Union Assists Putting Vacation Back on the Books

Employees at Boeing represented by IAM 751 will be asked to select their health and dental insurance for 2011 during the annual enrollment period, which runs November 4 through December 3. Any changes employees make during open enrollment will be effective on January 1, 2011. You will receive information in the mail from Boeing and can go into effect on January 1, 2011.

Open Enrollment for Health/Dental Care at Boeing - Nov. 4 - Dec. 3

2011 contribution rates for Puget Sound (which are the difference in price between the low-cost plan and the other plans) are noted in the table below:

<table>
<thead>
<tr>
<th>Plan Description</th>
<th>Contribution Rate</th>
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<tbody>
<tr>
<td>Monthly Contributions for Selections as of 1/1/11</td>
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</tr>
<tr>
<td>Employee only:</td>
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<tr>
<td>Employee + spouse:</td>
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<td>Employee + child(en) + spouse:</td>
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1/1/11 Monthly Contributions for Group Health

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</tbody>
</table>

For employees who have been rehired or recalled to Boeing, the calculation method for their benefits has been corrected at Boeing, but received four weeks additional vacation on the books. In today’s hectic world, we all know how important time is – especially vacation time away from work. Thanks to assistance from Union Steward Scott Hallstrom, 751 member Michelle Wright not only got her vacation calculation corrected at Boeing, but received four weeks additional vacation on the books.

“I was thankful the Union was there to help,” stated Michelle. “I can’t be the only person who was impacted by this type of mistake. I hope to educate others who have been rehired or recalled to double check their calculation formula for benefits to ensure they receive the benefits they are entitled to under our contract.”

The problem occurred when Boeing’s TotalAccess failed to use her correct seniority date to calculate her vacation benefits after she was rehired in late 2006. Rather than using her seniority date of November 1996, TotalAccess used her last hire date of September 2006, which is her company service date and the date she became eligible to receive vacation hours.

Michelle originally inquired about the calculation method immediately after receiving her first vacation benefits. At that time, TotalAccess insisted the amount was right. While she thought the vacation hours were too low, she accepted the answer and didn’t pursue it any further.

Recently, when a co-worker heard her talk about how much vacation she received, she pointed out that her calculation had to be wrong because he had received more vacation hours and had less time in at the company.

Again, Michelle tried to handle the issue on her own. She asked TotalAccess to put in writing her total hours worked for the year and explain their calculation method for her benefits. She was alarmed to see they had her earning vacation at one hour for every 7.7 hours worked (the minimum amount) rather than one hour for every 13 hours worked.

Rather than trying to get it corrected on her own, she turned to Scott Hallstrom for assistance. He took the documentation to Human Resources and...
### Boeing CEO Says Good Things, but What Will Company Do?

**by Tom Wroblewski, President**

We’ve all heard a lot of speeches this fall, as the political campaigns revved up big time up to the run-in to last week’s election. But I want to talk about speeches that we probably didn’t hear about that could nonetheless end up being very important to members of this Union.

The first was Boeing CEO Jim McNerney’s speech to the International Metalworkers’ Federation (IMF) in Seattle.

As you’ll read on page 5 in this month’s AeroMechanic, the IMF is a global association for unions that represent aerospace manufacturing workers in North America, Europe, South America, Asia and Australia. The Seattle meeting was chaired by our International President, Tom Buffenbarger, and he invited McNerney to speak.

You can imagine my surprise when the Boeing CEO admitted that the company, in his words, had “gone too far” when it comes to the way it handles unused vacation credits. Mr. McNerney also admitted that the company had “lost control” of the Dreamliner, “both at the supply chain and the engineering level.”

“With the benefit of 20/20 hindsight,” he said, “We’d have done more of it ourselves.”

Now that’s not news to any of you in Everett who’ve been struggling for nearly three years now to fix the problems caused by all the glitches and get the 787 flying. You know it better than anyone.

But it was significant to hear McNerney say that in a room full of a union audience aggressively representing the very people whose jobs have become shipper poky chips in Boeing’s international outsourcing game. Chapeutic he was learning from the fiasco.

Mr. McNerney told me point-blank that more 787-9 work would be coming back in house, both in terms of production and engineering. And last week, The Seattle Times quoted Boeing executives saying they plan to start with the 787-9’s horizontal stabilizer, which is now built in Italy.

Mr. McNerney also talked about our 2008 strike – and for once he didn’t try to blame all the 787’s delays on it. Instead he seemed thoughtful. “Last time around there were some honest differences of opinion, but we also didn’t interact effectively.”

He said he wants to “produce a long-term relationship” with the IAM and SPEEA, and he pledged to “work very hard to do that.”

Again, none of that is news to any of us who were here in 2008, and who remember how the company went out of their way to push the push to get the credit pushed to have would have raised your health care costs, gutted new-hire retirements and eliminated thousands of union jobs. To say that Boeing didn’t “interact effectively” with this union and its members is a huge understatement.

Still, it was significant to hear him say that he and top management had made mistakes in their dealings with Machinists.

There were a couple of reporters waiting outside to ask me questions after the speech. What did I think, they asked? I’ll tell you what I told them – Mr. McNerney said a lot of good things that day, and he certainly seemed to have left the door open for an improved relationship.

But what matters more is what he and his Chicago gang does between now and the summer of 2012, when it seems to me we’ll sit down at the bargaining table.

They certainly aren’t off to a good start, not with last month’s news that many of the outsourcing was done to save insurance costs for non-union workers everywhere in the company – everywhere except Charleston, that is. The announcement came with the not-very-subtle assertion that unions like ours will have to take similar health-care-cost increases in our next contracts.

The company is also playing coy with the 787-9 work, suggesting that it take it to Salt Lake City or Winnipeg, instead of doing the logical thing and bringing it there, where it has workers and facilities in place.

Then, in the next breath, Boeing announced an $837 million profit for their most recent quarter, and bragged to Wall Street that 2011 will be even more profitable, because it will deliver more commercial airplanes – more efficiently. In other words, they might add, to the skill and dedication of our Machinists.

In his speech to the IMF, Mr. McNerney talked about his desire to keep Boeing’s costs down, but was quick to add that “does not mean we need dramatically fewer people doing the same thing.”

“I’m going to remind him that he said that every chance I get, and I’ll add this: so long as Boeing is turning profits of more than $3 billion a year, I don’t see any reason for any wage or benefit cuts.

Instead, Boeing should partner with us to find ways we can make our already skilled Machinists even more productive – and then find ways to reward you for the amazing job you’re doing to make Boeing the global aerospace leader.

One of the factors Boeing executives are pointing at as they try to justify the health-care cost takeaways is the growing competition in the single-aisle jet market, from the Chinese, the Canadians and the Russians in particular.

But as Gov. Chris Gregoire pointed out in a speech last month at an aerospace industry group, those new Chinese, Canadian and Russian jets also represent a great opportunity for us. Each of those programs is in need of the kind of

**Union Assists Putting Vacation Back on the Books**

was able to not only get her four additional weeks, but money as well since you can only carry two years’ worth of vacation on the books.

“In my opinion,” he said, “All payments in lieu of vacation carryover election is made. It is an action you need to only do one time, and it will remain in effect. In other words, it is an action you need to only do once and then that will become your default with any unused vacation.

Vacation credits that are carried over must be used during the next eligibility year. Once you have elected to carryover the credits, pay only verify a problem, but to get it corrected.

If checking with TotalAccess members believe their calculation is wrong, they should contact their Union Steward with the documentation, who can then elevate it to the proper HR to get it corrected.”

Keep in mind, this type of mistake could also impact many other IATF members who may have received a CAM for at least 10 working days before the employee must put in writing a leave of absence to carry over vacation, that election date, the employee must put in writing a leave of absence to

**Know Your Boeing Contract: 8.4(d) Vacation Carrying**

Time off from work is one of the most valued benefits of our Union contract. As our lives get busier and more overtime is worked, vacation time becomes even more important.

In order to ensure you have the right to carryover vacation, that election must be made by January 15 of the following year, if it is an election to carryover vacation credits received in pay and wanting to get them back on the books to use at a future date.

In order to carry over vacation, the contract states at least 10 working days before the employee must put in writing a leave of absence to carry over vacation hours. The employee must put in writing a leave of absence to carry over vacation hours.

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Volunteers Represent Union at Rally in Washington

Labor union activists from all across America took part in the “One Nation, Working Together” rally on the Capitol Mall in Washington, D.C., but none of them knew better than to take bookings at the union’s member delegation of District 751 Machinists.

The group, led by District 751 President Tom Wroblewski and Secretary/Treasurer Susan Palmer, carried the banner for Northwest Machinists at the event, which drew more than 175,000 progressives to the steps of the Lincoln Memorial on Oct. 2. The rally attracted wide support from labor unions and from other members of the progressive movement.

Speakers addressed the need to elect candidates who will support progressive causes — improving the economy through smart government investments in technology and education, supporting justice and equal rights for all, ending the costly war in Afghanistan and rebuilding America’s middle class.

“The most pressing need of the civil rights movement and the labor move- ment,” said Local 751-A Vice President Wilson “Fergie” Ferguson, who was part of the District 751 group, “Such a coming-together is long overdue,” he said.

The group also attended a morning rally organized by the International Association of Machinists and Aerospace Workers at Washington’s RFK Stadium before the day’s main event on the mall.

“This was a once-in-a-lifetime opportunity,” Redrup said, “and the best tanker contract.

Redrup focused his remarks on Murray’s support for Boeing’s bid to win the U.S. Air Force refueling tanker contract.

“In 1996, I was hired on the 767 line,” he told the crowd. “I can attest to the skill, dedication and can-do attitude of the workers who build and support the 767.” We have generations of experience that no one can match.”

In the Senate, Murray has been a strong supporter of Boeing and the Machinists Union, he said, “fighting to make sure that the best aerospace workers in the world build a new tanker for our brave men and women serving in the military.”

“They deserve the best,” Redrup said, “and the best tanker is one that is built right here in Washington state.”

Local A President Shares Stage with Clinton

It’s one thing to get up in front of a room full of your union brothers and sisters to speak. But when your audience includes a former U.S. president and a U.S. senator campaigning for re-election, the stakes get higher.

That’s what Local 751-A President Jason Redrup learned in October, when he was one of the speakers at a campaign rally for Sen. Patty Murray. Former President Bill Clinton was the headline speaker at the event, which drew more than 2,200 people to the Flying Heritage Collection at Paine Field.

“It was a lot different from any- thing I’ve ever done,” he said. “I was flattered they asked me, and it was great to get a chance to stand up before a big crowd and talk about things from a Union member’s perspective.”

Local 751-A President Jason Redrup speaks at a Patty Murray campaign rally in Everett that also featured former President Clinton.

District 751 political activists pose in front of the union’s Civil Rights Committee banner alongside the Reflecting Pool at the Lincoln Memorial in Washington D.C. Fifteen members attended the “One Nation Working Together” rally at the memorial on Oct. 2.

Decline of Unions Bad for America, Report Says

Continued from page 1

It was important that we show solidarity from the Pacific Northwest,” said Olebar, Joe Perry, Chris Siegfried, Gary Swartz and Dey Tran.

The rest of the group included: District 751 Legislative Director Larry Brown, and Union Members Robert Belles, Mitchell Christian, Robley Evans, Pete Hedemark, David Henry, Mike Oehler, Joe Perry, Chris Siegfried, Gary Swartz and Dey Tran.

Local Park Bridge Getting Its New Bridge

South Park is getting its bridge back, thanks to locally coordinated teamwork and a big assist from U.S. Sen. Patty Murray.

The U.S. Department of Transportation will provide the final $34 million needed to rebuild the bridge, Murray told local officials and a cheering crowd of South Park residents on Oct. 15. The bridge project will create construction jobs, and preserve jobs in South Park’s retail core, said Murray. “This is exactly the type of project that the Tiger II grants were meant for.”

The Tiger II grants Murray referred to are part of a federal stimulus fund designed to help pay for “shovel-ready” infrastructure projects that will put people to work.

Among the bodies that have committed funds, King County is putting up $30 million, the state of Washington $20 million, the city of Seattle $15 million and Port of Seattle $5 million. The remainder is coming from a variety of regional, state and federal transportation agencies.

Murray’s leadership was key to the effort, said King County Executive Dow Constantine. “She counseled us that we’d have to work together and pool our funds. Murray did the rest, said Seattle Mayor Mike McGinn. “Without her leadership we wouldn’t have this bridge, so thank you, Patty Murray.”

The South Park Bridge is vital to the neighborhood that surrounds District 751’s Seattle Union Hall. Before the old bridge closed this past summer, more than 20,000 vehicles crossed it each day, including hundreds of Boeing Co. trucks headed to and from the company’s facilities at Boeing Field, as well as thousands of Boeing employees.

Constantine said the plan is to put the project out for bid this fall, with construction set to start next spring. The goal is to have the new bridge open by May 2013, he said.

Senator Patty Murray delivered news that the U.S. Department of Transportation will provide the final $34 million needed to rebuild the South Park bridge. The news was met with cheers.

South Park bridge. The news was met with cheers.
Children in White Center had a happier Halloween -- and could have a sweeter Thanksgiving, Christmas and Easter – thanks to the efforts of District 751 Machinists.

On Oct. 29, a team of union Business Reps and officers filled up the back of a one-ton pickup with candy that had been donated by members and delivered it to the Salvation Army of White Center in support of their annual Halloween party.

The Salvation Army hosts the event each year as a safe alternative to trick-or-treating in one of King County’s rougher neighborhoods.

The Union collected close to 1,000 pounds of candy, said Auburn Business Rep Mark Johnson, who headed up the donation effort.

Based on previous candy drives, this amount should be enough to provide candy for the Halloween Party and the Salvation Army’s next several holiday events, Johnson said. “This helps them out in a hard time, especially now when the economy’s the way it is.”

Stewards in Renton earned top honors in a contest among themselves to see who could collect the most candy, bringing in just over 400 pounds, said Business Rep Joe Crockett.

Check our YouTube channel – http://www.youtube.com/IAMBuildingCommunity — for video of Machinists delivering the candy to the Salvation Army in White Center.

Salvation Army Bells Will Be Ringing

Team 751 volunteers are again taking over Salvation Army Bell Ringing buckets around Westlake Mall the evening of Friday, December 3rd from 6 p.m. to 8 p.m. Volunteers should meet at the Starbucks at the corner of 4th and Pine at 5:45 p.m.

The event coincides with the annual Figge Pudding Caroling Competition and makes for a very festive evening and a great way to kick off the holiday season.

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751 Volunteers Have a Mission

District 751 volunteers regularly make a difference at both the Everett Gospel Mission and Tacoma Rescue Mission.

751 volunteers take over the kitchen both the second and fourth weekends every month at the Tacoma Rescue Mission (Saturday and Sunday) from 8 a.m. to 8 a.m. -- preparing and serving meals to the hundreds of clients. Our volunteers also staff the Everett Gospel Mission from 7 a.m. to 2 a.m. the second and third Sundays of each month.

This is just another way our Machinists Volunteer Program continually helps build a better community and give back to those who are less fortunate.

Salvation Army’s White Center Corps accepted the generous candy donations from 751 L to R: Joe Crockett, Chuck Craft, Tommy Wilson, Mark Johnson and Rich McCabe.

Majors Kathy (standing front) and Maynard Sargent (far right) of the Salvation Army’s White Center Corps accepted the generous candy donations from 751 L to R: Joe Crockett, Chuck Craft, Tommy Wilson, Mark Johnson and Rich McCabe.

Join Our MVP E-Mail List

If you would like to be added to the Machinists Volunteer Program distribution list to receive a monthly email listing upcoming volunteer events, please email kaym@iam751.org and note you are interested in getting the notification of events.

Steward Alex Karooianis didn’t let rain deter him from taking part in the walk.

Team 751 volunteers didn’t let rain dampen their spirits as they took part in the Making Strides for Breast Cancer walk on Oct. 10.
Global Aerospace Unions Vow to Build Union Power

Unions representing aerospace workers around the globe met in Seattle last month and agreed to work more closely together to address the increasingly multinational nature of the aerospace industry.

“The aerospace industry is organized on a global scale, and the time for the world’s aerospace unions to organize themselves on a global scale is long overdue,” said Tom Buffenbarger, the International President of the International Association of Machinists and Aerospace Workers.

Buffenbarger spoke at the International Metalworkers Federation global aerospace workers’ conference, which was held in Seattle on Oct. 6-7. The IAM & M&W hosted the conference, which attracted nearly 100 delegates from unions representing aerospace workers in North America, Europe, Asia, South America and Australia.

During the conference, delegates discussed dangerous trends in the aerospace industry, including outsourcing and the use of temporary, precarious and contingent workers. The delegates committed to working more closely to ensure that the benefits of this globalized industry are passed on to workers.

The delegates also discussed efforts to counter anti-union activities, promote the development of union-to-union networks, build partnerships and negotiate international framework agreements.

Participants agreed that the first step towards better cooperation in dealing with transnational corporations is the development of trade union networks in such companies and their supply chains. It was agreed that Airbus, Boeing and Rolls Royce would also contribute to network development. The aims of the networks will include sharing information on collective bargaining and negotiating international framework agreements.

At the end of the conference, delegates adopted a statement that announced their commitment to building an IMF global aerospace union alliance that will match the global aerospace industry and combine their collective union power to negotiate better pay and working conditions for aerospace workers worldwide.

“The work to create global aerospace unions should begin right now,” said Buffenbarger, who made the proposal for the closer alliance. “We have an opportunity as well as an obligation to the millions of aerospace workers worldwide to make this effort.”

McNerney Addresses Global Union Conference

The Boeing Co. went too far with its 787 outsourcing scheme and plans to bring more work in-house in the near future, Chief Executive Officer Jim McNerney told representatives of aerospace workers’ unions at a meeting of the International Metalworkers Federation in Seattle on Oct. 7.

“We lost control of it, both at the supply chain and engineering level,” McNerney said. “With the benefit of 20/20 hindsight, we’d have done more of it ourselves.”

McNerney also said he wants a better relationship with unions that represent the workers who build his company’s products.

“I want to find better working relationships,” he said. “I don’t want another strike. It’s not what I wish for at all.”

In his prepared speech to the conference, McNerney stressed free trade and the need for Boeing to remain globally competitive in the face of new challenges. He said that Boeing’s drive to increase efficiency and productivity had allowed the company to remain profitable, despite the well-publicized problems with the 777 and 747-X, and said that will have to continue.

“There is a direct link between driving competitiveness today and investments in the future,” McNerney said.

But labor relations and outsourcing issues dominated the question-and-answer session that followed.

Responding to a question from District 751 President Tom Wroblewski, McNerney was frank in saying “we went too far” when it came to designing the 787 business model, and said that Boeing would do less outsourcing on the 787-9 derivative. “More of the engineering is back in house, and more of the production is coming back in house,” he said.

However, McNerney was clear that he sees outsourcing as a part of Boeing’s future.

“We are already deployed very globally,” he said. “In the short term there will be a little more done in the United States, but the global stance will not change.”

“Today’s 777 is building 777s in China,” McNerney added. “But we will use Chinese capabilities as part of accessing that market? As part of developing a 777? Yes.”

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“We are already deployed very globally,” he said. “In the short term there will be a little more done in the United States, but the global stance will not change.”

“I don’t see us building 777s in China,” McNerney added. “But we will use Chinese capabilities as part of accessing that market? As part of developing a 777? Yes.”

McNerney stressed his desire to keep Boeing’s costs down, but added that “does not mean we need dramatically lower wages … it does not mean dramatically lower benefits.”

Instead, Boeing must continue to press for “steady progress on efficiency and productivity,” which he says will free up cash for further innovation.

“We will win because our workers are more efficient, because our engineers are more creative and because our airplanes can do things that the others can’t,” McNerney said.

In terms of labor relations, McNerney said Boeing must improve its communication with its unionized workforce.

Boeing Forklift Drivers Are Among Best in Washington State

District 751 members have proven their skills in a different arena – bringing home individual and team honors from the annual Washington State Forklift Rodeo competition.

Mike Weinman, a forklift driver who works at Boeing’s Plant 2 in Seattle, finished second in the statewide contest, which was held in Spokane this year. Weinman combined with Joe Henry from Renton and Ralph Albrecht from Everett to form a Boeing team that also brought home a second-place award.

“Our guys did great,” said Mark Ribich, a Boeing manager who organizes the company’s entry in the competition each year. “It goes to their skills as forklift operators.”

This year’s winning team came from VersaCold Cascade in Lynden. The individual champion was Ron Cochran, who works for Foss Maritime in Seattle. Each year, forklift operators from around the state compete in local and regional competitions, leading up to the state championship forklift rodeo, which is held each fall in conjunction with the Governor’s Safety Conference. Each competition involves a timed obstacle course that operators must navigate. They are penalized for knocking over cones or hitting obstacles.

Teams from Boeing – made up of District 751 members – have consistently been among the winners at the annual competition, and Weinman is a former state champion. Last year, the Boeing team beat VersaCold to win the 2009 state title.

“It’s really impressive to see our District 751 forklift operators compete at the rodeo,” said Business Rep Tommy Wilson, who accompanied the group to the event. “It takes a lot of skill and years of practice to do the things they do, both in the contest and at work every day.”

The 751 team from Boeing consistently is a top contender in the statewide forklift rodeo. L to R: Ralph Albrecht, Mike Weinman, Joe Henry, and Mike Welman.

Joe Henry maneuvers the course during a timed run.

Ralph Albrecht picks up a load.
Effective January 1, 2011:

...becomes eligible for health care...principally through their own employer. Those children are not eligible for coverage/dental coverage until the end of the year the child is eligible to be enrolled for health care.

With the new law, many children who were previously ineligible for health coverage have been virtually eliminated with the new law. Under the reform, the child:

- does not need to be a full-time student, and
- does not need to be unmarried.

Keep in mind: You MUST enroll your eligible adult children during the 30-day open enrollment period to obtain coverage. Active employees may add dependents through TotalAccess either online or by phone. Retirees can ONLY add dependents by calling TotalAccess at 1-866-473-2016. Hearing-impaired callers can access TTY/TDD services at 1-800-755-6363. Every employee will get a confirmation of enrollment statement. It is important that you check to be sure you and your dependents are on the correct health and dental plan. If it is not correct, you must call the Boeing Service Center through Boeing Total Access and make any corrections within 21 days from the statement date.

**Overview of Health Care Law Impact at Boeing**

**Dependent Coverage Extended to Age 26**

- The new law requires health insurance carriers to extend health care coverage to include the first 31 years of a person’s life.
- Prior to the health care reform, our company provided coverage for unmarried children, who were under age 25, and dependent on you for principal support. With the new law, many children who were previously dropped from coverage (due to the principal support clause) may again be eligible to be added to your medical and dental plan during open enrollment.

**Comparing the Plans for Puget Sound**

**Traditional**

<table>
<thead>
<tr>
<th>Service/Care</th>
<th>Effective</th>
<th>Selections CCP</th>
<th>Group Health HMO</th>
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<tr>
<td>Puget Sound Employee monthly contributions required</td>
<td>$0</td>
<td>$0</td>
<td>$0</td>
</tr>
<tr>
<td>Employee only</td>
<td>$36.26</td>
<td>$36.26</td>
<td>$36.26</td>
</tr>
<tr>
<td>Employee &amp; spouse &amp; children</td>
<td>$115.28</td>
<td>$115.28</td>
<td>$115.28</td>
</tr>
<tr>
<td>Office Visits (network)</td>
<td>$10 co-pay per visit</td>
<td>$10 co-pay per visit</td>
<td>$10 co-pay per visit</td>
</tr>
<tr>
<td>Deductible</td>
<td>$200 individual</td>
<td>None</td>
<td>None</td>
</tr>
<tr>
<td>Most other network services</td>
<td>100% after deductible (incl. maternity physician charges)</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Network hospital services</td>
<td>100% after deductible</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Prescription Coverage Retail (up to 34 days)</td>
<td>$5 co-pay</td>
<td>$5 co-pay</td>
<td>$5 co-pay</td>
</tr>
<tr>
<td>Generic</td>
<td>$10 co-pay</td>
<td>$10 co-pay</td>
<td>$10 co-pay</td>
</tr>
<tr>
<td>Mail Service (up to 90 days)</td>
<td>$5 co-pay</td>
<td>$5 co-pay</td>
<td>$5 co-pay</td>
</tr>
<tr>
<td>Generic</td>
<td>$10 co-pay</td>
<td>$10 co-pay</td>
<td>$10 co-pay</td>
</tr>
<tr>
<td>Dental Choices for Puget Sound: Selections CCP</td>
<td>1-800-902-4634</td>
<td>1-800-902-4634</td>
<td>1-800-755-6363</td>
</tr>
<tr>
<td>and <a href="http://www.gbc.org">www.gbc.org</a></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Things to Remember**

- Employees have a special opportunity to add eligible adult children under age 26 to their medical and dental plans, if those children are not eligible for coverage through their own employer. Becomes effective 1/1/11.
- Make changes via web-outside Boeing at www.boeing.com/access, direct TotalCare or inside Boeing at https://my.boeing.com - click on TotalCare.
- Review enrollment materials, examine co-pays and out-of-pocket expenses, check list of network providers.
- Every employee will get a confirmation of enrollment statement. It is important that you check to be sure you and your dependents are on the correct health and dental plan. If it is not correct, you must call the Boeing Service Center through Boeing Total Access and make any corrections within 21 days from the statement date.

**Choosing Your Health/Dental Plans at Boeing**

**Open Enrollment for Health Plans at Boeing Nov. 4 - Dec. 3**

- Active employees may add dependents under the Traditional Medical Plan, Selections CCP, or Group Health HMO.
- Retirees can ONLY add dependents through TotalAccess either online or by phone. Retirees can ONLY add dependents by calling TotalAccess at 1-866-473-2016.
- Transplants: Under the Traditional Medical Plan and Selections CCP, specified dollar limits will not apply.
- Removal of annual dollar maximums on preventive care: Boeing will eliminate the annual limit on preventive care for all medical plans.
- Removal of lifetime maximum: Boeing will eliminate the lifetime maximum benefit on the total plan would pay in benefits during a person’s life for all plans in 2011. This means plans will have no lifetime dollar limit on the value of total plan benefits. A participant who previously exhausted the lifetime maximum under a Boeing plan may re-enroll in that plan during the open enrollment period.
- Selections CCP No Longer Requires a Primary Care Provider: Your provider may continue to coordinate your specialty care, or you may self-refer to a specialist. Boeing made this change; it was not a result of the new health care law.

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Boeing ‘Spinning the Truth’ on Health Care

The Boeing Co. is trying to mislead its unionized employees over the potential for increased future health care costs, said District 751 President Tom Wroblewski.

"It’s flat-out wrong for anyone to assume that Boeing will ram huge health care increases down our throats in 2012,” Wroblewski wrote in an email to his members. Executives in Chicago are “trying to spin the truth, and I’d like to set the record straight.”

“The great advantage to having a union and a collective bargaining agreement is that we can say ‘no’ to unreasonable demands from our employers,” he wrote. “And clearly, any move that would take hundreds of dollars each month out of your pockets is unreasonable.”

Wroblewski’s letter was in response to the news that Boeing’s Chicago gang have decided to dramatically increase the amounts that non-union workers companywide are being forced to contribute to their health insurance.

The Union is continuing to maintain quality health care benefits for its members, Wroblewski said: “You’re first-rate workers and we won’t accept a second-class deal.”

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CHOOSING YOUR HEALTH/DENTAL PLANS AT BOEING

Get more value from your health care with Group Health

In this current economic climate, getting a good value is more important than ever. Especially true in terms of your health care.

At Group Health, we believe in giving you more for your health care dollar. So you can rest assured you're getting a great value.

Group Health Cooperative is your local, community health plan, we started in Washington state and are here to stay. After more than 60 years, our commitment to Washington residents has never wavered. With more than 900 doctors practicing with Group Health Physicians at 26 Group Health Medical Centers, and nearly 8,000 contracted community providers. This is the plan that puts a priority on convenience, ease-of-use, and personalized care.

Is Group Health the right plan for you?

One thing you should be able to do with confidence is choose your health plan. That means having the information you need to make the right decision. So take a look at Group Health. See how it stacks up to the competition and the special and unique services it offers.

Only Group Health:

• Has the “Highest Member Satisfaction among Commercial Health Plans in the Northwest Region,” according to J.D. Power and Associates.

• Is rated “better-than-regional average” in 13 of 19 quality care measures, from prevention to diabetes, in the Puget Sound Health Alliance Community Checkup.

• Is the best health plan in the nation as ranked in the September 2009 issue of a leading consumer magazine.

Save time and get the care you need under one roof.

When you receive Group Health Medical Centers care, you can visit your doctor, walk down the hall for a lab test or X-ray, and pick up your prescription on the way out. Everything’s in one place, under one roof. More time for you, less time running all over town.

Your entire health care team is on all the same page, able to access your medical record online, in an instant. This coordinated, dedicated teamwork is the essence of what sets Group Health apart from the fragmented free-for-service world.

Doctors who want to spend more time with your health care provider, and they do not need to obtain a referral for treatment.

For all plans, coverage for self-pay expenses will be extended to age 26, where they will be eligible to receive coverage until the last day of the month in which the 26th birthday occurs.

For any service received prior to December 31, you should continue to use your Regence ID Card. If there are any questions surrounding a claim incurred before January 1, you should continue to reach out to Regence at 1-800-422-7713. For services received on January 1 or after you should present your new ID card and contact the BlueCross BlueShield of Illinois Member Services at 1-888-802-8776 regarding any questions. A fully dedicated Customer Advocate will be present to answer your questions.

BlueCross BlueShield of Illinois is committed to making the transition as easy as possible. A representative will be present to answer questions at the IAM 751 Lodge meetings during annual enrollment in Seattle the following dates and times:

Nov. 3: 11 a.m. and 5:30 p.m. for Local F
Nov. 4: 6 p.m. for Local A
Nov. 10: 6 p.m. for Local F
Nov. 11: 10:30 a.m. for Local A and 6 p.m. for Local C
Nov. 12: 10:30 a.m. for Local F
Nov. 18: 10:30 a.m. for Local C

If you have a question during the November 4 through December 3 annual enrollment, you can always call Boeing Total Access 1-888-473-2016 or access the Boeing BlueCross BlueShield of Illinois custom website at www.bcbsil.com/boeing.

Group Health has the “Highest Member Satisfaction among Commercial Health Plans in the Northwest Region,” according to J.D. Power and Associates.

BlueCross BlueShield of Illinois Experience, Wellness, Everywhere.

New Service Representative for Traditional Medical Plan and Selections

BlueCross BlueShield of Illinois (BCBSIL) will be the new service representative for the Traditional Medical Plan and Selections CCP starting January 1, 2011. While the benefit levels and co-pays of your medical plans remain the same as outlined in our contract, BlueCross has the right to select the service rep to administer the plans.

Important Points About this Change:

• Doctors and Hospitals: BCBSIL will use the same network of “Blues” doctors and hospitals as Regence. Because doctors and hospitals sometimes move in or out of the network, participants should check that their providers are still in the network.

Under Selections CCP, employees no longer need a primary care provider, and they do not need to obtain a referral for specialist care.

• Customer/participant services: Medical claim processing and customer service will be handled by BCBSIL (888-802-8776).

• ID Cards: Employees currently enrolled in the Traditional Medical Plan will receive two new ID cards in the mail (one for medical coverage from BCBSIL and one for prescription drug coverage from Medco), along with participant information, contact phone numbers and website details.

Employees currently enrolled in Selections CCP will receive one new ID card in the mail (for medical coverage from BCBSIL) along with participant information, contact phone numbers and website details. NOTE: You will continue to use your current Medication prescription cards in 2011.

For more prescription drug information now visit, www.medco.com/boeing for the formulary and other details.

• Benefit claim-filing deadline: Under Selections CCP, the time limit to file a claim will be 12 months.

• Hospice care: This benefit no longer will be subject to hourly limits (daily or otherwise) for respite care.

E-mail your doctor
See your online medical record and test results.
Request appointments online to fit your schedule
Get an after-visit summary for a written record of your doctor visit
Save time, save money
All Group Health members can get 24/7 advice from our Consulting Nurse telephone, with a doctor on-site to make sure you’re getting the answers you need. Another great benefit is our Rx refills by mail with no-charge delivery. Simply order online at ghc.org

Remember, not all health plans are alike. These are just some of the many reasons that Group Health is in a class by itself. And why so many of your coworkers have made the smart decision to become a Group Health member. Maybe the time is right for you, too. For more information visit ghc.org or call Group Health at 1-888-901-4636.

*Group Health received the highest numerical rating among commercial health plans in the Northwest region (ID, OR, WA) in the proprietary J.D. Power and Associates 2010 U.S. Member Health Insurance Plan Study based on member responses, measuring 13 plans in the Northwest region (excludes Medicare and Medicaid plans). Allegheny Health Services is the trade name of BlueCross BlueShield of, Pennsylvania, Inc., (BCBSIL) and BlueCross BlueShield of, Ohio, Inc. (BCBSOH); all are independent licensees of the BlueCross and BlueShield Association. © 2010 Group Health Cooperative.
USA Sports Shoot Was a Blast for All

The Second Annual Union Sportmen’s Sporting Clays Shoot began with a bang at the Sunner Sportmen’s Association on October 21. The event attracted 90 participants from various unions throughout the region.

Once registered many participants took advantage of the free shooting lessons provided, before getting a safety briefing and heading out on the course. Teams of four shooters spread out over a wooded course consisting of 10 stations, where they blasted clays coming at a variety of angles, speeds and difficulty, including the tricky “bounding rabbit.”

Teams consisted of both seasoned and novice shooters, blasting clays in friendly competition. Secretary-Treasurer Susan Palmer tried out the shotgun she won at last year’s shoot. Retired Business Rep Jackie Boschok was one of the first-time shooters while Health and Benefits Rep Garth Luark showed his skill by hitting an impressive 10 for 10 clays at one of the stations.

To make the scoring more competitive with the skill level, the event used Lewis class scoring, which gave everyone a chance at placing, without doing handicap scores. The top three teams in each of the three categories took home trophies.

Scott Wealth Management Group, which works with Guide Dogs of America and the Machinists Union, captured the overall title as the winning team again this year.

In Class B, the District 751 team consisting of Jay Carterman, Dave Swan, John Carter and Stosh Tomala captured first while the 751 team of Tom Wrobleski, Garth Luark, Jim Bearden and Jon Holden took home the third place trophy.

Shooters warmed up with a hot barbecue dinner while the scores were tallied. Then participants had a chance to win many of the great raffle prizes various sponsors had donated.

The event raised $28,500 through shooter registration, sponsors, and prize raffles. That money will go right back into making the USA an even greater value for union members, while helping support the Theodore Roosevelt Conservation Partnership’s efforts to guarantee all Americans a place to hunt and fish.

Outside, Tom Wroblewski, Joe Crockett, Don Fike and John Carter.

The Third place team in Lewis Class B consisted of L to R: Garth Luark, Tom Wrobleski, Jim Bearden and Jon Holden.

2011 IAM Scholarship Competition

The IAM Scholarship Competition is open each year to members of the IAM and their children throughout the United States and Canada.

Awards to members are $2,000 per academic year. They are granted for a specific period from one to four years leading to a bachelor’s degree or a two-year vocation/technical certification.

Awards to Children of Members are: College: $1,000 per academic year. All awards are renewable each year, until a bachelor’s degree is obtained. University: $2,000 per academic year until certification is reached for a maximum of two years, whichever occurs first.

Eligibility for Competition

Any applicant must be either:

• an IAM member, or

• the son, daughter, stepchild or legally adopted child of an IAM member.

Child of a Member Applicant—

• Must have one living parent with two years of continuous good-standing membership up to and including the closing date of February 25, 2011.

• Must be planning to graduate during the winter or by the end of the spring 2011 school year (i.e., normally a high school senior);

• Must plan to take a regular college or vocational/technical program on a full-time basis, maintaining qualifying grades;

• Will be eligible if the parent died after the son or daughter entered high school, if the parent had two years of “continuous good-standing membership” at the time of death;

• A “continuous good-standing membership” is understood to be a period of membership during which the member continuously paid monthly dues undisrupted by withdrawal cards;

• The IAM member must maintain continuous good-standing membership throughout the life of the award.

For information on rules of eligibility or to obtain an application form, visit www.giam.org/iamscholarship. NOTE: Completed Application Packets must be postmarked no later than February 25, 2011.

Join us on Facebook! www.facebook.com/IAM751

Follow us on Twitter: www.twitter.com/IAM751
October Retired Club Business Minutes

by Ruth Rendell, Retired Club Secretary

The meeting was called to order on October 11 by President T.J. Siebert. Roll Call of Officers: All Officers were present or accepted for attendance.

Financial Report: The report was read by Treasurer Betty Ness. Motion was made to accept the report as read. M/S/P: It was M/S/P to accept the minutes as printed.

Communications Report: Ruth Rendell read the communications. The Tacoma/ Pierce County Alliance for Retired Americans requests payment of $250 for the 6 people who attended. M/S/P: President’s Report: President T.J. Siebert said it’s great to see Al Wydick at the meeting. He also urged members to share the importance of voting in this election with their families and friends. We cannot let Senator Patty Murray lose.

T.J. reported the Christmas Dinner will be on December 13. Invitations will be out in mid-November. Volunteers will be needed to help set-up and clean-up. Please let us know if you can help out. He also requested that lunch donations be made at the back of the room.

Sentimental Sendoff for Millie

On October 22, Millie Hughes retired from Boeing after 57 years. She has become an icon of sorts in Everett, where she has worked in blueprints since 1968. However, her tenure with Boeing goes back even farther.

Millie originally hired into Boeing in 1951 where she worked on the B-52 program for about 14 years. A friend advised her to consider transferring to Everett because the city was basically all military programs. She took her advice and moved to Everett in 1968.

She was one of the original “Incredibles” who helped launch the 747 program. She recalled the challenge was not only build the world’s largest commercial jetliner, but to build the world’s largest building from scratch at the same time.

One of the highlights of her career was getting to speak at the 1990th 747 rollout back in 1993.

District 751: President Tom Wroblewski thanked Millie for her years of service and presented her with an IAM gold watch, as well as other union items.

Throughout her career, Millie demonstrated tremendous drive and energy that inspired others. She served as instructor and mentor to others and was a gold mine of resources. Many of those attending became tearful in thinking about Everett without Millie. It was obvious the tremendous impact she made throughout the Everett site over the decades.

Health & Benefits Report: Health and Benefits Representative Garth Laux spoke about the importance of voting for Senator Patty Murray and voting No on I-1082. If it passes, Initiative 1082 would allow insurance companies that were recently bail-outed out, most notably AIG, to control Washington State’s Workers Comp program. We cannot give them that control. If the insurance companies are granted the right to control this program, they will be able to deny claims at their own discretion. We cannot allow these failed compa-
AD RULES
Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-addressed and pre-stamped. Ads are only to members - active, laid-off, or retired. For best response, include phone number instead of addresses in ad copy. Members’ “cottage industries” will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

Deadlining: Next Issue Dec. 8th

FURNITURE AND APPLIANCES
INLAI D LIGHT OAK sofa table with shelf, H 31 1/2" W 57 1/2" L 48". $750 253-555-7356
BROYHILL ANTIQUE beautiful light oak 2 door china cabinet, $325 253-555-7356
MOVING SALE: DINING ROOM SET: six chairs, two piece china cabinet, $500 253-555-7356
COMPACT REFRIGERATOR-FREEZER combination, 3 cu. ft. great for cabin or rec. vehicle, excellent condition, $400 425-432-1399
CAL KING PLATFORM BED w/storage, 78" all hardwood, payroll, missing right half, six drawer unit, great project for carpenter, $1000 253-485-8907 leave message.
ALMOST-FREE CAL KING box spring mattress, H, W and L as king, county, $350 253-344-1526
WASHER AND DRYER Hotpoint 27", recently rebuilt, $255 for pair, available, photo, call Mike at 253-723-4973
MISCELLANEOUS
FOR RENT, 3 BED/2BA house close to Boeing Everett, 253-555-1234
 FOR SALE 3BR/2BA House on 5 acres, 6.5 FT CEDAR PINE, revolving tree stand, 65 GTO GAS TANK, photo available, $20, OBO, call Mike at 206-723-4973
PAIR OF RAMPS, photo available, $10 206-932-8672
MISCELLANEOUS PIECES OF LUMBER, rubber boat, high-lift jack, Honda tiller, lawn mower, Sears 2 HP compressor, raker motor oil, 4 HP Johnson DTB, 271-4902
GOLD'S GYM, RENTON, 10728 NE Carn gies, brand new, still in box, $425-359-1272
NEW HONDA CIVIC 14" hubcaps in factory boxes, OEM (original equipment manu- facturer) quantity 4, cash only, $100 for all 4. 206-932-4672
MAG WHEEL 15" x 7" fits 88-89 Beretta 206, 852-5467
COMPACT REFRIGERATOR-FREEZER, $75, 253-840-5552.
CHRISTMAS IS COMING! "G" gauge train set, $75 253-840-5552
MISCELLANEOUS
HEALTH RIDER ELLIPTICAL exerciser with computerized monitor displays, like new, $400. 253-923-2013 leave message.
COMPUTERIZED AIRPRO PT elliptical exerciser, $75 253-485-2013 leave message.
MICHELLANEOUS PIECES OF LUMBER, rubber boat, high-lift jack, Honda tiller, lawn mower, Sears 2 HP compressor, raker motor oil, 4 HP Johnson DTB, 271-4902
GOLD'S GYM 6 month membership for couple valued at $995.00, must be redeemed by January 1, 2012 to be valid. $450 253-797-1043
DELT A 10" TABLE saw, $50, drilled scroll saw, 2 speed with light, lots of blades and patterns, $57, Mt. Vernon, 360-333-2012
CHRISTMAS IS COMING" "G" gauge train sets, new and used, priced to sell. 425-778-8522
LIFE/FIT X-550-X01OB-05-X5 elliptical cross-heart machine, new, $150 253-840-5552
91 BACK ISSUES FINE Home Building Maga- zines, $128. - N. Arzhendoff 425-442-4902
CORK FIBERGLASS sheets, 1/4" marine- plywood, 271-4902
1 GALLON CEDAR jugs wine, $1 each 253-842-0845
6.5 FT CEDAR PINE, evolving tree stand 600multi pro-strung lights, $25 273-735-1832
BOX OF XMAS decorations, mostly santas, 253-735-1832
G & E 2 CYCLE WASHERS, runs, $25 253-852-5467
SUN/WICE TRACTION SAND, 10 bags, 2 each 206-244-2306
TOOLBOX STORAGE, fits full size pickup, heavy black plastic, 206 204-2306
OLD 5 GAL GAS cans, 1 army color, 1 red, 20 each 253-852-6809
ORIGINAL TOOLBOX with handle/eye across top, 3 in. long, 19.5" wide, 38" long, by 10.5" wide - also use as a planter for flowers, the 5 each 253-852-6809
ANTIQUE HAND-PUSH CULTIVATOR with 3 tires in the back, 253 garden orna- ment 253-852-6809
ANTIQUE CHANDELIER, brass, flowered, 6 lights, red, nice item, 253-852-6809
SMALL WOOD BOXES, for plants, 3 each 253-852-6809
KORENSK 5 gal. $10 253-852-6809
OLD RUSTY hand-saws for decorations, $1 each 253-852-6809
TOILET TANK lids, white, $2 each 253- 852-6809
COORS CAN BARREL ALL ARE BARRELS, fine light beer, 11" wide and 19.5" high, $10 Texaco barrel, 14.5" wide, 26.5" high, $5 Valvoline barrel, 14" wide by 26.5" high, $15 Searshawk barrel, 10" wide, 19.25" high, 10.5" long 253-852-6809
BLUEPLASTIC SUPPLY CRATE, flips lids, 15" wide, for 20" containers, 15" wide by 11/2" deep, Yellow plastic supply crates, flips lids 15" wide, 19.5" long, $5 each 253-852-6809
ALUMINUM STORAGE TRAYS, small medium half, $3-1 each. Gray plastic cat litter container top and bottom large, $5 253-852-6809
STAINLESS STEEL PAN with handles, $15 wide, 23" long, $20, nice condition. Flat steel cart with 10 wheels, handle very sturdy, moves easily, 23 1/2" wide, 34" long, $25 253-852-6809
ANTIQUE 10 STEEL pieces of horse wagon hardware for attaching to horse harness, $50 253-852-6809
BEAUTIFUL HOUSE plants for sale, large blooming African Violets, Christmas cactus, orchid cactus, purple hawns, also $-
50! large variety of plants, 253-853-6809
GREAT SOUND BAY GRAND upright piano, 1926-1930s, $300 offers considered. 253-853-6809
2 DISPLAY CASES, double doors, white oak, 24" high, 48" long, 6" wide, $50 each 253-853-6809
SHOOPWOOD TOOL CABINET, 53" long, 28" wide, 38" high, 4 large divided drawers, 3 smaller ones, very sturdy built, heavy, $75 OBO 253-853-6809

Circled One: ANIMALS BOATS COTTONS ELECTRONICS RENTAL MEMBERSHIP PROPERTY SPORTING GOODS WANTS ADDED FOR ADDED FOR MEMBERS ONLY

Address
Phone (or Address)

Mail Coupon to AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108 Deadline is Dec. 8th!
DO PATRONIZE:

The following businesses that employ fellow IAM 751 members:

**SPORTING GOODS**

- 7 1/4 INCH CIRCULAR SAW, blades with 5/8 arbor $1 each OBO. 206-878-0601
- 5/8 arbor History & Education
- 3/8 arbor History & Education
- 1/2 arbor History & Education
- 3/4 arbor History & Education
- 1 arbor History & Education
- 1 1/4 arbor History & Education
- 1 1/2 arbor History & Education
- 2 arbor History & Education
- 2 1/2 arbor History & Education
- 3 arbor History & Education
- 4 arbor History & Education

**TOOLS**

- 1971 SPLIT BUMPER V-8 Camaro red/white, runs great, straight body, 39,698 original miles, $2500 OBO. 710-359-5337
- 1993 FORD F150, V8, auto trans, PS, PB, good tires, runs great, straight body, $1600 OBO. 206-878-7162
- 1999 DODGE CARAVAN, have all paper work from Les Schwab for all services performed, color cranberry, firm at $2700 OBO. 425-271-0741
- 1993 2-71 SILVERADO, runs exc, 4x4, canopy, very nice, call for details. 425-236-1658
- 1993.7.1 SILVERADO, nav, ec, 4x4, computer, very nice, call for details. 425-530-9810
- 1992 SPLIT BUMPER V-8 Camaro red/white, runs great, straight body, 39,698 original miles, $2500 OBO. 425-745-2237
- 1987 CHEVY C-10 PICKUP, 350 cu. in. engine, automatic transmission, runs good, 125,000 miles, needs minor body work. $3900. 253-852-5467
- 1991 HONDA 5-Sp, black, 26K miles, $850. 360-387-5083
- 2006 FLHTCU black, 30K miles, Stage 1, quick disconnect tour pack, extra FLHX seat, HD manual, extra chrome, must go, $16,000. 425-258-1658

**Vehicles**

- 2005 FORD F250, Super Duty, fast and fun, must go, $16,000. 206-878-7162
- 1991 HONDA 5-Sp, black, 26K miles, $850. 360-387-5083
- 2006 FLHTCU black, 30K miles, Stage 1, quick disconnect tour pack, extra FLHX seat, HD manual, extra chrome, must go, $16,000. 425-258-1658

**Auctions**

- Accepting the Oath of Office

District President Tom W robleski (l) administers the oath of office to Local 1931 District Council Delegate Craig Smoot.

McNerney Addresses Global Union Conference

Continued from page 5

McNerney’s remarks. “He’s left the door open for moving forward.”

Still, the union president said he was “cautiously optimistic” at the tone of McNerney’s remarks. “He’s left the door open for moving forward.”

Wrobleski also said he was glad to hear from McNerney himself that “they will be bringing back some work and making better use of our skills and abilities... “Our workers here are an invaluable resource that can’t be duplicated anywhere else,” he said. “Boeing would be much better off if it would realize and take advantage of that.”

Labor History Calendars $5

You can get your labor history all year long by purchasing a 2011 Labor History Calendar for just $5. Almost every day on this calendar features an event from labor history. The District 751 Labor History & Education Committee has these educational calendars available for purchase at the Local Lodge meetings and the Everett, Seattle, Renton and Auburn Union Halls.
Solidarity Pays Off for Machinists at Penske

Building on the strength in numbers philosophy, the 10 IAM members working at Penske in Spokane joined together with 55 IAM District 160 members from eight Penlake locations in Western Washington to secure a new four-year contract.

This unified effort resulted in members from all locations ratifying the new agreement on Sunday, October 17.

Business Reps Melody Coffman from District 160 and Steve Warren from District 751 understood the importance of working together during the sluggish trucking industries, pension surcharge requirements and the current economic times. The committee made some very important decisions that drove the company to make their last and final offer. This last and final offer was presented to the membership for a vote.

“We worked together with a large negotiating committee covering all the shops in the state of Washington. I'm so pleased with how well our committee investigated and represented each one of the locations at the table,” said Warren. “All the members of Penske should be proud of their representatives.”

“Considering the economic conditions today, I think we fared pretty well for the most part. The toughest issue was getting the company to pay all surcharges in connection with the Automotive Pension Rehabilitation Plan – the pension surcharge really had our backs against the wall,” said Steward Pete Hedemark, who sat at the bargaining table. “Preservation of our pension for the next four years without reducing our hourly wage was the most significant feature of the new agreement. We already had a high pension contribution at $4.20 an hour. It is a lot to ask for an additional $3.15 an hour to cover the surcharge – and it could have been put on us, but the company is paying the entire amount. That is a lot of money to get into a contract, but protecting the pension was a top priority.”

While wages were frozen for the first year, members will receive small hourly wage increases in each of the final three years, as well as getting a $2,000 net bonus in each of the first three years. “By getting the company to pay the taxes, it ensured members take home $2,000 in their bonus,” noted Warren who also represented members at the table. “It was a little different than anything else I had seen.”

“To help fund the pension surcharge, we agreed to move from the Machinists Health & Welfare plan to the company plan. Since they are self insured, they pay actuals now and it saves the company money. Our goal was to maintain benefit levels without shifting a lot of cost onto the employees,” said Hedemark.

Beyond just changing health plans, Union leaders also negotiated a provision that will provide more take home pay. Previously, members paid $62.77 a week for medical. Under the new agreement, members will pay $40 a week for the first two years of the agreement.

Revisions were also made to the tool insurance, rules governing vacation use, and removal of discipline records. “Solidarity with other locations helped us bargain a better contract for our ten members in Spokane. It is a strategy we will continue to use going forward because it brings the best results for both the members and the company,” Pete added.

The Machinists Union presence was clear as a helper in the community at the Ranch and Home Halloween event in Kennewick.

Machinists ‘Goody’ Bags a Hit for Halloween

The Machinists Union continues to “Build a Better Community” in the Tri-Cities. Members there volunteered to staff a booth and hand out free Machinists bags at the Saf-T Street Trick or Treat Halloween event held at the Kennewick Ranch and Home store parking lot.

Local 1951 President Craig Smoot and his wife, Linda, along with Brad and Karen Davis spent Halloween afternoon handing out thousands of Machinists bags, which included yoyos, frisbees, candy and union educational brochures to the costumed children. More than 6,000 children took part.

The Machinists Union in Tri-Cities has developed a working relationship with Ranch and Home, which has donated to many of our fundraisers and other events.

“When we were picking up the Traeger BBQ that Ranch and Home donated for our local picnic, the owner mentioned he was sponsoring the Saf-T Street Trick or Treat event in the Kennewick store parking lot. He noted that as a non-profit organization, we could have a booth at the event no charge,” said Staff Assistant Ken Howard. “It was a good opportunity to get our name out in the community and brought lots of smiles to local kids.”

Above: Craig Smoot unpacks the goody bags. Right: Brad Davis also volunteered with the event.

Shawn Wood works on a Petro tanker.

Kenworth Sales Approve New Agreement

Eighteen IAM members at Kenworth Sales in Spokane recently ratified a new one-year agreement.

These talented mechanics keep the new and used trucks sold at their facility in top working condition, but they do much more. They are a full-service shop open seven days a week, covering two shifts to provide maximum service to their customers. They work on all kinds of trucks including Peterbilt, Freightliner, Mack, Volvo and many others. They regularly maintain the fleets for various companies, as well as performing repairs and maintenance for independent truckers.

The Machinists Union has a long history with the shop which predates Kenworth Sales. Local 86 represented mechanics there for years when it was Williams Equipment, prior to the purchase by Kenworth in 2001.

Steward Greg Rash and member Mike Koppel discuss an engine repair.