\_\_  
Address \_\_\_\_\_ Shop Number \_\_\_\_\_

Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is March 19th!

ENUMCLAW 55+ PARK: Goldenwest Mobile Home, 1,800 sq ft, 3 bdrm/2 bath. Large family room, laundry room with space for freezer, built-in oven and microwave, refrigerator, wood stove. Large lot. \$64,900 OBO. 360-825-3977

CEMETERY PLOTS, Floral Hills, Azalea Garden, Lot S14, spaces 5, 6, 7, 8. \$3,000 or \$1,000 and carry contract for balance. 760-568-3236

20 ACRE MINIRANCH - EASTERN, WA. 1,800 sq ft remodeled home, 3 bdrm/2.5 bath. Scenic Channeled Scablands valley setting. Great hunting on adjoining public land. Photo tour at [www.flyinside.com/tour.php?id=30449](http://www.flyinside.com/tour.php?id=30449) or contact [c.kuch@yahoo.com](mailto:c.kuch@yahoo.com) or call 509-385-2737

FOR SALE: Lot, 330' elevation. Unobstructed view of NW out Strait of Juan de Fuca. In rain shadow. Community managed Clubhouse, pool, beach, marina since 1971. Near Port Townsend. \$159,000. 425-359-8849

## RECREATIONAL MEMBERSHIP

THOUSAND TRAILS/NACO/LEISURE TIME RESORTS Charter Membership. \$100. Buyer pays all transfer fees. 253-845-3282

## RECREATIONAL VEHICLES

2006 CLASS A FORESTRIVER XL DELUXE GEORGETOWN 37'. Gas, V10, 1 bath, 3-slides. \$98,950. Call 360-722-0080 or email [choregal@hotmail.com](mailto:choregal@hotmail.com)

2000 HONDA XR-400. Great condition, street legal, skid plate, bark busters, K&N air filter, 3.8 gal. gas tank. Shop manual included. \$2,750. 253-735-4903

2006 SUN VALLEY X-TREME LITE XT180 TRAVEL TRAILER, 18 ft fiberglass trailer. Sleeps 4 with front queen bed and folding down dinette bed. 13' patio awning and unused detachable outdoor barbeque, TV antenna with booster, crank down stabilizer jacks, dual #20 LPG propane bottles, 3 burner range, microwave oven, AC, indoor & outside shower, AM/FM/CD stereo, large refrigerator, spare tire and carrier plus more. Well maintained, just like new! \$12,600. 425-432-6134

## SPORTING GOODS

SNOW SKIS with binders and poles. \$45. 206-420-1432

BASKETBALL HOOP & BACKBOARD, free standing with weighted base, adjustable. \$75. 206-367-0288

AB LOUNGER, barely used, exc cond, \$20. 206-755-8575.

KING COBRA, Flex R, M/10.5° offset 5000 inertia, driver, \$100. Taylor-made \$540, 10.5° Flex R driver, \$60. Ping woods with graphite shaft, 1-3-5 collector clubs, \$100 set. 253-833-2196

2007 MIRAGE 6'x10' single-axle utility trailer. Vented, lighted, (4) tie-down holds, drop down rear door. Only used to store motorcycle. \$2,000. Call 360-722-0080 or email [choregal@hotmail.com](mailto:choregal@hotmail.com)

## TOOLS

YUASA HORIZONTAL PRECISION ROTARY TABLE, diameter 8". 4.1" center slots, 4 worm holes, 3 MT, weight ratio 90 to 1, 59 lbs. Like new. \$300. 253-852-6809

MEAT SAW BLADE, 21" long, good condition. \$20. 253-852-6809

SEARS CRAFTSMAN ROUTER, Model 31517381. Works great, in carry case. \$30. 253-852-6809

MASTERCRAFT JIG SAW/SABRE SAW. Works great. \$20. 253-852-6809

## VEHICLES

2002 FORD FOCUS, 4-dr. New tires, new transmission. \$2,900 OBO. 253-939-8195

1988 BRONCO II. Auto trans, 4WD, cruise, excellent tires, new muffler and tail pipe, new radiator. Looks good and runs good. \$1,200. 360-668-9695

1985 DODGE VAN, Model B3 long bed. New tires/brakes; runs great. Top ladder carrier. \$995 OBO. 360-829-0719

1989 PLYMOUTH SUNDANCE, 53k miles, one owner. Paint and seat covers rough. Good work car. New tires, tune up. \$500. 253-946-4963

1987 F150 STANDARD CAB, short bed. \$1,700 OBO. 253-486-8505 8 am - 6 pm

1998 HD ULTRA CLASSIC ELECTRAGLIDE, 70,750 miles. New motor mounts, swing arm bushings, wheel bearings & seals, tranny output sprocket, drive belt, drive sprocket. Big Sucker stage one breather kit. Screaming Eagle mufflers. New Screaming Eagle parts include. 575 cam shaft, roller lifts, adjustable push rods, roller rocker arms, valve spring kit, oil pump gears. New seat. Never wrecked. \$12,450 OBO. No trades, CASH only. Call 425-422-6746 or email [leo777\\_301@yahoo.com](mailto:leo777_301@yahoo.com)

1998 CHEVY SILVERADO 1/2 TON PICKUP, Z71, Ext Cab. Clean body, bed liner, trailer hitch, 2009 license. In Renton. \$4,500 OBO. 425-572-6343

# Accepting the Oath of Office

Photo right: L to R - Business Rep Ron Bradley administers the oath of office to Local E Audit John Cowin and Local E Educator Richard Kares.



Photo below: Local C Trustee Rebecca Pohl (r) repeats the oath of office from Business Rep Chuck Craft.



Joint Programs Administrator Zack Zaratkiewicz (l) administers the oath of office to Local A Conductor-Sentinel Bob Merritt.

# February Retired Minutes

Continued from page 9

Concerning the stimulus package, the interest will be astronomical. He doesn't think the money is being spent properly. He also spoke about Ron Sims leaving his King County Executive position and Greg Nickels will be up for election. During the next election, Tom suggested everyone consider a candidate's stand on buying American. We should be concerned about how our tax dollars are used. Under Nickels the city purchased rail and street cars from other nations.

Jim Hutchins spoke about the Puget Sound Labor Agency. He works there part time and coordinates with the committee of the District 751 Machinists Volunteer Program to build wheelchair ramps. The recipient pays for the materials but the labor is free. Contact the Health & Benefits office if you or someone you know needs a wheelchair ramp.

T.J. Seibert thanked Jim Hutchins for his service. He also mentioned that February is Black History month and commended the Labor & History Committee for putting together a great display.

**Old/New Business:** None

**Adjournment:** A motion was made to adjourn at 11:45 a.m. **M/S/P**

## Workers at McChord Say Union Yes

Continued from page 5

"These are hard economic times, but IAM membership can still bring improvements to wages, benefits and working conditions to Service Contract employees," explained District 751's Organizing Director, Jesse Cote II. "It also brings a measure of job security and levels the playing field between the current employer (Boeing) and other companies that might compete for the contract in the future, because there will be a Collective Bargaining Agreement in place that sets the standard."

"Congratulations to Brother Cote and GLR Gresham for a job well done," said Western Territory GVP Lee Pearson. "Thanks also to AA Gary Allen and GLR Cooper for their support. I look forward to the votes at the other sites, and am glad these new members will reap the benefits of a good Union contract under the SCA."

McChord Air Force Base is the home of Combat Airlift and has flown continuous combat airlift every day since October 2001. These elite members service the C-17 Globemaster III program, providing training to active military service men and women as Pilot Instructors, Loadmaster Instructors and Simulator Technicians.



Boeing workers on the C-17 voted 100% for Union representation.

## Be Informed When Selecting Layoff Benefits

Continued from page 7

In addition, Section 23.5 of the contract provides up to six months of medical coverage for employees and dependents who have medical benefits at the time of layoff (regardless of their seniority).

In the event of layoff, medical coverage for employees and dependents will continue until the employee is covered by any other group medical plan either as an employee or as a dependent, but in no event beyond six (6) months after the date of layoff. However, if the layoff occurs during or after a leave of absence, the maximum total period of continued coverage is thirty (30) months in the case of medical leave or twenty-four (24) months in the case of non-medical leave, measured from the end of the

month in which the leave of absence began, irrespective of the date of termination.

Required contributions, if any, must be paid during any period of such continuation of coverage. If you are enrolled in Selections or Group Health, you must be sure to pay your monthly premium TIMELY to maintain your six months of medical coverage following layoff.

Keep in mind that while medical benefits can continue for up to six months, dental and vision coverage ends the last day of the month in which you are laid-off. Therefore, get needed dental work and cleanings completed, as soon as you receive a WARN notice, as well as getting vision coverage handled ASAP (i.e. new glasses or contacts).

### Tips for Those Facing Layoff

Do not select layoff benefits as lump sum or it will eliminate your seniority and recall rights.

Dental and vision coverage end the last day of the month in which you are laid-off. Therefore, get needed dental work or cleaning completed immediately after receiving a WARN notice, as well as any vision needs.



*Union Steward Debbie Donnell and her husband Jon were beaming with pride as daughter Marissa was made an honorary Local F member by Local F President Garth Luark (r). Marissa was honored for her commitment to the Union movement.*

## Donnell Honorary 751- F Member

In February, Local 751-F made a very special presentation in making Marissa Donnell an honorary Local F member. The Union has been a part of Marissa's life since she was born 8 years ago. In fact, Marissa has only missed a handful of meetings in her life – on the month after she was born, another when her family was out of town on vacation, and two when weather kept her mom from attending the meeting.

This commitment to the Union resulted in Local F President Garth Luark presenting Marissa with a plaque, which read: *"In recognition of your commitment and dedication to the Union movement, your steadfast attendance at Union meetings and participation in charitable and community events, Local F hereby declares you an honorary Local F member."*

Many of our members have not attended nearly the number of Union meetings or taken part in as many Union events as this impressive young girl. She

is enthusiastic, informed, and understands what the Union is all about.

Credit goes to her mother, Union Steward Debbie Donnell for teaching her about the Union. She believes the Union is an important part of her family and includes Marissa in as many different events as possible. Beyond just attending Union meetings, Marissa has also participated in the annual M.L. King workshops, rallies and marches. She walks each year in the breast cancer walk in October – an event with special significance since her mother Debbie battled the disease a few years back. During both the 2005 and 2008 strikes, Debbie brought Marissa with her for picket duty, solidarity rallies and other events so she could better understand what Unions are all about.

For most who attend Local F meetings, it was a proud moment to recognize the little girl they have seen grow up become an honorary member.

## Celebrating Women's History Month

February 25, 2009 was a milestone anniversary for Washington State. It was the 100<sup>th</sup> Anniversary of women's suffrage in our state. As we celebrate Women's History Month in March, it is these milestones, and the ladies who dedicated their lives to establishing equal rights for women, that we reflect on.

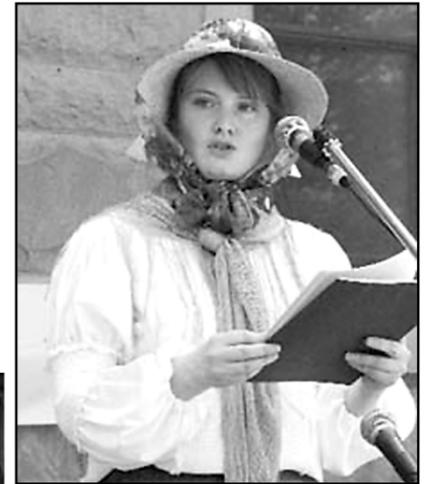
The United States has a rich history of female activism that dates back to its foundation. Celebrated writers, educators, and political activists have, for hundreds of years, given voice to the feminist perspective in our country. These women, including Susan B. Anthony, Abigail Adams, Clara Barton and Catherine Beecher, have provided us with an opportunity to see the movement for women's rights from a uniquely feminine perspective. But what about the women of labor? Though their names may not be as recognizable as Susan B. Anthony and Abigail Adams, their contributions to women's rights and the strength of our country are no less significant.

One of these important women, Kate Mullany, was inducted to Women of the Hall in 2000. Her contributions to labor were significant and her life, a testament to the power of women in the workforce. At the age of 19 Kate worked as a laun-

dry worker in Troy, New York. As the primary source of income for her family, a family that included her widowed mother and four siblings, the determined young woman worked 12 to 14 hours each day, six days per week for a total income of about \$3.

As a woman worker in 1864, a time when male workers had little rights, Mullany had a lot to lose when she decided to stand up against the unsafe working conditions and low wages at her place of employment. Still, she pushed forward and founded the first female union in the country – the Collar Laundry Union. Her first item of business as the first bona fide female union president? Leading a strike of two hundred laundresses. This strike, successful in many ways, led to 25

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*Kate Mullany (above) promoted workers and women's rights in the late 1800 and early 1900's. She organized the Collar Laundry Union (left) and organized a successful strike.*



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