Listening to the Members One by One

Throughout Puget Sound, members have been speaking out about their issues in the upcoming negotiations with Boeing. The message is resounding: From Frederickson to Everett, we all want to “Do the Right Thing” and obtain a contract that improves and maintains the quality of life for our members. In short, better times call for a better contract.

One by one Union leaders are hearing from members on a daily basis. Shop floor meetings, lunch and breaks have been well attended and have provoked much discussion on issues. Focus groups have prompted open discussions of issues and the negotiation process. Members are eager to share their concerns and ideas on the contract.

District President Mark Blondin, who is our chief negotiator, has been attending many of the meetings. He noted, “Two-way communication between the Union and members is critical to our success. I appreciate hearing candidly members’ opinions and their top priorities.”

Thousands of members wrote in comments on the second survey (see page 6 for a sampling of the comments). Union negotiators are reviewing the comments to incorporate members’ ideas into the Union proposal.

DOING THE RIGHT THING
CONTRACT 2005
FOR ALL THE RIGHT REASONS

Incorporate members’ ideas into the Union proposal.

Recall Reinstated After Tour of Duty

With help from his Union, Chuck Olinzock had his service restored, was returned to the recall list and is currently going through the rehire process. It was quite a relief to know his recall rights were restored, and he was returning to Boeing after spending the last year in combat.

After Chuck was laid-off in August 2002, his career choices literally took him a world away—to Iraq as a member of the Washington National Guard. He was sent to Iraq as an infantryman in May 2004. When he returned home at the end of March, the last thing he wanted was to have to fight for his job. Yet when he called the Union hall to inquire where he was on the recall list, he was shocked to learn he was no longer on.

Union ‘Steps Up’ Pay for Recalled Member

751 member Mike Morrison knows it pays to be Union. Recently, after he was recalled from layoff, the Union was able to ‘step up’ his pay two labor grades to the proper rate and also get the correct back pay.

Mike was thankful for the assistance and noted, “It was great to have the Union there to help. I decided to call the professionals and let them handle it. If I hadn’t called the Union, I might still be trying to find the right person in the Company to correct the situation.”

The Union, through the efforts of Business Rep Zack Zaratkiewicz, helped ensure Mike did not slip through the cracks and received proper compensation for every hour he worked since returning. Prior to getting laid-off in July 2003, Mike was downgraded from a 53809 to a 52007. The downgrade slowed his exit, but he was eventually laid-off from the 52007 job. Naturally, he filed for recall rights to all the jobs he had held, including the 52007 and 53809.

In January, he was recalled to the 53809 job. Instead of returning him to Grade 9 pay for the 53809 job, he was brought back on the payroll at the wage he was receiving at the time of layoff (which was a Grade 7 job).

Zack called the Company, outlined the facts and made sure Mike received Grade 9 pay retroactive to his first day on the payroll.

“Zack assured me the pay would be corrected. He made some phone calls and told me I should receive the money in 7 to 14 days. Sure enough, the money showed up in my account,” Mike added.

Zack noted, “I was glad to be able to help in the matter. That is what the Union is here for – to help members with problems with their pay, benefits, or working conditions. Often it is just an oversight on the part of the Company, but if the member can’t contact the proper person, they can’t get it fixed.”

Unemployment

Members are bringing forward innovative ideas to consider such voluntary options as:• gradually ease into retirement by voluntarily working a shorter workweek (i.e., 3 days a week)• if bereavement travel is involved offer additional time on LWOP without attendance penalties,• offer an additional pension plan where members voluntarily contribute so much per hour to purchase a shorter workweek (i.e., 3 days a week)• offer paid family time for second shift employees so they do not burn up all their vacation time to attend children’s events.

These are just a few creative ideas from members Continued on page 7

Success in Olympia

751 helps deliver a compromise that helps others on unemployment, along with a handful of other bills.

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Together, We Will All ‘Do the Right Thing’

by Mark Blondin, District President

Negotiations are never easy. But, I believe that this year’s round of bargaining will be made easier due to your help out on the shop floor. I have attended several shop floor meetings and am impressed with the turnout.

We are ‘Doing the Right Thing for All the Right Reasons’ working to maintain and improve the standard of living for our members and other workers in the region. It is a worthy goal and one we will achieve. Besides your input on the past two surveys, great ideas are also generated from these meetings on the shop floor. Issues are discussed, comments are shared and two-way communication is that essential to our success takes place.

I commend the stewards who have put these together, and applaud the members who took the time from their lunches and breaks to be there. We will continue to meet and discuss the issues on the shop floor throughout the summer. Belovedvat ‘Contract Time’ is not just showing up and voting at the conclusion of talks, but participating in the entire process – whether by attending Union meetings, shop floor meetings, filling out the surveys, attending rallies, or sending our message to management. Do the right thing and get involved.

I recently met with our Retired Club. It is time retirees got a raise. With no COLA in their pension plan, they lose buying power on a daily basis, and this issue is a top priority. The average age of our membership is over 50, and you have sent the message – pension is a top issue. I have read the results of the second survey, and I hear the members loud and clear. Health Care is also a top issue. We cannot continue to absorb huge co-pays and deductibles.

Team Leader must be fixed. Past leads and seniority promotions must be protected. The only way programs like Team Leader work is when they are negotiated fairly and a process is implemented jointly. Otherwise, they are destined for failure.

Job security is a top issue. When do we become the Union of choice for the Boeing Company? When is our workforce held in the same esteem as offshore and non-union subcontractors? When are our ethical standards and our work ethic rewarded?

These are questions the Company must answer in this round of bargaining. I know our workforce is hardened by the experience of the last round of bargaining, and the Company must respond to this Union and deal with us in a fair and rewarding contract that addresses all of our issues. I only mentioned a few top issues. There are many more to bargain over. You have identified vacation time, bereavement leave, shift differential, overtime, CAT A rights, job combinations, and a host of other concerns. I assure you we will propose good solid contract language in each of these and other areas. In addition to our Union negotiators, we have the expertise of the finest legal counsel, who work with us before, during and after negotiations.

We will have a third survey out in May and we will deliver the survey results to the Company in early June. We will have a fourth survey during summer negotiations. I want all of you to be part of the process – and your message WILL be delivered. Thanks again for your outstanding participation in this great process – a process that gives workers a voice in their collective future. We are Doing the Right Thing for All the Right Reasons and together we will get a fair contract!

District Lodge 751, International Association of Machinists and Aerospace Workers
Mark Blondin
President, Directing Business Representative
Gloria Millsaps
Vice President
Bruce Spalding
Secretary-Treasurer
Kim Leufroy
Sergeant-at-Arms
Tommy Wilson
Roy Moore
Susan Palmer
Ernest McCarthy
Paul Knebel
Mark B. Johnson
Jackie Boschok
Ray Baumgardner
Larry Brown
Zack Zarafkiewicz
Tom Weschler
Emerson Hamilton
Stan Johnson
Paul Milliken

Union Business Representatives

Union Offices:
- 9125 15th Pk S, Seattle: 206-765-1300
- 201 N. 34th St, Seattle: 253-883-1500
- 233 Burnett V., Renton: 425-235-3777
- 8729 Airport Rd., Everett: 425-355-0823
- 4226 S. Mission, Spokane: (509) 538-9690 or 1-800-765-1105
- Toll-free to Seattle: nationwide 1-800-765-1101
- Tacoma 253-627-0822
- Hotline: 1-800-765-1100
Web site: www.iama751.org

751 AERO MECHANIC
Connie Kelliher, Editor
Member of The Newspaper Guild, CWA #37082

District 751 AERO MECHANIC (ISSN 0049-7844, Uniform Mail Service No. 72684) is published monthly in December/January by Aerospace Industrial District Lodge 751, International Association of Machinists and Aerospace Workers, AFL-CIO, 1215 P St., S., Seattle, WA 98101. Periodicals postage paid at Seattle, WA, and additional mailing offices.

District President Mark Blondin (left) facilitates the oath of office to Local F President Brett Coty at the April meeting.

The Union’s Role in Job Combinations

In the near future, Boeing may begin to move forward on several job combinations. As the Company starts to implement these changes, members should understand the Union’s role and contractual rights in any job combination. The Company has the right to assign the work, and the Union has the right to challenge the pay for the work assigned.

The announcement of any job combination raises concerns and questions for many of our members who may be affected. Below is an outline of the process.

Boeing has the right to create new jobs or combine existing jobs. A job combination is the action the Company takes when they see a need for more flexibility. Taken to the extreme, Boeing could theoretically combine all existing jobs into one job, and the Union would then ensure the pay was proper for the job.

While the Union can offer input and suggestions on the job descriptions for CLARITY ONLY, Boeing is not required to incorporate Union suggestions into a final job description or combination. Likewise, the Union cannot stop Boeing from making a job combination. Contractually, the Union is responsible for making sure any job combination or new job is assigned to the correct labor grade and employees are paid the proper rate.

Per the contract, the Company is required to provide a documented training plan to the Union at the time of any job combination and must begin documented training for the affected employees who must perform any newly defined tasks within 45 calendar days of the combination.

Any concerns with a job combination can be answered by your supervisor.

Accepting the Oath

Union Steward Tom Kim (center) shows Business Rep Paul Knebel (l) and President Mark Blondin items at the Boeing Surplus Store.

Members Get Special Discount at Boeing Surplus

From May 21 through Friday, May 27, all IAM members from Boeing (active and retired) who shop at the Boeing Surplus Store in Seattle will receive an extra 10 percent discount. This is in addition to the 20 percent discount members enjoy every day. The store will be closed on Saturday, May 28. The store will offer a variety of specials during the week. Members can take advantage of the bargains with the 30 percent discount offered that week by simply showing their Boeing badge or retirement card.

Thanks goes to Union Steward Tom Kim, who works at the store. He came up with the idea to offer a special for Union members, pitched it to his boss and got the necessary approval. All other Boeing employees and retirees will enjoy this additional 10 percent discount, as well.

The Surplus Store offers tremendous deals on personal computers, monitors, printers, laptop computers, office supplies, file cabinets, desks, chairs, bookshelves and even notebooks. The tool crib section of the store labeled ‘Big Kids’ Toy Shop’ features a wide variety of tools including mauling cutters, drills, drill bits, reamers, dial indicators, air tools and many other machine shop items. You can even buy used furniture equipment and tools, as well as raw and formed metal material, if you can get it home.

Boeing Surplus Store normal hours are Wednesday through Friday, 11 a.m. to 5 p.m., and Saturday, 9 a.m. to 4 p.m. The best selection is available on Wednesday.

The Boeing Surplus Store is located at 20651 84th Ave. S. in Kent. For more information visit http://www.boeing.com/assocproducts/surplus/retail.
Session Closes with Success in Olympia

The 2005 Session has come to a close, and District 751 has passed landmark legislation that has impacted our membership. We also set the stage for a number of issues to pass in the 2006 Legislature. These include the Family Leave Insurance Bill and the Health Care Responsibility Act. Listed below is the successful Landmark Legislation:

• Unemployment Insurance (EHB 2255) – The bill provides increased benefits for those workers who are unable to help themselves. It will also keep the new tax system cost-neutral. This piece of legislation has a two-year sunset clause. During this time a task force of four Business Leaders and four Labor Leaders will develop a permanent solution. If this is not achieved, it will revert back to the current law. (Signed by the Governor 4/22/05).

• Apprenticeship (SB 5097) – This bill made permanent the rules that have been in place for nearly five years requiring at least 15 percent of work hours on major public works projects be performed by state-approved apprentices. (Signed into law 2/24/05).

• Mental health and drug treatment omnibus (SB 5763) – A bold measure that will overhaul the way Washington provides treatment for people suffering from mental illness and chemical dependency, eventually saving state taxpayers billions of dollars. (Delivered to the Governor).

• Mental health parity (SHB 1154) – makes mental health services as affordable as any physical illness covered by a health plan. Washington joins more than 30 states that have mental health parity laws on the books. (Signed into law 3/9/05).

• Outsourcing Taskforce (ESCR 8407) - Establishing a joint task force on state contracts performed, in whole or in part, outside the United States to study offshore outsourcing. The findings and recommendations of the joint task force must be reported to the legislature by January 1, 2006. (Filed with Secretary of State).

• Clean cars (HB 1397) – Washington joined eight other states in adopting tougher clean air standards that will help protect families from harmful pollutants, reduce our dependence on foreign oil and give consumers access to vehicles that use cutting-edge technology. (Delivered to the Governor).

• Green buildings (SB 5090) – Washington is the first state in the nation to require that all state-financed public buildings meet “green building” standards. The buildings emphasize clean air, natural light and more sustainable building practices. (Signed into law 4/8/05).

• Importing prescription drugs (SB 5470) – sparing Washington residents the inconvenience and expense of driving to British Columbia to obtain reasonably priced prescription drugs. (Delivered to the Governor).

• Prescription drug purchasing consortia (SB 5471) – expands the state’s existing prescription drug program, created in 2003. The bill allows uninsured citizens, private businesses and labor unions to join the program, making them eligible for a discount on prescription drugs. (Delivered to governor 4/1/05).

Many thanks go to District 751 Legislative Committee, which include Local A–Cliffon Wyatt, Mark Little, and Tony Perry; Local F–Brett Coty, Kevin Mims and Rick Humiston; and Local C–Jenny Darrall, Kent Sprague, and Bert Groom for all their help this year.

Kent Honored for Commitment to Compliance

Everyday our Waste Water Treatment Operators do an excellent job processing the tremendous amount of industrial wastewater used at Boeing plants. In April, the Boeing Electronics Center in Kent was recognized for its outstanding work and environmental record. The King County Industrial Waste Program presented the site with the impressive Commitment to Compliance award, which is given only to those companies that have received a gold award for five consecutive years. Gold Awards are given to companies that regularly discharge wastewater and have no violation of any kind (including discharge, permit, ordinance, reporting, self-monitoring). The strict regulations are designed to prevent businesses from discharging substances that can degrade the wastewater treatment process, harm workers, damage facilities or reduce surface-water quality. Much of the credit for the spotless record in Kent goes to 751 member Jim Absolor. While he is the only operator at that location, he gets assistance from the Renton crew: Dave Furnham, Chad Kiehn, Brad Hedges and Terry Hokinson. King County Industrial Waste Program Manager Elsie Hobizer presented the award to Jim Absolor, and Supervisors Dave Dombush and Jim Imm.

Congratulations on the fine job!

Above: Jim Absolor serves as the Waste Water Treatment Operator at Boeing Electronics Center. Right: Jim Absolor, Dave Dombush and James Innan are presented the Commitment-to-Compliance Award from Elsie Hobizer, King County Industrial Waste Program Manager.

Medical/Dental Open Enrollment in May

Employees represented by IAM 751 will be asked to select their medical/dental insurance coverage during the 2005 annual enrollment period, which runs May 4 through May 24. Any changes employees make during enrollment will go into effect on July 1, 2005.

IAM members in Puget Sound can choose from the following medical plans:

• Selections (Blue Cross/Blue Shield)
• Group Health Cooperative HMO
• Boeing Traditional Medical Plan

For 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:

| Monthly Contributions for TMP or 7/1/05 | Employee only | $327 | Employee + spouse | $484 | Employee + child(ren) | $444 | Family | $595 |
| Employees only: | | | | | | | | |
| Monthly Contributions for Group Health 7/1/05 | Employee only | $474 | Employee + spouse | $584 | Employee + child(ren) | $591 | Family | $711 |

751 members in California have the choice of Kaiser Permanente (Boeing pays full premium) or Boeing Traditional at $97 for employee only; $194 for employee + spouse or employee + children; $291 for family.

Most employees can also choose between two dental plans: Washington Dental Services Incentive Plan OR Washington Dental Services Prepaid Provider Dental Plan.

An annual enrollment information packet was mailed to each member’s home.

continued on page 5
Advanced Technology Drives Patient Safety at Group Health

Ever try to interpret a doctor’s handwriting for a prescription? Or recall the details of what your doctor told you during a recent office visit? Issues like these have led to the need to develop an approach that addresses patients’ health care safety.

Patient safety for more than a half century

At Group Health, we’ve had a methodical, disciplined approach to patient safety since our beginning in 1947. Over the years, our approach has become more sophisticated and innovative. We pioneered many techniques used today, including basing treatment decisions on the best scientific research, rather than marketing hype or the latest trends. Medical information and research is available instantly via computer to the nearly 1,000 providers at our Group Health medical centers, so everyone is working under “best practices” criteria.

A key tool in 21st-century medicine

Through our clinical information system, we are able to organize data in ways that allow health care teams to practice with greater knowledge, efficiency, and relevance for individual patients. With a computer in the exam room and instant access to a patient’s medical record, information can be reviewed more quickly, more thoroughly, more accurately.

By designing certain safeguards into the system, Group Health can better focus on providing safer, more dependable care. We are making breakthrough improvements, that include the following:

• Password protected electronic medical records can now be called up on the computer screen in Group Health medical center exam rooms to provide closer doctor/patient interaction.
• A computer system automatically checks for drug interactions during dispensing of prescription medicine at Group Health pharmacies.
• Computerized prescription order entry is making handwritten prescriptions at Group Health a thing of the past.
• All Group Health patients are referred to regional centers of excellence—hospitals that do high volumes of specialized care, such as heart bypass or cancer surgery.
• Group Health’s Pharmacy and Therapeutics Committee acts as a safety net by researching new drugs that come to market. Only after an exhaustive review do these drugs make it to our formulary. (Reviewed Vioxx and deemed unsafe five years before the FDA took it off the market.)
• Computer printout of visit summaries gives providers’ nurses time to take a look.

These are just some of the rigorous standards that give Group Health members the peace-of-mind of receiving the right care the first time.

Tools to take control

Members have more personal control of their health care, both on site and online. Patients who go to a Group Health medical center can request a same-day appointment, self-refer to most specialists, and get lab, X-ray, and pharmacy services under one roof at most locations. Online, Group Health medical center patients can securely e-mail their personal physician and see their online medical record and test results. All Group Health members can use our online services to review their benefits, reference more than 5,000 health care topics, view their prescription refills from their Group Health pharmacy with free delivery. It’s easy to do at www.phc.org.

Practices like these can help lower health care costs, improve health care quality, and increase member satisfaction. We’ll keep you updated as we continue to develop more efficient ways to further improve both patient safety and the care you receive at Group Health.

CHOOSING YOUR HEALTH PLAN

Selections Plan Offers Flexibility and Choice

The Regence BlueShield Selections plan is a great choice for Boeing employees. Selections offers you flexibility, reliability and excellent customer service. You can find more information about Selections on the Regence BlueShield Web site - created just for Boeing members - www.wa.regence.com/boeing.

Selections Means Choice and Flexibility

When enrolled on Selections you can choose the level of health coverage you receive. For the highest level of benefits, you choose a Personal Care Provider (PCP) to provide your regular care and referrals to other providers. You can choose a provider outside of the Selections network or choose to see a provider without receiving a referral from your PCP, in these cases, you pay for a larger portion of your care.

There are some benefits where you can self refer to an approved provider. These include chiropractic care, routine vision and hearing exams, smoking cessation programs and covered women’s health care. For additional info visit our Web site.

Traditional Medical Plan – Coverage You Trust

The Traditional Medical Plan (TMP) is offered by Regence BlueShield. This plan is a preferred provider organization (PPO) plan. That means you have the flexibility to see the provider you want and you never need a referral. 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 it’s easy to use. You receive higher benefits as long as you visit a network provider and they are available nationwide. When you receive care from a non-network provider you will have more out-of-pocket costs.

Additional Health Care Resources

Because your health is important to us, we’d like to let you know about a few programs available to you as a plan member. As always, more information is available on our Web site.

• Advicare – a comprehensive approach to care for members with chronic and other ongoing conditions. Personalized support from a nurse, educational materials and Internet tools are provided to assist you in managing your health and making informed health care decisions.

• Advicare is a set of value-added programs that provide you and your family with special savings on eyeglasses, hearing aids and fitness club memberships and are available nationwide.

• Health Library – Because your health is important, Regence BlueShield has an online health library offering a wealth of information on everything from allergy control to heart disease and much more. You can do custom searches about a specific topic or check the links to related Web sites.

Convenient Customer Service

Regence BlueShield’s Boeing Member Web site was created with you in mind. It’s available 24/7 and it has more answers than you might think. You have access to almost all your questions. You have access to all the basics about your benefits, finding a provider and you can ask us questions through secure e-mail available on our Web site. You also can access your membership information or your eligibility. 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.

For additional info visit our Web site.

www.wa.regence.com/boeing.

- created just for Boeing members -
Choosing Your Health Plan

Continued from page 3

Home the last week of April. There are many online tools on the “Your Benefits Resources” website to help you in reviewing 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 use your current network password to login to http://my.boeing.com, click the TotalAccess tab. Outside Boeing go to https://my-ext.boeing.com. Logon with your Total Access PIN and your BEMS ID. Then click the Health, Life and Disability Plans button to go to the “Your Benefits Resources” website. Remember: You must have your six-digit Boeing TotalAccess PIN to enroll online at home or by phone. If you’ve misplaced it, you can request a new PIN by calling Boeing TotalAccess at 1-866-473-2016. Hearing-impaired callers can access TTY/TDD services at 1-800-755-6363. Enter your BEMS ID number (or Social Security Number), select PIN administration from the menu and follow the prompts.

Study the plans carefully before selecting coverage. Review how different plans affect your out-of-pocket costs. Check lists of network providers to see which networks your doctor is in.

Open Enrollment for Health Coverage May 4 Through May 24

Useful Information to Help Select a Plan

<table>
<thead>
<tr>
<th>Service/Procedure</th>
<th>Traditional</th>
<th>Selections CCP</th>
<th>Group Health FMO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office visits</td>
<td>51% copay per visit</td>
<td>51% copay per visit</td>
<td>51% copay per visit</td>
</tr>
<tr>
<td>Deductible</td>
<td>None</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Most other network services</td>
<td>95% after deductible, 100% if meets patient safety standards</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Network hospital services</td>
<td>95% after deductible</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Non-network services</td>
<td>60% after deductible</td>
<td>60% after deductible</td>
<td>60% after deductible</td>
</tr>
<tr>
<td>Vision services</td>
<td>$10 copay for exam (up to 2 pair of glasses)</td>
<td>$10 copay for exam (up to 2 pair of glasses)</td>
<td>$10 copay for exam (up to 2 pair of glasses)</td>
</tr>
<tr>
<td>Prescription coverage</td>
<td>None</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Generic Brand same formulation</td>
<td>30-50%</td>
<td>30-50%</td>
<td>30-50%</td>
</tr>
<tr>
<td>Brand same formulation</td>
<td>50-70%</td>
<td>50-70%</td>
<td>50-70%</td>
</tr>
<tr>
<td>Mail Service (up to 90 days)</td>
<td>50%</td>
<td>50%</td>
<td>50%</td>
</tr>
<tr>
<td>Vision services</td>
<td>$10 copay</td>
<td>$10 copay</td>
<td>$10 copay</td>
</tr>
<tr>
<td>Mail services</td>
<td>$20 copay</td>
<td>$20 copay</td>
<td>$20 copay</td>
</tr>
<tr>
<td>Paperless pharmacy monthly</td>
<td>Effective</td>
<td>Effective</td>
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<tr>
<td>坐落在 the plan</td>
<td>Effective</td>
<td>Effective</td>
<td>Effective</td>
</tr>
<tr>
<td>Employees only</td>
<td>71/2/05</td>
<td>71/2/05</td>
<td>71/2/05</td>
</tr>
<tr>
<td>Employee &amp; dependents</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>For more information</td>
<td>1-800-422-7713 (refer to Group 057379) at or visit <a href="http://www.wa.gov.com">www.wa.gov.com</a></td>
<td>1-800-669-9715 (refer to Group 055137) at or visit <a href="http://www.wa.gov.com">www.wa.gov.com</a></td>
<td>1-800-901-4636 (refer to Group 072537) or visit <a href="http://www.wa.gov.com">www.wa.gov.com</a></td>
</tr>
</tbody>
</table>

...the amount of time you have with doctors and staff during your visit?

Important Things to Remember

- Make changes via web outside Boeing at http://my.ext.boeing.com, click the Total Access tab. Outside Boeing go to https://my-ext.boeing.com. Logon with your Total Access PIN and your BEMS ID. Then click the Health, Life and Disability Plans button to go to the “Your Benefits Resources” website.

Remember: You must have your six-digit Boeing TotalAccess PIN to enroll online at home or by phone. If you’ve misplaced it, you can request a new PIN by calling Boeing TotalAccess at 1-866-473-2016. Hearing-impaired callers can access TTY/TDD services at 1-800-755-6363.

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<th>1st</th>
<th>2nd</th>
<th>3rd</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overall quality of care and services?</td>
<td>13.6%</td>
<td>15.4%</td>
<td>17.2%</td>
</tr>
<tr>
<td>...the length of time you wait to see a doctor?</td>
<td>56.7%</td>
<td>29.3%</td>
<td>15.5%</td>
</tr>
<tr>
<td>...the number of doctors to choose from?</td>
<td>56.7%</td>
<td>29.3%</td>
<td>15.5%</td>
</tr>
<tr>
<td>...the outcomes of your medical care, how much you are helped?</td>
<td>56.7%</td>
<td>29.3%</td>
<td>15.5%</td>
</tr>
<tr>
<td>...how well the whole system works together to coordinate your medical care?</td>
<td>56.7%</td>
<td>29.3%</td>
<td>15.5%</td>
</tr>
</tbody>
</table>

Page 5

May 2005 751 AERO MECHANIC

Useful Information to Help Select a Plan

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<td>Overall quality of care and services?</td>
<td>13.6%</td>
<td>15.4%</td>
<td>17.2%</td>
</tr>
<tr>
<td>...the length of time you wait to see a doctor?</td>
<td>56.7%</td>
<td>29.3%</td>
<td>15.5%</td>
</tr>
<tr>
<td>...the number of doctors to choose from?</td>
<td>56.7%</td>
<td>29.3%</td>
<td>15.5%</td>
</tr>
<tr>
<td>...the outcomes of your medical care, how much you are helped?</td>
<td>56.7%</td>
<td>29.3%</td>
<td>15.5%</td>
</tr>
<tr>
<td>...how well the whole system works together to coordinate your medical care?</td>
<td>56.7%</td>
<td>29.3%</td>
<td>15.5%</td>
</tr>
</tbody>
</table>

Page 5

May 2005 751 AERO MECHANIC
District 751 Union members were asked to give their input on what they saw as their priorities in upcoming contract negotiations. Below are some of their comments.

**JOB SECURITY**

- Job security is my number one issue.
- Improve job security. Restrict use of vendors or do away with vendors on site delivering parts to planes.
- Bring more jobs back in house - less offloading. A lot of people we are getting are junk.

**WORKFORCE/JOBS**

Strictly go by seniority on shift preference, even when transferred to new location.

How about a little respect for seniority? In our shop high seniority people are loaned out on a regular basis while lower time people are left in our shop working our jobs on the planes. I’ve worked with other unions before and on these jobs, seniority ruled. The first people to leave or loan out of shop were the low time guys.

Stop mandatory overtime. It takes time away from our kids and creates hardships for everyone.

Improve the ERT process.

Abolish the Grade A janitors and make everyone doing the same job earn the same pay. Grade A’s deserve to get GWI’s just like everyone else.

**TEAM LEADER**

Team leader is a sham. They make the people they want with no required experience of the jobs. The whole thing is not ethical.

Go back to the lead system - get rid of team leaders.

Team leader is a bad idea that doesn’t work.

Team leader should not displace/replace existing leads. If a lead is capable, make them the team leader.

Team leaders should have a new pay grade. For all the extra responsibilities they only get $1.75 per hour yet they are doing the same work as that of a supervisor.

**PENSION**

COLA for retirees is the number 1 issue for me. How do you do the younger employees coming up get ahead if I am not going to retire because I can’t afford it.

Retiree COLA is needed with the current retirement we are not paid enough to make a living. COLA would help keep the finances stable during a time of limited income. Executives get twice their income during retirement. We should be able to make ends meet.

The monthly retirement benefit, where a 25 year employee would receive less than $1,500 a month is shameful. That is 33% of a grade 6 gross wages. I am taking nothing away from employees that leave with lucrative retirement packages. They worked hard and deserve the benefits they will receive. However, we worked hard, as well. Our benefit would have to double to bring the benefit up to 66% of a grade 6 gross wages. Our benefit ratio should and needs to be brought more in line with the other hard working employees.

I am 55 years old and would like to retire, but after 27 years, my pension under the current contract formula would be $1,446 a month - that is below the federal government’s poverty level. Like many others, I lost a large part of my retirement nest egg (401K) when the stock market nose dived so I cannot afford to retire now. A better pension is my only hope of ever being able to retire and afford at least some measure of comfort, I will not vote to approve any contract that does not substantially improve our pension benefits.

In this aging workforce, retirement is paramount. COLA for retirees is a must in order for them to survive with dignity. COLA should apply to all Boeing retirees - current and future.

We need a third option regarding retirement such as a combination of age plus time at Boeing.

I would really like to see COLA for retirees emphasized as #1 and increased pension as #2.

More retirement money per year of service using the interest of all existing accounts. Boeing collects that interest today.

We MUST get COLA for retirees. It’s just a matter of time before we all need it - inflation will always be an issue.

Need to offer early retirement or full retirement by an age and number of years formula to reduce penalties.

**HEALTH CARE**

Stop chipping away at Traditional plan benefits - the best coverage.

The medical benefits need to go back to the standards. Boeing paid 100% on a program. Increase pay to cover all and increase wages to cover inflation percent per year plus medical co-pays.

If the Company does not want to increase wages, we should take it away from them and increase our wages up to the thousands costs them a month. The Union can offer health care coverage.

Lower cost of out-of-pocket premiums.

On health care bring back no money. Reduce co-pays for office visit and generic.

Laser eye surgery covered.

I am very concerned about the increase (out of pocket) for prescription drugs and the policy of what type of drugs the insurance will allow or cover. If the doctor gives a certain brand, the pharmacy tells you won’t cover it. Your choice is to pay the higher price or accept the generic brand, you health complications.

Improvements in dental. Include implant.

Excuse is not enough for one crown or root canal.

**PAY ISSUE**

Improve shift differential - go to percent.

Modest pay increase to keep up with inflation.

Share in the EIP. We do the most at the plant.

Lump sum payment and GWI.

COLA, COLA, COLA. This has to be at least 99.9% protection. Gas has increased and we get pennies for a COLA. That is not enough.

Progression rates should max out after 5 years or 12 progression step even if...
VACATION/SICK LEAVE

Our vacation is 4 weeks after 20 years. Most other companies give 4 weeks after 10 years. Also our sick leave is half of what salaried gets.

Allow family time for second shift employees say 40 hours per year so we don’t use all our vacation time for children’s events or family issues.

Salaried workers receive 2 weeks sick leave a year--40 hours more than the IAM. We should get the same.

Add Martin Luther King holiday.

We need to be able to accrue and carry over unlimited sick leave. The present 40 hours per year and 40 hour carry over is not enough.

Bereavement should be extended if family member lives out of state and you have to travel there.

Increase bereavement leave to 5 days for immediate family and 1 day for aunts and uncles.

More vacation, more vacation, more vacation. The American worker is burned out and has no time left for family and friends. No wonder we are so stressed out.

Allow family time for second shift employees say 40 hours per year so we don’t use all our vacation time for children’s events or family issues.

More vacation. Boeing is behind other companies—especially when you look at 20+ years of service.

Several national holidays have been added since the Christmas vacation. We need time with our kids and spouses on holidays.

Are We Effective? Tell Us What You Think!

1) Are you getting useful information at the shop floor meetings?
2) What other means of communication should the Union use to be effective?
3) Did you get a chance to give input?
4) Were your questions answered?
5) Will you attend future shop floor meetings?

Union Answers Shop Floor Questions

What is the Union doing with the survey results?

The Union Subcommittees have utilized the information received from the past two surveys and will use information from the third survey, as well as input from shop floor meetings and focus groups to develop the Union proposal to present to the Company.

How will the Union address the job security issue?

Job security and employment stability are important for this workforce and the generations to follow. We are open to ideas from the Company on ways to secure a future for our members and communities. A commitment must happen with input from elected officials, labor and business. To simply pass the burden on to workers at the Company they helped build. We will ask Boeing to Do the Right Thing on job security.

What about the cost of health care?

Escalating health care costs and premiums are a national problem which needs to be addressed. A resolution must happen with input from elected officials, labor and business. To simply pass the burden on to workers at the Company is unacceptable to this Union. Members of our Union have made the Company profitable and should share in the financial windfall of the Company—through lower health care costs and greater compensation. Boeing must understand that Doing the Right Thing by keeping workers’ costs down with the best possible coverage is the cost of doing business.
751 member Michael Lough’s steadfast volunteer efforts to help others have not gone unnoticed. Recently, his dedication earned him a nomination for the prestigious Jefferson Award, yet his commitment is nothing new.

Since 1984, Mike has been an avid supporter of the Brain Injury Association, helping out in various capacities. Over the years, he has continually volunteered his time and experience to improve the welfare of brain-damaged individuals – by assisting in the family’s understanding of brain damage and the challenges they face, and by bringing public awareness to accessibility issues in government for all people with disabilities. In addition, he has assisted in promoting legislation to prevent such injuries.

His passion in promoting issues for brain-injury survivors comes from the heart. Together, Mike and his wife, Dana, have a deep personal interest in the subject – both have first-hand experience of the devastation such an injury can create. For Mike, it began in 1973 just after he graduated from high school. A car wreck left him in a coma for about a month. When he awoke, he had to relearn everything - who people were, how to talk, how to write and even how to walk. It was a long recovery, and one he has not forgotten. Even now, over 30 years later, he must deal with challenges every day resulting from that brain injury.

In 1984, he learned of the Washington State Brain Injury Association, became active in their organization and became an advocate and spokesperson for brain-injury survivors. He has served on their Executive Board since 1987 – a role he plans to continue well into the future. He served many years as a facilitator for brain injury support groups. Mike has also helped professionals to better understand brain injuries so they can provide better service. In 1987, he made his first trip to Washington DC to promote awareness for brain-injury survivors and push for legislation to help. Since that time, he has made several more trips to the nation’s capitol, as well as many trips to Olympia to work on countless bills and give personal testimony from and others utilizing area food banks. Simply set out your less bills and give personal testimony from and others utilizing area food banks. Simply set out your

Lough Honored for Helping Brain Injury Survivors

Volunteers on Mission to Serve Community

Every month, 751 members volunteer at the Tacoma Rescue Mission and Everett Gospel Mission to prepare and serve food to the less fortunate. Many members bring family and friends along. High school students earn community service credit for the effort.

751 takes over the Everett Mission the second, third and fourth Sundays of the month at 7 a.m.

Our volunteers host the Tacoma Mission on the second and fourth Saturdays each month at 6 a.m.

If you would like to volunteer at one of the missions, please call 1-800-763-1301, ext. 3340 to reserve your spot.

I AM and SPEA leaders attended luncheons to hear about the great work the Employee Community Fund provides to our region.

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Every month, volunteers at both the Tacoma Rescue Mission and Everett Gospel Mission

Take Part in the ECF Campaign: May 2-6

Make a difference in your community! Learn about the Employee Community Fund during the annual campaign, May 2-6. During that week, boosters will visit some work areas or attend some staff meetings, depending on the work site, to talk about the Fund.

The campaign is shorter than in past years and will transition into a year-round awareness. The emphasis this year is on education about the needs in the community and the good that happens when employees give. The collective total of all employee and retiree gifts means that our communities become stronger places that we can call home.

In April, representatives from IAM 751 and other unions attended one of three luncheons sponsored by ECF to talk about the benefits of the Fund and to listen to union leadership talk about the importance of supporting the community.

Everett Business Rep Jackie Boshok, who serves on the planning committee for the Everett plant, noted: “Because the ECF campaign has changed so much this year, our luncheons were a great opportunity for stewards to hear about this year’s plan and the focus on community education. Our goal was to encourage stewards to boost and provide them with ways to get our members better educated on how employee monies benefit their communities. As union leaders, we need to set an example of being educated on how employee monies benefit their communities. As union leaders, we need to set an example of being educated on how employee monies benefit their communities.

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Plan to Attend Alliance Conference

by Carl Schwartz, (425-868-2821)

Retiree Legislative Chair

On May 31st, the Washington State Alliance for Retired Americans will hold its state convention here in 751’s Seattle Union Hall. We are all members and are all invited to attend.

Carl noted the Boeing stockholders meeting May 22nd in Chicago. When it was held in Seattle, he made sure to attend to ask the executives some hard questions about the direction and future of the Boeing Company.

Since headquarters moved to Chicago, the stockholders meetings have been held there—prohibiting many of us from attending.

I hope you all read the news reports of the “forum” on Social Security held by Congressman Dave Reichert in Bellevue on March 30th. He must have been expecting a friendly audience, but boy was he straightened out. The crowd was by no means buying the phony statistics and arguments put forward by the paid sales people he had invited to push the Bush program. However, what we must remember is that this was only a preliminary skirmish. They won’t give up that easily. Our slogan has to be “NO CHANGES WHILE BUSH IS PRESIDENT.”

As I noted, our State Alliance for Retired Americans will be holding its annual state convention here. The Alliance is in the process of organizing a chapter in the 8th Congressional District—what we call the east side of King County. If you live in the 8th District, we need your participation. We have the job of trying to keep the Representative’s feet to the fire.

Thanks for the letters and calls to our Representatives on Social Security and other issues. Keep sending them.

Regional Alliance Meeting Tuesday, May 31, 2005

Think you’ve heard it all on taxes, Congress and Social Security? Think Again!!

The Alliance for Retired Americans one-day conference on Tuesday, May 31st from 9 a.m. to 3 p.m. is open to everyone. The event will be held at the 751 Union Hall in Seattle (1913 5th Pl. S). Admission: $25 (advance), $30 at the door, includes coffee and lunch.

Register at 751 Union Hall or call 206-768-2821.

Retiree Picnic

Monday, August 15

Woodland Park, Stove 6

Seattle - 59th & Aurora Ave N.

Begin at 11 a.m.

Lunch at noon

Retirees

Congratulations to the following members who retired from Boeing:

Donald Actis
Constance Appleyard
Dianne Armes
Richard Babcock
Jean Barnes
Dianne Armes
Constance Appleyard
Donald Actis
Victor Mitchell
Lawrence Monger
Edward Monnich
Gerardo Mores, Sr.
William Nguyen, Jr.
Robert Laplante
Ronald Lessor
Charles Linscott
James Lohr

Local 86:

Marv Kelly, Spokesman

Local 1951:

Larry Vanhoy, Rabanco

Ken Grable, Interstate Brands

Local 1123:

John Wettler, Alcu
2005 Golf Tournament Entry Form

Group Contact: ___________________________ Phone: ___________________________
Address: ________________________________

Players wishing to golf together, submit just one form. 4 players max per team.

Name: ____________________________ Phone: __________________________
Name: ____________________________ Phone: __________________________
Name: ____________________________ Phone: __________________________
Name: ____________________________ Phone: __________________________

Shirt Size (circle one) S M L XL 2XL 3XL
Shirt Size (circle one) S M L XL 2XL 3XL
Shirt Size (circle one) S M L XL 2XL 3XL
Shirt Size (circle one) S M L XL 2XL 3XL

Entries will not be accepted unless full payment is received by JUNE 18th. Turn in $150 in donations to waive entry fee or return checks for $100 to payer payable to: Spencer Graham, Local C Golf Tournament, 9125 15th Pl. S, Seattle, WA 98108

WONDER - 24” double-edge garden hedge trimmer, unused $275 form. 206-767-2466

WANTED: Riding lawnower without cutting deck, and 130 Volvo 202 engine for boat. 425-452-9741 anytime

CHIPPERS/SHREDDER – easy to start, Briggs-Strausor motor 5HP $250. 360-874-0737

LITTLE WONDER – 24” electric lawn mower $250. 253-589-0744

CONTRACTOR’S WHEELBARROW - $25; Troy-Bilt lawn mower without tiller with attachments $55; Troy-Bilt 8 HP CHIPPER-SHREDDER $400; ROUTER TABLE Rebel brand, cast aluminum, Porter cable 60 base $100; lawn Aerator Tow behind model with electric lift $150. 206-409-8217

BLACK AND DECKER – 18” electric lawn mower $25, 3’ cord $15, new hed rail $5; hand lawn EDGER $5; HANDSAW with 1 blade (new in box) $7.50. Roadside Fingers portable MASSAGER best offer. 206-935-6535

1997 FORD F 250 – utility track, low miles, excellent condition, lots of extras, including carrying rack for long objects $6750 OBO. 206-422-2506

1979 EL CAMINO – 350 cu. ft, 350 turbo, custom wheels, bedliner, nice paint, 5K miles. 206-409-8217

1994 GMC YUKON – perfect condition $6500. 206-409-8217

1990 GRAND VOYAGER LE – loaded, new head gasket, fuel rail, nice tires and stereo bock ok – all electric. $19,000 OBO. 425-483-5755


RICE on 253-891-3752 or Mark Johnson on 206-542-0104

All other prizes will be raffled off at the end of the event for longest drive, KP and 50/50 honey pot.

Sponsors of the tournament will be recognized and receive a listing in the program. For more information, contact the Everett Boeing Activity Center, 425-224-4475 or 206-282-1515.

Flight for Sight Pledge/Registration Form

Name: ____________________________ E-Mail: ____________________________
City: ____________________________ State: ____________________________ Zip: _________

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2005 Golf Tournament Entry Form

Group Contact: ___________________________ Phone: ___________________________
Address: ________________________________

Players wishing to golf together, submit just one form. 4 players max per team.

Name: ____________________________ Phone: __________________________
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Shirt Size (circle one) S M L XL 2XL 3XL
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Peer Training Promotes Sharing Skills and Knowledge

When supervisors in the Renton Bluestreak shop wanted additional training for their workers, they knew where to turn - IAM/Boeing Joint Programs. One call to the Quality Through Training Program (QTTP) and the wheels were set in motion. Additional skills from the training could result in different work packages for the shop that would have been sent out in the past. Doing the work in the shop would save time and money.

Not only did the Joint Programs deliver a course of basic machining fundamentals, it is taught by a lead who is also a second shift Union Steward, Art Schilling. The four week course focuses on machine safety and operation of a conventional milling machine and lathe. Class size is kept to a minimum so each student gets hands-on experience and one-on-one assistance.

Joint Programs Manager Tony Curran helped coordinate the training, content and selection of the instructor to ensure it would fulfill the Bluestreak shop’s needs.

“More and more the Joint Programs are focusing on peer-to-peer training because of the positive results. Having a peer for an instructor is more effective and ensures that required practical training (rather than simply book training) is delivered,” noted Tony. “Because the instructors have done the work for years, they can share the tricks of the trade with others and also point out safety procedures that must be followed.”

Members like the training. Martin Schmidt stated, “I would much rather work with someone who knows the Company, our jobs and how things operate around here instead of someone from a classroom environment. It just makes sense to have it here rather than in a classroom somewhere else, which would make it too removed from our daily applications.”

Martin Schmidt performs a drill and tapping operation on a mill, as part of a peer training class.

Morris Makes Safety a Top Priority

Safety has been a part of life for 751-member Don Morris for many years. Beginning April 1st, safety is his full-time assignment. Don was appointed Union Administrator to the IAM/Boeing Health and Safety Institute (HSI).

“I’m very grateful to have the opportunity to serve the membership at another level as an HSI Administrator to the IAM/Boeing Health and Safety Institute,” added Don. “I serve on the DC/Kent Site Committee, Plant II Site Committee, and Renton Site Committee. In addition, he is in charge of the 2005 Safety and Health Fairs at all locations, the Safety Shoe Reimbursement Program and the HSI Mobile Training Trailer, as well as developing and delivering other required training for his assigned area. For the past 13 years, Don has been a leader in safety education (rather than simply book training) is delivered,” noted Tony. “Because the instructors have done the work for years, they can share the tricks of the trade with others and also point out safety procedures that must be followed.”

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At the Central Site, he will coordinate activities for the DC/Kent Site Committee, Plant II Site Committee, and Renton Site Committee. In addition, he is in charge of the 2005 Safety and Health Fairs at all locations, the Safety Shoe Reimbursement Program and the HSI Mobile Training Trailer, as well as developing and delivering other required training for his assigned area.

Don has been equally active in Un jobs where he served as District Council Delegate and Local F President for the past 7 years, and as a Union Steward for over 17 years. He worked his way up through the ranks serving on the District Finance Committee, as Local F Vice President, Local F Financial Secretary, Local F Trustee and Auditor, as well as volunteering for various committees.

Don is enthusiastic about the new assignment and eager to serve the membership in this capacity and expand his skills.

HSI Program Managers Connie Morris (l) and Pat Kinella (r) review safety programs for the Central Site with HSI Administrator Don Morris (center).

QTTP offers new courses to learn computer skills.

QTTP classes offer the opportunity to learn new skills at no cost!