Focusing on a Healthy Retiree Medical

For any member who wants to retire before age 65, early retiree medical is critical. Without this essential coverage, members would pay the high cost of medical premiums at a time when they may need it the most and are living on a fixed income. This benefit will be even more important for our younger members who may have the Medicare eligibility age pushed up to 67 in the coming years.

Boeing has made no secret of their desire to eliminate this benefit for new hires and to reduce the benefits for others. Boeing pushed for this in 2002 and 2005. Only through membership solidarity and a 28-day strike were we able to preserve this benefit for new hires. In fact, since our 2005 strike, other payrolls at Boeing have had this benefit eliminated for their new hires.

Keep in mind during the 1992 negotiations, Boeing forced a new formula into the contract for calculating the retiree medical benefits. Employees hired after 1/1/93 earn the retiree medical benefit at 3/13 percent per year of service. At that time, this change was imposed on all payrolls and all Unions at Boeing. Since that time, Boeing has eroded or eliminated this benefit altogether for many Boeing employees. The IAM is one of the ONLY units to maintain this benefit and insist that our members have the option of early retiree medical.

After working for decades, every member should have the option to retire when they choose after age 55 and before Medicare kicks in. In shop floor meetings and surveys, members have made retirement a top issue – yet it can only occur if we retain this benefit.

Manager ‘Learns’ Value of Report Time

When seven second shift facilities maintenance members agreed to attend class on first shift, little did they know that management would be learning a very valuable and expensive lesson. After seven employees were paid 8 hours report time and 8 hours of overtime, management is now well aware of Section 6.9 – Report Time in our contract. The IAM members learned the value of having a contract and an advocate on their behalf.

751 member Bob Rush stated, “I appreciate having the Union to protect my interests. My supervisor tried to say we received the proper compensation for both report time and 8 hours of overtime. That didn’t sound right. The Steward knew the language and ensured we received the proper compensation for both report time and overtime. It pays to be Union!”

The members were instructed to report for class at 6 a.m. on Monday. Several members requested training on second shift since that is their regular work hours, but were told the training was only available on first shift. What made the situation even more aggravating was that a couple of the members had to work overtime on Sunday – getting off after 10 p.m. only to report to work at 6 a.m. (less than 8 hours later). When the employees arrived at 6 a.m. Monday as instructed, they were told to go home and report to second shift for the class because the class was changed two months ago and not passed down the proper channels.

Realizing the Union contract has a provision to cover this circumstance, the members contacted IAM Steward Jared Moschkau, who advised them to attend the second shift class and said he would take care of the matter.

Jared immediately took the matter to Human Resources and insisted the members receive 8 hours report time for showing up at 6 a.m. In addition, he pointed out that each member should be paid 8 hours overtime for attending the class that same evening. The first two hours of the shift were overtime at time-and-a-half.

Edwards AFB Outlines Issues

Raging fires, blowing sandstorms and mild earthquakes couldn’t keep Union officials from meeting with our members at Edwards Air Force Base in California. District 751 President Tom Wroblewski and Grievance Coordinator Stan Johnson spent two days talking with members at the base to hear their concerns.

“I feel the visit was important. Because we are at a remote site, it allowed us to voice our issues and concerns. In addition, we can now put a face and handshake to our Union Representatives, which helps cement the bond we share belonging to the IAM,” stated IAM member Tim Hynes.

Members discussed problems specific to Edwards Air Force Base, as well as discussing the upcoming negotiations. Pensions, health care and dental, along with general wage increases, were mentioned, often as well as several other issues.

General Wage Increases are a top issue for member Tim Hynes. “Having yearly bonuses are like quick sugar fixes, they give you a boost of energy, but in the long run it will only erode any increase in our pay.”

Continued on page 2

Continued on page 12

$3,000 Lump Sum to be Paid November 21st

Per Letter of Understanding #34 in the IAM-Boeing contract, members on the active payroll at Boeing on September 7, 2007 will receive a $3,000 lump sum wage payment (less applicable taxes) on their November 21st paycheck.

The contract required the payment to be made by December 1, 2007. This $3,000 lump sum payment is a negotiated item in the 2005 contract – showing it pays to be Union.

The lump sum will put over $67,500,000 into the Puget Sound economy. With the contract less than a year away, many members plan to save the lump sum to bolster a ‘contract fund’ in case there is a strike next fall.
Edwards Members Highlight Issues

In the past month, I have been meeting with members to hear their priorities and issues for the upcoming contract negotiations with Boeing. Members from Everett to Frederickson have shared their concerns. This two-way communication and feedback is critical in establishing priorities for the contract. Whatever your issue is, it is vital that we stay united and support each other.

This month we also met with our members at Edwards Air Force Base to hear issues specific to their location. This face-to-face interaction builds a stronger Union as members have the chance to ask questions, get answers and express their concerns.

Members have also given a lot of input on health care. Shop floor meetings in October focused on this issue and members were pleased to learn of medical coverage. Improving dental care, hearing aids, and vision coverage were mentioned repeatedly, as well as comp time. Pittman expressed his frustration with medi- cal and making substantial improvements. See page 3 for a look at some membership comments on this issue.

In November, we will focus shop floor meetings on retiree medical. For anyone who wants to retire before Medicare coverage begins at age 65, this is a critical benefit. Yet in the past two rounds of bargaining, Boeing has pushed hard to eliminate this benefit in the future. Employers across the country are trying to head in that direction.

Only through membership solidarity and a 26-day strike in 2005, were we able to retain this important benefit for members. Take the time to explain to this to your new hires so they realize early retirement is only possible if retiree medical is preserved.

The Union fully expects Boeing to come after this valuable benefit in 2008, so we need all members to send the message loud and clear – we plan to not only preserve this for the future, but make improvements. Look at the history of this benefit on page 12 so you have a better understanding of what has happened over time, but remember: IT’S OUR time, THIS time!

With Boeing’s announcement that third quarter net profits are up 61 percent from a year ago and commercial airplane sales booming, we definitely foresee: IT’s OUR time, THIS time!

Here are a few other statistics from Boeing’s third quarter earnings report:

- Boeing’s operating cash flow is $3.3 billion.
- Boeing now has more than $12 billion in cash despite an increased pace of stock buybacks.
- The Company’s order backlog stands at nearly $300 billion, with $224 billion of that in the commercial market.
- The company is on pace to outpace rival Airbus as the world’s largest commercial airplane maker within a year.
- Commercial airplane deliveries increased 9 percent to 109 aircraft.

Finally, as Boeing announced a six-month delay in delivery of the 787, it was a good time for the Union to point out that the people who are stepping up to make the deadlines are again our members at Boeing. If Boeing had left the building of the airplane to the experts (our members), they would not be in the mess they are in today. Instead, our mem- bers are the ones who are out in the field solving problems from the vendors, making in- stallations the vendors had promised, and working the overtime to ensure the 787 is a success.

I repeatedly explained to local media that the longest delay of airplane delivery in Boeing history courses were prevented if our members were building more of this plane. Our record speaks for itself. We have proven “We Can Do It” over the years and it is on the way back to the old saying, if you want something done right, do it yourself. That is certainly the message we have heard from our members who are now working long hours to ensure the 787 is built properly. The problems and delays could have been prevented if our members had built the plane. It is our time, and we will continue to deliver to Boeing, as well as the push to have the experts build more of that plane.

Because all of this is real, it’s Our Time, This Time!

Recently, we gave the southern terri- tories an organizing lead for Vought Industries in S District 751. Airm Ind also participated in the successful organizing drive. The message to Boeing is if they insist on offloading our work to non-Union suppliers, we will continue to organize them.

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On October 26th and 27th employees voted to become a Union facility under an IAM agreement doing work are staggering. Comparing the IAM’s collective bargaining agreement covering the hourly workers in Seattle at Boeing also shows that these workers are at a stark disadvantage.

IAM Southern Territory GVP Bob Martinez pointed out, “We are looking at adding two more of this plane. Our record speaks for itself. We have proven “We Can Do It” over the years and it is on the way back to the old saying, if you want something done right, do it yourself. That is certainly the message we have heard from our members who are now working long hours to ensure the 787 is built properly. The problems and delays could have been prevented if our members had built the plane. It is our time, and we will continue to deliver to Boeing, as well as the push to have the experts build more of that plane.

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On October 26th and 27th employees of Vought in Charleston, South Carolina voted to become a Union facility under the International Association of Machinists and Allied Technical Workers (IAM). The bargaining unit consists of 130 hourly employees, who manufacture the 47 Aviation and Maritime Support Aircraft (AMS) 787 Dreamliner. The 747 Dreamlifter will be flying these sections along with many others from across the globe to Washington State where the final assembly is taking place. South Carolina
Leaders Hear Issues in Shop Floor Meetings

Throughout Boeing plants in Puget Sound, IAM Business Reps are continuing to hold shop floor meetings during breaks and lunches. Members have indicated they want more face-to-face interaction with the Union, and this is one method to accommodate that request. Response has been very positive, especially when members understand it is an ongoing program. Participation is picking up as word spreads about the meetings.

While Reps deliver Union contractual information at the meetings, it is just as important to get feedback from the members attending. Our goal is to ensure Union negotiators accurately portray concerns and issues of the members, which requires two-way communication.

Beyond discussing contractual issues, shop floor meetings also talked about the need to understand each other’s issues (whether you’re a new hire wanting more money or you’re a more senior member wanting more retirement). Shop floor meetings also emphasize being positive and upbeat about doing whatever it takes to stand united in obtaining a great contract. Don’t allow divisiveness to split the ranks when it comes to issues. When asked about health care, better dental and orthodontic coverage, increasing the vision allowance and covering prescription safety glasses, improving medical, and increasing hearing aid benefits were mentioned often.

Other issues members have highlighted include:
- Employee Requested Transfer system and how requirements are determined.
- Downgrade rights for higher graded employees assigned to work in the 787.
- Wage increases (especially for new hires)
- Retiree COLA/higher pensions

Talk with your Steward to find out when a shop floor meeting is scheduled in your area and plan to attend. Participate and provide your feedback and opinion.

Members Vocal About Benefit Improvements

Health insurance is one of the most important benefits. IT’S OUR TIME THIS TIME to get back to basics and ensure Boeing will not shift ANY health care costs to their most valuable asset – YOU. The workers, who created Boeing’s profits, deserve (and will insist upon) the BEST medical coverage!

Boeing just put all employees through a rigorous procedure to verify your dependents to save them money on health care. This should not result in increased costs to you.

If Boeing truly cares about your health and the cost of the plans, they will improve your benefits and be at the forefront of pushing for changes in the health care system instead of trying to pass costs on to their employees. IT’S OUR TIME THIS TIME to IMPROVE the services provided and levels of coverage. Tell Boeing: Hands Off Health Care, It’s Our Time...This Time!

Sounding Off on Medical and Dental Care

Over and over throughout the month of October, Business Reps repeatedly heard members’ concerns about health, dental and vision coverage. Below is just a sample of the comments gathered at shop floor meetings and from the health care surveys.

- “Increase dental/orthodontic coverage to 100%. There are second-class companies with world-class coverage. I work for a world-class company with second-class dental/ortho.”
- “Our vision benefits suck!”
- “Total Access sucks and needs to be replaced with a reliable company.”
- “No more takeaways on medical or dental or vision – only MORE improvements. This is a priority; let’s not slide back this time. If it takes a strike, so be it.”
- “Vision coverage is terrible. VSP providers are WAY overpriced and mark up costs of lenses, frames and contacts.”
- “Preventative dental should be covered at 100 percent, as well as wisdom teeth extraction.”
- “The cost of prescription drugs is an important issue.”
- “Dental coverage is inadequate.”
- “I pay way too much out-of-pocket money for health care. I want a booklet mailed to me each year with detailed explanations of coverage...No more guessing. Calling every time there’s a question is absolutely NUTS.”
- “It is very important to get dental and vision coverage added to retiree medical.”
- “Add lasik surgery – it is cheaper than glasses in the long run.”
- “Traditional should cover more preventive procedures like colonoscopy. Current coverage on this type of procedure is way too low!”
- “Dental benefits should carry over year to year if not used.”
- “Since safety glasses are mandatory in the factory, prescription safety glasses should not be counted as one of the two pairs of glasses we are allowed every two years.”
- “Cover prescription safety glasses similar to safety shoes through Joint Programs.”
- “I’m tired of being nickel and dimed to death on health care. We make Boeing a lot of money. They need to provide better coverage for the workers who generate their profits.”
- “Offer medical savings accounts for IAM members.”
- “Our health care coverage is decreasing as we’re aging. It is essential we hold the line.”
- “Short-term disability coverage is a nightmare. Give them a call sometime and try to get information. Better yet, have to deal with them for a long period of time. It’s not worth the $140 a week.”
- “Co-pay for prescriptions is too much. Being forced to use generic brands that are not as effective should not be allowed.”
- “Hearing aid benefit needs to increase. It has been the same for years.”
- “Why don’t they give back all they’ve taken away over the years? This Company is not broke and the executives certainly get more than their fair share.”
- “Need to increase orthodontic coverage. It has been the same for too long.”
- “Total Access is terrible. Need a better system. You wait forever on hold and usually never get an answer. This needs to be fixed.”
- “Retiree medical is critical.”
Members ‘Makes Strides’ Against Breast Cancer

On October 14th, 751 members again took to the streets of Bellevue to battle breast cancer, which claims more than 40,000 lives each year. Despite foggy weather more than 25 members, family and friends participated in the American Cancer Society’s Making Strides Against Breast Cancer.

For many, the walk was very personal—they were either a cancer survivor, had lost a loved one to cancer, or helped a friend fight this disease. Literally, everyone has been touched by this disease.

Over a dozen members showed up at 7:30 a.m. to serve as route marshals and ensure the thousands of walkers navigated the route safely. Marshals kept drivers away from the walkers and helped direct traffic when necessary. Others helped at the volunteer stations along the route—handing out water or other snacks, while another group of members took part in the walk.

Special thanks to the following:


People can still make contributions to the event by visiting: http://makingstrides.acs.events.org, click on Washington state. Under Washington events, click on the 10/14/07 event.

Grateful Dad Honors Agency with ECF Thank You Grant

by Katherine Beck

Boeing employee and 751-member Jeff Detwiler, found a wonderful way to say “thank you” to a community agency that touched his family’s life—an Employees Community Fund Thank You Grant.

About seven years ago, Detwiler and his son Jerrod, then 16, landed on the deck of the aircraft carrier John Stennis 40 miles off San Diego, and spent 24 hours aboard the vessel as it participated in war games.

“It was a wonderful opportunity to see everything in action,” said Detwiler, an electronics technician with Puget Sound Radio Services. The visit included an arrested landing and catapult takeoff, as well as time at McChord Air Force Base where Jerrod received a flight suit, a squadron coin and time in a C-17 simulator.

It all fulfilled a longtime wish of Jerrod, who suffers from Glycogen Storage Disease, a metabolic disorder that affects the proper use of glucose in the body.

The visit was arranged by the Make-A-Wish Foundation of Alaska, Montana, Northern Idaho & Washington. The organization grants the wishes of children with life-threatening medical conditions to “enrich the human experience with hope, strength and joy.”

Recently, the foundation again touched Detwiler’s family by sending them and their adopted 12-year old daughter Emily, who suffers from multiple disabilities, on a visit to Disneyland.

Toasted Disney cast members met her at breakfast, and engaged with her in her wheelchair. While Emily cannot speak, her feelings are clear from her facial expressions. “She just ate that up,” said Detwiler. “It was wonderful to listen to her laugh and be so happy and loving those characters.”

Detwiler, a longtime Employee Community Fund member, showed his gratitude by nominating the agency for the Thank You grant. Thank You grants take place in April and are a way for Boeing Puget Sound employees and retirees who have been personally helped by a community organization to honor them through the Employees Community Fund.

Detwiler presented the agency with a $2,000 Employee Community Fund member, showed his gratitude by nominating the agency for the Thank You grant. Thank You grants take place in April and are a way for Boeing Puget Sound employees and retirees who have been personally helped by a community organization to honor them through the Employees Community Fund.

ECF to Host Brown Bag Lunches

Do you have the facts about the Employees Community Fund (ECF)? Now is your chance to hear firsthand from your co-workers, the trustees of the Fund, about how the Fund works, where contributions go and how funding decisions are made.

Employees at Boeing are invited to bring their lunches and stop by a “brown bag” discussion about the Employees Community Fund of Boeing Puget Sound. Trustees will lead the discussion and answer questions. Cookies or other snacks will be available for anyone who attends.

Please take a moment to read the biographies of the trustee candidates. They are available online at http://communityweb.boeing.com/nwregion/ecf.cfm. Click on the link for election information.

ECF Election in November

Vote in the annual Employees Community Fund election. November 14 through November 28, members of the Fund have the opportunity to cast their ballots to elect four new trustees who will join the board in January when four trustees complete their terms.

Please take a moment to read the biographies of the trustee candidates. They are available online at http://communityweb.boeing.com/nwregion/ecf.cfm. Click on the link for election information. Voting will be done online where possible. However, paper ballots are being sent through the Boeing mail for those who work in the shops and factories and may have limited access to computers.

Expect an email at the start of the election with instructions on how to vote.
Co-Workers Help Member in Need

In his 28 years as a Machinists Union member in Auburn, Brian Walker has always been the guy people could count on in their time of need. He never dreamed he would need help. But one morning in December 2006, he awoke with excruciating pain and learned he had a broken neck. He believes the broken neck occurred because his skeletal system was weakened by cancer treatments in 1995 for squamous cell carcinoma in his neck.

He went out on a leave of absence that day in December 2006, has had three surgeries since and lives with the pain. He has very little income, it has been tough for his family. His short-term weekly disability payments have ended and his medical insurance expired – forcing him to make expensive cancer treatments in 1995 for squamous cell carcinoma in his neck.

Since his garden produces more food than his family needs, he donates the rest to the Bonney Lake food bank. On average he delivers about 35 pounds of food a week to the food bank. Sharing his garden with others is how he’s giving back.

The countless individuals and co-workers Brian has touched immediately stepped forward to help when they heard of his situation. Stewards, members, and supervisors put together various events to raise money for Brian’s family. Last month, co-workers held a fundraiser barbecue at the Auburn hall, which featured a silent auction and live auction. Overall, members raised over $5,000.

Brian stated, “Always being a giver and a volunteer for many in need, it is so very hard to be on the receiving end. My family and I are truly so very thankful and grateful. I am overwhelmed and speechless at the generosity we have received in our time of need. It is humbling to a man’s soul. I really want to thank all of my co-workers at the Auburn Fabrication site, especially Rhonda Calpino and the W.L.I. (work, life, improvement team). I also want to thank the Local 751-C. 9125 15th Pl. S., Seattle, WA 98108. Until he is able to return to work, Brian will cherish every moment with his grandson, continue to reap the harvest of his garden and share his crops with others.”

Get a Free Flu Shot - For Good Health This Winter

BoeingWellness is offering free flu shots to employees at company worksites across the U.S. A group of sites will also offer flu shots to retirees, and others at a cost of $21 (payable by check only to Maxum Health Systems). Protect yourself, your family and your co-workers this flu season. For complete flu shot program information including schedule of flu shot locations, please visit www.BoeingWellness.com and click on the Flu Prevention Program link. You’ll also find a flu consent form that you can print and complete in advance to save time. Below is a brief outline of some of the flu locations. Check the website in case any changes or updates occur.

Deadline Extended for Health Risk Assessment

Due to continued employee interest, the deadline for taking the BoeingWellness Health Risk Assessment (HRA) has been extended to November 30. Already over 93,000 eligible employees and their spouses/domestic partners who are enrolled in a Boeing medical plan have taken it and earned a $50 gift card.

Employees and spouses/domestic partners who complete the HRA receive a personal health report and have the opportunity to participate in a healthy lifestyle coaching program if their HRA results indicate they need help losing weight, managing stress, getting physically active or eating healthier.

The HRA can be easily accessed from work or home through www.BoeingWellness.com.

Sign Up for Precinct Caucus Training

Washington State selects its Presidential delegates using the precinct caucus process, also called a Caucus-Convention Cycle. Our Union will be hosting a training session from any member who wishes to become a delegate for our endorsed Democratic Presidential candidate, Senator Hillary Clinton. The training will take place at our Seattle Union Hall on Saturday, November 10th at 10 a.m. This training and the precinct caucus is the beginning of a journey that could eventually lead you to being a delegate for Senator Clinton at the Democratic National Convention in Denver, Colorado in August 2008. If you are interested in this very influential and interesting grassroots process please call Rosanne Lawson in the Legislative Department at 206-764-0305.
The IAM Women’s Conference and the Coalition of Labor Union Women’s (CLUW) 14th Biennial Conventions were held back-to-back in October. Representing District 751 at the conferences were Women’s Committee members Susan Palmer, Gloria Millsaps, Jackie Boschek, Heather Barstow, Grace Holland, Aletha Johnson, Lucille Anderson, and Terri Myette.

Nearly 150 members from across North America gathered for the IAM Women’s Conference. Guided by the theme, “Machinists Women – Visions and Values in the Pursuit of Victories,” organizing and growing the IAM was at the heart of every speaker’s presentation or report.

The IAM delegation then joined nearly 800 other activists from around the labor movement for the CLUW Convention where the theme was “A New Direction for Women.” Delegates discussed strategies for channeling their political strengths to create change in the 2008 elections and looked for ways to expand their connections to organizations in their communities to build more powerful coalitions for change.

Delegates passed a number of resolutions, including one pushing for diversity in the labor movement and another calling for health care reform.

751-C delegate Aletha Johnson applauded the goal and stated, “We need to have more diversity in our Union. I would like to be the one to help make that happen and inspire others to get more involved in our Union.”

Delegates also learned about the United Steelworkers’ Protect Our Kids – Stop Toxic Imports campaign designed to combat the massive influx of toxic imports endangering North American families (everything from toxic toys to lead-laced baby bibs, poisoned pet food and tainted toothpastes). Go to www.protect-our-kids.org to find valuable resources, including how to request a lead screening kit.

Women’s Conference Mobilize for Change

New Tool Enhances Hourly Employee Requested Transfer (ERT) Process

Starting October 22, 2007, Boeing employees represented by International Association of Machinists (IAM) Dist. 751, 70, and 24 will be able to take a more active role in planning their career in IAM-represented jobs at Puget Sound, Wichita, and Portland locations.

The hourly Category “C” Employee Requested Transfer (ERT) process has been enhanced with a new tool called the “Employee ERT Screen.” The new screen is personalized to an individual’s job. It will allow applicants to request to apply for hourly IAM-represented jobs currently in the Category “C” ERT Process within the three above locations.

From any Boeing computer, the new Employee ERT Screen will allow you to:

- View your completed ERT Course Requirements
- Track your progress toward meeting a specific job’s ERT Minimum Requirements
- File or delete Location Changes for your current job
- Upon completion of minimum training requirements, file, edit, or delete an ERT for a new job

Previously, this information was only available by meeting with an IAM/Boeing Joint Programs QTTP Career Advisor.

751 member Danijel Plavsic who recently used the ERT system to secure a transfer to a flight line job in Everett appreciated this change. “I used to have to make an appointment to see an advisor who was only in our building on Tuesdays. Often the advisor was very busy – making it hard for me to see them. Now I can do those things myself. I can also perform a best-fit analysis,” Danijel stated. “This will make it much more convenient for members and easier to work through the system.”

RESOURCES
- QTTP Career Advisors are available to help employees navigate through the ERT process. Check the website to see the services accessible through Advisors.
- Additional resources and information about the ERT Process include:
  - ERT 10-minute trainer: http://inside.boeing.com/10minuteert/

For information about other services and benefits provided by IAM/Boeing Joint Programs, please visit http://iamboeing.web.boeing.com/

Upcoming Recruitment Event Offers Chance to Work at Boeing

The District 751 Organizing Department recently hosted a Boeing Recruiting Event in partnership with the Boeing Company and WorkSource King County at the Seattle Union Hall. At this Recruiting session, applicants were assisted with the Boeing Application site and were also able to meet with Boeing Recruiters, WorkSource staff and District 751 Representatives.

This was a great success – over 160 applicants came to the Seattle Hall for assistance. Because of the overwhelming response to this event, the Organizing Department, WorkSource and the Boeing Company will be hosting two more events to take place in November.

The dates for the next Recruiting Sessions are: Friday, November 9, 2007 and Thursday, November 29, 2007.

ATTEND THE IAM WOMEN’S CONFERENCE FROM 751 L TO R: SUSAN PALMER, GRACE HOLLAND, TERI MYETTE, ALETHA JOHNSON, LUCILLE ANDERSON, JACKIE BOSCHOK, GLORIA MILLSAPS AND HEATHER BARSTOW.

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If you have any friends or family members that would like to learn more about applying for employment with the Boeing Company, please instruct them to e-mail their resume in a word document to Rosanne Lawson at rosanne@iam751.org. Space is limited and applicants will be registered on a first-come, first-serve basis. Should all sessions be full, the applicant’s contact information will be added to a list for future contact once more dates have been scheduled.

Boeing Forklift Drivers

Forklift drivers at Boeing proved again best of the best – taking first place in both regional and team competitions at the State Forklift Drivers' Competition, which was part of the Governor’s Safety and Health Conference.

If you have any questions, please call Rosanne Lawson at the Organizing Department, 206-263-9520.
BOEING JOINT PROGRAMS

Service Focuses on Safety at Home and at Work

Asus of the 56th Health Con-
ference across the US, the BOEING JOINT PROGRAMS demonstra-
ted the importance of information exchange for bringing
order to today’s fast-
boxes requires a delicate balance of prevention and
change, and truly are the
way to prevent health and safety
problems. Reducing injuries and changing human performance
is the goal of the conference. Site Co-
mittee attendees learned about the importance of workplace safety
and change management techniques.

A huge variety of workshops were offered to participants. Workshops covered topics such as:
• Machine guarding basics;
• Reducing injuries by tracking leading indicators;
• Near misses and root causes: The basics of accident investigation;
• Near misses and root causes: The basics of accident investigation;
• Optimizing on-site vehicle and pedestrian safety;
• Changes and trends in building and construction; and
• Changes and trends in building and construction.

One of the highlights of the Governor’s Industrial Safety
and Health Conference was the presentation of the Governor’s
Lifesaving and Humanitarian Awards. Forty-three individu-
als, including two 751 members, were honored for their lifesaving efforts.

Business Rep Tommy Wilson (center) gave the Union perspective at a workshop on drug testing.

L to R: Brett Coty tests out new nanotechnology gloves that make tasks easier on your body while Jeff Rose, Clark Fromong and John Lopez observe.

Dave “Onions” Cibulka demonstrates pet CPR for Ernest Fortkho and Jim George. Dave used CPR when his dog bit through an electrical cord, which saved the dog’s life.

Dave Henry checks out Red Wing Safety Shoes. HSI reimburses members $75 per year for approved safety shoes.

Lifesavers Honored

One of the highlights of the Governor’s Industrial Safety and Health Conference was the presentation of the Governor’s Lifesaving and Humanitarian Awards. Forty-three individu-
als, including two 751 members, were honored for using their first-aid training and hands-on action to save someone’s life.

751 member Frank Cline was driving home from work last October when he came upon an accident and a car on fire. Without regard to his personal safety and using his coat to shield him from the flames, Cline cut the seatbelt and pulled the occupant from the wreckage before it was consumed in flames. Cline, who suffered burns to his face and arms, was also honored by the Seattle Fire Depart-
ment for service above and beyond the call of duty.

A year ago while attending the Governor’s Safety Confer-
ence luncheon, 751 member Mark Little noticed fellow site committee member Mark Rogers was choking on his lunch and quickly rushed to his aid, performing the Heimlich maneuver and successfully dislodging the blockage.
Members drove home the green for M.N.P.L. at the 5th annual Fall Classic Rich Michalski golf tournament. The event, named after the IAM General Vice President who served many years as head of the Legislative Department, raised thousands for MNPL (the political arm of the Union).

Not only did the namesake participate in the tournament, his team captured second place.

All participants were impressed with the incredible feast prepared by Bob Betsworth and Perry Osgood, which featured tri-tip, prawns, chicken and vegetables.

Also thanks to the following who volunteered to help with the tournament Paul Burton, Tony Curran, Pat Kinsella, Cliff Goetsch, Chris Louie, Wayne Haddenham, Mark Brown, Bob Betsworth, Ray Miller, Perry Osgood, and Joe Kinsella.

The 3rd place team consisted of L to R: Joe Crockett, Tommy Wilson, Jesse Cote and Gayl Bailey.

Capturing 2nd place was the team of L to R: Mark Johnson, Bruce Spalding, Rich Michalski, and Mark Blondin.

The 1st place team consisted of L to R: Tim Johnson, Howard Carlson, Mark Clark and Ernie McCarthy.

Tim Johnson also won the longest drive competition.

ThankstotheHoleSponsors

Tom Wroblewski
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Auburn Business Reps
Joint Programs Central Site
Darcy Burner
Local A Officers
Emerald Green Restaurant
Union Office Solutions
Local Lodge 63, Portland

Photo right: Greg Achterkirchen won the closest to the pin category.

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Photo right: Greg Achterkirchen won the closest to the pin category.
October Minutes for Retired Club Business Meeting

by Ruth Render, Retired Club Secretary

The meeting was called to order by President Al Menke. The Lord’s Prayer was said followed by the flag salute and the singing of “God Bless America” led by Treasurer Betty Ness.

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

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

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

Communications: Recording Secretary Ruth Render read a request for a donation from the Salvation Army. If anyone has household goods to donate, please call (206) 281-4600.

Ruth Render and Betty Ness will be going to the restaurant to plan for the annual Christmas luncheon.

Health & Welfare: Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: Zaharias Z. Andreas, Paul M. Burton, Robert D. Edwards, Forrest T. Starrett, and Theodore W. Weber. Sympathy cards were sent to the next of kin.

District President’s Report: District President Tom Wroblewski thanked everyone for their many years of service and told about all of the retiree issues that created a path for the members of today to excel at Boeing.

Tom reported he recently received a letter from the Retired Club written by Carl Schwartz, Al Menke and Al Wydick regarding retiree benefits and the lack of increases for inflation. He assured everyone that retiree issues are a priority in the next contract negotiations. He hoped the company will be more responsive to this time.

He reported that the changes in man-

agement in the last year – namely Scott Carson and Doug Kight – have resulted in better communication. They have engaged in more meaningful discussions in the last six months than the past 12 years with the previous leadership.

Tom said he has received letters from retirees regarding the retirement plan. These letters are a great tool to help Boeing better understand our retirement issues. He forwards many of these letters to the company because receiving a letter from a retiree makes it more tangible.

One of the big issues right now is the tanker deal. The military is looking to replace the KC-135 and Boeing is proposing the 767 for this replacement. It’s not only important that Boeing gets this contract but also that more of the plane is American made. We want to make sure the work is done here in Washington. A lot of the current 767 work is done in Japan. Since the tanker is a military plane funded by tax dollars, it should benefit workers here. Tom asked that everyone write their legislators to let them know how important it is that this work be kept not only in the United States, but more specifically in Washington state.

Tom recently spoke with Al Menke about sending a letter to all retirees inviting them to take part in the Retired Club and its many activities.

John Guevara asked about the UAW contract discussed in the news and the retirement package that was put into a trust.

Tom responded it was money for retiree medical that was put into a trust. While it was not funded to the appropriate levels, by transferring it in the Union’s hands, it ensures the benefits will remain. The UAW will be working to manage those health care. Our benefits committee is looking into the details. Keep in mind that the automakers are in a very different financial situation than Boeing.

T.J. Siebert asked if the issue of early retirees not having medical until they get Social Security could be brought up in negotiations. Tom replied that vision coverage is also an issue for early retirees. They have discussed those issues at each set of negotiations. The previous Boeing leadership had a negative approach to those concerns but they are hopeful that Carson and Kight will be more sympathetic.

Business Representatives’ Report: BR Paul Knebel reminded everyone that the IAM maintains a strong representation of retirees at monthly meetings. He forwards many of these letters to other retirees regarding the retirement plan.

Legislative Report: Carl Schwartz spoke about the letter that was sent to Tom and how important it is for retirees to contact their legislators and write the letters that can be sent to the company. He also talked about the lack of staffing for Social Security as a result of the current administration. Carl also requested that everyone review the endorsed candidates in the letter. The election is coming up soon.

Birthdays & Anniversaries: Recording Secretary Ruth Render read the Birthdays and Anniversaries. The birthdays were: Hank Hendrickson, Betty Ness and Orv McKee. There was one anniversary: Dan and Audie Stachlowski. Ruth Render led the membership in singing “Happy Birthday.”

President’s Report: President Al Menke explained that the ballot box for the election is at the back of the room. The polls close at the end of the Business Meeting. He also thanked everyone who volunteered to be a part of the Election Committee.

The following were elected Retired Club Officers and will be installed in January:

President - Al Wydick
Vice President - T.J. Siebert
Recording Secretary - Ruth Render
Treasurer - Betty Ness
Sergeant-at-Arms - Leroy Miller
Trustee - Louise Burns

Good and Welfare: John Guevara spoke about the effective communication and the importance of speaking less and listening more. He also talked about a current investigation about a murder that took place in Iraq.

Old Business: None.

New Business: None.

Adjournment: A motion was made to adjourn at 12:04 PM. M/S/P.

Calendar

• 751 Retired Club meets every Monday at 11 a.m. in the Seattle Hall (9135 15th Pl. S.). A free lunch is served at noon every Monday following the meeting. December 10th will be the Club Christmas party (see announcement below).

• Everett Retirees Group meets at the Everett 751 Union Hall (8729 Airport Rd.), the fourth Tuesday (November 27th) of each month at 1 p.m.

• Alliance of Retired Americans South Area Chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center (600 E. Smith St). For more info, contact 206-762-3848.

Lyle and Wanda Lacey enjoy bingo at one of the Monday Retired Club meetings at the Seattle hall.

Senior Politics

Senate, House Introduce Bill with a Medicare-run Drug Benefit

Legislation to give consumers a Medicare-run drug option was introduced in October by Senator Richard Durbin (D-IL) and Representatives Marion Berry (D-AR) and Jan Schakowsky (D-IL). The Medicare Prescription Drug Savings and Choice Act, S. 2219 in the Senate and H.R. 3932 in the House, would utilize price negotiation and the best evidence about the safety and effectiveness of drugs to give older adults and people with disabilities the choice of a stable, consistent and affordable drug coverage plan.

The bill was written with the knowledge that it costs private insurers 9.8 percent of the drug benefit’s total cost to administer the program, yet it costs Medicare only 1.7 percent of the total costs to administer hospital and outpatient coverage.

Also in October, America’s Health Insurance Plans (AHP) held a rally in Washing-

don, D.C. in support of Medicare Advantage’s private insurers. “AHP is on the wrong side of subsidies for insurance companies. They can hold as many rallies as they want, but the Medicare-run drug option will be proven the superior choice,” said George J. Kourpian, President of the Alliance of Retired Americans.
**November 2007**

**A711 MECHANIC**

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**Local 751-C Proposed Bylaws Change to be Voted November 8**

Local Lodge 751-C has submitted a proposed Bylaws change to move the fall election next year to coincide with the spring election (similar to the District bylaws in a contract year) – eliminating the cost of two elections and saving the Local money.

The second reading on the Bylaws Committee’s recommendations will be at the November meeting of Local Lodge 751-C on Thursday, November 8 at 6 p.m. in the Stewards Hall.

Members will vote on the proposed change immediately following the second reading at the November 8th meeting.

**Local 751-A Proposed Bylaws Change to be Voted December 6**

Local Lodge 751-A has submitted a proposed Bylaws change to move the fall election next year to coincide with the spring election (similar to the District bylaws in a contract year) – eliminating the cost of two elections and saving the Local money.

The first reading of submitted bylaws proposal will be at the December 6th meeting. Members will vote on the proposed change immediately following the second reading at the December 6th meeting.
Retiree Medical Benefits: Bridging the Medicare Gap

**1977 Contract**
- Early Retiree Medical was added to the Boeing retiree benefit package.
- Coverage was limited to those who retired 10 years prior to the age of 65.

**1980**
- Maximum increased to $100,000.

**1986**
- Early retirees and dependents entitled to the same medical plan as active employees.
- Adjustments made to deductibles: for each year of service with the Company.
- Company paid the full cost of this benefit.

**1989**
- Retiree Medical improvements as follows:
  - Increased preferred network access.
  - Improvements in second surgical opinion program requirements.
  - Increased preferred network access.

**1992**
- Improvements in retiree medical reflect changes in active medical coverage.
- Company will pay full cost of coverage for early retirees on the payroll, on layoff, or leave of absence on December 31, 1992.
- Employees hired on or after Jan. 1, 1993.
  - Company pays 3-1/3% of the cost for each year of service with the Company.

**A Sea of Union Blue**

Shop Solidarity is alive and well in Propulsion Systems Division (PSD) on second shift. The 2nd shift 777 EBU Team regularly wears their pre-contract t-shirts as a show of Union solidarity. L to R (back row) Denny Cherry, Mark Magnuson, Jahn Brian Kiss, Monica Bretena (Shop Steward), and Lynn Weller. Front Row L to R: Julio Castro, Angela Alvero, Doug Dickson, and Greg McDuflie. Not shown (out of rec) was Jeramy Taylor.

**Contract T-Shirt Available**

Pre-contract t-shirts for the 2008 Boeing negotiations are available to purchase for $5. Contact your Union Steward if you would like to purchase one. T-shirts are also available in women and youth styles. Wednesday has been designated as “Union day” so wear a Union T-shirt and display your Union colors.

**November 2007**

**Early Retiree Medical - A MUST!**

Continued from page 1 everywhere possible, including the area of providing adequate medical care for retired employees! The trend to eliminate this coverage must be stopped. In 1988, over 66 percent of large firms (200 or more workers) offered retiree health coverage compared to just 33 percent in 2005.

Boeing is very profitable. We cannot allow Boeing to shift additional burden and costs onto our retired members living on a fixed income – the ones who are least able to handle the skyrocketing costs. Nor can we allow Boeing to eliminate this benefit for future retirees.

It’s tragic when you’re facing an illness in your senior years and instead of receiving get-well cards, your mailbox is full of medical bills you cannot afford to pay! Tell Boeing we must maintain retiree medical for current and future retirees – we’ve earned it!

The Union is also exploring ways to offer retirees a Medicare supplement (once they are age 65). It is something the benefits committee is investigating to help eliminate some of the stress of sifting through the dozens of plans offered in the state.

**Retirees Speak Out on Retiree Medical**

When you talk to any member who has retired before the age of 65 (when Medicare kicks in), they are quick to point out that retiree medical benefits made the early retirement possible. Without this benefit, these on a fixed income simply could not afford adequate medical coverage.

751-member Paul Fox was able to retire at age 57 with 34 years at Boeing. “I could not have retired as early without having this medical coverage.” Paul noted. “Unless someone plans to work until age 65, early retiree medical is the only way to retire before Medicare kicks in. It is a benefit we have fought for in the past and certainly one worth fighting for in the future. You can’t put a price on getting to enjoy more years in retirement.”

Member Michael Mat retired last December at age 57. He noted, “Because of the early retiree medical coverage, I could retire before Medicare kicked in. The most important thing in planning retirement is medical. Without early retiree medical, I would have had to stay working at Boeing.”

Member Helen Lowe shares that sentiment as she now is looking for a Medicare supplement to purchase before her next birthday. “I had no idea how much Boeing medical coverage cost until I started researching the various Medicare plans. With so many Medicare supplements to choose from, it is complicated and confusing.” Helen understands it is a benefit we must fight to keep. She added, “I worked for National Airlines, which went bankrupt so there was nothing left of my retirement there. I’m still waiting for coverage from my years of working at AT&T. I appreciate having the retiree medical benefits, which allowed me to retire before I qualified for Medicare.”

Paul Fox

Helen Lowe

Member Helen Lowe

Helen Lowe

The Beginning:
Effective Jan. 1, 1978, a major medical benefit program was negotiated for employees (and their dependents) who retire from Boeing prior to being eligible for Medicare. Early retirees had to have a minimum of 10 years of Credited Service under a Boeing Company retirement plan.

Benefits continue until employee becomes eligible for Medicare benefits. Dependents who are eligible for Medicare are excluded.

Maximum benefit was $20,000 for the retiree and $20,000 for each eligible dependent.

Paid 80% of eligible hospital-medical and physician expenses in excess of a $50 annual deductible per covered person.

If retiree dies, spouse and dependents remain covered until the earlier of:
(a) age 65 or becoming eligible for Medicare, or
(b) the death of the spouse

Plan highlights:
- Paid 80% of eligible hospital-medical and physician expenses in excess of a $50 annual deductible per covered person.
- **Maximum benefit was $20,000 for the retiree and $20,000 for each eligible dependent.**
- **Boeing paid the full cost of this benefit.**
- **Regional differences in medical benefits are typical.**

**2002**
- Contract

**2005**
- A 28-day strike successfully defeated Company’s proposal to eliminate retiree medical for new hires. Coverage remains the same as 2002 contract.

**2008**
- ?

**2009**
- **Medicare improvements as follows:**
  - Increased preferred network access.
  - Improvements in second surgical opinion program requirements.
  - Improvements in home health and hospice care benefits
  - Improvements in the coverage of substance abuse treatment, organ donor procurement expenses and end of life treatment.

**2012**
- **Coverage added for annual physicals, routine mammograms, pap smears, prostate exams and spinal manipulations.**

**2019**
- **Coverage added for annual physicals, routine mammograms, pap smears, prostate exams and spinal manipulations.**

**2022**
- **Medicare improvements: Increased for monthly premiums as follows:**
  - **Traditional Medical Plan**
    - Retiree only - $120
    - Retiree + spouse or child - $200
    - Family - $600
  - **Inductive Medical Plan**
    - Retiree only - $30
    - Retiree + spouse or child - $100
    - Family - $300