A ‘Vested’ Interest in the Future

Union Halts Offload With Better Option

Thanks to a united effort and creative thinking, our members on the 737 line will continue to install life vests into the airplane seats. Boeing offloaded this work to a vendor for nearly a year before accepting the Union’s proposal to perform the work in-house.

Yet our members did more than simply stop the offload. They offered alternatives to significantly reduce the flow time on seats, suggested other improvements beyond the vest installation, and make the process more ergonomically sound for the employees.

Credit for keeping the work in-house goes to IAM Business Rep Zack Zaratiegui, IAM Work Transfer Reps Heather Barstow and Jim Darrah, as well as Union Steward Mike Burleson and member Phil Chandler. Each played a role in ensuring our members continue to perform the work and improve the process.

Zack originally filed a grievance over a year ago to protest Boeing’s decision to offload the life vest installation without going through our work transfer process. He informed IAM Work Transfer Reps, “I’m very happy to see our members get the overtime instead of the vendor. It was a true team effort, including General Supervisor John Hawkinson who was willing to make the tough call and give us members a big piece of this project. It is very unusual for Boeing to keep the work in-house. Thanks to a united effort and creative thinking, our members on the 737 line will continue to install life vests into the airplane seats.”

Facilities ‘Dig In’ to Keep Work

Everett Facilities members were literally down in the trenches over the Christmas holidays to keep an enormous repair job from being subcontracted.

The project required replacing the pipeline for steam, condensate and air lines that run from the 40-11 building to the 40-15 building. To accomplish this meant digging a trench nearly 100 yards across a paved parking lot. Typically, this large of a maintenance job is sent to outside vendors.

However, thanks to the proactive work of the Union’s Everett Facilities Subcontracting Committee, the job never even got to a vendor for bids. Instead, 751 members did nearly all of the work – except for the welding portion. If Boeing welders had been certified to work on the pipe, the entire job could have been done by Boeing employees.

Union Steward Dennis Adams noted, “I was happy to see our members get the overtime instead of vendors. It was a true team effort, including General Supervisor John Hawkinson who was willing to make the tough call and give us members a big piece of this project. It is very unusual for Boeing to keep the work in-house. Thanks to a united effort and creative thinking, our members on the 737 line will continue to install life vests into the airplane seats.”

Open Enrollment for Health Coverage

Employees represented by IAM 751 will be asked to select their medical/dental insurance coverage during the 2004 annual enrollment period, which runs May 3 through May 21. Any changes employees make during enrollment will go into effect on July 1, 2004.

Most employees can choose from the following medical plans:

- Selections (Regence BlueShield)
- Group Health Cooperative HMO
- Boeing Traditional Medical Plan (Regence BlueShield)

Per our Union contract, employees in Puget Sound choosing Selections will continue to have the entire monthly premium cost paid by the Company. Monthly contributions for the other plans are noted in the table below:

<table>
<thead>
<tr>
<th>Monthly contributions for Traditional as of 7/1/04</th>
<th>Monthly contributions for Group-Health as of 7/1/04</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee only: $25</td>
<td>Employee only: $58</td>
</tr>
<tr>
<td>Employee + spouse: $50</td>
<td>Employee + spouse: $108</td>
</tr>
<tr>
<td>Employee + child(ren): $50</td>
<td>Employee + child(ren): $148</td>
</tr>
<tr>
<td>Family: $75</td>
<td>Family: $124</td>
</tr>
</tbody>
</table>

NOTE: While the employee’s contribution has decreased, actual premiums the Company is paying increased dramatically – making it important to continue working on health care in the legislative arena.

Employee contributions have decreased, actual premiums the Company is paying increased dramatically – making it important to continue working on health care in the legislative arena.

Most employees can also choose between two dental plans.
Machinists Rally for Skagit Harley Workers

A crowd of 100 union supporters railed outside Skagit Harley in Burlington, Washington to support workers fighting for collective bargaining rights. The rally quickly proved why employees at this dealership need union representation. Skagit Harley owner Fred Smith blocked off the motorcycle dealership’s parking lots with garbage cans hung with signs that read “union trash” and repeatedly screamed obscenities at the crowd. Smith also turned on the sprinkler system in an unsuccessful effort to disperse the union supporters.

Workers at the dealership have endured harassment and discrimination since voting for IAM representation on October 7, 2003. According to IAM organizers, management hired a union-busting firm, cut workers’ hours, eliminated positions held by union supporters and fired one worker for not being ready for work. “It’s our job to hang on the eight positions that have been eliminated at Skagit Valley since the employees voted for union representation,” all eight happened to be union supporters. The union has filed unfair labor practice charges against Harley on behalf of the wronged employees; those charges are still pending.

The disdain for unions by a dealer selling union-made Harley-Davidsons is unusual. “The labor community makes up more than 50 percent of the dealership’s business,” said IAM Organizer Jesse Cote. “Our members build the bikes, we buy ‘em, and ride ‘em. Who are these guys to say we shouldn’t service ‘em?’ Good question.

Why not ask Skagit Harley owner Fred Smith yourself?” His email address is freds@skagitharley.com.

Initial 7E7 Order Means Still More Work Ahead

by Mark Blondin, District President

This month we had several bits of good news. We got some great news as All Nippon Airways announced they are one of the launch customers for the 7E7 with an initial order of 50 airplanes. This $6 billion dollar order is one of the largest ever, and would not have been possible without the hard work of all of our Members who joined in the drive to land the 7E7 in Everett. Thanks to all who helped.

How appropriate that on the same day the 7E7 order was announced, we learned the first 751 member was assigned full-time in support of 7E7 development and fabrication. It is traditional that our members work hand-in-hand with engineering to fine tune and develop parts on new airplanes. Landing additional fabrication work on the 7E7 remains a top priority and something we work toward daily. This Union cannot be satisfied with final assembly only. Our workforce in Auburn has been decimated by layoffs, offsets, asset utilization, attrition, and the downturn in the industry. Our message to Boeing management is simple: To achieve labor peace with the Machinists, you (Boeing) must show a commitment to fabrication and manufacturing. Our members are the highest skilled and most knowledgeable parts fabricators in the world and deserve to share in Boeing’s success. Boeing, make that commitment and the Machinists will continue to make you successful.

The Union continues to push for jobs on other fronts, as well. Our Work Transferring Committees are out there every day investigating potential offsets, meeting with members to put together better alternatives and improve the process so there is no business case to justify getting rid of our work. In Renton, a recent success was ensuring the installation of life vests on the 737 will be done by our members. Our alternatives significantly reduced the time to install the vests and included other improvements to the line.

The Facilities Subcontracting Committee continually makes the case to keep repair and maintenance work in the hands of our experienced crafts people. The Everett Committee kept a job in the hands of our members that typically would have been offloaded. What makes the effort even more impressive, is the fact that Boeing subbed out the welding work (because Boeing welders were not certified) but still awarded the remaining work to our members. It is very unusual for Boeing to use a mix of internal employees along with an avender. These are just a few of the ways the Union is working to preserve jobs.

Finally, May is the open enrollment period for health and dental coverage at Boeing. The monthly contribution our members make, if they select Traditional or Group Health, will be less than the current premium rate. While that is not good news since it is less out-of-pocket money, unfortunately, the premiums continue to rise in double digit inflation. Boeing, like every other employer, pays a tremendous amount each month for health insurance premiums. We will continue to work this issue in the political arena to control health care costs nationwide. It is an issue we must address long before we reach the bargaining table next summer.

Everett Facilities Employees ‘Dig In’ to Keep Work In-House

Continued from page 1

to use a mix of internal employees along with a vendor. Usually, they sub out the whole job.”

751 member Jim Berger, who put in long hours on the project, stated, “Everyone worked together to keep it from going outside. We utilized the assets we had on site to get the job done right, and it saved Boeing a lot of money. A vendor would have had to rent cranes for about $1,000 an hour, as well as bring in operations and riggers to run them.

Berger added, “Jim’s member Mike Jones served as lead on the project and was instrumental in coordinating the effort between the various crafts. Even though Facilities is now in separate organizations (Environmental, Equipment Maintenance, Field Service, and Field Equipment Operator), we pulled it together. No one on this project had less than 20 years experience, so we all worked together, well and worked.”

The Facilities group demonstrated their resourcefulness and used material slated for scrap as the spreader bar. Support people helped pump out the holes. Millwrights dug up the concrete and used material slated for scrap as the spreader bar. Support people helped pump out the holes. Millwrights dug up the concrete and used material slated for scrap as the spreader bar. Support people helped pump out the holes.

The general contractor said we have to subcontract because we don’t have the manpower. But if they hadn’t laid-off so many members, we would have the people. We’ll keep making the pitch and demonstrating we can do it cheaper and better, and hopefully it will result in more recaps. We had 29 facilities workers called back last year, but we could use even more.

Special thanks to those who volunteered to work over the Christmas holidays and keep the job in-house. They included: Mike Jones, Jim Berger, Roger Kurtz, Paul Lantz, Bill Strickland, Leroy Pool, Warren Martin, Gary Tamura, John Scott, Brad Bittner, Paul Stephens, Ted Johnson, Al Schy, Rich Reynolds and Marty Sprouse.
Thanks to the efforts of members, Union Stewards, Business Reps and staff, District 751 has more political clout – almost $36,000 more per year to be exact. The additional money is generated through cash donations and from 1,955 members who signed new or additional payroll deductions for the Machinists Non-Partisan Political League (MNPL). Because we cannot use Union dues money for political purposes, a separate authorization for payroll deduction must be obtained where members agree to money being used for political purposes.

The five-week drive to get more involvement in MNPL was a success. Although everyone worked hard on the five-week drive, there are several individuals who deserve special recognition for their efforts. Kim Leufroy, Dave Muellenbach and Randy Conway were the most avid recruiters – earning the top three prizes. Dave Muellenbach finished first in money with $310.75 and second in new cards with 53. Kim Leufroy captured first in new cards with 54 and second in most money with $150.99. While Randy Conway took third in both categories with $62.71 and 26 new cards.

Dave Muellenbach demonstrated his strong belief in MNPL by donating his prize money back to MNPL to further the cause. Yet the importance of MNPL continues long after the drive is over. Securing the 767 tanker deal remains a top priority to keep our members employed on the 767 for years to come. Health care, an industrial policy, preserving company pension plans are all issues that will be addressed in the legislative arena.

Every Seward and member who participated or signed up for a deduction is applauded for their efforts in increasing our legislative power. The five-week drive did more than just generate money. It also educated members on the importance of being politically active and encouraged members to become more involved in the political process.

There are many ways in which the members and officers of our union can volunteer and serve the interests of our membership and, at the same time, serve the community at large. District Council delegate Ronnie Behinke serves as a member of Renton Technical College’s Board of Trustees, and Business Representative Larry Brown serves on the Board of Trustees for Green River Community College. The community and technical college Board of Trustees positions are voluntary positions appointed by the Governor for a five-year term. Once appointed by the Governor, the State Senate confirms the Trustees.

The main role for the Trustees at a community and technical college is to serve as a link to the community. Additionally, these boards hire the college president and establish broad policies, which will serve the interests of the students, faculty, and citizens in the community as well as meeting the needs of business and labor. Since much of the cost of training technicians from state and federal monies (tuition covers less than a third of the total cost for training), Trustees also lobby the state and federal government for funding.

Earlier this year, Behinke and Brown spent time there to get the person back into the workforce as quickly as possible. “Our number one priority is to serve the community and technical colleges. While that attention given to our colleges was welcome, a deeper look into the budget was discouraging. The President’s 2004 budget proposal cuts vocational programs by more than twice as much as his new block grant program. This contradiction comes at a time when there is a historic need for job training and re-training, as jobs are outsourced overseas. It must also be noted that when the $250 million is spread out to the thousands of community and technical colleges, the funding is wafer thin. However, the probability is only a select few colleges will receive the grant funding while all colleges will receive the cuts invocational training monies.

The good news is that for the laid-off members of District 751 there has been additional re-training funds. Literally thousands of members have taken advantage of these programs at our state’s community and technical colleges. With the efforts of Ronnie Behinke and Larry Brown and others, your colleges will be there for you.

Ronnie, who has lobbied for years as a member of the Union’s Legislative Committee, noted, “Lobbying for education is very different than talking about Union issues. Education is non-partisan. Unfortunately, the current job market makes it critical to obtain additional funding for our community and technical colleges. However, I learned just how difficult it is to get funding in the current budget. People attend technical and community colleges to learn a specific trade and go into the workforce. As a Trustee, we must ensure the training programs there are to get the person back into the workforce as quickly as possible.”

Local F’s Sonic ticket fundraiser in January raised $1,840 for the Machinists Non-Partisan Political League. Local F’s Recording Secretary Ronnie Behinke and President Don Morris presented the proceeds at a recent District Council meeting. L to R: Bruce Spalding, Ronnie Behinke, Linda Lanham, Don Morris and Mark Blondin display the check.

Politics Is Key to Future Education

In the latest outsourcing outrage, the Department of Defense is asking Congress to repeal a law that bans foreign-owned airlines from bidding on contracts to transport U.S. troops and cargo during wartime.

The current law requires Pentagon contracts go to air carriers that are no less than 50 percent American owned. The Defense Department proposal, quietly inserted in the Pentagon’s 2005 appropriations request, would allow foreign carriers to bid against domestic airlines on contracts to fly American soldiers and supplies from U.S. bases to overseas military installations.

If approved by Congress, the proposal could place foreign-owned carriers in direct competition with the Civil Reserve Air Fleet, a group of 24 U.S. passenger and cargo airlines that moved 161,000 tons of equipment and nearly 500,000 troops to and from the war zone during the initial stages of the Iraq conflict.

The reserve fleet includes United Airlines, Continental Airlines and Delta Airlines. The largest cargo carriers include Atlas, Evergreen, Polar, Gemini and Worldair. Under current law, foreign carriers can be contracted only if no American airline is willing or available.

Pentagon Seeks to Repeal ‘Fly American’ Law

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Group Health members who receive care at a Group Health medical center have a unique advantage. Whatever the day, whatever the time, they can securely e-mail their Group Health personal physician, view their online medical records, many test results, and refill their prescriptions online. And it doesn’t stop there.

Greater Patient-Centered Care

We’re creating the exam room of the future, today, at Group Health medical centers. Each exam room is being equipped with a computer that will have access to an electronic medical record. It will provide your physician with critical information about you, including your medical history, diseases, and suggested care for those diseases. It will let your doctor know about possible drug interactions with regard to the medicine you’re taking. It also lets your doctor enter lab work and prescriptions—which means less waiting at the lab and pharmacy. It’s all about what’s important and needed for you, and respecting your time.

Increased patient safety

Meeting today’s enormous prescription drug demands means safety is of utmost importance in dispensing medication. That’s why Group Health implements a unique automated prescription-filling system. Not only does this increase patient safety, it expedites shipment of prescriptions to members with free home delivery. Pharmacists have more time to interact with patients and educate doctors about available and affordable medicines.

Group Health members can receive e-mail from their Group Health personal physician, view their online medical records, many test results, and refill prescriptions.

Regence Selections Offers

Flexibility and Choice

Regence BlueShield’s Selections plan is a great choice for Boeing employees. Backed by more than 70 years of serving Boeing employees, Regence BlueShield is confident you’ll find Selections health-care coverage offers you flexibility, reliability and excellent customer service. You can find more information about Selections on the Regence BlueShield Web site - www.wa.regence.com/boeing. This was created just for Boeing members.

Selections Means Choice and Flexibility

When enrolled on Selections you can choose the level of health coverage you receive. By choosing a Personal Care Provider (PCP) and working with your PCP to coordinate your care, you will receive the highest benefit level available. You can choose to see a provider outside of the Selections network or choose to see a provider without receiving a referral from your PCP. In these cases, your benefits will be paid at a lower level.

There are some self-referral benefits, like chiropractic care, routine vision, and hearing exams, smoking cessation programs, and covered women’s health care. For additional information visit our Web site.

Benefits That Meet Your Needs

Selections covers a wide variety of services to meet your unique health-care needs. Check out the Regence BlueShield Web site for a more detailed summary.

Preventive Care - To help keep your family healthy, Selections covers preventive care, including physical exams, well-baby care, immunizations and cancer screenings. Preventive services received within the service area from your PCP are covered at the 100% benefit level.

Prescription Drugs - Prescription drugs are covered through a convenient retail prescription drug program. In addition, your plan offers a full-service mail-order program. Both programs utilize a three-tier copay drug benefit. This gives you choice over which medications you use while balancing costs.

AdvicCare - For Boeing members with chronic, and other ongoing conditions, AdvicCare offers a comprehensive approach to care that supports and supplements your relationship with your provider. It complements your provider’s treatment plan and provider support through communication, timely information and a uniquely human approach.

Convenient Customer Service

Regence BlueShield’s Boeing member Web site was created with you in mind. It’s available anytime and it has more answers than you might think. You’ll have access to all the basics about your benefits, finding a provider or finding hard-copy forms. In addition, you can ask us questions through secure e-mail available through our Web site. Of course, Regence BlueShield is always available and ready to answer your questions over the phone weekdays from 6:00am to 5:00pm Pacific Time.

Group Health’s Future Has You in Mind

Group Health is expanding and you can reap the benefits. Currently in the planning stage with a scheduled opening in 2007, Group Health will be building a new specialty center adjacent to the grounds of Overlake Hospital Medical Center. This specialty center will be a place where Group Health board-certified specialists will care for patients in a state-of-the-art environment, including an urgent care center and outpatient surgery facility. Until then, our Eastside campus in Redmond will continue to provide quality primary and specialty care for all Group Health members.

Get the Group Health Advantage

This is a great time to be a Group Health member. As the only local plan that provides both coverage and medical care, we have a strong motivation to keep you healthy. We have an incredible commitment to preventive care with our comprehensive coverage for physical exams, mammography, well-child check-ups, tobacco cessation programs, and drug therapies that reduce the chance of future disease and help avoid such problems as heart attack, stroke, and diabetest.

All this, plus the added benefits you get with MyGroupHealth at www.myghc.org, mean you can experience health care in a way no other plan can match.

If you have a question or would like more information about the new Group Health, please call us at 206-901-4636 or 1-888-901-4636.

Regence BlueShield continues to offer families the Traditional Medical Plan.

Traditional Medical Plan - Coverage You Trust

Regence BlueShield is excited to offer you the Traditional Medical Plan (TMP). This type of plan is a preferred provider organization (PPO) plan. It gives you a broad nationwide network with no referrals required. It is a comprehensive medical plan with a deductible and coinsurance based on the services you receive. You can find more information about the TMP on the Regence BlueShield Web site – created just for Boeing members – www.wa.regence.com/boeing

Comprehensive Benefits

The TMP offers a broad range of benefits to meet your needs. They include preventive care, prescription drugs (both a retail prescription drug program and a full-service mail order program) and Advocare (a comprehensive approach to care for members with chronic and other ongoing conditions).

When you seek care within the network of providers, you receive higher benefits. When you do not choose a provider outside the Selections network, you receive lower benefits. When you receive care from non-network providers, it is still covered, however you will pay more out-of-pocket.

Convenient Customer Service

Regence BlueShield’s Boeing member Web site was created with you in mind. It’s available anytime and it has answers to almost all your questions. You have access to all the basics about your benefits, finding a provider or finding hard-copy forms. In addition, you can ask us questions through secure e-mail available through our Web site. Of course, Regence BlueShield is always available and ready to answer your questions over the phone weekdays from 6:00am to 5:00pm Pacific Time.
Job Shadow Gives Glimpse of Future

When it comes to building the best airplanes in the world, the shadow knows. On March 25, nearly 600 high school students from around Puget Sound got a glimpse of what it might be like to work at the world’s most successful airplane maker as part of Job Shadow Day.

The employees, who volunteered to spend half a day mentoring the job shadows, shared their knowledge and expertise with area students. The experience was rewarding to all who participated: students, employees and managers.

Cori Trenchick saw first hand the huge machines her father, Rich, must maintain to keep a machine repair mechanic. She had been unaware of the tight tolerances required to build an airplane and the importance of having the machines in top running condition to ensure the parts (many worth hundreds of thousands of dollars) are correct and up to Boeing quality standards.

For Katrina O’Day, she left with a better understanding of the responsibilities her father, Pat, has as a first job and the complexity of the machines he runs.

Greg, gave him a better understanding of a machinist and the appreciation for just how early he has to get up for work.

These were just three of the many children of IAM members, who shadowed their parents on March 25.

Many other Boeing employees participated in Job Shadow Day by hosting a Junior Achievement student. Job Shadow Day provides experiences that are unique as every person who participates. For the student who’s never understood the point of school, Job Shadow Day can show how education can be translated into a rewarding and financially secure future. For the teacher looking for new ways to motivate students, it can provide a fun and unusual hands-on experience that demonstrates the link between schoolwork and “real life,” answering the question, “Why do I have to learn this?” For employees, Job Shadow Day can help forge personally satisfying connections with young people that could ultimately contribute to building a more prepared and focused workforce of tomorrow.

At the Frederickson plant, students first toured the facility, which included an overview of the parts made at the plant. Next they spent one-on-one time with their shadow at his or her work station. Finally, they were given a chance to ask questions of a panel of experts. Union Business Representative Tommy Wilson volunteered to serve on the panel and enjoyed the chance to interact with the students.

“I was impressed with the questions students asked. Many were about outsourcing and future jobs. They are obviously thinking about their future and trying to plan accordingly. This first-hand look inside Boeing may help determine their career path for the future,” stated Business Rep Tommy Wilson.

We are hoping for even greater participation in the program next year. Look for bulletins and announcements on the website with details of how to apply.

Many members took part in the National Job Shadow Day. Above: Pat O’Day shows his daughter Kaitlyn how he must check in parts.

Left: Rick Trenchick explains the maintenance procedures he performs to his daughter, Cori.

Below: Nathan Karnes watches his father Greg work on a part.

I AM Business Rep Tommy Wilson (2nd from front sitting at table) participated in a panel discussion to answer questions students had on Boeing and the Union.

Open Enrollment - May 3 thru 21

Continued from page 1

plans during annual enrollment: DeltaPremier Incentive Dental Plan OR Boeing Prepaid Provider Dental Plan. Both plans have been offered for many years. An annual enrollment information packet was mailed to each member’s home last week of April. There are many new online tools on the “Your Benefits Resources” website to help you review your plan choices. You can also learn about your coverage options, access plan comparisons and provider lists, and make changes by going to “Your Benefits Resources” through Boeing TotalAccess:

Inside Boeing logon: to: http://my.boeing.com, click the TotalAccess tab, and then click the Quick Link for Health & Welfare Plan.

Outside Boeing logon: to: https://my-ext.boeing.com, then click the Health, Life and Disability Plans button.

Employee benefits by going to "Your Benefits Resources" tab or inside Boeing at http://my-boeing.com - then click on the TotalAccess tab.) By phone call 1-866-473-2016. You must carefully review enrollment materials, examine co-pays and out-of-pocket expenses, check personalized list of network providers.

Important Things to Remember

- Make enrollment changes between May 3 and May 21 via web (outside Boeing: https://my-ext.boeing.com, then click the Health, Life and Disability Plans button or inside Boeing at http://my.boeing.com - then click on the TotalAccess tab), by phone 1-866-473-2016. You must have your six-digit Boeing TotalAccess PIN.

- Medical plan choices for Puget Sound: Regence Selections, Traditional Medical Plan, Group Health IMA

- Two Dental Plan Choices - DeltaPremier Incentive Plan and Boeing Prepaid Provider Plan

- Carefully review enrollment materials, examine co-pays and out-of-pocket expenses, check personalized list of network providers.

Offload of Vests Stopped

Continued from page 1

Once the seats were on the plane, the mechanics would have to remove the SEB to hook up the wires in the plane – leaving them very little room to work. Now, on the airplane, the mechanic simply connects the wires and puts the cover back on rather than also having to remove it. Any functions performed on the seats after they are installed on the plane represents time savings because of the cramped space and awkward work positions.

Union Steward Mike Barleson noted, “Our ideas are saving Boeing money and time. We understand this is the best way to save our jobs.” Yet the Union also offered other ideas to help decrease flow time and reduce floor space. One was to use a barcode scanner to scan barcodes on the seats instead of writing each number down. Another was having the entire process performed in the 4-82 building in a continuous flow with the seats arriving “Just in Time.” As the seats are unloaded from the truck, they are tipped up, serial numbers written down (or scanned), life vest and skates installed, then loaded on the hay bailer one at a time into the plane. The mechanics would have to remove the SEB to hook up the wires in the plane – leaving them very little room to work. Now, on the airplane, the mechanic simply connects the wires and puts the cover back on rather than also having to remove it. Any functions performed on the seats after they are installed on the plane represents time savings because of the cramped space and awkward work positions.

Phil Chandler noted, “We made the same suggestions before it was offloaded, but no one seemed to want to hear how we could improve the process. The Union’s Work Transfer Reps not only listened, but were able to present our ideas to the decision makers so they could finally accept this alternative.”

Mike added, “Quality was also a concern. We did it right the first time and have never had any complaints. In contrast, on almost every shipment from a vendor, we have to fix the labels that tell them where the seats go in the plane. We correct the vendor’s mistakes so in reality Boeing is paying twice. That is just one of the problems we still see from vendors.”

I AM Work Transfer Rep Jim Darrah appreciated the help our members gave in the process. He noted, “I want to thank them for helping us save their jobs. It was a good effort by all. We showed that our members were not only the best people for the job, but can continually improve the process and save the Company money. I’m glad the Company recognized the value and cancelled the offload.”

Employees revised the life vest installation process, which resulted in the work being done in-house. Above: Phil Chandler shows the old method while Heather Barstow, Jim Darrah and Mike Barleson discuss other improvements to the process.
**Resource Center Opens at PSD**

District President Mark Blondin, along with PSD Director of Manufacturing Operations Quentin Sisco had the honor of cutting the ribbon to officially open the new Employee Development Resource Center (EDRC) at the Propulsion Systems Division (PSD) on Tuesday, April 6. The new center came at the request of employees and delivers literally unlimited training opportunities to the shop floor. The EDRC is a joint effort through IAM/Boeing Quality Through Training Program, L.E.A.D. and PSD Management. The on-site QTPP Advisory Committee, which includes hourly employees, also provided input and was instrumental in shaping the resources for the new center.

In February, 2002 Kathy McGill prepared for her second layoff from Boeing. This time she knew exactly what she wanted to do with her life - pursue a career in the legal field. Thanks to the extensive safety net the Union has worked to provide, Kathy received the support to fulfill that dream and is now working at a local law firm.

Kathy noted, “When I was in high school, I thought about a career in the legal field, but life and kids got in the way. After my layoff, I entered the Legal Assistant Program at Pierce College and went full steam ahead. I will graduate in June with a two-year degree.”

In November, Kathy went to work full-time for a law firm in Tacoma while she continues her schooling. She initially interviewed for a receptionist position, but they were not only the ones affected by it. It is everywhere. Use the layoff as an opportunity to enter a new phase of your life.”

Kathy hired into Boeing in 1988. When she got laid-off in 1992, she used the IAM/Boeing Quality Through Training Program to work on a hazardous material degree at Green River Community College. She was recalled before completing the program and later discovered the program was discontinued. “This time I succeeded in finding a new career,” declared Kathy.

Yet she doesn’t plan to end her education upon graduation. She plans to take full advantage of the three years of QTPP benefits by taking other classes for personal enrichment and work while she is still eligible for the benefits. “If I learned if you take time off, you might not go back so I’ll just continue my schooling. It is a tremendous benefit that others should use,” added Kathy.

**Building a Better Bob**

In Seattle, the Cancer Society invites everyone to take part in the rooftop hair-cutting event called the “Cut” for Cancer. 751 Union - members, friends and family will be cutting their own hair and beard, and donating them to the American Cancer Society.

Kathy retrained and has a new job as a legal assistant.

Kevin Crafto and Kathy Miller browse through the resources and class schedules available at the new Resource Center in PSD.

Barbara Hammontree and Kathy Miller browse through the resources and class schedules available at the new Resource Center in PSD.

The convenience of having a computer lab in the factory allows for lunch-time learning or employees can use it when there is down time in the shop to sharpen or update their skills. Beyond just computers, the center has a wealth of information on the various community and technical colleges in the area, as well as private training courses. The EDRC serves as a starting point for individuals to research what they might like to study or their job path for the future. Initially, an on-site advisor will be there two days a week to help counsel, tutor or assist in sorting through the available options.

Union Steward Stosh Tomala has already used the center during his lunch time to research and register for several classes at Green River Community College. Stosh noted, “If you want to learn something new or just sharpen old skills, it’s here in the center waiting for you to utilize it.”

McGill Used Layoff to Pursue Dream

Over 1,200 job seekers and 32 companies attended the March 30 Job Fair at the Seattle Union Hall, which successfully put job applicants in touch with employers needing qualified candidates. The event is just one more way 751 continues to help members after they are laid-off.

Puget Sound Naval Shipyard had recruiters explain their online application process for positions such as Machinists, Toolmakers, Welders and Crane Operators. Kenworth Trucks took over 200 applications on site; recruiters from Customs & Border Patrol gave informational interviews to over 75 interested job seekers and

Photo Above: Duane with his 'Cut' to help the kids feel more coping with the disease.

751 again made a difference in the community last month - building wheelchair ramps for two area residents (one for the daughter of a member) and also constructing a playground at Seattle Hill Elementary in Snohomish.

Union volunteers didn’t leave the ramp was for a member’s daughter until they were almost finished with the project. She had contacted the King County Labor Agency for help. When she realized the volunteers were from 751, she noted her father was a member.

Union Steward Sam Perry was thrilled that the Union had built the ramp for his daughter, who has been wheelchair bound since getting hit by a drunk driver. He noted, “Thanks to the Union members, Dense can now get out and enjoy the outdoors, something she didn’t think was possible.”
Saturday, May 8th is the annual Letter Carriers’ Food Drive. They are hoping to get members from all unions to participate as well as others in the community. This is an easy way to help laid-off workers and others utilizing area food banks. Simply set out your canned or non-perishable foods at your mailbox on Saturday, May 8th. The Letter Carriers will do the rest.

Interested in Volunteering?

Make a difference for people in your communities this year during the annual Employees Community Fund (ECF) campaign, May 3-14. Boosters will be in work areas talking with co-workers about the charitable fund and answering questions. One hundred percent of donations go to help people in our communities needing assistance.

This year, union leaders joined together at two meetings in early April to discuss the campaign and how union members can get involved in the Employees Community Fund campaign.

Campaign workers have set this year’s campaign goal at $18.4 million. And each person’s contribution toward that goal makes a world of difference. Ask your booster how you can make a difference for your neighbors in need.

What your dollar buys

Every dollar given to ECF goes to help local community services that support people in need, including the elderly, homeless, hungry, disabled, children and many others who need extra help. Boeing pays all associated administrative costs of the fund.

Did you know...

$1 a month will buy 20 quarts of powdered milk or a turkey hindquarter for 4 families for the holidays.

$2 a month provides 17 nights off the street for one teen, keeping him/her safe and able to connect with a productive alternative to street life.

$5 a month vaccinates 120 children against polio.

For more information visit the website at http://community.web.boeing.com/nwregion or talk to your booster.

Union volunteers helped parents from Seattle Hill Elementary build a huge new playground for the students.

Employees Community Fund Campaign Set for May 3-14

I AM Business Rep Jackie Boschok spoke to IAM and SPEEA reps at an Everett ECF event.

Dave Henry supervises, as his son, Jason, cuts wood for the ramp project.

Bruce Bob Anderson, George Braun and Tony Johnson pose with an area resident after constructing a ramp.

Above: Members turned out to build a ramp for a member’s daughter who is wheelchair bound after getting hit by a drunk driver.

Photo right: George Darby helps put the finishing touches on the ramp.

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The Smith brothers – William, Charles and George – together have logged in over 90 years at The Boeing Company and the Machinists Union. Recently, these brothers were each honored with 30 year service awards.

While they went to work for Boeing for different reasons, they share the same commitment and dedication to doing a good job. In fact, each has been named employee of the month on several different occasions for their steadfast work ethic. And throughout the 90+ years at Boeing, only George has been laid-off (for seven months in 1974).

William originally hired into Plant II in 1966 and was transferred to Everett in 1968. When massive layoffs began, he assumed he would get laid-off so he quit when another job offer came along. William returned to the aerospace giant in 1977. After working in various job titles, he enjoyed working as a hand finisher on the spar and mills so he decided to stick with the job and perfect his skills. Over the years, he has worked on detailed parts for every commercial airplane - 707, 727, 737, 747, 757, 777, AWACS, Sound and performed a variety of jobs including "top member volunteer" in 1981, he became a forklift driver A at Plant II where he became a forklift driver B in 1991, he changed job titles and became a material handling dispatcher – the job he remains in today. He gives his best in every job title he has held and, as a result of his work ethics was named employee of the month on two different occasions.

Charles hired into Boeing in 1974 as a forklift driver B at Plant II where he remained for several years. He went to Everett in 1981 where he became a forklift driver A. In 1991, he changed job titles and became a material handling dispatcher – the job he remains in today. He gives his best in every job title he has held and, as a result of his work ethics was named employee of the month on two different occasions.

Charles noted, “It has been a very good career. I have always worked with great people because the workers are Boeing. I especially like my current dispatcher assignment because I deal with a lot of people within the Company.”

In addition to 30 years of service, George has maintained perfect attendance for the past 15 years. Like his brothers, he takes pride in his work at Boeing and has been employee of the month in Renton a couple different times. He was also selected employee of the quarter in the Fabrication Division. He hired into Plant II in 1973 deburring parts. He was laid off in 1974 and re-hired seven months later. Over the years, he has worked in every plant in Puget Sound and performed a variety of jobs including factory service, shapers and lead, saw operators, tool coordinator, mill operator and punch press operator. In addition, George has been actively involved in promoting safety for over 26 years to make the workplace safer for all employees.

George stated, “I am really happy to work for Boeing all these years. They have given me a good life that allowed me to give my kids what they needed.”

Bill noted, “I am blessed to have my health and a good job at Boeing all these years. I take a lot of pride in my work and believe in giving 100 percent every day at work to any assignment. Every day I come in with a good attitude, look forward to performing my job and am proud to help build the best planes in the world.”

He added, “I'm thankful for the Union, which ensures we have good wages, benefits and working conditions. The members are the Union, and we need to give our input, which is why I attend Union meetings every month. The Union is our voice.”

William’s attendance at Union meetings and volunteering for Union community projects has won him several member volunteer awards over the years including “top member volunteer” in two different years.

Smith Brothers Celebrate 90 Years of Service

Steel & Wheel Super Show - J July 24
Fundraiser for Guide Dogs of America

Machinists 751 Parking Lot: 9125 15th Place S., Seattle, WA 98108

RAFFLES .............. GIVEAWAYS .............. MUSIC .............. FOOD

Accepting the Oath

Local 86 President, Steve Warren (l) had the honor of swearing in Trustee Roy Hays, Central Pre-Mix (center) and Steve W (right), a new member from Camp Chevrolet Cadillac.

2nd Annual “Puppy Putt”
Saturday, June 12
Motorcycle run to benefit Guide Dogs of America

Grand Prize Drawing

Raffles
Food
Music

For Questions & Registration info call Suzan at 206-764-0319
April 751 Retired Club Minutes

by Mary Wood, Retired Club Secretary

At the April 10th business meeting, Al Menke called the meeting to order at 11 a.m. The Lord’s Prayer was said followed by the flag salute and the singing of “God Bless America.”

Roll Call of Officers: All officers were present. Minutes were accepted as printed. No communications.

Financial Report: The Financial Report was accepted as read.

Business Rep Report: Business Rep Paul Kiebel encouraged members to boycott Darigold products. These Union members have been locked out since last August. He noted that many stores have begun putting Darigold products on sale to try to move the inventory. Don’t be tempted—boycott Darigold.

Paul encouraged retirees to get involved in the elections this year. It is critical that we get George W. Bush out of the White House. There are plenty of opportunities to volunteer here at the Union or through the Alliance for Retired Americans. If you would like to help volunteer phone bank, literature drop, etc., please call 1-800-763-1301, ext. 3305.

Health & Welfare: A moment of silence for the following members who have passed away: Richard Carey, Jack Eidenmiller, Jorgine Frye, Marx Graves, Ritchie MacKenzie, William Parker, Lester Smith, John Swanstrom, Erma Stevens, and Joyce Zima. Sympathy cards were sent to the families.


He noted that many stores have begun putting Darigold products on sale to try to move the inventory. Don’t be tempted—boycott Darigold.

Irene Tifford prepared hot vegetables and soup to serve to those attending the Monday Retired Club meetings. A free lunch is provided every Monday at noon at the Seattle Union Hall.

Seniors Politics by Carl Schwartz, Retired Legislative Chair

At this point, the news about the Medicare Drug Bill is not good. Several major drug companies are cutting back on the sale of drugs to Canada—make it more difficult and expensive for U.S. citizens to get the lower priced drugs from Canada. The same companies are doing a TV ad campaign to try to convince Americans that most of the price of drugs goes to “research” which is not true.

The Alliance for Retired Americans will be holding a Western Regional Conference—April 28, 29 and 30 in Las Vegas. The problems noted above will be discussed and a number of issues around Social Security, Medicare and the prescription drug law in general. Jim Evers and I will attend from our 751 Retired Club and report back to the Club. We will also elect Regional Board members and work on political plans for the year.

Medicare Rx Law - Pills, Lies & Video Tape

Families USA – the national organization for health care consumers – has launched a public awareness campaign called the “Medicare Road Show.” The new law – the biggest change to Medicare in 10 years – not $14 billion as Congress told Congress. It will increase Medicare payments to private health plans by $46 billion over 10 years – not $14 billion as Congress assumed.

Using taxpayer money, the Bush Administration also issued a General Accounting Office investigation found the ads contain “notable omissions and weaknesses” and is investigating further.

The Bush Administration also issued video “press releases” to television stations praising the new Medicare drug law.

Actors portray reporters “to make propaganda appear to be unbiased news during prime-time viewing,” according to the San Francisco Chronicle. For more info, visit www.aflcio.org or www.familiesusa.org.

Retirement News

Retirees

Congratulations to the following members who retired from Boeing:

Robert M. Baker
Peggy D. Beck
Steven F. Boyd
Linda D. Carlson
William W. Carrel
John C. Cole
Anders J. Chavez
Mary M. Contreras
Robert F. Coston
Gary R. Dahlgren
Jose F. Delgado
Lea A. Deller
Bruce A. Felt
Stephen F. Fish
Donna M. Franden
Alvin O. Franz
Victor F. Gage
Norman D. Harold
Clonelda Harrington
Ronald Heiderscheid
Steven Heikke
Mark J. Hennomovich
Lester J. James
Connie M. Johnson
Cherie Menke
Louise Burns
Jim Hutchins
Cherie Menke

Retirement Club Minutes

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Let’s look at some facts about Bush’s Medicare drug law:

• Provides no drug benefit: out-of-pocket expenses between $2,251 and $5,100.
• Prevents the federal government from negotiating drug prices for seniors. The VA is still allowed to negotiate drug prices for veterans and they are some of the cheapest in the U.S.A. It is a crime to outlaw such negotiations for seniors. The new law also prohibits the reimportation of drugs from Canada.
• In 2010, the law allows for privatization of Medicare. It will make a two-tier Medicare system. He noted that last year drug costs in this country rose three times faster than the cost of living. The pharmaceutical companies have more than one lobbyist per member of Congress. He showed a short video featuring Walter Cronkite explaining in detail the Medicare changes and the negative impact they will have on most seniors. Bill noted the Alliance for Retired Americans (ARA) annual meeting will be held on June 30th in the 751 Seattle Union hall. A motion was made, seconded and passed that the 751 Retired Club join the Alliance for Retired Americans. MSP.

Travel: Mary King 206-363-5915 or Paul Knebel 206-764-0326
Aug 22 - Reno, 6 days, Silvery Legacy Casino, meals, casino hops & more, $198.
Sept. 5 - Branson Special, 7 days, 2 meals daily, plus shows and many extras, $1,298.

Calendar of Events:
May 3 - Bingo
May 10 - Business Meeting
May 17 - Video
May 24 - Bingo
May 31 - Holiday

Good and Welfare: None.

Unfinished & New: None.

Birthdays & Anniversaries: The Club celebrated the following April birthdays: Dorothy Susemihl, Howard Amsden, Willa Dorsey, Ronald Cary. April anniversaries included: Herb & Doreen Graham.

Adjournment: Adjourned at 11:55 a.m.

Carl Schwartz (l) and John Guevarra discuss problems with the new Medicare prescription drug program and how to make seniors aware of the issues.
AD RULES
Each ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad. All text should be pre-classified physically. Ads are free only to members, active, laid-off, retired, or for best response, include phone number. Members’ “cottage industries” will be OK it is an ad, but no commercial ads. When using care paper for ads, include request information on regular ad blank.

Deadline For Next Issue May 12th

SNACK WIZARD VENDING SERVICES– have various type candy/food machines available for placement in your business. I service and fill machines weekly. No cost to you! Sheila 253-670-3181

STEERING COLUMNS REPAIRED– fix that unsafe, loose, tilt or telescopic column today! Columns repaired or modified. Columns and parts for sale. Call 252-428-1326.

SNOW THROWER – (snow blower) $200; 3 HP Briggs & Stratton. Call 253-574-3995 or email planttherapy@juno.com. No calls after 8 PM.

STEERING COLUMNS REPAIRED– fix that unsafe, loose, tilt or telescopic column today! Columns repaired or modified. Columns and parts for sale. Call 252-428-1326.

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WEDDING CEREMONIES PERFORMED—by Ordained Minister. Reasonable prices. Contact Linda 253-541-9158

ELNA 744 OVERLOCK SEWING MACHINE – Used less than 100 hours. Excellent condition, see My projects for various needs. Instruction video. 1200 OBO. DIA- MOND SEWING MACHINE, 63.51 oz. 32K. 509-784-4004 or dia842@earthlink.net


WINE BARBECUES – grilled. Great for patio chairs or plant holders. $2 & $5. 245-255-7963


STORAGE BOX for back of HY – 2 inch receiver. Box from farm equipment. Used with turn and brakes. Looks good. 375. 360- 456-3847.

FIVE-BALL PILLAR MACHINE – good condition $400. Two electric TYPEWRITERS $200 for both. Cordless TAIPEI PLAYERS 15K. Kenneth Tool CURE with some aircraft tools 100. 206-935-6635

DOWNSIZING – Good quality art supplies, good prices, watercolor papers, mats, frames, glass, pigment, liquid gels, oil paint, paper, palettes, etc. 235-833-2644

GOT PURPOSE? Feel like something is missing in your life? You could be right. Join us for STRUT YOUR STUFF – Run/Walk/Jog for Sight. Call for more information. 245-532-1689 or Hope@7e27.com

1999 DX-250 KAWASAKI – seven-seater. Excellent condition. Loaded with tons of options. $280 for sale. 405-356-7777

SNACK WIZARD VENDING SERVICES- drop-off, early morning, late nights, special events. Rentable for free! Randy 425-330-9558


50 1/2 VITAMASTER exerciser for legs and arms. $59. The 1993 LINCOLN CONTINENTAL - all wheel drive, 116K miles. Runs great. $2500. 253-639-7774

TRIPLEX ACT-ACTION AIRWAVES rectangular mower $800. 8.5 HP Craftsman wood grinder 17 HP 42" Poulan RIDING MOWER with 2644 mill, non-motorized, wood trim $25. 253-833-9017

NEW STROLLER for $15. 206-772-1752

2 GOLF BAGS – with carrier, Yonex w/complete Xtra length graphite woods and irons, putter, Xtra Specialty clubs and accessories. Includes 10 golf balls. Too much to list. 52K. 360-413-0058

VR CLOSER – one knows! New 1996 MODEL 770, John Deere tractor, 560 hours, diesel engine, bucket loader, post- hole digger, brush hog, rotary cutter $17K. 253-373-7774

ADELA W 6000 WATERSHED – on sale with Adalet distributor. RPM 3000-650-1000 to 2100. New 5x7, attachments and accessories, 8" chuck, well-maintained and oiled. Need to see it to appreciate it. Six wood chisels. 206-722- 4840.

A CLASSIC 67' BUG – black bucket in color. Value $5K, but willing to negotiate price. 213-834-9821 and trave a mes- sage to see it. To see old '69 VW Bug. Call 253-360-3655. Needs lots of work, to make an offer (in Long Beach, WA).


1977 CADILLAC Eldorado – 2-door, leather seats, air sunroof, good tires, V8, 70K miles – one owner – clean title. Runs well $3500. 253-839-5595

2001 PONTIAC MISSION – 9-passenger wagon $600 OBO. 206-232- 2669

1987 OLSMOBILE CUTLASS Salon- Classic – like new. 71 miles, V8, all extras. One owner – kept in garage. All records and manuals with. 253-455-4660

1993 LINCOLN CONTINENTAL – all leather interior, hardly broken in, excellent condition, new air conditioning, all new tires, everything is automatic, 41K miles, green, selling for $9K, paid $30K. Drive and see the comfort. 206-772-1752


2000 LINCOLN SPORTS CAR – all leather, built on a Lincoln Continental, Great car with comfort. TOO FAST for an 80 yr old lady. 206-772-1752

The 751 Women’s Committee, Human Rights Committee and Labor History Committee put together a unique conference covering a variety of topics pertaining to their issues. The event drew over 225 individuals to the Seattle Union Hall on Saturday, March 27. Yet it was more than just the usual workshops - each tied into the theme of “Rosie’s War – The Fight for Workers’ Rights.” The highlight was the restoration of service to some very special members (see boxed story below).

751 Union Steward Lem Charleston served as Master of Ceremonies. District President Mark Blondin welcomed the group while IAM General Vice President Lee Pearson spoke on the importance of committees. IAM Human Rights Director Charlotte Sund addressed the crowd, as well as IAM Women’s Department Director Cheryl Eastburn.

Elmer Dixon gave an inspiring speech about evolution of diversity in the workplace.

Members noted, “Elmer Dixon was outstanding and very motivational. I would like to see him at a Local Lodge meeting or strike sanction to deliver his message to ALL members.”

Warning: Women At Work

The Women’s Committee conducted the “Warning: Women at Work” workshop, which began with a brief history of how the Rosie’s got their name. Stories of real Rosie’s from various backgrounds and nationalities were presented. The session told the story of who Rosie the Riveter really was since the conference centered around making the seniority whole for real African American Rosie’s who weren’t allowed to join the union during WWII.

Labor History Workshop

The Labor History Committee, with the help of long-time labor activist and historian Will Parry, discussed the role women have played in creating the wealth of this country. From the early Native Americans to colonial women to World War II when women entered heavy industries en masse, to today’s role, women create wealth. “Rosie’s Victory”- Lem Charleston noted. “The wrong of racism is an obvious and painful error in the minds of all Americans. It is good to see the error not only eliminated and reversed, but cleared up with a certificate that shows the world that the IAM is trying to ‘set things right.’ The pain of the ‘Civil Rights’ movement validates that struggle, not to mention the fact that we are still an embattled nation on the field of racism. However, the struggle to correct and reverse a wrong, to be held accountable for that wrong, and then to step up to the plate in plain view of friend and foe alike, and apologize… Well this is the stuff legends are made of. Many of us witnessed just such an action at the IAM Seattle hall.”

He added, “The effort to correct the wrong of a system long since eradicated was brought to fruition that day and all those in attendance were there to witness the restoration of seniority. Two shining examples of IAM workers who were “victims” of that system are now part of this system. During WWII Black Americans were not allowed to join the IAM, it was the way things were in those days. You might say there is not much that anyone could do about it; however, the IAM leadership did just that. It made me proud to be a part of this great Union.”

Restoring Rosies’ Seniority

The highlight of the conference was the restoration of service to Pearl Armstrong and Esther Donahue - two African-American workers, who were denied membership during World War II because of a clause in the Union Constitution at that time. Diane Babineaux, Executive Assistant to IAM International President Tom Buffenbarger, had the dubious honor of presenting the certificates, along with District 751 President Mark Blondin and 751 Human Rights Committee member Lem Charleston.

Another member, Hilda Jones couldn’t attend the conference, but had her certificate presented at her home. It was a very emotional and moving presentation.

Pearl Armstrong, along with her husband Nathanial (center) were moved by the presentation. Pearl hired into Boeing in 1942 and worked until the end of WWII. She was rehired by Boeing in 1957 and worked until her retirement in 1988.

Above: Esther Donahue gave an emotional response after having her seniority restored from when blacks were banned from joining the IAM. Esther hired into Plant II in 1943 and worked until the end of WWII. She was rehired by Boeing in 1957 and worked until her retirement in 1988.

Above: Ron McGaha (r) presented Hilda Jones with her award. She hired into Boeing in 1944 and worked through WWII. She rehired in 1953 and stayed until she retired in 1984.

Above: Conference attendees gave a standing ovation as Pearl Armstrong and Esther Donahue had their seniority restored.

Baumgardner Tree has Roots in Union

When 751 Business Rep Ray Baumgardner signed up for the Rosie’s War Conference, he hoped to learn more about labor history, human rights and women’s issues. He never dreamed that part of the Machinists Union history would lead to his own family tree.

During the labor history workshop, Baumgardner listened to the story of six men in Atlanta, who helped form the IAM in the late 1800’s. One of the names (Thomas Talbot), was similar to his ancestor, and he figured he would later research it.

Imagine his surprise when he called the family genealogist and discovered Thomas Talbot, the Union founder and first International President, was indeed a cousin in his family tree. The tie to our Union history demonstrates that Union involvement literally runs in his family tree. Ray has been actively involved in the Union since he hired into Boeing and continues to fight for workers on a daily basis – like his ancestor who originally formed the IAM.