Negotiators Hear Issues Up Close and Personal

In the shadow of Everett’s Boeing plant, the first contract kickoff barbecue began on a cool and windy day. Hundreds of IAM members arrived to meet with the Union representatives who will be negotiating our Collective Bargaining Agreement. The barbecues were an open invitation for members to meet with Union negotiators before the Union’s formal proposal is presented to Boeing on May 9th.

Members were able to sit down with District President Tom Wroblewski, Secretary-Treasurer Susan Palmer, all 13 Business Representatives, Joint Program and District Staff to ask questions about the process, the issues and the benefits we are demanding in contract negotiations. Discussions ranged from pensions to the starting pay to General Wage Increases, to health care, vacation and sick leave. Literally every aspect of the contract was discussed. Many members brought their families to the event. At every site, it was clear members agree “It’s Our Time, This Time!”—especially after Boeing again posted record profits for the first quarter.

The barbecues, held at the Union Halls in Seattle, Auburn, Everett, Renton, and at the Sportsman’s Club of Frederickson, sought the voices of IAM members.

“We’ve been collecting input from our members for the past year,” said Wroblewski. “Although we’ve had or will have the opportunity to vote on September 3rd,” declared Joe Crockett, 751 Health & Benefits Rep who is also serving on the Benefits Negotiating Committee. “It is a way to creep the costs onto our members using an unknown, unexplained and unegotiated formula, which they hoped would go unchallenged.”

District 751 Secretary-Treasurer Susan Palmer who chairs the Benefits Committee added, “Members didn’t vote on this change. If Boeing wants to make the change, then it can be brought up during negotiations. The Union will not allow Boeing without a fight to force members into a plan with more costs (deductibles and co-pays) simply because they have a new way of calculating their numbers. This change is another way Boeing is trying to dismantle the benefits package Machinists members have earned over the years.”

“Boeing tried to eliminate Early Retiree Medical for new hires last contract, and now they are trying to shift medical costs onto employees during the contract, as well as announcing their intention to go after pensions on this change. If members agree, then it can be brought up during negotiations.”

Insurance Pays Off on Cancer Diagnosis

When 751 member Debbie Anderson was diagnosed with breast cancer last fall, she had the reassurance of Machinists Custom Choices Critical Illness policy. This financial safety net allowed her to focus on her cancer treatments and alleviated any financial stress, which might have resulted from her time off work.

“This is a great benefit. I appreciate the fact that our Union brought this option to the members,” declared Debbie. “Getting the claim paid was easy and stress free. The Critical Illness plan eased the financial pressure on my family by providing a lump sum cash benefit upon diagnosis of cancer. This is one of the best investments I ever made.”

When the Union introduced the Machinists Custom Choices insurance plans last spring, Debbie met with a representative and purchased the Critical Illness...
In talks with reporters, Boeing chief negotiator Doug Kight laid out a proposal to eliminate the Boeing pension plan for new hires and replace it with a 401(k) plan supplemented by a company contribution.

This proposal is unacceptable. Past, present, future – it doesn’t matter. We fight for all of our members equally. We didn’t fall for this divide and conquer strategy in 2005, and we won’t fall for it this time. If Boeing is using this as a recruiting tool for other payrolls, no wonder they are having trouble enticing people to work for them.

On wages, Doug Kight feels ‘at the upper end they tend to be higher than the market.’ Apparently, Boeing needs to recognize who is creating record profits and helping them deliver the 787 – the Machinists Union members. He should also remember that despite soaring gas prices, our members have not had a General Wage Increase since 2004. Again, it's Our Time This Time!

Kight also mentioned productivity rewards to the reporters, but stopped short of saying our members should be included in the Employee Incentive Plan (EIP). The fact is Machinists Union members have done as much or more than any payroll to contribute to the Company’s success and deserve to be included in the EIP. Every other payroll received the EIP payments, in addition to wage increases – we should too! Boeing refused to give it to us last time because we would not sell out future members. We will not sell them out this time either.

In the past two negotiations, we have proposed profit sharing, which the Company dismissed. We have made proposals to measure success and ensure our members receive their fair share. That in no way will take the place of general wage increases – in fact Doug Kight has acknowledged that in recent talks we have had with him. We have had 4.5% total GWI in the past 6 years. In the past, we recognized the fact that the industry was down, but with the current success of the Company we will expect much more in the area of guaranteed general wage increases.

The IAM has a good record of participation in lean activities and we have many other contracts with gain sharing plans that reward members for reductions in cycle time, saving material, reducing scrap, reducing amounts of perishable supplies, improving the safety record and costs. These programs work but should not replace negotiated raises. Boeing has also made changes to the health care plans with the IAM Union is fighting – changes aimed to shift costs to our members. Like their pension proposal, it is unacceptable.

Finally, let’s not forget Boeing’s record profits and backlogs, which they try to downplay so they can talk about reducing costs with us instead of to our members. What is Boeing paying in penalties because of their outsourcing of the 787? Perhaps they should have left that work in the hands of the skilled workers who would have built it right to begin with.

Stay united, keep talking the issues in your shop because it’s Our Time This Time!

**Letters to the Editor**

**Thanks to the Union**

Dear Member,

I have been a member for 21 years and paid Union dues all that time. Like others, I have heard people complain about paying their Union dues. I for one will never complain about that. I am very happy to have Union representation and want other Union members to know that the Union is there to support them. I especially thank Business Representative Heather Barstow for not only giving my job back, but giving me my life back.

The entire experience of having a Boeing paycheck stop was a wake up call. I am a single mother with two daughters to support and realize it is hard in the real world out there. Business Rep Heather Barstow never gave up on me, always called me back and really came through. I want to let members know that she is not just doing her job as Business Rep, but doing it well. The situation gave me a new appreciation for my Union.

I also feel lucky to have Union Steward Kenny Smith in my corner! He’s always there to listen and follows through to help each and every person who comes to him for help.

Thanks again for great representation from our Union.

Laurie Ballard
Snohomish County Council Passes Tanker Resolution

511 Union steward Steve Parsley and IAM Work Transfer Rep Jason Redrup testified to the Snohomish County Council on Wednesday, April 23 to the importance of an American-made, Boeing built Tanker. The Resolution was sponsored by long-time IAM supporter Brian Sullivan, Councilmember "T" Bossett. The five members of the Council also include Democrats Mike Cooper and Chair Dave Somers, and Republican John Koster.

Jason Redrup, who works on the 767 line, spoke of the tremendous job losses that will occur without the Tanker when the plane ceases production. Steve Parsley spoke of the service of his son on active duty in the military, and of the 70-year-old relationship between the IAM members and the military men and women who fly Boeing's aircraft.

Each member of the Council spoke eloquently and favorably of IAM, and the importance of securing the Tanker. Conservative John Koster, who was especially moved by the service of Mr. Parsley's son, also thanked Jason "and all the IAM workers on the 767 line who make America proud."

The Council passed the Tanker Resolution 5-0. It was a good day made better by our Union Stewards.

Memorial Day Honors Trust Between IAM & American Military

IAM 751 is proud to honor our members and the families of staff who are on active and reserve duty, as well as those noble veterans who have served in the military. We at the International Association of Machinists and Aerospace Workers have an intimate connection with our military.

There is an inherent trust between the American Worker and the American Armed Forces. When our country calls, our members answer. This month, let us recognize and honor the sacrifices made by our American men and women in uniform, and the sacrifices made by their families. Generations of Machinists have been fighting for their country – and they fight still.

Lance Corporal David Gardner is the nephew of Traci Keener, an employee in the financial office of the IAM District Lodge 751. David, who just turned 20 years old, already has one tour of duty in Iraq with the Marine Corps. Based out of Hawaii, David will be back in Iraq another 9 month tour.

Union Steward John Isaacs, an IAM member based out of Auburn, cradles his newborn daughter in his arms. Jordan, born April 4, 2008, will watch her father return to Iraq in July, when he rejoins the 81st Brigade of the Army National Guard. John, an E-4, joined up because he had a lot of friends serving in the National Guard. "That wasn't a decision to support the war," said Isaacs. "It was about supporting my friends already over there." When asked how he feels about leaving behind an infant, John spoke of the security of his IAM Contract. "I'm glad that this will help my family," he said. "The IAM is all about family."

John was referring to the added pay he will receive under the Boeing Company policy that allows active duty to draw the difference in pay between their military wages and the Boeing pay they received at the time of deployment.

Business Representative Tommy Wilson, a veteran with lengthy military service, is most proud of his brother, Larry Wilson, who, in December, 2003, pulled Saddam Hussein out of the "Spider hole." Larry's image was flashed around the world and hangs proudly in Tommy's office. Career-Army IAM member on his third tour of duty in Iraq, but is now worried about his own children who are serving their country in the Army. Tommy's nephew, Jeremy Wilson, is on his second tour in Iraq; his niece, Denise Eaton, is on her first. "Although I am worried sick about having three family members in Iraq, the good news is that they are treated so much better than those guys who served in Vietnam," Tommy said.

The pay differential benefit did not exist for Vietnam-era veterans. IAM Organizer and long-time Boeing employee Ernie McCarthy enlisted in the U.S. Marine Corps in 1969. His military pay, $45 every two weeks, supplemented the income of $110 per month his wife received for "Basic Allowance for Quarters" (BAQ). While McCarthy didn't have the current pay benefits of our active duty members, the IAM had secured contract improvements from the early Vietnam draftees. McCarthy, who enlisted at a time when the overwhelming majority of Vietnam-era troops were draftees, served four years.

Federal Law enacted in 1968 under pressure from the AFL-CIO and the IAM led to changes that made the jobs of those drafted into military service would be open to returning vets. The law remains today for those who are called up in the National Guard.

Business Rep Paul Knebel had two years at Boeing when he was drafted in 1965. For a young worker in any decade, seniority is a serious issue, but it was not taken seriously by Boeing. Paul had to start back at zero seniority when he returned after serving his country for two years.

IAM Retiree Robert Mock was just 19 years old when he hired on with The Boeing Company in 1941, and received his first union dues booklet, which noted a rate of $1.25 per month. His dues book listed the entire benefits section on two pages – the first IAM Collective Bargaining Agreement being a mere 5 years old. Mock would, like most able-bodied men, go on to serve in World War II. "I was sent to France," Mock said. "I hated the French and they hated us." Robert, now 87 years old, is active in trying to turn over the tanker deal. "How can we support our military men by sending our military contracts to France?" he demands.

IAM Veterans are strong in their voices about the Iraq war and...
Choosing Your Health Plan

May Is the Month to Select Health Care

Employees represented by IAM 751 will be asked to select their medical/dental insurance coverage during the 2008 annual enrollment period, which runs May 2 through May 22. Any changes employees make during enrollment will go into effect on July 1, 2008. IAM members in Puget Sound can choose from the following medical plans:

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

The Union continues to challenge Boeing’s plan to switch the no-monthly premium plan during the May open enrollment period. While the Union fights this issue, those with Selections who want a no-monthly premium plan will need to change to the TMP during the May open-enrollment period. The Union has made numerous data requests and sought further explanation of Boeing’s data and interpretation of the contract.

This change pits a large portion of our members (who already have TMP) against another group. Overall, it shifts costs from Boeing to employees. It should be part of the total negotiated package, and members should vote on it during the contract vote on September 3rd. It is a way to creep the costs onto our members using an unknown, unexplained and unformulated formula,” declared Joe Crockett, 751 Health & Benefits Rep who is also serving on the Benefits Negotiating Committee.

Boeing switched to TMP to become the no-monthly-premium for non-represented employees in January. The significant difference is the TMP has a deductible and $15 co-pays. Selections has no deductible and a $10 co-pay.

2008 contribution rates for Puget Sound are noted in the table below:

<table>
<thead>
<tr>
<th>Monthly Contributions for Selections as of 7/1/08</th>
<th>Employee only: $27</th>
<th>Employee plus spouse: $54</th>
<th>Employee + child(ren): $54</th>
</tr>
</thead>
<tbody>
<tr>
<td>Monthly Contributions for Group Health 7/1/08</td>
<td>$46</td>
<td>$81</td>
<td>$129</td>
</tr>
</tbody>
</table>
| Employees represented by IAM 751 in California have the choice of Kaiser Permanente (Boeing pays entire premium) or Boeing Traditional at $43 for employee only; $86 for employee + spouse or employee + child(ren); $129 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 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. If you don’t take action during the open enrollment period, your current benefit choices will continue automatically. However, even if you are not planning to make a change to your benefits, take this opportunity to: • Review your 2008-2009 plan options and costs • Research hospitals and providers • Ensure that your dependents meet Boeing’s eligibility rules. 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.

The IAM is working in conjunction with other Unions at Boeing to stop this unilateral change, which would shift millions of dollars of medical costs onto employees. SPEEA, the Operating Engineers, Firefighters and Security Guards are also protesting this change. Note: Teamsters at Boeing are not affected because they are on a Teamsters trust medical plan. On May 9th, the IAM presents a comprehensive proposal to Boeing, which kicks off formal contract negotiations. This health care switch will certainly be a topic to address.

Union Continues to Fight Health Care Plan Switch

Continued from page 4 for new hires,” Palmer added. “The Company’s push to reduce employee benefits is even more insulting when you look at the record profits Boeing is posting, which our members helped to create.”

Boeing switched TMP to the no-monthly-premium for non-represented employees in January. The significant difference is the TMP has a deductible and $15 co-pays. Selections has no deductible and a $10 co-pay. The no-premium language was intended to promote higher quality and lower cost.

Employees + child(ren) $92

Things to Remember
- Make changes via web outside Boeing at www.boeing.com/express, click TotalAccess or inside Boeing at https://my.boeing.com - click on the TotalAccess. Or call 1-866-473-2016 and have your TotalAccess Password. Hearing-impaired callers can access TTY/TDD services at 1-800-755-6363.
- Medical choices for Puget Sound: Regence Selections, Traditional Medical Plan, Group Health HMO
- Dental choices for Puget Sound - Washington Dental Services Incentive Plan or Wash. Dental Services Prepaid/Provider Plan
- Review enrollment materials, examine co-pays and out-of-pocket expenses, check list of network providers.

At the Everett barbecue, Health and Benefits Rep Joe Crockett talks with members about issues from the Benefits Committee.
Look at the Health Plans Administered by Regence Blue Shield

The Traditional Medical Plan and the Selections Plan, offered by Regence Blue Shield, offer a broad range of benefits to meet your needs. Both plans cover preventive care, prescription medication and vision care. In addition, both plans are accompanied by Regence’s excellent customer service via our customer service call center and our public website, www.regence.com/boeing, created just for Boeing employees.

The three major differences between the plans:
- As a Selections member, you choose a Personal Care Provider (PCP) to provide your regular care and referrals to specialists. You can choose to see a provider outside the Selections network or see a specialist without a referral.
- The Traditional Medical Plan is a preferred provider organization (PPO) plan for members who can choose a provider they want, and there is no PCP or referral requirement. You can choose to see a provider outside the network for out-of-pocket costs that will be higher.
- The Traditional Medical Plan is a preferred provider organization (PPO) plan that must be satisfied before benefits are paid. Some services, such as preventive care, outpatient office visits and prescription medications are not subject to the deductible. The Selections Plan has a deductible but it only applies to services received from providers outside the Selections network or services received without a referral from your PCP.
- The Selections Plan covers care from alternative care providers such as naturopaths, massage therapists, acupuncturists and chiropractors.

The Traditional Medical Plan only covers care from acupuncturists and chiropractors.

Regardless of the Regence plan you choose, here are a few more of the additional health care resources that are available exclusively to you as a Regence member:
- **Regence Advantages** – To complement your health plan, Regence has a set of value-added programs that provide you and your family with special savings on items such as hearing aids and fitness club memberships.
- **myRegence.com** – This online resource, for members only, can help you navigate the health care system, advise you in making health care decisions, and reward you for making healthy lifestyle choices. Tools include detailed claims information and an abundance of health and wellness information.

We are here to help you access benefit information 24/7 via our website at www.regence.com/boeing or by calling customer service weekdays from 6 a.m. to 5 p.m. at 1 (800) 422-7713.

Do You Have Health Care or Sick Care?

If your health plan hasn’t done much lately to keep you healthy, it may be time to change plans. So if you’re not a Group Health Cooperative member, take a look at what you may be missing.

**Easy-to-use wellness tools**

What could be a little extra support to stay on a healthy track? With the Health Profile and Lifestyle Coaching, staying healthy has never been easier. The Health Profile is your personalized online health assessment. Learn where you’re doing well and where you can use some help. And if you get care at a Group Health medical center, the color-coded Health Profile report becomes part of your electronic medical record. (Can your health plan do that?) You can also talk to a lifestyle coach to help you make the positive changes you want.

**Personalized outreach**

If you receive care at a Group Health medical center, our outreach tools are centered around your personal health history. An annual birthday letter will remind you how to be proactive to maintain your health or prevent illness. Letters are also sent out regarding any health condition you may have. If you have diabetes, for example, you may get a reminder for a check-up. If you’re at the age where a certain cancer screening is appropriate, you’ll get a letter to make an appointment for that. Everybody’s different and every letter is personalized for the individual.

Your Group Health personal physician may send you a reminder based on your medical record and last visit. For instance, if you come in for a flu shot, your electronic medical record may show that it’s time to see how you’re doing with your high blood pressure. We also have “Living with Chronic Conditions” workshops to help you better manage your current health.

Through your electronic medical record, after visit summaries, Health Profile, Lifestyle Coaching, birthday letters, and support groups, Group Health makes it easier than ever to stay healthy.

**Time-saving convenience**

Unless you have time to burn, you want your health plan to work for you, not against you. So how about having your prescription ready for you in the lobby at the end of your doctor’s visit. Or seeing your test results on your home computer. Or ordering your prescription refill online. Or securely e-mailing your doctor for the advice you need, instead of running in for a visit. This time-saving convenience is yours whenever you get care at your neighborhood Group Health medical center.

Why not choose a health plan that actually gives you the time-saving convenience to live a healthier life. And think about Group Health when it comes time to sign up for your health plan. In the long run, it really will make a positive difference.

Edwards Members Outline Contract Issues for Negotiations

Recently, District 751 President Tom Wroblewski, Secretary-Treasurer Susan Palmer and Business Rep Stan Johnson met face-to-face with our members at Edwards Air Force Base to hear their concerns on the upcoming contract negotiations. While Union Stewards Joe Pengilley and Jeff Bishop do a fine job representing the membership there, these members appreciated the chance to talk with top Union leadership – especially during a contract year.

Members expressed concern on issues ranging from general wage increases, dental benefits,orthodontic benefits and increased sick leave. One concern unique to Edwards was the fact that members in California are faced with paying higher rates for the Traditional Medical Plan than members in the Seattle area. The Union’s Benefits Subcommittee is proposing a change to correct the disparity in premiums for our members in California.

751-member Jim Bedard noted, “As a new Boeing employee, I was very glad to meet the Union Team and see them spend time here. We are pretty spread out at Edwards. I appreciate the Union negotiated pay and benefits,” noted 751-member Jim Bedard. “Personally for those who have worked here awhile I’ve got news for you, it ain’t getting any better out there. Count your lucky stars for the package you’ve worked so hard for and got. I have worked as a government employee and a contractor to NASA and I can say I have never seen better pay and benefits. Thank you all so much.”

Jim added, “While I plan to keep updated on negotiations, I feel that our interests will be in good hands after meeting Stan Johnson, Susan Palmer and Tom Wroblewski.”

While at Edwards Air Force Base, Union leaders toured the F-22 flight test program courtesy of program manager Mr. Jeff Bishop. Having our members work on one of the most advanced tactical jet fighters in the world is a testament of their skills and expertise.

In addition, union leaders also met members working on the bomber programs (the B-1 and B-52). These members take pride in knowing their efforts.

Continued on page 8
Pension Improvements Remain a Priority

At one time, there used to be a simple equation for workers in America: Work Hard = Retire Comfortably. Yet retirees today are faced with ever-increasing costs. The Pension Protection Act (PPA) was adopted in 2006 partly to address those issues and feel they deserve a pension that provides a secure retirement. So how did Boeing respond?

Boeing lead negotiator Doug Kight outlined a proposal to reporters which would eliminate the traditional pension plan for new hires and instead offer a 401(k) style plan. It is obviously a divisive and contentious strategy to pit the more senior workers against the new hires or the next generation of workers. It didn’t work for Boeing in 2005, and it won’t work in 2008.

If Boeing truly wants just a 401(k) style plan, they can try it out on their executives. But if you look at Boeing’s proxy statement, the top executives at Boeing all have two defined-benefit pension plans. That’s good enough for them, it’s good enough for our members. With Boeing posting record profits (up 528 percent in the last five years), it’s time to improve our pension benefits! Demand they reward our years of hard work and dedication. Young or old, active or retired – It’s Our Time, This Time!

FACT: The company did not contribute one cent into the plan from 1997 through 2002. Again in 2006, Boeing did not contribute one cent into the BCERP plan which covers IAM, SPEEA and some salaried employees.

FACT: If Boeing had made steady contributions all along, they would not have had to make huge payments in some years.

In the recent survey for the upcoming contract with Boeing, many of you indicated interest in learning more about the I.A.M. National Pension Fund’s National Pension Plan as an alternative or an addition to the Boeing Company Plan. Following are some facts to consider:

**Numbers tell a Good Story**

The National Pension Plan began in 1960 with a small number of employees and has grown to over 1,750 employers and $9 billion in assets today. The National Pension Plan has over 113,000 active employees currently accruing benefits and pays over 71,000 retirees and beneficiaries monthly. The Plan is 113% funded under the Pension Protection Act of 2006 (PPA).

**Multi-employer vs. Single Employer Plan**

Both the National Pension Plan and the Boeing Company Plan are “Defined Benefit Plans.” (DB Plans) meaning you know what your benefit will be at retirement and benefits are paid monthly for your lifetime. There are some key differences between a multi-employer plan, like the National Pension Plan and a single employer plan, like Boeing’s, however. Following are some key differences:

**Multi-Employer vs. Single Employer Plan**

- **Defined Benefits:**
  - **Multi-Employer Plan:**
    - Plan is jointly administered by Labor and Management.
    - Employer can terminate a plan.
    - Positive investment returns can benefit participants.
    - Employee can increase contribution rate in certain circumstances.
    - Pension Benefit Guaranty Corporation (PBGC) annual premium.
  - **Single Employer Plan:**
    - Plan is solely administered by Labor and Management.
    - Usually lower company’s cost.
    - Usually lower company’s cost.
    - No premium

- **Employee-Funded Plan:**
  - **Multi-Employer Plans:**
    - Hourly contribution rate
  - **Single Employer Plan:**
    - Own contribution rate

- **Portability:**
  - **Multi-Employer Plan:**
    - Minimum of $5 per participant (cost included in company’s hourly contribution rate)
  - **Single Employer Plan:**
    - No minimum

With a DB Plan, you don’t have any of these problems. The investment risk is shouldered by the plan and does not affect your benefit amount. Market fluctuations over the long haul. You know what you’ll have and you can’t control it.

For employees, getting rid of their switching to a DC Plan switches the employee. Also, and rightfully so, the new focus on their business rather than running a pension plan.

**Comparing the Benefits: Boeing vs. Pension Plan**

Although the Boeing Plan is fundamentally a government-collaborated, the National Pension Plan improvements, as follows:

- **Less Hours of Service Required:**
  - Unreduced benefit at any age with 30 years of Company Service
  - Lower age reduction for early vested defer (if you leave Boeing but retire later)

- **No Age Requirement for Disability Pension:**
  - Disability for Social Security definition – as long as you perform your job in collective bargaining agreement

- **Lifestyle benefits with 60 percent guaranteed payout for single participants.
  - Preretirement Death benefits for single employees.

**Recent Changes in Law “Pension Protection Act of 2006” – Something to Consider**

Pension Protection Act (PPA) was adopted in 2006 partly in response to a long history of single employer pension plan terminations, like United Airlines and many others. In these cases companies did not fund their plans adequately and ended up terminating their plans and turning them over to the Pension Benefit Guaranty Corporation which provides a portion of promised benefits in many cases. The new law imposes strict new funding and disclosure requirements for both single and multiple employer plans alike.

Under the PPA, for single employer plans, employees have less control. The volatility of their assets and liabilities increases as well as their funding requirements. Although new funding requirements under the PPA also apply to multi-employer plans, the way a multi-employer plan is designed requires consistent funding and the assets are pooled to benefit the participants only, making multi-employer plans more secure and less volatile.

Unfortunately, although the new law is intended to protect DB Plans, for single employer plans the unintended backlash is more companies want to get rid of their DB Plans and offer a Defined Contribution Plan (DC Plan) like a 401(k) plan as employees’ only retirement option.

**Defined Benefit (DB) vs. Defined Contribution (DC) Plan**

A Defined Contribution Plan, like a 401(k) plan, is a great supplemental savings plan and should be a part of your retirement portfolio. But they don’t offer a great stand-alone retirement plan for the following reasons:

- You probably aren’t saving enough – if you defer at all.
- You can cash-out between jobs instead of rolling your money over.
- You can take a withdrawal or loan.
- The amount that will be there for you at retirement is unknown and subject to market swings. Making it difficult to plan.
- You bear all the investment risks.

**Learn More About the IAM National Pension Plan**

With a DB Plan, you don’t have any of these problems. The investment risk is shouldered by the plan and does not affect your benefit amount. Market fluctuations over the long haul. You know what you’ll have and you can’t control it.

For employees, getting rid of their switching to a DC Plan switches the employee. Also, and rightfully so, the new focus on their business rather than running a pension plan.
Could you live on your current income if it were frozen until the year 2035? Our retired members are asked to do just that. District 751 has hundreds of members who have been retired since the early 1970’s and 1980’s – yet they have seen virtually no change in their pension since the day they left Boeing.

Since 1989, Boeing has refused to offer any increases to current retirees. COLA for retirees is a priority issue in this round of negotiations – for both active and currently retired members.

Perhaps the most telling way to illustrate the importance of a good pension is to hear from a few of our retirees.

Art Edwards worked 40 years at Boeing before retiring in 1986. He felt fortunate to have worked his Boeing career without a layoff or break in service, which ensured every year counted toward his pension. Even with 40 years, he has to live on $814.60 per month. He has watched his buying power deteriorate over the 21 years since he retired and hopes Boeing will use some of their tremendous profits to enhance pensions for those who built the company.

Art noted, “With Social Security and my Boeing pension, there is not a whole lot left to live on. Some years my Social Security income is smaller than the increase to my insurance premiums – which means I actually have less to live on. It’s time Boeing increased pensions for existing retirees.”

Perry Sherman hired into Boeing at 19 years old and worked for 41 years until he retired in 1983. His monthly pension is $960 per month because he doesn’t get the Medicare supplement.

Leroy Miller put in 33 years at Boeing before retiring on September 1, 1988. He received a one-time increase in 1989 and ever since has had to live on $913 per month in return for his 33 years of hard work and dedication. From that $913 a month, he purchases a Medicare supplement for $170.45 plus $25.50 for prescription coverage (not including the co-pay for his prescription drugs).

Al Menke had 31 years with Boeing when he retired in 1987 at age 60. His pension is $912 per month. However, he pays $400 per month for himself and his wife to have a Medicare supplement. That $400 each month for Medicare takes a huge bite out of their pension.

“The Medicare supplement is $4,880 for us – and that is each year. That’s a lot of money when you are retired,” Al noted.

District 751 President Tom Wrobleski and Benefits Chair Susan Palmer have been working closely with retirees to explore strategies to increase pressure Boeing into doing the right thing for the retirees who made the Company successful. Certainly getting members on the shop floor to talk about increases for existing retirees will help raise awareness.

District President Tom Wrobleski has been working with the retirees to coordinate their efforts and is also working on changing the law. Tom noted, “By law, we cannot force the Company to bargain for current retirees. It is an issue we have been trying to change in Washington, DC. Since it is unlikely to get the law changed by the negotiators, we must find new ways to pressure Boeing into doing the right thing and allowing the retirees to share in the Company’s prosperity – rather than be struggling to get by. Boeing should be embarrassed by the way many of their retirees are forced to live.”

### Questions from the Shop Floor

**Does the Union have attorneys at the bargaining table?**

Yes. The Union always has and will continue to utilize the best labor law firms in the country – before, during and after formal negotiations.

**What are some of the top issues from the Union leadership’s perspective?**

Given the feedback from the membership – pensions, health care, dental, vision, job security, GWI, EIR, entry level wages, retiree medical, team leaders, and union leaders – are just some of the many issues members have identified are going to be of great importance to our members. We want to provide our membership with language on these issues they can support. It is vital that we do not let the Company divide our newest members from our more senior members. We all need to support each others’ issues to be successful. It’s Our Time...This Time!
about supporting the troops. “We need to wake up to the reality that people who serve. With the Company, I’m not so sure,” said Ernie Wilson. “We are burying thousands of young kids, and it’s just wrong.”

“People who come back are scarred for life and we need to care,” said Grace Holland, Boeing Materials Parts Control Organization Core Expeditor for the 767 program, and current Puget Sound ECF board president. “Hitting this milestone represents the incredible commitment the employees and retirees have to the community. Thousands of people have benefited from their generosity.”

Thank you for supporting our Employees Community Fund!

In May, co-workers will be presenting information in crew meetings about how employees can help the community by contributing through the Employees Community Fund (ECF). ECF is a separate nonprofit organization formed as a way for employees to pool their money to help the community. Donations go to health and human service organizations in the local community to help people needing a hand, including co-workers, family members and friends.

Whether you decided to give through ECF or through another means, we thank you for making a difference in our communities. Your generosity means more to people than you may ever know. Please log on to my.boeing.com, click on Total Access, select My Community Giving and make the choice to help others. For more information, visit the Employees Community Fund Web site at http://community.boeing.com/mycommunity/ecf.htm.

Solidarity at Edwards AFB for Contract

Continued from page 5 of testing and verifying these ‘warbirds’ have a direct impact on the future performance, which is a vital part of protecting our soldiers and is a cornerstone of the foundation of peace throughout the world.

Union leaders also talked to members working on the ABL (Airborne Laser), who utilize their skills and expertise to help maintain one of the world’s most cutting edge weapons systems of the future. Our members at Edwards Air Force Base are a highly dedicated/professional group working closely with the customer to ensure that the best possible product is delivered.

Members at Edwards agree – It’s Our Time This Time and stand united in their effort to secure a good contract.

Giving Back: Russ Wise Featured in ECF Video

“Why do I think about giving back to community? Because I want to make sure I pass back the opportunities I’ve had,” says IAM 751 District Lodge President Tom Wobleswki. “We have a board of trustees with union representation, which are a vital part of protecting our soldiers and is a cornerstone of the foundation of peace throughout the world. Our members at Edwards Air Force Base are a highly dedicated/professional group working closely with the customer to ensure that the best possible product is delivered. Members at Edwards agree – It’s Our Time This Time and stand united in their effort to secure a good contract.”

Honor Your Veterans this Memorial Day

Continued from page 3 about supporting the troops. “We need to wake up to the reality that is here. There are a lot of young people in this war,” said Tommy Williams. “We have thousands of young kids, and it’s just wrong.”

One veteran, who did not want to give his name said, “A lot of people who do come back are scarred for life and we need to care for them, not throw them to the curb like we did with those who suffered in Vietnam.”

“I’m glad that things have changed so the public supports those who serve. With the Company, I’m not so sure,” said Ernie Wilson. “The Boeing Company says their employees are family, however, the Company wants to see a military hero out of getting a $300,000 bonus.”

The Aerospace Machinists have been fighting and dying for this country for more than 70 years,” said IAM 751 District Lodge President Tom Wobleswki. “We rise in salute to all the military men and women serving our country now, in the future, and in the past.”

Seventh Annual Flight for Sight - Run, Walk & Jog on June 7th

The seventh annual Flight for Sight - Fun Run, Walk and Jog, to benefit Guide Dogs of America, will start at the Everett Activity Center (6096 36th Ave. W) on Saturday, June 7th. Participants can choose from three options:

• 1 mile walk course;
• 5K (3.1 miles) walk course is flat and easy or
• 10K (6.2 miles) run/jog only course is challenging

Arrive at the Everett Activity Center for registration any time before 9:00 a.m., Saturday, June 7th.

Runners start at 9:30 a.m.

Walkers start at 9:45 a.m.

Course closes at noon.

For more information, visit www.iams751.org/funrun.html or call 1-800-763-1301, ext. 3335.
April Retired Club Minutes

by Ruth Render, Retired Club Secretary

The meeting was called to order by Vice President T.J. Seibert.

President’s Report: Vice President T.J. Seibert reported President Al Wydick is out of town. The Retiree Club Picnic will be July 13-18 at Woodland Park.

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

Minutes: It was ANSP to accept the minutes as printed.

Business Representatives Report: Business Representative Emerson Hanlon talked about the Renton plant, which is busy with work on the Navy Poseidon 8A program. For the past few years, there have been 80 to 100 new-hires at orientation each week.

Emerson reminded everyone about the Contract Kickoff BBQs. The Negotiating Committee will be there to hear your concerns about the contract – we want to get your feedback.

Business Representative Ron Bradley spoke about solidarity and the need to educate our new members.

Financial Report: Treasurer Betty Ness read the report. A motion was made to accept the report presented at M&N. S

Health & Welfare: Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: Joyce Amo, Kenneth Anderson, Bruce Ball, Morgan Davis, Patricia Deimas, Willie Grant, Violet Honea, Robert Iansson, Pamela Matilla, Harold Perry, Melan Peterson, John Rake, Francie Russell, Richard Schultz, Patricia Sutter, Verroff Taylor, John Uhlich, Richard Vanderlinden, Nellie Weidman and George Zacker. Sympathy cards were sent to the next of kin.

Legislative Report: Carl Schwartz reported stimulus checks will be mailed in May. As long as you file your taxes, you will receive a rebate check. Don’t file if you don’t owe anything this year.

The State Convention for the Alliance for Retired Americans will be held June 20-23 in Dubuque, Iowa. The Retiree Club Picnic was postponed from the original May 12 date.

Carl encouraged seniors to protest McCain’s plan to privatize Social Security and the Tanker Decision. A Resolution from the 751 Retirees Club is being put together to pledge support for the Congressional effort to reconsider the decision to award the contract to EADS.

Gene Hoglund spoke about the Alliance for Retired Americans Conference held March 24-26. He and Betty Ness attended this event in Las Vegas. It was a very educational experience with lots of good information at the meetings and many guest speakers.

One of the highlights was to meet Peter Winchester and Larry Brown. Larry Brown is the President of the Retiree Club for the effort on the Tanker.

The Machinists are currently working an ongoing program to get this decision turned around. The International Union has made this a priority for all Local Lodges and Districts to contact their Congressional delegation.

Carl also introduced Cindi Law and asked that anyone willing to support the Tanker effort sign up with her to volunteer at upcoming events so your voice is heard. We need to de-fund this.

Larry also spoke about Governor Christine Gregoire’s Campaign Kickoff events this week. Governor Gregoire understands and appreciates the issues important to working people as well as retirees.

She comes from a working class back- ground, and understands workers’ issues – and values their importance.

Recently, the State is out of town. The Retiree Club Picnic is the business meeting. A free lunch is provided and it was a very educational experience with lots of good information at the meetings and many guest speakers.

The times that most help is needed are during the lunch hours and shift change.

Tom O’Brien spoke about retirement issues. He has KBM Dr. Wrobleski and Larry Brown for a long time and what they say they are going to do – they will do. You can count on them to support our issues.

After some correspondence with the District about retiree concerns, Tom Wrobleski requested that Tom O’Brien meet with members of the Negotiating Committee to discuss pharmacy issues.

He spoke about the need for a COLA for retirees. Tom Wrobleski, Susan Palmer and Larry Brown listened to the concerns and are committed to making sure retirees have a voice.

Bette Nes released on the ARA Conference that the attended with Gene Hoglund. She thanked the District for sending them to the conference.

There was a lot of information provided and it was a very good experience.

Birthdays & Anniversaries: Birthdays this month were Marla Gines, Carl Olsen and Dan Ivandich.

New Members: Carl Olsen retired in July of 1993 and is now a member of the Retiree Club.

Good and Welfare: John Guevara spoke about fast-track legislation, which supports companies in South America that are cutting workers who try to organize. Please call your legislators and tell them to oppose fast-track legislation. That number is (866) 338-5720.

Tom O’Brien talked about the Local Lodge elections coming up. The District needs volunteers and he asked that retirees set aside some time to help with this. It’s a great way to support our district – and to share retiree issues with members coming in to vote. It costs a lot of money for the Local Lodges to hold these elections and retiree volunteers can help offset that cost with just a little bit of time.

The most times that most help is needed are during the lunch hours and shift change.

Tom also talked about the Contract Kickoff BBQs. These are taking place at every location so come out and share your concerns with the Negotiating Committee. They want to hear from you.

Tom said that the Locals also need to be made aware of retiree issues. He spoke to Local C last week, but we need retirees to report on contract issues for retirees at Local A, F and E meetings.

Last, Tom reminded the club that no aircraft delays were ever a result of IAM members. We need to make sure that the Company knows that work on these planes needs to be kept in-house.

Old Business: None

New Business: Recording Secretary Ruth Render introduced Jerry Ingram.

Continued on page 11

Union Retirees: Congratulations to the following members who retired from the Union:

Wayne Anderton
William Bader
Fred Barker
John Birchard
George Boswell
Eugene Cabrall
Robert Davey
Michael Harry
John Hinton
James Junior
George Kapinos
Kyung Lee
Christopher Mecuir
Alexander Ortiz
Randy Stratton
Ronald Ward
Gary Wilbur
Peter Winchester

Congrats to the following who retired in Eastern Washington:

Earle Bassett III, Triumph
Thomas Clapham, Rabanco
Kim Clark, Grand Coulee Dam
William LaFountain, ASC Mach Tools
Albert Greco, Triumph
Jerry Scharberg, Rabanco
Steven Smith, ASC Machine Tools
FREE

WANT ADS
FOR MEMBERS ONLY

ANIMALS
(2) MALE RED-EAR SLIDER TURTLES and complete setup. 50 gallon tank, heated gravel, filter, food, water. Everything for $100. 250-832-6889

SUPER SPORT HUB CAPS, 13" for 3 of them. 1964, 1965 or 1964 Chevy car. $15. 206-759-3165

LINCOLN HUB CAPS, (4), 15" good. $15. 206-762-1077, (4) very 454, 17", good. $25 all for. Ford shop manuals.
3 /1978 - all for $25. 252-832-6889


1970 BUICK GRAND SPORT parts. Radiator, engine, front end, air conditioner condenser, AC condenser, all other parts. $700. Fm 306-897-5751

FREE – 1958 Rambler car parts, no sheet metal – only rear end complete, all engine parts, etc. $200 360-899-6312

1926 GMC ENGINE, transmission and bus, Best offer. $820. 360-529-5430

SINGLE AXLE FLAT BED TRAILER, 7' x 12', $500. (3) TIRES, 2.15-17-15 Ford 5-holes, mounted and Balanced. $100 for set. (6) tires, 185-70 15, each. $450. 360-529-5430

BOATS
36’ BOAT SLIP in marina at Semiahmoo. 21910 Waterfront Dr., Blaine, WA. $49,000. 253-852-6809

FREEZE ‘N SERVE BOWLS, 8 individual size, $10. 360-652-7962

FREE – BACK GLASS WINDOW from 1973 Datsun 510. $15 for all. Motorhome hub caps, (4), Chevy 1500. 206-762-1117

WANTED!

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

Name
Address
Phone (or Address)

City/State/Zip

Circle One: ANIMALS ELECTRONICS & ENTERTAINMENT FURNITURE & APPLIANCES HOUSING AUTO PARTS & ACCESSORIES PROPERTY RECREATIONAL VEHICLES MISC

Mail Coupon to AEREO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is May 15th!
GOLF!LAMPS, set of 2, clear/amber/white shade w/gold trim & silver flake wooden bottom. For in-home use, measures 7 1/4" H x 7 1/4" W each. Cost: $25. 425-432-6134

COLLECTOR SOUVENIR BILLS, about 94 from United States and cities, some countries. Various in metal & ceramic. Nice collection. Sold only as set, $400 for all. 425-432-6134

KING SIZE SHEET SET, white cotton-linen, includes flat sheet, fitted and 2 king pillow cases, 14 1/2" deep pocket corners on bottom sheet. New, $25. 425-432-6134

ES GERMAN LANGUAGE COURSE on 2 cassette tapes titled "Girls of America." 90 minutes of guided greetings and conversations for travel & entertaining. Exc. cond. $55. 425-432-6134

FLASHLIGHT RADIO, with whistles & blinker, small model, includes 4 AA batteries (not included). Electro Brand, Model 357C. New cond. $10. 410-412-4534

FLASHLIGHT TOLLKIT, all-in-one: flashlight, red-blue lights & reflector, with a build-in 12V tool kit. Operates on cigarette lighter power adapter (included) or uses 4 "C" batteries (not included). Measures 15"L x 7 1/8" W x 4" D. New cond. $20. 425-432-6134

DECORATIVE C FLOWER STORAGE BOX, with gold cherryblossoms. Hand-painted. Has gold base with checked green border w/pink roses & purple violas painted in middle of box. Measures 19"L x 4" W x 7" H. Good condition. $12. 410-412-4534

MINIATURE OR DRESS GLASSWARE, made of acrylic. Tops are pink with clear stems. Measures 8"H x 8.25"D. New cond. $5. 425-432-6134

TRADITIONAL FACE MASK, handmade violets in middle of box. Measures 19"L x 6 1/2" W x 13"H. $120. 425-432-6134

BOX, inside is green felt w/2 dividers, hinged lid, measures 12"L x 6"W x 1 1/2"H, new. $10. 425-432-6134

TOYS

YUANSHA Horizontal Precision Rotary Table, diameter 8", 4 1/2" center slots, 4 worm holes, 3 MT, weight ratio to 90 lbs. Was $199 in 2000, like new. $400. 253-852-6809

BEAUTIFUL COUNTRY ACREAGE off Mt. Rainier Hwy. 7 near NW Trek. Land to build custom homes; new homes in area. Price reduced to $225,000. 253-735-1832

1929 CHEVY COUPE, 350 – turbo 400. All else new, runs great. Economical, new brakes, tires great. $2,000. 425-618-5304 or 206-504-3247

1992 CHEVY COUPE, 350 – turbo 400. All power, til wheel, shwr cab. $25,000. Call details. 360-600-3178


1988 RANGER 4X4. Runs great, lots of things new on truck, tires, brakes, ball joints, muffler, newer motor and auto trans. $3,000. 253-306-4947

GRILLS

2008 Golf Tournament Entry Form

Group Contact: ____________________________  Phone: ____________________________
Name: ______________________  Phone: ______________________
Shirt Size (circle one)  S  M  L  XL  2X  3X
Name: ______________________  Phone: ______________________
Shirt Size (circle one)  S  M  L  XL  2X  3X
Name: ______________________  Phone: ______________________
Shirt Size (circle one)  S  M  L  XL  2X  3X
Name: ______________________  Phone: ______________________
Shirt Size (circle one)  S  M  L  XL  2X  3X
Entries will be accepted until full payment is received by JUNE 20th. Turn in $125 in donations to waive entry fee or return checks for $80 per player payable to Spencer Graham, Local Golf Tournament, 9125 4th Pl. S., Seattle, WA 98108
Volunteers Make a Difference Throughout Year

Unless you have been there helping out with the projects, it’s hard to imagine what a difference Union members and their families have made in our community over the last year. Over 594 different individuals volunteered over 6,438 hours on the various projects in 2007. Nearly two projects a week were completed by 751 members throughout the region.

On Saturday, April 19th, the Machinists Volunteer Program (MVP) held its annual potluck banquet as a thank you to the members and their families that step forward and participate in these important community projects. Special thanks to Jason Redrup for assembling a brief slide show highlighting the various volunteer activities in 2007 - everything from wheelchair ramps to road cleanups.

While everyone was applauded for their efforts, awards were given to the top three volunteers in the member, steward and officer category (see chart at right). Family members who have helped with projects were also honored.

MVP Chair Garth Luark presented a very special award to Nicholas Oen, who put in 44 hours on MVP projects in 2007. “Nicholas became a regular at our events and knows enough to probably chair the committee. He has really blossomed,” which is credit to his mom (DeeDee), who is a Steward in Everett,” Garth stated.

The highlight of the banquet was the presentation of the “Bill Johnson True Trade Unionist Award” to Dave Henry. The award is given to an individual who goes above and beyond the call of duty as a Union member or volunteer and gives up what little time they have for the benefit of others. Dave is the type of person who will volunteer any time he hears there is a need. In fact recently, despite having a high fever which landed him in the hospital, he helped build a wheelchair ramp for a 751 retiree who had been confined to his house for the past three years. That is the character of Dave Henry.

Top Volunteer Awards

- Members: Debra Anderson, David Henry, Garth Luark, Cliff Goetsch, and Vennie Murphy.
- Officers: Tom Wroblewski, Nate Oen, Courtney Craft.
- Stewards: Chris Louie, Sandra O. Rentken.

District President Tom Wroblewski and Secretary-Treasurer Susan Palmer thanked those who won top awards for their community service work. Top L to R: Susan Palmer, Ray Miller, Chris Louie (DeeDee) and Front L to R: Tom Wroblewski, Debbie Anderson, David Henry, Garth Luark, Cliff Goetsch, and Vennie Murphy.

Grand Lodge Convention Outlines Path for Next Four Years

In May, members will be voting on delegates to send to the Grand Lodge Convention this fall. Yet many members have requested more information on the convention and the process.

The Grand Lodge Convention convenes every four years with IAM delegates elected from every Local Lodge throughout the U.S. and Canada. These elected delegates ensure each member has a voice at the Grand Lodge Convention.

Prior to the Convention, each local elects a Resolutions Committee to propose and review changes to the IAM Constitution. The Resolutions Committee then reports back to the Local Lodge for a vote on the proposed changes. The purpose of the Grand Lodge Convention is to consider and take action as necessary on changes to the IAM Constitution. The IAM Constitution is the established rules that govern our Union. Among other things, the IAM Constitution guarantees your right to nominate and elect your officers, vote on contracts and participate fully in every aspect of your Union. The Constitution also provides enforcement mechanisms and, if necessary, penalties to make sure the membership’s rights are respected. Convention delegates debate and vote on resolutions and amendments to the Constitution that have been proposed by Local Lodges or the Executive Council. They also hear membership appeals to decisions by the International President.

Over the years, top political and social figures from the U.S., Canada and all parts of the world have addressed IAM Grand Lodge Conventions. Our elected delegates must work as a team to network and lobby other delegates at the convention for maximum effect to support the positions, which have been passed at each local lodge. Delegates this year will carry your concerns on the dues proposal and vote the will of the membership as expressed by Local Lodge resolutions. In short, our Grand Lodge Convention delegates will shape the future of this Union.

Volunteers make a difference throughout the year. Top L to R: Ann Wroblewski, Nate Oen, Courtney Craft.

Recent G.L. Convention Action

- 2004 - Increased weekly strike benefits from $125 to $150 per week.
- 2000 - Increased weekly strike benefits to $115 1/1/01 and to $125 1/1/03.
- 1996 - Extended strike benefits to members recalled or hired to work less than three months prior to a strike.