Steward Brings Upgrade

751 member Scott Smiley is thankful to have a Union contract and Union Steward Walt Lewis in his shop. Thanks to Walt’s efforts, Scott received a permanent upgrade to a Grade 9 position. In addition, he received 107 days’ back pay to cover the time he was temporarily assigned to the position.

As a Steward, Walt keeps a close watch on his area. When Scott noticed he was no longer getting temporary upgrade pay but was still performing the work, he asked Walt to investigate. Apparently, once Boeing went over the 30 days contractually allowed for a temporary upgrade, Scott’s pay had reverted to the previous grade. Basically, management forgot he was still doing the higher graded work.

Thanks to his working relationship with area management, Walt not only ensured Scott was paid for the 107 days assigned as a temporary Grade 9, he continued to perform the duties. He brought the situation to the attention of his Steward Jaimy Brown, who launched an investigation. She discovered that selection of the new team leader was delayed because there was no one available who had been trained to conduct the interviews.

Steward Action Ensures Member Team Leader Pay

Thanks to swift action by Union Steward Jaimy Brown, 751-member Al Ringen received back pay to April to compensate him for serving as a temporary team leader in his shop. The back pay amounted to over $1,200 (before taxes) to cover the additional $1.75 per hour premium which brought back pay and a permanent upgrade for Scott Smiley.

When the team leader in his Everett shop transferred to another location, Al agreed to serve as the temporary team leader. He also put in an application to be the permanent team leader.

Al recalled, “One day I noticed something wasn’t right on my pay check. I got a Union wage card and compared the rate. I knew I should be getting $1.65 more than the maximum for my team leader duties. I looked in the contract book and saw it mentioned 90 days so I decided to contact my Steward.”

After 90 days, he stopped receiving the $1.75 team leader premium even though Scott Smiley was very happy with the outcome and noted, “This just shows it pays to be a Union. I wouldn’t want to work without a good solid contract that protects the workers. Walt Lewis is awesome and one of the most ‘going’ Union Stewards I have come across in my 18 years at Boeing. He is very professional and makes sure to protect the interests of the members he represents.”

Business Rep Zack Zarabieciwicz (l) congratulates Steward Walt Lewis (r) for his efforts which brought back pay and a permanent upgrade for Scott Smiley.

As Boeing continues to recall workers each week, the Union passed a milestone in September when membership counts reached more than 20,000 for the first time in several years.

On Friday, September 29, Union leaders greeted over 100 members at the new hire orientation, which consisted of a combination of recalls from layoffs and new hires.

With Boeing on track to record its best sales year ever, this is translating into good news for our laid-off members and the next generation of workers in our community.

Membership on the Rise

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On Friday, September 29, Union leaders greeted over 100 members at the new hire orientation, which consisted of a combination of recalls from layoffs and new hires.

With Boeing on track to record its best sales year ever, this is translating into good news for our laid-off members and the next generation of workers in our community.

Membership for the first time in nearly a decade, Boeing has new hires on the hourly payroll. The increase will provide additional strength at the bargaining table in 2009 and ensure good-paying aerospace jobs remain in the region.

With this recall activity, also comes the opportunity for members to transfer to other jobs – highlighting the need for members to take the necessary steps to be considered for potential upgrades or transfers.

In several jobs, all Category A’s have continued on page 4

So Much at Stake on November 7

Your vote could swing the election. But what is at stake in the November elections? Stagnate wages, soaring health care costs, disappearing pensions, rising fuel prices, Social Security, a minimum wage increase, a sales tax deduction, protection for our free democracy, union rights, safe jobs, future for our children and the future of our families.

On November 7th, control of the U.S. Congress hangs in the balance. We know all too well that the pendulum has been swinging against America’s working class. Too many jobs are in jeopardy. Too many families are uninsured or underinsured while health care costs, disappearing pensions, rising fuel prices, Social Security, a minimum wage increase, a sales tax deduction, protection for our free democracy, union rights, safe jobs, future for our children and the future of our families.

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Orntations Provide Opportunity to Organize and Educate

by Mark Blondin, District President

In the past year we have made great progress in recruiting members. We have continued to build our membership numbers and realized we reached a milestone - 20,000 active members. We are currently at approach the 20,000 mark and are very proud of our membership. The increase will provide additional strength in the bargaining table in 2008 and ensure good-paying aerospace jobs remain in the region. It seems like just yesterday, we were below 15,000. This is great news for all of us, and I am very pleased to see our members at Boeing return after years on layoff. I enjoy the opportunity to welcome these members back at the new hire orientation and remind them we are all the Union. Our members who have been recalled, as well as the new hires, are happy with the benefits that were provided by those still working during the past two contracts. Sacrifices were made by those who lost their jobs and were laid-off. They endured hard times with substantially less pay and benefits on the outside. Sacrifices were also made by those who chose to strike to maintain health care plans, continue retiree health care for the new hires, protect wages with cost-of-living adjustments. Strikes are never easy, but our members did the right thing in taking care of each other. While we are on the subject of protecting things, I don’t think it is ever too early to start talking about COLA on the Boeing pension plan. While we have been able to double the pension benefits over the last 10 years, our retired members can attest to the fact that it erodes over time. A COLA on the plan is a necessity. While it is an item we have proposed numerous times, Boeing has always rejected protecting our pension benefits with COLA, but we must continue to push for this benefit. I also firmly believe in the IAM National Pension Plan. These are just my thoughts, and as we continue to survey the Boeing membership, each of you will see the direction for the 2008 negotiations. We have started preliminary discussions with GKN and will be negotiating a contract for our members there in November and December. Finally, the November elections are critical to every member. While many think the Union should not be involved in politics, truly everything we gain at the bargaining table can be erased through legislation. When we lose successful companies dump their pensions and cut health care simply to increase their profits. Layoffs will happen to Ameri can workers from this sort of corporate tactics, but only if we elect officials who support American workers. I would encourage all members to do your part and vote on November 7th.

Stellar Safety Record for 747 Fuel System Plumbers

Safety is a top priority for the 747 Fuel System Plumbers. Working as a team, these members recently passed a milestone - 10 years without a lost work day. We had safety accident or incident. Their impressive record is the result of the teamwork and dedication. This incredible crew works together and continually "watches each other's backs." What makes the record even more noteworthy is the fact that these in-tank plumbers have one of the most strenuous and physically demanding jobs in the factor. The Everett Leadership Team applauded the record as an excellent example and gave special recognition to the plumbing and electrical team. In addition, the IAM/Boeing Health & Safety Institute presented the crew with an award commemorating the occasion. One of the key elements in avoiding injury has been rotating jobs. Together, the crew went through the bar charts and leveled them. They drew names to assign the bars and are continually doing so in an evolving process. Communication is also a big part of their success. If a person feels sore, they tell the crew and are given a lighter assignment that day. All are happy to make such accommodations and know it in the same situation, they will be given the same courtesy. The crew has also gone through the industrial athlete program and learned to do different stretches. Everyone on the crew warms up and stretches to reduce the chance of a strain or sprain. Tim Moen noted, "If anyone sees something unsafe, they take action - whether it is removing a trip hazard, repositioning a ladder or guiding a co-worker's foot to the top step of the ladder. It is all about watching out for each other." It is really true and error. If we see a problem, we figure out as a team how to fix it," added Mark Rohrbagh. "For example, Tim built a stand to crawl onto a tool. Before, it was awkward to work with. On the stand, it is not a problem nor a tool."

This awareness and commitment to safety is beginning to spread to other crews. Bob Gunter noted, "The importance of safety and communication is trickling down to the mechanics. They have heard about our success and are adopting some of the same procedures." Members of the 747 Fuel Systems crew include: Andy Andringa, Bob Gunter, Scott Leeman, Alan Minkler, Tim Moen, Mark Rohrbagh, Joe Sierra, Joe Weishar, Steve Woellhof and Henryk Zborsowski.

Free Flu Shots on Site for Boeing Employees

Beginning in late October, Boeing Wellness will again offer free flu shots to employees and company retirees across the U.S. For complete flu shot program information including schedule and locations, visit the flu shot program website: http://www.boeing.com/about/healthwellness/flu/shot/index.html. You’ll also find a flu shot consent form, which you can print and complete in advance to save time. As in past years, flu shots will be free for Boeing employees only. Some people should contact their physician or other primary healthcare provider before getting a flu shot, including those who:

- Are allergic to chicken eggs or egg products
- Have a sensitivity to latex
- Are allergic to Thimerosal (which is sometimes an ingredient in vaccines, contact lens solutions, and other products)
- Have a cold, fever, or acute illness
- Have a history of Guillain-Barré Syndrome or acute neurological disorder
- Have an adverse reaction to another vaccine

- Are pregnant or recently pregnant*

*Important: Pregnant Boeing employees in California will not be able to receive a flu shot at Boeing. If you’re pregnant and live in California, please discuss flu vaccination with your doctor or other healthcare provider. Boeing will reimburse you for the cost of the flu shot. Contact GRP Boeing Flu Shots link to BoeingFluShots@PSB.TOEFL.com for instructions regarding reimbursement. Free flu shots are just one of the offerings of Boeing wellness. To learn about all that’s offered for free of charge to employees and family members, visit www.BoeingWellness.com.

Free Flu Shots on Site for Boeing Employees

Free Flu Shots on Site for Boeing Employees

District Lodge 751, International Association of Machinists and Aerospace Workers

Mark Blondin, President, Boeing Business Representative
Clifton Wyatt, Vice President
Susan Palmer, Secretary-Treasurer
Joe Crockett, Sergeant-at-Arms

Tommy Wilson
Roy Moore
Emerson Hamilton
Ray Baumgardner
Zack Zaratkiewicz
Tom Wrobleski
Emerson Hamilton
Ron Benjamin
Paul Miliken
Ron Bradley
Jimmy Darrah

Union Business Representatives

Union Offices:
• 9123 15th Pl. S., Seattle; 206-763-1300
• 201 A.B. SW, Auburn; 253-833-5390
• 233 Burnett N. Renton; 425-235-3777
• 8729 Airport Rd. Everett; 425-353-8821
• 4226 E. Winston, Spokane (509) 534-9690 or 1-800-763-1305
Toll-free to Seattle from: Nationwide 1-800-763-1301
Tacoma 253-627-0622
Helpline: 1-800-763-1110
Web: www.IAM751.org

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

Let’s Talk About It, Let’s Get it Done...
Darcy Burner Will Give Workers a Voice in Congress

Thousands of active and retired Union members in the 8th Congressional District have a unique opportunity to help elect a U.S. Representative who will represent the interests of workers – That candidate is Darcy Burner.

Darcy Burner has worked in the high tech sector for more than a decade, most recently as a successful manager at Microsoft. Darcy left Microsoft to work for policies that will help families who work hard and play by the rules get the opportunities they deserve to achieve the American dream.

The daughter of an Air Force veteran and a public school teacher, Darcy Burner learned early that in America with hard work and commitment – anything was possible. Like many Americans today, her parents struggled to make ends meet. She worked hard in school, put herself through college, and went on to a successful career at Microsoft.

During the 2004 election, Darcy was actively involved with several professional, youth, and community organizations and has a young son.

Washington’s 8th Congressional District is ready for change, and Darcy’s campaign continues to gain momentum. She believes jobs, health care, pensions, Social Security, and balanced budget are some of the critical issues we are facing today. Her opponent, Congressman Dave Reichert has repeatedly chosen to support the interests of corporations and America’s wealthiest families over yours. Last month, after blocking repeated attempts from Democrats to increase the federal minimum wage for the first time in nine years, Republican leaders added a midnight amendments package to the bill that included a cut for Washington’s tipped employees.

"The Tacoma News Tribune editorial board reported that ‘the [sales tax] deduction is the hostage of Republicans’ trifecta’ scheme that marries it to a cut in the estate tax and a minimum wage hike for some workers. That legislation failed in the Senate last month after the House passed it… "Senate Majority Leader Bill Frist, R-Tenn., says he won’t allow any separate votes on the bill’s major elements if the overall package isn’t passed." Darcy Burner stated, “If Congressman Reichert really has the best interests of his constituents at heart, he will do everything he can to make sure the Republican leadership allows a straight up or down vote. Congressman Reichert and his party cannot be allowed to use working families as pawns in their political games. This is absolutely unacceptable.”

Social Security & Pensions

Darcy declared, "I understand that Social Security and private pensions are promises made to working people for their retirement security. I will push for the modest reforms that are necessary to strengthen the Social Security system and I will fight against risky schemes that would destroy it. I will also fight to ensure that employees get the pensions they have earned.”

She added, “Despite being overwhelmingly rejected by the American public last year, Dave Reichert supports the President’s risky privatization scheme that would undermine guaranteed social security benefits.”

Jobs for the Future

"Every person who works hard and plays by the rules deserves to live with dignity. I grew up in a blue collar family, am a proud former member of the Communication Workers of America. I support a strong labor movement as a healthy counterbalance to the power of corporations. I believe we must continually invest in education, job training, and new industries to help those affected by trade and outsourcing get back on their feet quickly. Finally, I will work to reduce the burdens on small businesses so as to encourage entrepreneurship and new job creation. Darcy pointed out.

If you would like to help, please contact the Secretary at 1-800-763-1301, ext. 3306.

751 RECOMMENDED CANDIDATES

751 AERO MECHANIC

751 AIRPLANE TRUCKER

751 FARM MACHINE TRUCKER

751 FARM EQUIPMENT TRUCKER

751 TRUCK DRIVER

751 WAREHOUSE WORKER

751 PROFESSIONAL WORKER

751 MANUFACTURING WORKER

751 CONSTRUCTION WORKER

751 TRANSPORTATION WORKER

751 SERVICES WORKER

751 HEALTH PROFESSIONAL

751 EDUCATION PROFESSIONAL

751 SOCIAL WORKER

751 RECREATION PROFESSIONAL

751 COMMUNICATION PROFESSIONAL

751 COMPUTER PROFESSIONAL

751 BUSINESS PROFESSIONAL

751 CIVIL SERVICE WORKER

751 PUBLIC SERVICE WORKER

751 GOVERNMENT WORKER

751 MILITARY WORKER

751 POLITICAL WORKER

751 LAWSUIT COURT

INITIATIVE I-937 - YES

VOTE IN THE GENERAL ELECTION

Tuesday, November 7

Recommendations based on reviews of voting records & responses to questions on workers’ issues.

FEDERAL RACES

U.S. Senate

Maria Cantwell, D

U.S. Congress - Senators Challenge

1st Dist. - Jay Inslee, D

2nd Dist. - Rick Larsen, D

3rd Dist. - Brian Baird, D

4th Dist. - Adam Smith, D

5th Dist. - Peter Goldmark*, D

6th Dist. - Norm Dicks, D

7th Dist. - Jim McDermott, D

8th Dist. - Darcy Burner*, D

9th Dist. - Adam Smith, D

WASHESPEAK COURT

V. Plus - Susan Caven

INITIATIVE I-937 - NO

VOTING AGAINST I-937 - YES

YES on Initiative I-937 - Concerns over workers’ energy & social jobs

INITIATIVE I-939 - NO

NO on Initiative I-939 - Concerns over workers’ energy & social jobs

STATE LEGISLATURE

1st District

Senate No Action

House 1 No Action

House 2 Tom Campbell, R

2nd District

Senate No Action

House 1 No Action

House 2 John McCoy, D

3rd District

Senate No Action

House 1 No Action

House 2 Mark Siskos, D

4th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

5th District

Senate 1 No Action

House 1 No Action

House 2 Steve Conway, D

6th District

Senate No Action

House 1 No Action

House 2 Karen Willard*, D

7th District

Senate No Action

House 1 No Action

House 2 Troy Kelley*, D

8th District

Senate No Action

House 1 No Action

House 2 Luke Esser, R

9th District

Senate No Action

House 1 No Action

House 2 Ross Hunter, D

10th District

Senate 1 No Action

House 1 No Action

House 2 Luke Esser, R

11th District

Senate No Action

House 1 No Action

House 2 Bill Grant, D

12th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

13th District

Senate No Action

House 1 No Action

House 2 David Upthegrove, D

14th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

15th District

Senate Tom Mielke*, D

House 1 No Action

House 2 Mike Sells, D

16th District

Senate No Action

House 1 No Action

House 2 Denver Righeimer, D

17th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

18th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

19th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

20th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

21st District

Senate Paul Shinn, D

House 1 No Action

House 2 Brian Balfour, D

22nd District

Senate No Action

House 1 No Action

House 2 Deb Wallace*, D

23rd District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

24th District

Senate No Action

House 1 No Action

House 2 Deb Wallace*, D

25th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

26th District

Senate Ron Kim, D

House 1 No Action

House 2 Larry Swapp*, D

27th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

28th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

29th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

30th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

31st District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

32nd District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

33rd District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

34th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

35th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

36th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

37th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

38th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

39th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

40th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

41st District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

42nd District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

43rd District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

44th District

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House 2 Steve Kirby, D

45th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

46th District

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House 2 Steve Kirby, D

47th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

48th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

49th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D

50th District

Senate No Action

House 1 No Action

House 2 Steve Kirby, D
POLITICAL ACTION

Workers Protest Closed-Door Trade Talks with Korea

The third round of negotiations for Korea US – Free Trade Agreement (KorUS – FTA) was held in Seattle in September. The AFL-CIO, in coordination with the two largest labor organizations from South Korea, organized a rally to show union solidarity and public opposition to another anti-worker agreement.

Over 800 protesters from both countries hit the streets to criticize the trade talks. Workers, the environmental community and the public have been shut out of the Korea US trade talks. The meetings are so secret that notes from the talks won’t be released until at least 2009.

This pact with South Korea could be the largest U.S. trade agreement since the North American Free Trade Agreement (NAFTA) was implemented in 1994.

The Korea Free Trade Agreement is patterned after NAFTA, which dropped trade barriers between the U.S., Canada and Mexico but failed to produce the promised economic benefits on both sides of the border that its backers predicted. According to studies, NAFTA coincided with wage erosion and worker displacement for many.

Trade regulations increasingly favor business while ignoring labor and environmental issues. It is time to question the undemocratic process by which the agreements are approved. The biggest effect for Americans is that free-trade agreements send our jobs overseas. These types of trade agreements put working families here and abroad in a race to the bottom. Gigantic multinational corporations and corporate CEOs are the big winners, enabling them to increase their own bonuses while paying all workers less.

Protesters are pushing for all trade agreements to include enforceable workers’ rights clauses and environmental protections. Many at the event carried signs demanding “fair trade” over “free trade” as they marched to the site of the talks and rallied.

“It meant so much to me to have my daughter involved in a Union issue and be there marching for the first time – making a difference for the workers’ cause,” said Union Steward Noel Naranjo, who marched with his daughter who is a member of the IBEW Local 77.

District 751 President Mark Blondin leads 751 members, who joined other local Union members and Korean workers in a rally to oppose the Korea US Free Trade Agreement closed-door talks in Seattle because it fails to include enforceable workers’ rights clauses and environmental protections.

Over 100 Korean workers traveled to Seattle to oppose the trade talks after a general strike in Korea in July that drew 70,000.

We Need All Members to Vote in the General Election on November 7

Continued from page 1

Boeing Recalls Continue

Continued from page 1

been recalled so the Company is looking for other ways to fill the positions, including internal transfers and new hires. If members are interested in moving, now is the time to take action and begin the Employee Requested Transfer (ERT) process. The first step is contacting a QTP Advisor by calling 1-800-233-3435.

Since Boeing began recalling members in May, 2004, over 6,000 members of 751 have returned to the payroll. As members return to the payroll from layoff, the Union is there to greet them and inform them of their contractual rights. By participating in Boeing’s orientation session, members are more aware of their contractual rights, get their questions answered immediately and have a better understanding of the Union’s role as it relates to their livelihood.

Meeting the members face-to-face is important. Issues such as health care coverage, COLA eligibility, wage progression increases, shift preference rights, the ERT system and sick leave or vacation eligibility are discussed in the orientation session. By educating members on their contractual rights as they are being recalled, we have a more informed membership, which helps reduce questions to the Union Stewards when these members go out on the shop floor.

Triumph Composites in Spokane has also been on an upswing and has added 134 new members to its payroll.
Money Management/Retirement Seminars Help Plan for Future

Upcoming Money Management Workshop

QTTP Auburn, 1102 15th St. SW, 17-239.1 Bldg.
November 7th - Noon to 2 p.m. OR 3 p.m. to 5 p.m.
To reserve a seat, call 253-931-3577

QTTP Everett, 7710 Evergreen Way, 7-61 Bldg.
November 7th - 11:30 a.m. to 1:30 p.m. OR 3 p.m. to 5 p.m.
To reserve a seat, call 425-342-9973

QTTP Tukwila, 6840 Fort Dent Way, 7-68.2 Bldg.
November 16th - 11:30 a.m. to 1:30 p.m. OR 3 p.m. to 5:30 p.m.
To reserve a seat, call 425-965-4500

Upcoming Boeing Retirement Workshop

QTTP Auburn, 1102 15th St. SW, 17-239.1 Bldg.
October 16th - Noon to 2 p.m. AND 3 p.m. to 5 p.m.
To reserve a seat, call 253-931-3577

QTTP Everett, 7710 Evergreen Way, 7-61 Bldg.
November 7th - 11:30 a.m. to 1:30 p.m. OR 3 p.m. to 5 p.m.
To reserve a seat, call 425-342-9973

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To reserve a seat, call 425-965-4500

ERT Process Works for Humphries

The Employee Requested Transfer (ERT) system helped 751-member Richard Humphries land a better position within the Boeing Company.

During the last surplus, he was downgraded to a Grade 2 clerk position. Instead of simply waiting to get recalled to his previous position, he took control of his future and began working through the ERT process nearly three years ago. His efforts paid off when he accepted a Grade 7 engraver position in Renton last October. Richard has taken over 600 hours of Company/Union training, qualifying for over 120 entry-level positions in the ERT system and obtained two consecutive Boeing leadership certificates.

Richard encourages others to take advantage of the opportunities available through the system. Richard stated, "The ERT process was the best thing the Union could do to stop the 'good old boy system' and it forces Boeing to promote based on the contents of someone's training rather than who they know."

Yet his transfer did not happen overnight. He began by meeting with a QTTP Advisor and taking a "best fit" profile, which matched his skills and experience to jobs in the hourly system and noted which classes were still needed to qualify.

Richard advised, "After looking through all the jobs, I realized most jobs require the same classes. Instead of going for just one job, I took classes that would fulfill the most requirements such as blueprint reading. I took those classes first so I would have more options sooner."

Richard has spent nearly every free moment in class. If he didn’t work overtime on the weekend, he searched the L.E.A.D. website to find a weekend class. By applying himself and working hard, he has shown that the ERT system works.

QTTP Advisor Greg Hanson noted, "Richard took a combination of self-paced courses, challenge tests and instructor-led classes. He was very diligent, which landed him a new job that he enjoys."

While he is very happy with his engraver position, he wants to have options in case there are layoffs or slowdown in the future so he is continuing to take classes.

"I tell others don’t focus on just one job because it might never open," advised Richard. "If more people had begun using the ERT system during the layoffs, they would already be qualified for additional jobs. People thought I was crazy taking blueprint reading. Thank goodness I did it. I could have more options sooner."

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Building Ramps for Rosie

751 Volunteers Perform a “Sweet” Act for Viola

While 751 members are continually helping area residents, occasionally they get the privilege of assisting one of our own members. Recently, 751 volunteers built two ramps for retirees who first came to work at Boeing during World War II and were some of the original Rosie the Riveters. 751-member Viola Sweet just celebrated her 94th birthday. She received an electric scooter last November, but because her home has two steps at the front and back doors, it got very little use. She called to get an estimate on getting a wheelchair ramp built. When the person failed to show up, her grandson (who is also a 751 member) suggested she contact the Union. Viola had seen articles in the Union paper about members building ramps. One call to the Union hall brought a handful of volunteers to her home. Members Jim Hutchins, Vennie Murphy, John Lopez, Paul Bucklen, Dave Henry and Chuck Craft built the ramp.

Viola said, “I’m so thankful Union members took the time to build my ramp. It means so much to me. My neighbors commented on how sturdy and well built it is. I can’t say enough about the volunteers and how the Union came through for me. Yet she has always appreciated the Union and the services and benefits it provides. She notes there were many other times the Union had helped during her career, including after her first husband died. She recalled volunteering in the Seattle hall kitchen during the 1948 strike, which lasted over six months and was a tough fight.

While she retired in 1976, her Union continues to help even 30 years after she last worked at Boeing.

Volunteers Build a Ramp for Ruby

751-Retiree Ruby Byersdorf takes pride in her Union membership. She first joined our Union when she went to work at Boeing during World War II. However, due to recent health issues, she needed to have a wheelchair ramp built at her home near the Seattle Union hall. After hearing of her need, volunteers showed up in force to build her a ramp. Ruby was very appreciative because she hadn’t been able to leave her home for a little more than a year.

After volunteers finished the ramp, they listened to stories Ruby had of her years at Boeing and in the Union. She proudly displayed her membership card with the IAM. During the conversation, she mentioned how she had always wanted to visit the Museum of Flight, but since she had never had a driver’s license she never got the chance. Upon learning this, several of the volunteers immediately began working to make this dream come true. As soon as a wheelchair accessible van is arranged, members plan to take Ruby to the Museum of Flight to fulfill that dream.

Don Shove was thrilled to have members build her a ramp. Posing for a photo after completing the ramp were L to R: Jim Hutchins, John Lopez, Paul Bucklen, Viola Sweet, Chuck Craft and Dave Henry.

Volunteers pose on the new ramp with 751-Retiree Ruby Byersdorf.

Shove Honored with Spirit of Labor

United Way of Snohomish County recently held its annual Spirit of Snohomish County awards breakfast to honor those volunteers who have made a difference in the community. While 751 has many members who are active volunteers in the community, Don Shove was recognized at the breakfast and awarded the Spirit of Labor Award. The Spirit of Labor Award is presented to a union member for outstanding community service through the partner-ship between United Way and Organized Labor. The recipient demonstrates long-term notable volunteer service and giving.

Volunteering is in Don’s genes: a habit he said he learned as a kid from his father and grandfather. An Everett resident, with his union, Don helps clear a 3-mile stretch of road. He has volunteered for RAMP, the Regional Access Mobility Project, to build wheelchair ramps for disabled individuals and families who can’t afford to hire a contractor. He has served as a long-time volunteer and officer for the Lions Club, helping restore sight to the vision impaired through the SightFirst program and providing guide dogs to others who cannot see. Perhaps his favorite type of volunteering, however, just pitching in when a family or individual needs help—an “old school” method he learned from his family, when “the village raised everybody.”

“There’s not a better feeling,” says Don. “Volunteering is fun, it’s easy, it’s enjoyable. I meet people I would probably never meet. The best thing is knowing that somebody or something is going to benefit.”

Don is on the Families Matter Vision Council for United Way of Snohomish County, and recently rejoined the Board of Directors—a position of service he held from 1998 to 2004. Don is also active in the Boeing Employee Community Fund, which raises millions of dollars for our community.

Machinist Volunteer Project

751 members continue to improve the quality of life in the surrounding community with their tremendous volunteer efforts. Our volunteer program recently changed its name to the Machinist Volunteer Program (MVP). As part of their ongoing efforts, 751 members have built ramps for disabled individuals and families who can’t afford to hire a contractor. 

In September, 751 members built two ramps, one at the RAMP (Regional Access Mobility) facility, which provides affordable transportation for disabled individuals and families who can’t afford to hire a contractor. The other ramp was built at a local school for students who need assistance with their mobility.

Volunteers spent over 100 hours building the ramps, using tools they donated to the project. The ramps were designed to meet the specific needs of the individuals who will use them. The volunteers worked in teams, with each team responsible for a different section of the ramp. They used precision tools to ensure the ramps were level and stable. The ramps were then painted and delivered to their final destinations.

The volunteers were led by a team of experienced machinists who provided instruction and guidance throughout the project. They ensured that the ramps were built to the highest standards and were able to answer any questions the volunteers had.

As part of their ongoing efforts, the Machinist Volunteer Program continues to support individuals and families in need of ramps. The program is committed to providing high-quality ramps that meet the unique needs of each individual. The volunteers work closely with clients to understand their specific needs and create a ramp that will help them achieve their goals.

The Machinist Volunteer Program is a great example of the commitment of 751 members to improving the quality of life in their community. They continue to make a difference in the lives of those in need and are a true inspiration to others. The program is a testament to the power of collaboration and community support.
Everett Pulls Together to Assist Leadenham

In the Everett factory, workers recently demonstrated how well hourly and management can work together as a team for a common goal – raising money to help a fallen co-worker Todd Leadenham.

Throughout his years at Boeing, Todd Leadenham knew Boeing workers cared about others. However, when Todd was seriously injured in a motorcycle accident this past summer, he saw first hand the generosity his co-workers have and how they will help others.

Recently, 747 workers and management put together a chili feed and invited others from the Everett plant. The idea was to raise money to help Todd until he is able to return to work.

Hourly, salaried and management worked together and raised $4,288 by holding a chili feed on first and second shift. Since Todd is a second shift employee, his co-workers on second shift upped the ante to ensure they raised more than their first shift counterparts.

Special thanks to the following who helped with the first shift event: Mark Wilson, Don Smith, Wade Keller, Clifton Wyatt, Gary Caya, Brian Pelland, David Lux, Randy Ralph, Dan Detton, John Jorgensen, Paul Velkamp, Mike Hall, Kathy Lewis, Brian Dittworth, Jana Gregory and Bobbie Gold.


A special thanks to Jana Gregory for ordering the food and ensuring everything to cook was in place.

As a Union Steward, Todd has always tried to help others; so when he needed assistance, many stepped up to help.

Beyond just raising money, members have helped in other ways. Machinists Union members and co-workers went to Todd’s home in August and built a wheelchair ramp so he could come home from the hospital. In addition, they dug up 100 feet of pipe to repair a broken water line and did several other repairs.

751 members also took part in the Snohomish County United Way Day of Caring events that included painting an area preschool and helping with projects at Camp Volusca in Sultan. There volunteers help with yard clean up, small repair projects, tearing out decks and other necessary repairs. For King County United Way Day of Caring, 751 volunteers built four area wheelchair ramps. In addition, members continue to prepare and serve meals at both the Everett Gospel Mission and Tacoma Rescue Mission – taking over the kitchen several weekends a month at both locations. The missions have become a family tradition for several members who bring along spouses and children to help.

Photo left: Vennie cuts the for Viola's.

Stewards and managers on second shift hold up a check for $4,288 for Todd Leadenham who was injured in a motorcycle accident. Since Todd works second shift, they made sure to contribute more than first shift.

Much of the Everett factory took part in the chili feed to benefit Todd Leadenham.

There was quite a spread of food for both first and second shift.

Althea Burton-Lute, who is active in the State Employees Union, was all smiles after 751 volunteers built a ramp at her home.

Snohomish County volunteers helped paint a Snohomish County preschool.

Brian Pelland helped paint a Snohomish County preschool.
Green for Guide Dogs

Recent events brought in thousands for Guide Dogs of America. Photos show the success of various fundraisers.

Photo right: Local F President Brett Coty (l) presents District 751 President Mark Blondin with $300 for Guide Dogs on behalf of the 17-68 Work Life Improvement Team. In September, they voted to give their monthly fundraiser to Guide Dogs.

The Local C Pacific Raceways fundraiser collected $9,100. L to R: Chuck Craft, Susan Palmer, Mark Blondin, Dan Meddaugh, Al Myers.

Top Recruiters from Guide Dogs Drive Recognized

A special thanks to the following members and Stewards for their outstanding effort in the Guide Dog Card Drive earlier this year. These members were recognized at recent Lodge meetings.

Zon Anderson
Pete Atkinson
Anthony Ayala
Chris Banister
Becky Beasley
Bob Belles
Pat Bertucci
Spencer Burris
Paul Burton
Greg Campos
Kelly Carlson
Marc Cooper
Brett Coty
J oe Crockett
Dan Curtis
Debbie Donnell
Vickie Drysdale
Dave Duryee
Craig Eddings
Lori Elfeigh
Barbara Francis
Christine Fullerton
Jocko Gold
Edwin Haala


District President Mark Blondin (l) presented Doug Kight with his Guide Dog certificate.

The Local C Golf Tournament raised $9,000. L to R: Jim Roberts (who was 2nd in fundraising), Chuck Craft, Spencer Graham, Susan Palmer, Tony Curran, Vennie Murphy (who was the top fundraiser with $2,002), Mark Blondin.

L to R: Tony Ayala, Randy Samuelson, Ray Lobo, Kim Leufroy, Brett Coty, Barbara Francis, Robin Miller.

L to R: Bob Belles, Jocko Gold, Dan Curtis, and Chris Louie.

The Local E Pacific Raceways fundraiser collected $9,100. L to R: Chuck Craft, Susan Palmer, Mark Blondin, Dan Meddaugh, Al Myers.

District President Mark Blondin, Harvey Ritland, Zon Anderson, Debbie Donnell, Christine Fullerton, Garth Luark, Susan Palmer.

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**Retirement News**

**Retirees Gather and Vow to Mobilize for Election**

By John Guevara, 751 Retiree

George Koupias, President of the Alliance for Retired Americans, opened the convention. Nearly 600 Alliance activists from across the country gathered in our nation’s capital to map out a strategy to educate and mobilize seniors for the November election. At the convention, delegates heard from leading policy makers and political strategists, attended workshops on building grass-roots power in their local communities, and visited Capitol Hill to share their concerns with their elected officials. Delegates to the convention also adopted policy resolutions in support of national health care coverage; and strengthening the Supplemental Security Income program serving those with low incomes and with disabilities.

Noting seniors’ mounting frustration with many of their elected officials, Alliance President George Koupias said, “America’s seniors say enough is enough. To us, November 7 is not just Election Day, it’s Judgment Day.”

Secretary-Treasurer Ruben Burks added, “We want to protect Social Security from being destroyed through privatization. And we want to make Social Security a priority, yet our nation has other issues that must be fixed. For seniors, the business issue of the ARA’s are found in our resolutions passed at the convention, which included the 14 points of pain (1-Medicare, 2- Medicaid, 3-Part D, 4-Older America Act, 5-Pension & Retirement Savings Protection, 6-Retiree Health Care, 7-Social Security, 8-Long Term Care, 9-Housing & Service for Older Americans, 10-Budget & Taxes, 11-National Health Care, 12-Supplemental Security Income, 13-Right to Vote, 14-Workers Right to Organize). Seniors need to know these issues. How can we advocate for public good unless we are fully informed. We must do more than vote! We have a road map to win, but need volunteers to share the load. Please contact Washington State Alliance for Retired Americans 206-448-0858 to find out how you can help.

**September Retired Club Minutes**

by Ruth Rendel, Retired Club Secretary

The September 11th meeting was called to order by President, Al Menke. Roll Call of Officers: All officers were present and accounted for.

Minutes: Minutes were corrected to show the expense for the carpet and rug purchase was only $20 instead of the $224.

President Al Menke spoke about the fifth anniversary of the twin towers attack. He requested a moment of silence to remember those lost and affected by the tragic events of that day. Financial Report was accepted as written.

Business Report: Paul Knebel spoke about the CEO changes at Boeing. Alan Musilsky spoke about the union organizing with the Ford Motor Company and the new CEO is Scott Carson, who was promoted from within Boeing.

Our membership is continuing to increase. There were 140 people at last week’s registration. The Cat A list is dwindling. We can meet again beginning the same time on the 11th floor. The Appren- ticeship Program has started back up again, all well. This is a great sign show- ing the company is trying to rebuild its workforce.

Health & Welfare: We have one ill brother this month, Bob Sheets.

A moment of silence was held for the following deceased members: Fred Anaridi, Ralph Andrews, Timothy Derig, Robert Foster, Shirley Freeman, Daniel Joyce, Shirley Soggie and Eugene Swanson. Sympathy cards were sent to the next of kin.

Legislative Report: Carl Schwartz gave the Legislative Report for September. Carl explained the new 22nd COLA is more evidence that our fixed-rate pensions are losing spending power. The Legislative Committee will meet with Congressmen Jim McDermott concerning the effects that fixed-rate pensions have on families as inflation changes occur.

John Guevara spoke about the National Convention for the Alliance of Retired Americans (see report top of page). He attended as a delegate for the Retirees Club and had a chance to meet with the offices of Patty Murray, Maria Cantwell and Jim McDermott.

Carl introduced Michael King, Field Director for the Cantwell and Coordinated Campaigns. There are 98 days until the election on November 7th. It is important that we get Maria Cantwell re-elected. She has an impeccable voting record and has been countless times that she is dedicated to working families in the state of Washington.

We need volunteers to help out in all areas of the campaign. If you would like to help in the office, work with mailings, phone calls or even door belling, please sign up! You can also contact Legislative Director Larry Brown (800-763-1301, ext. 3006) if you would like to get involved.

Old Business: None.

New Business: None.

Good of the Order: John Guevara called George McIntire up to the podium and presented him with a T-Shirt from the Convention for the Alliance of Retired Americans as a thanks for all the hard work he does for the Club.

Al Menke thanked Al Wyck for his efforts with the picnic. It was a success thanks to his hard work!

Gene Hodgdon thanked everyone who helped with the NO to the Big Drug Effort. The Seattle City Council has now decided to put the decision of whether or not to build a tunnel in the hands of the citizens. Ruth Rendel and Al Menke thanked Local 8 Secretary Rosanne Lawton for her help with the minutes.

Birthdays and Anniversaries: September birthdays were Leroy Miller, Helen Pompeo, Louise Burns, Ruth Rendel, Al Menke, Robin Guevara, Tom O’ Brien and Gene Hodgdon. One anniversary this month – Roberta & Pat Ross – 1 year.

Delegate delivered donuts to Congressional offices to illustrate the massive gap in prescription drug coverage known as the ‘donut hole.’

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**REMINDER:** Alliance of Retired Americans Everet Chapter meets at the Everett Union Hall (8729 Airport Rd), the Fourth Tuesday (October 24) at 1 p.m.

**RETIRED CLUB OFFICERS**

President: Al Menke 425-235-3961

Vice President: Susan Mann 425-235-3961

Secretary: Al Wyck 206-362-4035

Treasurer: Betty Ness 206-762-3725

Sgt-at-Arms: Leroy Miller 206-878-0601

Trustees: Louise Burns 206-762-0725

Cherie Menke 206-762-3848

John Guevara 206-762-3848

Union Office: (425) 763-1301 or (206) 763-1300

October 2006 751 AERO MECHANIC Page 9 751 was represented at the Alliance conference by L to R: John and Robin Guevara and Marlene and Bill Holayter.

The Alliance of Retired Americans south area chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center (600 E. Smith St), November 9th meeting w ill feature Dr. Watson from the Veteran’s Administration who will be speaking on memory loss. Join us and share your opinions. For more information, contact 206-762-3848 or 253-630-5280.

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ECF Election Includes Proposed Changes

The board of trustees of the Employees Community Fund of Boeing Puget Sound (ECF) is asking members of the Fund to approve a proposed change to the constitution during the annual fall election. If passed, the proposal would allow ECF to move from an 18-member board to eight trustees to a board consisting of a minimum of eight trustees and a maximum of 12 trustees. The change would be effective starting in 2007.

Trustees manage the Fund on behalf of its member contributors, paying special attention to the portion that is pooled, leveraging contributions to help people in need. The proposed board change will provide for a larger, more diverse board to give the Fund greater flexibility in reaching decision points, and to bring in a new perspective on how to provide the best possible services to the Fund's members.

• Allow retirees to serve on the board.
• Allow for flexibility and continued smooth functioning of the board of trustees need to leave for personal reasons or pay code changes. With the range of trustee understanding of the need for new diversity, the Board can still function while losing an member as long as the number of trustees doesn’t fall below eight.

• Increase the diversity and knowledge on the board by choosing board members from people with specific skills to fill the four new positions such as subject matter experts in finance, legal or project management.

"There are so many benefits to this proposed change with no negative results," said trust chairwoman, all said.

The board of trustees of the Fund to guide the Board into the future, managing the Fund's relationship with the United Way and responding to members' concerns.

Thursday, November 9th from 4-6 p.m. and 7-8 p.m. Local F is having a huge garage sale to benefit Guide Dogs of America. But first, we must collect items to sell so we need your help. If you have any unwanted, gently used, re-sellable household items, simply bring them to the Seattle Union Hall (9135 15th Pl. S). You can donate clothing (baby & children’s only - no adult clothing please), toys, tools, household items, lawn care tools, sporting goods, furniture, housewares, books, videos, games, camping equipment and other sellable items. Please do not bring junk!

Garage Sale for Guide Dogs

Item Plan to Shop

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Accepting the Oath of Office

Photo right: Business Rep Ron Bradley (1) administers the oath of office to Local E Trustee Roy Villanueva.
Union Really CARES for its Members

When Daphne Becker came to work for District 751 in June, she was eager to learn about the benefits of Union membership. Working in the Seattle Business Rep and Health and Benefits Office, she sees the Union helping members daily.

What she didn’t know was that 751 members, working at CARES of Washington, had been helping her for years with her disabled son, Franky. District 751 represents workers at CARES of Washington. Daily, these members assist people with disabilities and other barriers in finding employment and keeping good jobs.

“I can’t say enough about CARES. It is probably one of the best programs I have ever been dealt with. They really care about their clients,” Daphne stated.

Having two disabled sons, Daphne spent countless hours and days over the years trying to find appropriate programs to help her sons. While working with the Realistic Transition Program at the Highline School District, she learned of CARES of Washington. Once CARES stepped in, she knew Franky was in good hands and had all available resources at his disposal.

CARES, not only landed Franky a union job at the University of Washington Recycling Center that has excellent wages and benefits, they continue to meet with him to ensure things are going well. Franky now performs all aspects of recycling. He started as a sorter, then was compressing cardboard, and now received his certification and drives a forklift.

“If it wasn’t for CARES, I would have a 25-year-old son living off the state. Thanks to CARES, he has never collected SSI or welfare. Everything he has done since graduating from high school is because CARES took the time to place him and make sure he stays a viable employee,” Daphne noted.

Yet CARES does more than just find someone a job. CARES will actually build a job for the person. They go in and teach them how to perform the job. If a person can’t do a task, they move that duty out of the job. They help instill work ethics and the importance of getting to work on time. In addition, they go through the interview process with the client and help them with the paperwork.

“CARES is not just employment assistance, it is a whole life commitment. They help their clients with anything they need,” declared Daphne. “My son still has a caseworker from CARES, who he talks to once a month. If a problem comes up or he needs to learn a new job skill, he simply calls CARES.”

This personal touch that CARES provides leaves a lasting impression on their clients.

“When we first started with CARES, Gary Banis made us feel like we were his only case. He devoted considerable time to make sure Franky was placed appropriately and did lots of follow-up with employment,” stated Daphne. “Kacy Crowley is now his counselor and provides the same level of commitment and service.”

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Since Boeing runs a three-shift operation, not every worker who wants to be on day shift can be accommodated. Therefore, the Union contract contains shift preference language to help determine who gets to work their preferred shift. While it is not a perfect system, it provides a set of rules designed to ensure fairness and consistency.

Recently, first and second shift Interiors Stewards (Randi Haviland, Sandy Torfin, Mike Cummins and Mary Lain) worked together to ensure management followed the shift preference language in our contract.

By educating management on the contract, these Stewards ensured seven senior mechanics, who were previously bypassed, got their shift preference requests honored and were moved to first shift.

Shift preference, like many other sections of the contract (i.e. overtime and seniority placement), is based on the organization. The Interiors Fabrication Center has three separate organizations by commodity – 1) Stow Bins, 2) Ceiling Centers and 3) Closet & Partitions. In shift preference decisions, Interiors management would sometimes use an organization and in other instances would use the entire business.

Business Representative Jackie Boschok applauded the effort and noted, “There was a lot of- good organization on this topic – something we were very good at.” Interiors Management was ‘cherry picking’ and applying the contract language to the entire Interiors shop if it was someone they wanted to move to day shift. Other times, management would apply the language to just one organization. The contract requires consistency.

“While the Stewards didn’t want to see anyone lose their preferred shift, they ensured the members who were bypassed were transferred to their preferred shift,” Jackie added. “In addition, they are encouraging management to follow the contract language in getting senior people to day shift and gave examples on how to accomplish this.”

Steward Mike Cummins noted, “Within Interiors, these organizations work pretty closely. We’re hopeful management will do the right thing and move the senior members in one organization to days, which would create open requisitions on second shift in the other organization for new hires. It would comply with the contract language, get the senior people on days and greatly improve morale.”

Steward Randy Haviland, who works in stow bins where there is an abundance of 1997 hires, stated, “The contract is there for everyone. We have three different organizations which were each affected differently. In regard to shift preference in Interiors, we have the good (stow bins – virtually no second shift), the bad (ceiling & side walls – most senior people on 1st shift) and the ugly (closets & partitions – senior people stuck on second shift).”

Stewards’ efforts also resulted in Interiors clarifying their training policy. If new hires or recalls require more than 30 days training on first shift, management writes a letter to justify the extended time and also provide a date when the person will go back to second shift. Before, a person might stay on days indefinitely for three or four months to be ‘in training.’

Below is a brief summary of Shift Preference language:

While the Company has the exclusive right to assign employees to any shift to ensure operational efficiency, senior employees who have a shift preference on file shall be given preference over:

• Junior employees assigned to the same job title and shift.
• Junior returning non-bargaining unit employees.
• New hires.
• Promotional candidates.

Shift preference rights are not applicable to employees being:

• Downgraded.
• Laterally reclassified on their current shift.
• Laterally transferred to the organization on their current shift.
• Or senior employees who are in their labor grade.

In addition, shift preference must be filed more than three working days prior to and organization affecting a shift change or declaring a job opening.