Bad Move Makes 787 Even Riskier

The Boeing Co.’s decision to put more manufacturing capacity into South Carolina is just the latest in a long string of bad decisions for the 787, which has already resulted in an over 2-year delay, District 751 President Tom Wroblewski said. But Boeing’s plan to establish a second “surge” line in Everett while also expanding its Charleston operation also gives the Machinists Union a unique opportunity.

“This is our chance to push back the world to what we know to be true,” the Union leader said. “While Boeing is constructing buildings in Charleston, we can be building airplanes the right way.”

Wroblewski said most of what Boeing has told the news media – and its own employees – about the talks between Union representatives and the Company was misleading and “untruthful.”

Boeing managers have discovered they can save money – and more importantly, time – by sending some of the 787’s assembly to production facilities in South Carolina. The result is an immediate requirement for hundreds of different-sized holes, and they’d be the most-rushed of all.

“Their decision was based on the idea that they could save time and money,” Wroblewski said. “But they weren’t willing to come to the table with the Company, instead of fighting us. The hard truth is that the 787 would be better served by all of the work being done here in Everett. The whole Union could come together and put our heads together to make sure the 787 is being built the right way.”

District 751 members who work in the Everett Grind Shop are a highly skilled team of experts: “Most of the guys in here are 20-year-plus guys,” Kuchinski said, so the Everett shop does it for them, and they’re used to their District 751 brothers and sisters in Auburn. The Everett Shop is intimately involved with the 787 program as well as they managed to install the “side-of-body fix” that will allow the first 787s to fly – essentially installing stiffeners fabricated by their District 751 brothers and sisters in Auburn. The stiffeners are intended to strengthen the wing-to-body join on the plane.

While they’re installing the fix to the early planes, the assembly line workers also need to use temporary fasteners to hold components in place so other work can be done.

The result is an immediate requirement for hundreds of temporary fasteners. But to send them out for order is a huge job. Normally, aircraft builders’ vendor channels would take weeks or months, Kuchinski said. Even though they’re only temporary, the fasteners have to be custom-made, to fit different-sized holes, and they’d be the most-rushed of rush orders, given the tight deadlines if the 787 is going to fly by year’s end. Continued on page 3

Boeing’s announcement to put another 787 line in South Carolina is just the latest in a string of bad decisions for that plane. Hedging their bet, Boeing will put a temporary second line in Everett in the capable hands of our members - the ones who willed the 787 flies and gets FAA certificated for Charleston was the only option.

“It seemed all along that Boeing wasn’t really interested in making a deal with us,” he said. “Now that our elected officials – like Patty Murray – are speaking out, we know that to be true. Boeing’s so-called ‘desire’ for a 10-year contract was merely a play to the Company extort more money out of South Carolina’s taxpayers.”

The plan nearly backfired when Machinists Union leadership agreed to work with the Company, instead of fighting them. At that point, management simply walked away, Wroblewski said.

“Boeing’s executives had to work very hard to make sure they didn’t get a deal with us,” Wroblewski said. “You got to give them credit – if they’d managed the 787 program as well as they managed to spin these second line talks, we’d be delivering Dreamliners today, instead of trying to figure out how to fix all the problems that their outsourcing has caused.”

Machinists Union leaders tried hard to craft a proposal that would have been acceptable to members, Wroblewski said.

“We were willing to deal with them to extend our contract. But if we were going to guarantee stability for them, we had to get guarantees in return – more jobs, and commitments on health care,” he said. “But they weren’t willing to commit to anything – even the second line.”

After the fact, Boeing tried to convince the news media that the Union had made an offer. Continued on page 3

Members Keep Presses Rolling in Spokane

The Spokane Review is the most comprehensive news source for Spokane and the surrounding areas in Eastern Washington. But there is far more to keeping a 24/7 newspaper printing daily than simply writing stories. Beyond just the daily newspaper, there are many other jobs run on these presses, including other publications, ads, brochures, etc. which demand the equipment running 24/7.

The Spokane Review is one of three members at the Spokane Review who keeps all equipment and presses running 24/7.

Health Care Open Enrollment for Members at Boeing

Employees at Boeing represented by IAM 751 will be asked to select their health and dental insurance coverage for 2010 during the annual enrollment period, which runs November 10 through December 3.

Any changes employees make during open enrollment will go into effect on January 1, 2010. You will receive more information in the mail from Boeing and can make benefit plan changes through your TotalAccess account.

Keep in mind this open enrollment is to complete our transition to a calendar year plan beginning January 1, 2010. If you don’t take action during the open enrollment period, your current benefit choices will continue automatically and the new monthly contributions will apply.

IAM members at Boeing in Puget Sound members are reminded to make sure you are aware of your current benefits and to complete the open enrollment process. Continued on page 6

Members ‘Grind’ Solution for 787

Boeing Co. managers have discovered they can save money – and more importantly, time – by sending important work to a highly skilled team of experts: District 751 members who work in the Everett Grind Shop.

“Most of the guys in here are 20-year-plus guys,” said member Dave Kuchinski. “We’ve been doing it a long time. We run everything.”

The Everett shop supports programs all across Boeing Commercial Airplanes, helping to fabricate tooling components and parts used to build 737s, 747-8s and 777s, and to supply Aircraft-On-Ground teams sent out by Boeing.

They’ve even handled rush work for the new Boeing facilities in South Carolina. Workers there don’t have the machines or skills to do what the Everett shop does. “Dash 8, a lot of that’s been emergent. South Carolina, when they call, they pretty much need it next day.”

One of the most important recent jobs has gotten the shop directly involved with the 787 program. Members on the Everett assembly line are working to install the “side-of-body fix,” which will allow the first 787s to fly – essentially installing stiffeners fabricated by their District 751 brothers and sisters in Auburn. The stiffeners are intended to strengthen the wings-to-body attachment on the plane.

While they’re installing the fix to the early planes, the assembly line workers also need to use temporary fasteners to hold components in place so other work can be done.

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Unanimous Ratification

Members approve new contract at Allied Waste that includes 3 percent wage increases each year.

Pension Policy

Important information members at Boeing should know on their pension.
Members are the Fundamental Operating Engine of Boeing

by Tom Wroblewski, District President

I don’t need to tell you that the Boeing Co.’s decision to put the second 787 assembly line in Charleston was a huge disappointment, and one that by objective reasoning should not be happening. Instead of investing in a profitable shared future here in Puget Sound, with the people who have spent generations of their working lives to build and solve some of the smart guys in Chicago have doubled-down on the failed 787 business model, placing a multi-billion-dollar bet on a product that seems even worse.

Some people never learn.

I just want to repeat, one last time, that the leadership of your Union tried very hard to reach an agreement with the Company so we could keep production of all Boeing Commercial Airplanes in Puget Sound, which is where we started.

Despite what Boeing says or implies, the truth is this: We did offer Boeing a 10-year contract, and even offered to go longer than that.

We did this, because we knew that our members and our communities want and need the security that comes with a job, and secure those jobs for our future. It was my goal to work out some sort of contract extension that I could bring back to you, for your approval; a deal that would give Boeing what it wanted, in exchange for more jobs, improved pay and secure benefits. But we couldn’t reach a deal, because the Company didn’t want one. They never told us what they wanted — and absolutely never told us that time was running out. Instead we found our hard way that they’d set an arbitrary deadline: when it passed, they just walked away, claiming they’ve made unrealistic deadlines with the 787. This was just one more.

It’s obvious to me that Boeing wasn’t going to make any deal unless it didn’t take our proposals seriously and they never offered any proposals of their own. They threw a lot of numbers around, but they were never willing to put them in writing. When we talked, most of the time, they didn’t even take notes.

We now know that Boeing was only using our talks as a smoke screen, and as a bargaining chip to extort a bigger tax handout from South Carolina. That’s obvious, now that they’ve broken ground on the Charleston site.

But you know what? It’s over. And it’s time to move on to the next stage.

Boschok’s plans for the 787 now include building a “surge” line in Everett. That means, in practical terms, is that by the time they finish filling in that swamp down there in Charleston, we’ll be building 787s on two lines up here.

This represents a great opportunity for us. The more problems Boeing encounters in Carolina, the better our members will look. Perhaps after a couple more years – and a few more missed deadlines – maybe Boeing will start to tell the truth of what Ben Franklin said long ago: “The bitterness of poor quality remains long after the sweetness of low price is forgotten.”

Boeing’s said a lot about the past couple weeks that are misleading, untruthful and sometimes just plain stupid. They want to。“They’ve manufactured base” because we have earthquakes here every 50 or so – so they move to a part of the country that gets hit by hurricanes every year?

But CEO Jim McNerney did say something a few weeks ago that I very much agreed with: “The fundamental operating engine of this company is running well.”

What was he talking about? He was talking about you. IAM Members are the fundamental operating engine of the Boeing Co. We are the people who built and delivered 113 airplanes worth $7.9 billion in July, August and September. The accountants in Carolina didn’t do that, and neither did anybody in South Carolina.

It’s because of all of you and the team that work that the P-8A Poseidon program is running on schedule and under budget. Your experience and dedication is allowing Boeing to build and deliver 737s at a faster rate – and lower price – than any
ever thought possible.

And it’s you – alongside our Union brothers and sisters from SPEEA – who are solving all the problems with the 787. The South Carolina politicians are congratulating Boeing on their plans for the new good Boeing jobs. But the reality is, there won’t be any new jobs in South Carolina if members here in Puget Sound can’t find solutions for all the 787’s problems. We’re the ones with the knowledge, experience and dedication to make this happen.

Without us, the Dreamliner is just a pipedream. Let’s make it a reality, and teach those MBAs in Chicago a lesson about how the cheapest option isn’t always the best value.

Important Info on Your Boeing Pension

Two issues involving Boeing Co. pension have kept District 751 health and benefits experts busy researching in recent weeks: one that involves all members who work at the Company and the other issue should either contact Jackie Boschok at the Seattle Union Hall, or Boscot at 425-355-8821.

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Without us, the Dreamliner is just a pipedream. Let’s make it a reality, and teach those MBAs in Chicago a lesson about how the cheapest option isn’t always the best value.
Washington state leaders are joining District 751 in showing their commitment to maintaining the region’s position as a center of excellence in aerospace.

In October, Washington Gov. Chris Gregoire made a one-time allocation of $1.5 million toward improving aerospace training programs in the state.

The Governor made the announcement at Everett Community College. “We must be as skilled as we can be in the newest techniques and technology,” she said. “We must recruit new workers, and we need to make sure the workforce we currently have has cutting-edge skills.”

The biggest chunk of the money will go to newly established aerospace training programs in Everett and Spokane, and to continued funding for existing programs at the state’s community colleges. Gregoire said. Some funds will be spent to expand programs to encourage school children to consider careers in the industry, developed by directors at the programs at the state’s community colleges. Gregoire said. Some funds will be spent to expand programs to encourage school children to consider careers in the industry.

“We are investing in our people, but we’re also investing in our future,” she said, adding that “$1.5 million in the middle of the worst recession since the ’30s is significant.”

Gregoire said Washington state is already a global leader in aerospace. While places like South Carolina are still trying to figure out how to establish training programs and regulations that support the industry, Washington is fine-tuning an infrastructure that already works.

“This is an indication to Boeing of our continuing commitment,” the Governor said. “We’ve got to make sure the climate is good, not just for Washington, but for every other company in the industry.”

Gregoire also took a swipe at South Carolina, noting that her state was recently ranked No. 2 in the annual Forbes magazine list of state business climates. Washington also gets high scores for its education system and quality of life, she noted. South Carolina, on the other hand, “rated No. 49,” she said. “You want to live there, or you want to live here? We want you here.”

District 751 agrees with the Governor and supports her efforts. Legislative Director Larry Brown said, “We’re working hard to make this an attractive place, and the right place to do business. Machinists do that every day.”

Earlier in the month, Washington “First Gentleman” Mike Gregoire met with the first class of aerospace industry apprentices to start training since the establishment of the Aerospace Joint Apprentice Council in 2008, after Gov. Gregoire allocated $3 million for the effort.

District 751 played a major role in the establishment of the Council, which seeks to mirror the apprenticeship programs developed by Boeing and the IAM, and to extend them to other Washington aerospace companies.

“It’s an expansion of the commitment of the Machinists Union to strengthen the aerospace industry in the state of Washington,” Brown said. “We want to ensure a large, capable workforce, so that businesses can expand and create jobs here.”

The first class of 18 students is training for airborne and powerplant licenses at Aviation Technical Services in Everett. It’s the largest, single-site airframe-maintenance facility in North America, and was part of Goodrich Corp. until 2007, when it was purchased by Australian-based Macquarie Bank.

The students are working 10-hour shifts, four days a week on the shop floor, with the fifth day devoted to classroom training. After four years, the apprentices will graduate into journeyman-level jobs with ATS.

“It’s really about keeping aviation in Washington, growing our own people,” Mr. Gregoire said. “We certainly know how important aerospace is to our nation, and especially our state.”

People who wouldn’t normally get a chance to do this are getting an opportunity,” said ATS President Matt Yerbic. “It’s obviously good for us. It’s good for the community and it’s good for the state.”

Another important aspect of the AJAC effort is its strong recruiting of veterans returning from Iraq and Afghanistan, primarily through those who served in the National Guard.

In that effort, the Machinists are trying to follow the example of Unions in the building trades, who have a “Helmets to Hardhats” program to teach construction skills to returning veterans.

“Supporting our troops means more than placing a yellow ribbon magnet on the back of your vehicle,” Brown said. “We’re providing a way for veterans to earn a living wage.”

Gov. Gregoire announced another $1.5 million in aerospace training in October.

District President Tom Wroblewski sets the record straight in a press conference after Boeing announced the second line would go to South Carolina.

Mike Gregoire toured the new aerospace apprenticeship training in Everett. 751 has been instrumental in this new program.

Members’ Skills Grind Solution for 787

Continued from page 1

Vendors couldn’t deliver, Kuchinski said. “Whenever they’d do it, it’s just a lot of lead time. They need them right now.”

The solution: Boeing’s 787 tooling organization bought standard-sized fasteners off-the-shelf, and brought them to the Grind Shop for modification. Instead of waiting a couple months on a vendor to supply the temporary fasteners, the Grind Shop can deliver within hours.

“We’ve done in the neighborhood of 1,500 since early September,” he said. Kuchinski said.

“Once you get it down, it doesn’t take too long,” he said. Most of the modifications involved making a few quick passes through a grinding machine to shave the fastener down to the correct size. Their biggest batch – 200 of them – took about two hours to complete.

That doesn’t mean the work is easy, though. There’s no way a newly minted mechanic fresh from an aerospace training school could have possibly mastered it, Kuchinski said. There’s no substitute for experience.

When he was new to Boeing, Kuchinski says, he spent six months training on the machine the shop uses to grind the 787 fasteners. Even after decades of using it, it still takes skill and focus to make sure the settings are correct so that an expensive part or the machine itself doesn’t get ruined – or, worse, that someone gets hurt.

“The basics would probably take three years to learn,” he said, “but there’s so much weird stuff that comes in.”

So far, the Shop has had only seven temporary fasteners rejected, which translates into an accuracy rate of better than 99.5 percent.

The workload has been heavy, and the seven members in the Grind Shop have been rotating weekend assignments to ensure that someone’s around to handle rush jobs. “The last two, three weeks have been freakin’ murder,” Kuchinski said.

Still, Kuchinski said he and the other IAM members in the shop are proud of the part they’ve played in helping the 787 program.

“We’re saving the Company lots of time,” Kuchinski said. “You’re not going to get the turn-around that we do.”

District 751 Business Rep Richard Jackson (l) and Member Dave Kuchinski look over bags of completed parts ready to ship at the Everett Grind Shop.

District President Tom Wroblewski sets the record straight in a press conference after Boeing announced the second line would go to South Carolina.

Bad Move Makes 787 Even Riskier

Continued from page 1

Unreasonable demands for pay raises and pension increases. But the IAM’s requests pale in comparison to the billions Boeing will spend in South Carolina. Analysts estimate Boeing will spend about $1.5 billion to duplicate facilities and systems that already exist in Everett, on top of the $1 billion it’s already spent to acquire the former Vought factory there.

“With that kind of money, Boeing could have easily reached a deal our members would have ratified, and still had more than a billion dollars left over,” Wroblewski said. “It would have made far more sense to have done a deal with us. But instead of investing in a proven performer, they decided to double down, rather than outsourcing.”

But while the outcome was a huge disappointment, Wroblewski warned that dwelling on it for too long won’t solve the many problems the 787 still faces.

“The truth is, South Carolina won’t get any more jobs unless we can fix all the problems with the 787, and get them flying and certified,” he said. “Only we can do that – not the accountants in Chicago and certainly not anybody in Charleston.”

“This is our opportunity,” Wroblewski continued. “When the ‘surge’ line opens in Everett, we’ll be produc- ing 787s on two production lines side-by-side, and we’ll be doing it the smart way. Low-price doesn’t translate into high-quality. We’ll have a chance to prove that and demonstrate we’ve got more airplane-building and problem-solving skills than anybody else.”

November 2009 751 AERO MECHANIC

Page 3
By Rosanne Tomyn

“Their mission was an open and peaceable one. Cheerful, optimistic, enthusiastic, the band of social crusaders felt assured that their meeting at 2 p.m. that day would turn to terror and sorrow within a matter of moments. At their peak in the early Twentieth century, members and representatives from the Industrial Workers of the World (IWW), all sharing a dream of “one, big, united union,” quickly came to the aid of Everett shingle workers as they fought for fair wages in the fall of 1916. The Everett Shingle Weavers Union had been on strike since May 1 when lumber bosses waited for their arrival. The blood-red deck was facing them. Feeling for the working class. Together, these men knew that the IWW’s mission was an open and peaceful one.”

Wanted to stand in solidarity with their brothers and sisters of the Shingle Weavers Union, the 300 men aboard the Verona and Calista traveled to Everett on the afternoon of November 5, 1916. On their way to the “city of Smokeystucks,” a hub of lumber exportation in twentieth-century Washington State, the I.W.W. men aboard the boats cheered and shared inspiring stories about gaining free speech rights for the working class. Together, these men knew that the working class move would make a difference—what they didn’t know was that it would cost lives to do so.

The journey across the Sound to Everett that day was not the first for IWW activists. Just days before, on October 30, thirty men had traveled to Everett for a street meeting. Upon arrival, each man was kidnapped by waiting gunmen and brutally beaten and robbed before being abandoned in the deep woods on the outskirts of town. Feeling for the hospital that was flanked by men on both sides and backed up by a mob of others hiding behind barricades, waiting in nearby warehouses, and aiming from a close tugboat and wharf. McGregor shouted “Who is your leader?” Aware that the IWW wanted a scapegoat for persecution, the men replied in unison: “We are all leaders!”

While the boat attempted to anchor to the dock, shots began ringing out from the mob of business men. Shots came from not only the dock but also from the tugboat and warehouses, the men on the boat were defenseless. Those attempting an escape by jumping overboard were aimed at. The blood-red deck was impossible to navigate for those attempting to save their injured brethren—until, finally, the captain was able to right the boat and speed off.

With her grim cargo of dead and wounded, the Verona turned about and came back for Seattle. On the way she passed the steamer Calista aboard of which were 38 free speech warriors. The captain of the Verona stopped the Calista and cried to them: “For God’s sake, don’t land; they’ll kill you! We have dead and wounded aboard now!”

At the dock in Seattle, activists were met by police who arrested each and every able-bodied person on board each steamer. Those hurt were taken to the hospital and within hours, the known death toll rose to five. With the men who had jumped overboard still missing in the Puget Sound, that number would rise to at least 12 dead within 24 hours. Marched into the jails, the Wobblies carried themselves with dignity. Finding that only 18 of the activists on the boat had been armed, the police booked over 75 men in preparation for a massive trial. Along with them were three female supporters who had been arrested on their way to the meeting from Seattle. All of them, even the female prisoners, were charged with assault in intent to kill.

Their crime? Their crime was that of being true to their class. Their crime was that of being struggling to obtain the right of free speech, right which is supposedly guaranteed to every one of us under the American Constitution."

With no charges filed in the deaths of 12 workingmen, and 75 charges put forth in the deaths of two militiamen, the working class community was outraged. Within days, a committee of supporters formed, known as the Everett Prisoners’ Defense Committee, and sent word of the Everett tragedy around the world. Their letter, stating the facts of the invisible case against 75 activists, spread and supported the new generation of Americans to rise up and expand American democracy at the annual API dinner. 4

November 5, 1916: The Bloodiest Sunday in Everett History

Actor Danny Glover encouraged a new generation of Americans to rise up and expand American democracy at the annual API dinner. It is not through privatization. Instead, it will require a commitment from legislators, educators and parents—“every single player in the process,” he said. But that’s just a starting point, Glover continued.

“There’s a lot of stuff on our table today,” he said. “We need to be imagina- tive as we look at what we’re doing right now. What are these relationships going to look like in the work place? What about internationally?”

“President Obama said the world is changing. We are the ones who are going to have to change with it. We are the ones who are going to have to push for it,” Glover said. “It’s shape in our hands.”
District 751 Members working in Boeing’s Everett Wire Shop are banding together with their managers to put together a fundraiser to help victims of the recent tsunami in Samoa.

A luau is planned from 6 to 11 p.m. Dec. 12 at the Seattle Union Hall, 9135 15th Pl. S. All proceeds from the event will go to World Vision, which has been distributing personal hygiene items, clothing and first aid supplies to survivors of the disaster.

A magnitude 8.0 earthquake struck the ocean floor near Samoa on Sept. 30, which triggered a tsunami that crashed across the South Pacific. American Samoa and Tonga — killing at least 184 people and leaving thousands homeless.

“The damage was huge,” said Di-rect Council Rep Diana Loggins, who also hosted the party and sanctioned the event. “It was developing evacuation plans for the halls, in case they are flooded without warn-ing. But just as impor-tant is planning for how the Union can keep doing business if one or more of the halls is out of com-mission. The District’s information technology staff — Eric Monge and Ken Finlayson — has created back-up tapes to store all the computer data. Meanwhile, Business Rep Tom Wilson and Joint Programs Rep J.C. “Zack” Zaratkiewicz have been researching alternative operating procedures.

If there is flooding, members will have a lot of questions, and it will be vital to have a plan in place to get answers back to them,” Palmer said. And in the meantime, the normal business of the Union still must go on in support of those members who don’t work at Boeing and for those who work at Boeing plants far from the flooding, like Everett and Fredrickson.

“A lot will depend on the circumstances, but we feel we’ll be ready to respond if the river should start to rise,” Palmer said.

“All this planning has also helped us in terms of updating our general disaster planning for the Union,” she added. “It would probably be wise for members to do that for their own families — get a three-day kit ready for everyone, and figure out a plan of how you’ll contact each other if someone should be stranded at work or at school.”

After being released months later, the “criminals” of the Everett massacre went together to visit the graves of their fallen comrades.

Nov. 5, 1916: The Bloodiest Sunday in Everett History

Continued from page 4

The support that poured in paid for a defense that would ultimately see the acquittal of every single Wob-bly activist arrested.

Aft-er two long months of testimony from Everett citizens who had seen the attacks on the Wobbly activ-ists, and a full-scale reenactment of the events, one of the first juries in the county ever to include women was developed evacu-ation plans for the halls, in case they are flooded with out warn-ing. But just as impor-tant is planning for how the Union can keep doing busi-ness if one or more of the halls is out of com-mission. The District’s information technology staff — Eric Monge and Ken Finlayson — has created back-up tapes to store all the computer data. Meanwhile, Business Rep Tom Wilson and Joint Programs Rep J.C. “Zack” Zaratkiewicz have been researching alternative operating procedures.

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571 AERO MECHANIC

The Northwest has a sizable Samoan community, which includes District 751 Member Ioane Fanene, who has spent 24 years working at Boeing, in Renton, Au-burn, Plant 2 and now Everett. Five mem-bers of his extended family are known to have died, as well as many childhood friends. His youngest sister is missing, he said, “I haven’t heard from her since this happened.”

Fanene says he was shocked by the news, and frustrated. He described “this feeling of not being able to do anything.”

Anderson started setting up plans and immediately plans were underway for a benefit luau. District 751 has agreed to host the party and sanctioned the event.

Everybody wants to help,” said Dis-trict Council Rep Diana Loggins, who also works in the shop. “That’s what we do.”

In this case, both the Union and man- agement are working together. Several Cedar River. The Seattle Hall also is at some risk — almost a third of it’s farther away from the river and on slightly higher ground.

District President Tom Wroblewski appointed a committee to develop a plan for how to proceed in the event of a flood. That committee is led by Pal-mer, and it will deliver its recommendations in November.

The first challenge was developing evacu-ation plans for the halls, in case they are flooded without warn-ing. But just as impor-tant is planning for how the Union can keep doing business if one or more of the halls is out of com-mission. The District’s information technology staff — Eric Monge and Ken Finlayson — has created back-up tapes to store all the computer data. Meanwhile, Business Rep Tom Wilson and Joint Programs Rep J.C. “Zack” Zaratkiewicz have been researching alternative operating procedures. If there is flooding, members will have a lot of questions, and it will be vital to have a plan in place to get answers back to them, Palmer said. And in the meantime, the normal business of the Union still must go on in support of those members who don’t work at Boeing and for those who work at Boeing plants far from the flooding, like Everett and Fredrickson.

“A lot will depend on the circumstances, but we feel we’ll be ready to respond if the river should start to rise,” Palmer said.

“All this planning has also helped us in terms of updating our general disaster planning for the Union,” she added. “It would probably be wise for members to do that for their own families — get a three-day kit ready for everyone, and figure out a plan of how you’ll contact each other if someone should be stranded at work or at school.”

Continued on page 8

751 Elected to National C.L.U.W. Leadership

Two members from District 751 have been elected to four-year terms as alternates to the national executive board of the Coalition of Labor Union Women (CLUW). Susan Palmer and Terri Myette.

Myette and Hazel Powers were elected to the posts by members of the International Association of Machinists who attended CLUW’s biennial conven-tion in Los Angeles in October.

“I’m hoping I get to learn a lot and do great things, and be a part of that,” said Myette, a Local F steward who works in Renton.

“I believe that’s important for Un-ion women to get involved,” added Powers, who’s also in Local F. “So many times I hear people complain about the Union. We’re the Union. If you don’t like it, change it, but you need to learn to do it the right way, and the only way to do that is to get involved.”

Myette and Powers were part of an eight-member delegation of District 751 sisters who attended the conference. It was led by Secretary-Treasurer Susan Palmer, and included District Health & Benefits Rep Jackie Boschol, Business Rep Heather Barstow, Joint Programs Rep Gloria Millsaps, and Stewards Kerry Ellison and Aletha Johnson.
Sound can choose from the following medical plans:  
• Regence Selections CCP  
• Group Health Cooperative HMO  
• Regence Traditional Medical Plan (TMP)  
2010 contribution rates for Puget Sound are noted in the table below:

<table>
<thead>
<tr>
<th>Monthly Contributions for Selections as of 1/1/10</th>
<th>Traditional</th>
<th>Selections CCP</th>
<th>Group Health HMO</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee only: $31</td>
<td>Effective 1/1-12/31 30/10</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Employee + spouse $62</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Employee + child(ren) $62</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Family: $93</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>

Most employees can also choose between two dental plans: Washington Dental Services Incentive Plan OR Washington Dental Services Prepaid Provider Dental Plan. There are no monthly contributions for dental plan coverage.

An annual enrollment information packet will be mailed to each member’s home. 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 comparison 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 and the new monthly contributions will apply. However, even if you are not planning to make a change to your benefits, take this opportunity to:

• Review your 2010 plan options and costs  
• Research hospitals and providers  
• Ensure that your dependents meet Boeing’s eligibility rules

Inside Boeing use your current network password to log on to https://my.boeing.com, click the TotalAccess tab. Under Tasks and Reminders go to the “Your Benefits Resources” web site.

Outside Boeing go to www.boeing.com/express. Logon with your TotalAccess Password and your BEMS ID or Social Security Number. On the My Boeing Express home page, click TotalAccess, then under Tasks and Reminders, go to the “Your Benefits Resources” web site.

Remember you must have your Boeing TotalAccess Password to enroll online, at home or by phone. If you’ve misplaced it, log on to Boeing TotalAccess, click My Profile, then click Display TotalAccess Password. For a password reminder by mail, you can request your password by calling Boeing TotalAccess at 1-866-473-2016. Hearing-impaired callers can access TTY/TDD services at 1-800-755-6363. Enter your BEMS ID number (or Social Security Number), select Password Administration from the menu and follow the prompts.

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

There are some enhancements to each of these plans effective January 1, 2010:  

Traditional Medical Plan and the Selections CCP

Service/ Care

<table>
<thead>
<tr>
<th>Puget Sound Employee monthly contributions required</th>
<th>$0</th>
<th>$0</th>
<th>$0</th>
</tr>
</thead>
<tbody>
<tr>
<td>Puget Sound Employee monthly contributions $62</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Family: $93</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
</tbody>
</table>

Office Visits (network) $15 co-pay per visit  
Office Visits (non-network) $15 co-pay per visit  

Deductible

<table>
<thead>
<tr>
<th>Non-network services</th>
<th>$600 family - combined</th>
<th>$400 per individual if non-network used</th>
</tr>
</thead>
<tbody>
<tr>
<td>Network hospital services</td>
<td>$100 after deductible</td>
<td>$100 after deductible</td>
</tr>
<tr>
<td>Non-network services</td>
<td>$60 after deductible</td>
<td>$60 after deductible</td>
</tr>
</tbody>
</table>

Precription Coverage:  

| Generic | $15 co-pay | $15 co-pay |
| Brand name non-formulary | $30 co-pay | $30 co-pay |
| Brand name formulary | $10 co-pay | $10 co-pay |

Employee + child(ren) $110  
Employee + spouse $62  
Employee only $31


*Covered at 100% if your network hospital meets all the Safety Incentive Program requirements.

The Traditional Medical Plan and the Selections Plan

The three major differences between the plans:

• As a Selections member, you choose a Per- sonal Care Provider (PCP) to provide your regu- lar care and referrals to specialists. You can choose to see a provider outside the Selections network or see a specialist without a referral. However, in those cases, you out-of-pocket costs will be higher.

The Traditional Medical Plan is a preferred provider organization (PPO) plan. That means you can see any provider you want, and there is no PCP or referral requirement. You can choose to see a provider outside the network for this plan as well but your out-of-pocket costs will also be higher.

• The Traditional Medical Plan has a medical plan deductible 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 refer- al from your PCP.

• The Selections Plan covers care from alternative care providers such as naturopathists, massage therapists, acupuncturists and chiropractors.

*Network inpatient mental health and sub- stance abuse treatment will be paid at 100 percent if the hospital meets the patient safety standards.

- Non-network inpatient mental health and substance abuse treatment will be paid at 60 percent rather than 50 percent.

- Visit and dollar limits for mental health and substance abuse treatment will be removed.

*No network inpatient and outpatient mental health and substance abuse treatment will be paid at 60 percent rather than 50 percent. Select Password Administration from the menu and follow the prompts.

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 value of added-products that provide you and your family with special savings on items such as hearing aids and fitness club memberships.

- Visit and dollar limits for mental health and substance abuse treatment will be removed.

Great Outdoors- Regence offers a variety of more reputable and reputable leaders in the local health care industry get better access and coverage.

Or call 1-800-422-7713 for more information.
Members working at GKN Chemtronics are preparing for the next round of bargaining since their current contract expires in January 2010. Members there have the added stress of having 100 percent of their current work package tied to the F-22 program. Because Congress has stopped funding of additional F-22’s, the GKN facility in Kent could be out of work by the end of 2010 – making it a unique situation for negotiating a contract.

District President Tom Wroblewski has assigned Business Reps Heather Barstow and Mark Johnson to assist negotiations, along with Connie Kellher from the Union’s Communication Department.

Second shift employees at GKN in Kent discuss contract issues with Business Rep Heather Barstow. The current contract expires in January.

Safety Shoe Reimbursement Program guidelines and online printable reimbursement forms can be found here: http://iam-boeing.com. For more information about other benefits provided through IAM/Boeing Joint Programs, visit our website at www.iam-boeing.com from home or inside Boeing at https://my.boeing.com - click on the Union section to get your TotalAccess Password. Or call 1-866-473-2016 and have your TotalAccess Password. For Giao Pham, a 787 mechanic, this was her first chance to cash in on the $75 benefit, having hired in just over a year ago. Having a wide selection of safety boots and shoes at the Shoe Fest made it all the better, she said. “It’s a really good deal, and it’s fun too,” she said. “I’ve had my first time for something like this at work.”

Safety Shoe Reimbursement Program guidelines and online printable reimbursement forms can be found here: http://iam-boeing.com/shoe_general.cfm. For more information about other benefits provided through IAM/Boeing Joint Programs, visit our website at www.iam-boeing.com from home or http://iamboeing.web.boeing.com from work.
CLUW represents women and the issues important to them within the AFL-CIO. “They’ve been a loud voice for women, as an organization,” said Boschok. “It’s an organization that has really inspired women that change was possible.”

Almost 600 people from across the country attended the convention, participated in workshops and panel discussions on networking and developing ideas for strengthening the voice of women in the workplace.

Delegates also elected a new president and slate of national-level representatives. In addition, the delegation adopted a number of resolutions, including several intended to raise awareness of health care issues and supporting health care reform; and a resolution supporting maintenance of reproductive rights. The convention also adopted a resolution supporting efforts by IAM and the Association of Flight Attendants, which are trying to organize workers at Delta Air Lines.

In addition, IAM Executive Assistant Diane Babineaux was elected National Vice President to the CLUW National Officers Council. Retired IAM member Joyce Ribbert of Local 837A in Hazelwood, MO, received the Clara Day Award for her continued involvement in her local and community. And Local 1260 Educator Bonnie Polser was granted the Gloria T. Johnson Women in Union Leadership Scholarship.

Team 751 had a great turnout at the Making Strides Against Breast Cancer Walk on Sunday, October 4. Over 30 individuals from 751 took part in the event and the effort did not go unnoticed. Team 751 was tagged with a special pink ticket during the walk for the Rockin’ Team Theme! Members not only took part in the walk, but helped with setup and served as route marshals.

The 751 Women’s Committee, who organized Team 751, noted this is more than just a walk. It was about celebrating the progress we’re making together to fight this disease, to provide comfort and hope to those who need it, and to save lives from breast cancer.

Team 751 raised nearly $2,000 and donations were continuing to come in well after the walk had ended. For many on Team 751, who have survived cancer, the walk is very personal and has become an annual event.

Thanks to the following for supporting the event: Becky Beasley, Chris Black, Bruce Boc, Jackie Boschok, Michael Byrne, Brett Cory, Debbie Donnell, Kerry Ellison, Kim English, Bob Giannetti, David Hamre, Kim Johnson, John Johnson, John Jorgensen, Pat Jorgensen, Brad Jorren, Rachel Jorren, Alex Karooiannis, Connie Kellner, Ken Longanecker, Sheridan Mack, Jenn Millsaps, Sue Palmer, Ashley Sievers, Chuck Taylor, Rosanne “Rosie” Tomyn, Robert Winbauer, Rebecca Winbauer, Tom Wroblewski, and Ann Wroblewski.

Team 751 Makes Strides for Breast Cancer

A group of Team 751 walkers at the start of the event in Bellevue, which raised money to fight breast cancer.

As a cancer survivor, Steward Debbie Donnell and her family take part in the event each year.

1st Annual Puget Sound Area UNION SPORTSMEN’S ALLIANCE SPORTING CLAYS SHOOT

Hosted by IAM District 751 in memory of Jimmy Darrah and the USAs partnership with Shoot for a Cure.

You’re Cordially Invited to participate in this special event as a sponsor, as an individual shooter, or by sponsoring a group of four from your organization.

Awards will be given for the highest scoring teams (organizations) and top individual shooters (Lewis class). First time shooters are welcome and encouraged to participate.

All proceeds from this event support the USA and TRCP to “help guarantee all of us a place to hunt, fish and shoot.”

WHEN: THURSDAY, November 12, 2009

Registration 8:00 a.m. sharp! • shotgun start 9:30 a.m.

Lunch and raffle to follow

WHERE: Sunner Sportsmen’s Association
15711 96th Street E
Puyallup, WA 98373 • (253) 848-9519

The USA is a program of the Theodore Roosevelt Conservation Partnership and our AFL-CIO trade union partners providing exceptional outdoor benefits to union members and their families.

For more information regarding the shoot and registration, call the USA: 1-877-872-2211
October Retired Club Meeting Minutes

by Ruth Render, Retired Club Secretary

The October 12 meeting was called to order by President Al Wydick.

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

Financial Report: Treasurer Betty Ness read the report which was M/S/P to accept.

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

President’s Report: President Al Wydick welcomed Lori Province, Field Organizing Director for the Washington State Labor Council to speak to the Club about two very important topics.

The first is something on the ballot for this upcoming election. Lori distributed a handout about Initiative 1033 (Tim Eyman’s latest venture), which would cap legislative spending at recession time levels. This would cut services in towns, cities, and counties even further. We can’t afford to let this happen. It will be a job killer. Call your friends and family, talk to your neighbors, and tell them to vote no on I-1033. The terrible cuts that our communities are already struggling with as a result of the economic recession will never be restored. This same type of cap was implemented in Colorado. It was so bad for Colorado’s education, roads, and safety that voters overturned it. Again, we need to vote no on I-1033.

Lori also talked about healthcare reform. Senator Patty Murray and Senator Maria Cantwell have both argued for affordable healthcare, the protection of Medicare, and the need for seniors to have Medicare coverage levels that encourage doctors to take Medicare patients.

She asked that everyone call and thank Senators Cantwell and Murray and let them know that seniors appreciate how strong they are holding the line for us. The number to call and leave a message is (800) 3-AFLCIO. She also passed out a sample packet for anyone interested in writing their thanks.

Health & Benefits: Jackie Boschk got reported that October is Breast Cancer Awareness Month. On Sunday, October 4, Team 751 participated in the Making Strides Against Breast Cancer Walk in Bellevue. Jackie reminded the Club of the changes to the Retiree Medical. The plan will now run from January 1 through December 31. Open enrollment is Nov. 10 to Dec. 3, and representatives from all plans will be present at the November Lodge meetings.

Health & Welfare: Helen Pompeo gave the report. A moment of silence was observed for the following deceased members: Janis Briggs, Charles Butterfield, Thomas Cannon, George Dinger, Ray Y. Long, Lyle Moss, Burton Ophans, Larry Rockey, Frank Smith, Jr., Erika Song, Joan Washienko, and Georgia Wood. President Al Wydick also announced that Perry Sherman passed away and a memorial was held on Sept. 27.

Audit Report: Lori Reported all of the books were audited and found that they were in order.

Legislative Report: Gene Hoglund read the Friday Alert regarding Healthcare Reform. He also provided information on the Single Payer Plan. He made a motion to send the Retired Club members to the Annual ARA Convention on October 22. Registration is $25. M/S/P

Birthdays & Anniversaries: The birthdays for October were: Hank Hendrickson, 94, and Ardie Stachlowski, 93.

Good and Welfare: President Al Wydick asked for volunteers to help in the kitchen. Irene and Mary will not be here to help for a while, as Mary is sick and Irene has another recent case in which a citizen was upset with a collection agency’s constant calling due to her non-compliance with an agreed upon payment plan. Her solution? She wanted to be transferred to a different collection agency. And the list goes on.

But for Ernest, those inquiries are the easy part. “Among the most annoying, are the people calling us with directory assistance questions.” Ernest recalls.

Hank Hendrickson celebrated his 94th birthday in October.

Ernest Cassirer, who is a Retired 751-Member and past Council Delegate, has diligently volunteered at the Attorney General’s Office Consumer Resource Center for the past 19 years, thing to offer, and the CRC has been a challenging place to do just that,” Ernest explains.

It’s people like Ernest who contribute to the success of the AGO’s Consumer Resource Center. This dedication has not gone unnoticed. Ernest received the Volunteer of the Year Award earlier this year and was previously recognized with that award in 1996.

Last year, Ernest and the rest of his CRC colleagues received over 44,000 telephone inquiries to go along with more than 25,000 written complaints. With the advent of the internet, Ernest has witnessed the evolution of consumer complaints, with more inquiries coming to the CRC in written form, via letter, or more often, web submittal. But that doesn’t prevent the interesting cases from filtering in.

Ernest recalls one consumer who sent an audio tape of “brake squeal” to illustrate her displeasure with an unsatisfactory brake job. Or another recent case in which a citizen was upset with a collection agency’s constant calling due to her non-compliance with an agreed upon payment plan. Her solution? She wanted to be transferred to a different collection agency. And the list goes on.

But for Ernest, those inquiries are the easy part. “Among the most annoying, are the people calling us with directory assistance questions.” Ernest recalls.

Continued on page 11
Service in Ernst
Continued from page 9

"Check your phone book, or call 411." Not to mention, the personal attacks. "There are some people who told me of the futility of what we can do for them personally. 'What good are you?' or 'I'm a consumer and you're supposed to solve my problems.' But even these calls can't keep Ernest down. He just keeps ticking. Taking calls from consumers and processing consumer complaints, yes, and of course, giving the permanent staff a hard time.

But what really keeps him around is the evergreen aspect of his work. "There's always something new to deal with. It's intellectually stimulating. I enjoy helping people solve problems, and getting the bad guys." And as you would come to expect from someone who has been around for 18 years, there's an evolution of sorts that has taken place: "A bigger stock leopould scope – shells

SPECIAL TO THE TIMES-RECORD

Local 751-E Horseshoe Tournament
Pitches $2,500 to Guide Dogs

Local E Officers present direct leadership with $2,500 for Guide Dogs of America — proceeds of the horseshoe tourney. L to R: Roy Wilkinson, Susan Palmer, Jay Carverman, Dan Meddaugh and Tom Wobrock.

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Members at Allied Waste Services Ratify New Contract by 100%

District 751 members who work for Allied Waste Services in Goldendale are looking forward to 3 percent annual raises over the next three years, thanks to a new Union contract they ratified unanimously earlier this fall.

“Everybody seems to be pretty happy,” said Steward Garry Shane, who was part of the negotiating team. “Two percent is doing pretty well, in this economy, and we got 3 percent.”

Shane is one of 15 Local 1951 members who work for Allied Waste, which is a subsidiary of Rabanco Ltd., one of the nation’s largest solid-waste disposal companies. All 15 voted to accept the company’s contract offer in September, which came after about two weeks of negotiations.

The Allied Waste bargaining unit performs basic disposal services – trash collection and recycling, plus running three transfer sites – for communities in Klickitat County. They then haul the trash to the big regional landfill in Roosevelt, Wash. Workers there are also represented by the IAM, but are in a different bargaining unit.

This was the third contract for the Allied Waste group since they joined the IAM in 2002.

Before organizing, “we felt like we weren’t being treated right,” Shane said. “The bargaining unit out there at Roosevelt had got a lot done later on, and they seemed to be getting a much better deal. We definitely saw the advantage of the Union.”

This time, that advantage translated into raises of 50 to 60 cents an hour for each employee in each of the next three years. Depending on job classifications, that means raises between 2.7 and 3.7 percent each year.

In addition, the company agreed to:

- Increase its safety boot allowance from $100 to $150 per employee.
- Reimburse employees classified as swappers up to $75 each for their out-of-pocket costs for physicals mandated by the Department of Transportation.
- Increase its pension contribution.

“Pretty much everything we set out to get we got,” Shane said.

“We tackled the key issues that were important to the members,” said Business Rep Steve Warren, who was part of the negotiating team. In particular, he said the members said they wanted to increase the boot allowance. They also wanted to ensure that swappers – the assistants who help the drivers – got better pay.

This contract did that, he said.

“This is a really great group of guys,” Warren said. “They pull together to get things done. If it snows, they still get their garbage picked up. And they do it with an excellent safety record – one of the best in the industry.”

“That was one of the big things management recognized,” he concluded.

Shane said the other members of the negotiating team – Steve Warren, District 751 Administrative Assistant Jim Bearden and bargaining unit member Mike Solomon – did a good job of laying out the case for the raises. To their credit, management saw the validity of their arguments, Shane said.

“We tried to present our case and I think we did a pretty good job,” he said. “We have an excellent record for safety and attendance, and few problems.”

In all, “we did better than we thought we were going to,” Shane said. “Everybody was really happy with our representation. I think the unanimous vote indicates that.”

Members Keep the Presses Rolling in Spokane

Continued from page 1

Local 1951 Recording Secretary Chris Siegfried took advantage of a new class for Locals in Metal Trades Councils to familiarize himself with an excellent record - one of the best in the industry.”

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This is the start of building an ongoing leadership corps at Metal & Atomic Trades Councils,” said Henry Bagwell, who coordinated the course with the Collective Bargaining, Federal Employees and other Departments at IAM Headquarters.

Chris was impressed with the leadership training, which included 12 different sessions covering topics such as Power Analysis, Team Dynamics, Communications, Metal Trades Constitution and Bylaws, Strategic Planning, Internal Organizing, Coalition Building, Psychology, Decision Making, IAM and MTD History, Steward Training and Jurisdiction Disputes and Resolutions.

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