DISTRIBUTION

District 751
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Shop Floor Meetings Central to Communication

In late September, Union leaders began holding shop floor meetings to increase the vital face-to-face communication with members. With the contract less than a year away, shop floor meetings are one of the best avenues to not only distribute information, but receive feedback and input, as well.

Two-way communication is key to successful negotiations to ensure Union leaders accurately portray membership concerns and understand issues members are identifying.

District 751 President Tom Wroblewski stated, “Shop floor meetings help raise Union visibility and give members an opportunity to talk to negotiators and Union leaders. There will be ongoing throughout the contract and beyond. Because they take place at work, members are more likely to participate. We understand how busy everyone is and look for convenient ways to get members involved.”

In October, shop floor meetings will focus on health care. At the same time, Union Stewards will be distributing a health care survey to have members further clarify their priorities concerning health care and dental care. In conjunction with the survey and shop floor meetings, the Aero Mechanic also features several articles on health care, including the bargaining history, options for prescriptions and news about the Traditional Medical Plan (see pages 6-7).

In each round of bargaining, health care is consistently a top issue. Protecting and enhancing the benefits becomes even more important as health care costs continue to rise nationwide. Through successful past negotiations, 751 has maintained a leader in health care benefits at the bargaining table.

District President Tom Wroblewski and Business Rep Mark Johnson talk with members at a shop floor meeting in Auburn.

For health care info, see page 9

Member Gets Seniority Restored

Labor Day 2007 brought good news for 751-member John Reifel. After returning to work from the holiday, he learned the Union was successful in getting his seniority reinstated back to his original hire-in-date of 1996 rather than being classified as a new hire with a December 2006 date.

Thanks to the efforts of Union Business Rep Richard Jackson and Union Steward Mark Clark, as well as from Workforce at Boeing, John has credit for all his previous time at Boeing.

As his Steward, Mark helped gather the facts and documentation. Richard took this information and presented it to Workforce, who agreed to reinstate his seniority. While it was not actually a contractual issue, once the Company saw all the facts and documentation, they did the right thing and corrected his seniority.

Richard noted, “I applaud Boeing for doing the right thing in this situation. It is a testimony to the working relationship between the Union and the Company. Even though it wasn’t contractual and they weren’t obligated to make a change, they realized this employee had followed the proper procedure and should have his seniority reinstated.”

The change meant John went from the bottom of the seniority list to being able to transfer to day shift.

“If there is another downturn, restoring my seniority will be huge. It also means I will accumulate vacation at a much faster rate,” John stated.

“I was impressed with how quickly I saw results,” added John. “I asked my Steward to look into the matter and that same day Business Rep Richard Jackson was in the shop asking for additional information.”

When John received his recall letter in early 2005, he immediately responded. At the time he was working as a manager at a company in Yakima. He was stunned when he received a second letter stating he would not be recalled. He called Boeing security (as the letter instructed), but the person was too busy and didn’t have time to hear his situation or explain how to rectify the matter. He made a couple other phone calls, but everyone seemed too busy to help so he accepted the fact he would lose his Category A rights and seniority.

Continued on page 11

Prioritizing Health Care

Throughout October, Union Stewards will be distributing a survey asking members to help prioritize health care and dental issues. Please take the time to fill out a survey and provide additional comments. Membership input is critical to our negotiations with Boeing.

Health & Benefits Rep Joe Crockett (l) reviews Medicare supplement info with Vicki and Paul Lecroy.

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Health Care

This Time!

For health care info, see page 9

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Health Care Is Focus of Negotiation Preparation in October

by Tom Wroblewski, District President

As part of our preparation for the 2008 negotiations with Boeing, we will be highlighting a different contract issue each month. Members will receive magnetic buttons and stickers each month displaying the issue. Then, throughout the month, the selected issue will be discussed in shop floor meetings with the Business Reps and talked about on Union issue flyers.

In October, we are featuring health care. Union Stewards will be distributing a survey asking for your input on health care and dental coverage. Please take the time to fill out the survey. If you want to give additional comments, do so on the second page provided. By getting feedback from our members, I, along with my Union negotiating team, will prioritize improvements in health care.

Throughout October, the Business Reps will hold shop floor meetings to discuss health care. Shop floor meetings provide face-to-face interaction for Union leaders with members. Beyond just providing information and answering questions, our goal is to receive feedback from the members, it helps me open in November. Thanks to all who took the time to attend the barbecue and share their concerns.

We must work to move closer to obtaining a first contract for the workers at Filtrona Extrusions in Yakima, Members there remain united in their efforts. Finally, this month we lost a member who played a tremendous role in our negotiations with Boeing – Al Schultz. This individual dedicated his life to helping others who was at the forefront of Boeing negotiations from 1968 through 1983. Yet after retirement from the Union, he quickly became involved with such worthy organizations as the American Red Cross and United Way. His only motivation was to pay back society for the fortune he had been given. He will be deeply missed and always appreciated for the work he did.

Local 751-C Proposed Bylaws Changes to be Voted November 8

Local Lodge 751-C has submitted a proposed Bylaws change to move the fall election next year to coincide with the spring election (similar to the District bylaws in a contract year) – eliminating the cost of two elections and saving the Local money. First reading of the submitted bylaws proposal will be at the Local Lodge 751-C meeting held on Thursday, October 11 at the Seattle Union Hall (9135 15th Pl. S., Seattle). The meeting starts at 6 p.m. in the Stewards Hall.

The second reading on the Bylaws Committee’s recommendations will be at the November meeting of Local Lodge 751-C on Thursday, November 8 at 6 p.m. in the Stewards Hall at the Seattle Union Hall (9135 15th Pl. S., Seattle). Members will vote on the proposed change will immediately follow the second reading at the November 8th meeting.

Are You Ready…to Move Forward?

A Labor Education Conference About Our Future

Plan to attend a labor conference on Saturday, November 3rd at the Stewards Hall.

The theme will be “Are You Ready…to Move Forward”

751 Women’s Committee, 751 Human Rights Committee and 751 Labor History Committee. The conference theme will be “Are You Ready…to Move Forward”

751 Women’s Committee, 751 Human Rights Committee and 751 Labor History Committee will combine their talents to host this educational conference with the following three workshops:

• 751 Women’s Committee…Are You Ready for the Unexpected?
• 751 Human Rights Committee…Are You Ready for a Better World?
• 751 Labor History Committee…Are You Ready for History to Repeat Itself?

Stewards will be given advanced education credit hours for attending the conference.

The event will also feature a silent auction to benefit Families & Friends of Violent Crime Victims. Donations for auction items gladly accepted.

To register, donate auction items or for more info, contact Janet Bromiley at 1-800-763-1301, ext. 3550.

Cost $10 if before October 26. Late registration $15.

UPCOMING EVENTS

Breast Cancer Walk

The District 751 Women’s Committee has again formed TEAM 751 to support the ‘Making Strides Against Breast Cancer’ non-competitive walk on Sunday, October 14th at 9 a.m. to 3 p.m. at Seattle Union Hall, 9135 15th Pl. S, Seattle.

This is our fifth year to participate in this worthy cause. There are two opportunities to volunteer at the walk on Saturday, October 13th from 10 am to 4 pm.

If you have any unsold, re-sellable household items, bring them to the Seattle Union Hall. You can drop them by (baby & children’s items only no adult clothing), toys, tools, household items, lawn care tools, sporting goods, furniture, housewares, linens, books, videos, games, clothing furniture, and more. Please do not bring junk! Only things in like new condition.

Plan to attend and get some great deals at the Seattle Union Hall (9135 15th Pl. S.) on:

Wednesday, October 10 from 4 pm and 7 pm

Thursday, October 11 from 6 pm and 9 pm

Friday, October 12 from 9-10:30 am and 1 pm

Saturday, October 13 from 10 am to 4 pm

Local F Garage Sale

Local Lodge 751-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, re-sellable household items, bring them to the Seattle Union Hall, 9135 15th Pl. S. You can drop them by (baby & children’s items only no adult clothing), toys, tools, household items, lawn care tools, sporting goods, furniture, housewares, linens, books, videos, games, clothing furniture, and more. Please do not bring junk! Only things in like new condition.

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M.N.P.L. Ensures Gains in the Legislative Arena

by Larry Brown, Legislative & Political Director

All of us hear and use acronyms. Some are very important and others not so much. MNPL is a good example of one of those very important acronyms. MNPL stands for Machinists Non-Pari-

The District 751 MNPL fundraising drive kicks off on October 1st. The drive will last through October 31st. Your Union Steward will be around to talk to you about the important work done by MNPL. But MNPL is about more than work.

We will have some fun, too. We will hold the 2007 MNPL Dinner/Dance on Saturday, December 1st. This gala event of fine dining and dancing is only available to Machinists Union members who join the 751 Club. This requires only a small contribution of just $7.51 a month to MNPL. No doubt the dinner/dance will be a great time but MNPL is so much more.

MNPL is the political arm of the Machinists Union. MNPL was formed in 1947 when the Machinists Union recognized the importance of raising money to help our union fight for our members. Today one of those very important acronyms is MNPL. MNPL ensures gains in the Legislative Arena.

Some are very important and others not so important. MNPL is a good example of one of those very important acronyms.

Ask your Steward for a copy of the 2007 MNPL information booklet. Remember: MNPL helps protect what is gained at the bargaining table from being erased in legislation!

Edmonds City Council
Position 5
Adrienne Fraley-Morill*, NP

State Legislature
19th Leg Dist, Senate
Brian Hafley

Ballot Measures
NO on I-960 – would make government less responsive and communities more vulnerable in a crisis.

YES on ROADS & TRANSIT – Allows school levies to pass with simple majority vote.

Balanced Political Agenda

Vote in the General Election - Tuesday, November 6th

King County Council
District 2
Larry Gossett, D

District 4
Larry Phillips, D

District 8
Dow Constantine, D

King County Prosecutor
Bill Sherman, D

Snohomish County Executive
Aaron Reardon, D

Snohomish County Council
District 2
Brian Sullivan, D

District 3
Mike Cooper, D

Seattle City Council
Position 1
Jean Godden, NP

Position 3
Venus Velasquez, NP

Position 5
Tom Rasmussen, NP

Position 7
David Delta, NP

Port of Seattle Commissioner
Position 2
Gael Tarleton, NP

Position 5
Alec Fisken, NP

Seattle School Board
Position 6
Maria Ramirez, NP

Mayor, City of Renton
Kathy Keolker, D

Everett City Council
Position 7
David Simpson, NP

Edmonds City Council
Position 5
Adrienne Fraley-Morill*, NP

State Legislature
19th Leg Dist, Senate
Brian Hafley

Ballot Measures
NO on I-960 – would make government less responsive and communities more vulnerable in a crisis.

YES on R-67 – would stop insurance abuse and make insurance companies pay on legitimate claims.

YES on EHJR 4204 – Allows school levies to pass with simple majority vote.

YES on ROADS & TRANSIT – Keeps our area moving and grows jobs.

Continued on page 8
Neumann Remembered for His ‘Spirit of Labor’

Each year, United Way of Snohomish County honors volunteers and community members with its prestigious Spirit Awards. This year’s winners were announced at United Way’s annual Spirit of Snohomish County Breakfast on Wednesday, September 12. District 751 again was in the spotlight as 751-A member Bob Neumann was awarded the Spirit of Labor Award (posthumously).

The Spirit of Labor Award is presented to a union member for outstanding leadership and community service through the partnership between United Way of Snohomish County and Organized Labor. The recipient demonstrates a commitment to the community through long-term notable volunteer service.

Bob was the epitome of the Spirit of Labor as every day he strived to help others. 751-F member Judy Neumann, Bob’s widow, proudly accepted the award for her husband.

Spirit of Labor Award: Bob Neumann, (awarded posthumously) Bob Neumann dedicated his last years to making life better for others, giving over 5,000 hours to volunteer service.

Volunteer Efforts Help Community

Throughout the Puget Sound region, 751 members have been volunteering to help on a variety of community service projects.

When Northwest Harvest organized their ‘Strike Out Hunger’ drive before a Seattle Mariners game, 751 volunteers were there to help collect donations and food. The one-day effort brought in 3,822 pounds of food and $12,914.90 in cash donations. Thanks to the following who helped with the effort: Vennie Murphy, Nancy Wilson, Jennifer Wilson, Craig Henningsen, Paul Veltkamp, Deborah Caldwell, Larry Brown, Theresa LaCoss, Michael Cramer, Dan Swank and David Bowling.

751 volunteers also recently built a wheelchair ramp for an Auburn resident. Thanks to the following who helped with the ramps: Ed Lutgen, Stosh Tomala, Vennie Murphy, Amanda Murphy, Jim Pete, Barb Stewart, Alex Karoosannis, Chris Louie, and Bruce Bob Anderson.

In addition, volunteers also continue to prepare and serve meals at area missions in Tacoma and Everett.

Volunteer Efforts Help Community

Employees Get A+ for Supporting Kids

Employees in the Puget Sound region receive an A+ for their efforts and generosity in supporting children during the annual Books & Backpacks drive in July. Donations overall increased by 17 percent over last year’s efforts, equating to 34,772 books, 6,618 backpacks and 1,171 totes of school supplies. Most importantly, donations from employees meant that more children in our communities, particularly those from low-income families, were ready to start school and will have access to new books throughout the year.

Books went to Page Ahead, a local nonprofit working toward children’s literacy. Backpacks and school supplies went to the World Vision warehouse where teachers from local schools with high percentages of low-income children can “shop” for supplies for students. Both agencies host events where children who are selected because of their need come away with books or backpacks and supplies.

“A lot of schools have limited resources and won’t let children take home books from the library,” said Susan Dibble, executive director of Page Ahead. “When employees donate these books, it’s sometimes the only book children can take home.”

By donating backpacks and school supplies or cash to purchase them, employees provide items for children whose families cannot afford even basic items to succeed in school.

“World Vision has already distributed 10,000 backpacks at back-to-school events and will host 5,000 teacher visits which will distribute $1.5 million in products,” said World Vision storehouse manager for the program. “Our ability to distribute supplies would not have grown to this proportion or even been possible without the continued support of Boeing employees during the drive.”

There are benefits to both physical donations and cash donations. Dibble said that by donating books of their choosing, employees provide a diversity of titles that the agency can then offer to children. By donating cash, employees offer buying power so that Page Ahead and World Vision can purchase items much below the retail rate.

Volunteer Efforts Help Community

Neumann Remembered for His ‘Spirit of Labor’

Do you have the facts about the Employees Community Fund (ECF)? Now is your chance to hear firsthand from your co-workers, the ECF trustees, about how ECF works, where contributions go and how funding decisions are made. Employees at Boeing are invited to bring their lunches and stop by a “brown bag” discussion about ECF. Trustees will lead the discussion and answer questions. Cookies or other snacks will be available for anyone who attends. Plan on stopping by one of these informative sessions to learn the facts.

Everett Factory:
Friday, October 5th, 10:30 a.m.
40-35.3, 313M13
Auburn:
Thursday, November 6th, 10:30 a.m.
17-44 Theatre
Craft College Ensures Facilities Stay the Best

Robin Buck, Morgan Bragg, and Maurice Taylor all believe fervently that learning to be an expert machinist is like learning to be any other kind of professional—there’s really no end to the process. Buck is a long-time journeyman machinist with four special certification patches on the sleeve of his coverall. Bragg is a newly state-certified machinist. Taylor has graduated from his Electronic Technician apprentice program and Craft College worked together for Bragg. He combined four years of on-the-job training in Boeing shops all over the Puget Sound area with off-hours training and homework and on-after hours Craft College courses.

“With every presentation, I ask for my- self, building a professional skill I can take anywhere in Boeing,” he explained. “And as machines change, you’re going to need more knowledge, more understanding.”

Maurice Taylor is another graduate IAM apprentice from the Boeing/IAM Apprenticeship Program and a simultaneous IAM/Boeing Joint Programs college graduate. He earned a four-year apprenticeship and is apprenticing under craftsmen, he DePew said. “Learning to fix one didn’t necessarily pro- vide me with all I needed to learn for the other 299, so many of the classes look beyond learning a spe- cific machine to teaching applied science.”

There were already a number of good individ- ual courses, offered by training ven- dors and by the machine tool manufacturer- selves, but until DePew began his mission, they weren’t organized in a co- herent way. The college was to gather a team of Boeing instructors and hammer together curriculum. Like any other college, there’s progress toward a degree

Craft College is organized in 100- level courses for entry-level knowledge, 200 and 300 courses for sophomores and juniors, and 400 level courses for seniors. There are 500 “graduate” courses that lead to industry certifica- tions like those that Robin Buck and Bragg earned. Enrollees can take written placement tests to bypass the entry levels, but in the intermediate and advanced classes they must show hands-on proficiency as well. DePew was pleased with the college model. He says it recognizes the intellec- tual rigor of the study and gives the students a constant measurement class, by class, quarter by quarter of what they’ve accomplished.

DePew enlisted Larry Tibbels of the IAM/Boeing Joint Programs Quality Through Training Program. “We couldn’t have done this without Larry,” says DePew, fervently. ’Tibbles had worked Craft College part of the whole array of learning possibilities in IAM/Boeing Joint Programs.

Tibbels first reacted to the safety idea. “A safe shop is a good place to work. Safe shops attract the best, most skilled people. On-the-job safety is a benefit that doesn’t show up on a pay stub, but it’s one anybody who works around machines like ours appreciates.” As the Craft College curriculum matured, Tibbels saw more and better fits with current IAM/Boeing Joint Pro- grams. Craft College is another place where machinists could benefit from their education- al allowances.

“At IAM/Boeing Joint Programs Quality Through Training Program, we’re here to get people back to school,” Tibbels said, “to extend their skills how- ever they want to do it, get them assist- ance while they do it, and get them credit for what they accomplish.”

Once the basic structure of the Col- lege was set, Jim Fleming took over as project manager and Technical Skills instructor. Jim, who came from the shop, is currently the instructor for mainte- nance on all CNC Controls. A team of former shop experts also help: Ricky Rodeffer, fluid power specialist, Randy Gruber, Pat Pritchard, and Wade Klauserman, laser and machine tool spe- cialists, and Dave Szymanowski electric- al/electronics specialist, all have prac- tical backgrounds.

A college for hands-on learning

Since craftspeople learn things with their hands there is both book time and lab time. Classes generally have a morn- ing of book work and an afternoon of lab to reinforce it. Most of the information people need isn’t in textbooks but in schematics and diagrams, which is a whole different language. Using equip- ment manuals, instruction, and the labs, when members finish, they are service any machine tool or process pro- cess controls that need a practical knowledge of control systems, hydraulics, pneumatics, mechani- cal, and electrical power.

Craft College also uses vendors to fill needs that can’t be delivered by in-house instructors. They use boardwork work benches where the mechanics and tech- nicians hook up actual components. The Boeing instructors use new equipment or equipment salvaged from Boeing sur- plus stores. For example, students learn their alignment skills on a surplus five- axis mill with the cutter removed. Craft College has its own precision surface tables, lasers, overhead cranes, control simulators, and Boeing-standard com- puter control consoles are everywhere. All the teaching equipment from com- puter terminals to the five-axis mill and the granite surface tables are portable. Each has its crate with its cubic measurements and its weight on the side, which allows it to be loaded on trucks and planes to ship any course in the curriculum anywhere in the Company.

More than just doing a job

The response has been steady and growing. Fleming says, “You’ve got to realize, Boeing machinists and craftspeople are the best of the best. These aren’t people who can find satis- faction just coming in and doing a job every day. They want a chance to excel, to learn, to keep up to date. They’re self- motivated, engaged with Boeing and proud of the skills they’ve learned and developed at Boeing. They have a lot to know, both specific, detailed stuff and the whole framework it fits into.”

Robin Buck is convinced. A 29-year Boeing veteran, Buck asks, “Where else can you find a place where you can learn on company time with company money as much about your job as you could ever hope to know? Every day brings a new challenge.”

To learn more about IAM/Boeing Joint Programs, Quality Through Training Pro- gram, Boeing/IAM Apprenticeship Pro- gram, and Craft College, visit the IAM/ Boeing Joint Programs website at http:// iamboeingweb.boeing.com/ Or foremost by phone, type in Craft Col- lege. Users outside the Boeing network can access the IAM/Boeing Joint Programs website at www.iam-boeing.com.

Craft College

Craft College graduate student Robin Buck makes a pressure adjustment to the basement hydraulics of the Plant 1 FORMING Press.

Upcoming Terwedo Financial Investment Planning Workshops

OCTOBER

QTTP Everett – October 23rd - Noon to 2 pm OR 3 pm to 5 pm. (1739 24th Ave. - 1102 15th St SW) To reserve a seat, call 253-931-3577

Upcoming Money Management Workshop

OCTOBER

QTTP Everett – October 16th OR October 12th, 11 am to 1 pm OR 3 pm to 5 pm. (1710 Evergreen Way). To reserve a seat, call 425-542-9973

QTTP Tukwila – October 18th, 11 am to 1 pm OR 3 pm to 5 pm. (1739 24th Ave. - 1102 15th St SW) To reserve a seat, call 425-965-4300

QTTP Auburn – December 6th – Noon to 2 pm OR 3 pm to 5 pm. (1739 24th Ave. - 1102 15th St SW) To reserve a seat, call 253-931-3577

Upcoming Boeing Retirement Workshop

OCTOBER

QTTP Everett - November 8th 11:30 am to 1:30 pm OR 3 pm to 5 pm. (1710 Evergreen Way). To reserve a seat, call 425-542-9973

QTTP Tukwilla – November 15th - Noon to 1:30 pm OR 3 pm to 5 pm. (1739 24th Ave. - 1102 15th St SW) To reserve a seat, call 425-965-4300

QTTP Auburn – December 6th - Noon to 2 pm OR 3 pm to 5 pm. (1739 24th Ave. - 1102 15th St SW) To reserve a seat, call 253-931-3577

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I&M, BOEING JOINT PROGRAMS

Craft College

Craft College graduate student Robin Buck makes a pressure adjustment to the basement hydraulics of the Plant 1 FORMING Press.
Regence Traditional to be No-Cost Monthly Premium Plan in 2008

In late September, Boeing announced the no-contribution medical plan for 2008 would change from Selections to the Traditional Medical Plan for hourly employees in Washington state. The timing of the change coincided with non-union employees annual open enrollment period in November. For hourly union members, the open enrollment period will be May 2008 with changes effective July 2008.

Why is this change happening?
Boeing offers a choice of medical plans that meet certain levels of quality, service and access to doctors and hospitals. Our contract guarantees there will be one plan with no monthly premium contribution and generally, Boeing offers the most cost-effective plan with no employer monthly contributions. In the past, the Selections plan had a cost advantage over the Traditional Medical Plan, but that advantage has gradually disappeared over the last few years. In 2008, the Traditional Medical Plan will become the new no-contribution plan.

Continued on page 8

Mail Order Prescriptions Save Time & Money

Prescription drugs are a vital part of health care. They can save you time when an acute illness strikes and can keep you healthy if you have a chronic condition, such as diabetes, high blood pressure, or high cholesterol.

Prescription drugs can also be a major expense, especially if you take the same medication regularly. Simply asking a few basic questions next time you need to see your doctor or fill a prescription can save you time and money – and help control health care costs for all employees.

Consider mail order

If you take a “maintenance” medication – such as a drug to control high blood pressure, or high cholesterol – ask your doctor to write a prescription that you can fill through mail order. Usually, you can get up to a 90-day supply (plus refills up to one year, if appropriate) of long-term or maintenance medication for much less than you would spend at a retail pharmacy. It’s easy to set up, and you’ll avoid trips to the pharmacy and waiting in line. Don’t forget, standard shipping is free for mail order prescriptions.

Getting Started at Mail Order:
1. Get a 90-day prescription from your doctor
2. Obtain a mail order form from the pharmacy plan (see table right for contact info).
3. Send the completed form, your prescription and applicable copay to the mail order pharmacy.

Mail order prescription forms are shipped free – saving you time and money.

With Selections, Upgrade Your Glucose Meter Free

In a proactive measure to assist employees who are diabetics to better manage their insulin needs, Regence Selections is making a choice of two new glucose monitors (CONTOUR® and BREEZE®2) available for Selections members at no charge.

Some of the benefits of the meters are:
- CONTOUR®
  - No Coding required
  - 5 second test time
  - Tiny blood sample size
  - Unique sip-in test strips for easy sampling
  - Large memory capacity (480 tests)
- BREEZE®2
  - Ten tests disc-system
  - 5 second test time
  - No individual strip handling
  - No coding for fewer steps and fewer errors
  - Large memory capacity (420 tests)

Your new meter comes with an initial starter kit containing 10 test strips, a lancing device, lancets and a carrying case. Additional test strips for the CONTOUR® and BREEZE®2 meters are now available in pharmacies.

To receive your new meter free of charge, please call the RegenceRx line at 1-888-787-8233 and let the Customer Service Representative know which Bayer meter you prefer. If you need more information about your benefits for diabetes testing supplies, please call the number listed on the back of your medical card.

Benefits - a Continual Battle
submitted by Tom Lux, 751 Labor History Committee

“Where do my benefits come from?” The only correct answer to this- is quite brief: Benefits come from the Union contract. They are negotiated by the Union. We hope to provide a brief overview of the history of these benefits. The Union-negotiated and company-paid health and welfare benefits are not new, but relatively new to collective bargaining agreements. Before 1922, there were no provisions in 751’s contracts or in the agreements signed by most other employers. Before 1952, all health and welfare costs were paid by employees.

The Union continues to push for better benefits each round of negotiations. Unfortunately, after the terrorist attacks of 9-11, the company increased the costs of medical onto employees – a trend that is taking place across the country.

Health-care remains a top concern of our Union. It becomes harder to negotiate contract improvements due to rising costs of health care and increasing influence of insurance companies. Recently, the Wash State Labor Council met to consider legislative proposals for health reform. Proposals ranged from incremental changes to improve access to affordable health coverage to dramatic changes aimed at universal coverage which separates health insurance from employment. Many have already improved access to health care by developing universal care systems. Clearly, national health care has to be on the political agenda.

It is overdue.

Dental Coverage Over the Years

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
<th>Description</th>
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<tbody>
<tr>
<td>1968</td>
<td>Dental coverage available</td>
<td>Offered after drafting three of the four crowns over a three-year period; plan was implemented 1/1/70; plan provided benefits after a $250 deductible; plan paid 80% of cost per member or dependent.</td>
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<td>1974</td>
<td>Company paid rates of dental plans paid by employees and dependents.</td>
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<tr>
<td>1978</td>
<td>Yearly maximum benefit increased</td>
<td>Increased from $500 to $1,500.</td>
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<td>1983</td>
<td>Additional Benefits in Dental Options</td>
<td>Dental incentives maximum reduced to 85% for Plan 1 expenses (previously 100%).</td>
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<td>1989</td>
<td>Annual maximum increased to $1,500.</td>
<td>Extended Orthodontic benefit to employees and dependents (previously only dependent children) and increased benefit to $1,500.</td>
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<tr>
<td>1999</td>
<td>Annual maximum increased to $1,500.</td>
<td>Orthodontic benefit increased to $2,000.</td>
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<tr>
<td>2005</td>
<td>No change.</td>
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Life Insurance History

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<thead>
<tr>
<th>Year</th>
<th>Event</th>
<th>Description</th>
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<tbody>
<tr>
<td>1968</td>
<td>Life insurance history</td>
<td>Coverage which separates health insurance from employment. Man</td>
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<tr>
<td>1986</td>
<td>Life insurance history</td>
<td>Coverage which separates health insurance from employment. Man</td>
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<td>1995</td>
<td>Life insurance history</td>
<td>Coverage which separates health insurance from employment. Man</td>
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<tr>
<td>2002</td>
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<td>Coverage which separates health insurance from employment. Man</td>
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<tr>
<th>Year</th>
<th>Event</th>
<th>Description</th>
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<tbody>
<tr>
<td>1971</td>
<td>Company contributions to dental plan</td>
<td>Increased from $300 to $750.</td>
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<td>1977</td>
<td>Company contributions to dental plan</td>
<td>Increased from $300 to $750.</td>
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<td>1979</td>
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<td>Increased from $300 to $750.</td>
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<tr>
<td>2002</td>
<td>Company contributions to dental plan</td>
<td>Increased from $300 to $750.</td>
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with Selections Committee members Larry Brown and Sec-Treasurer Susan Palmer hear changes in health care for 2008 from Boeing Benefits Chair Vic Morgan.

Mail Order Prescriptions

<table>
<thead>
<tr>
<th>Formulary</th>
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<tbody>
<tr>
<td>Brand Name</td>
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with Selections Committee members Larry Brown and Sec-Treasurer Susan Palmer hear changes in health care for 2008 from Boeing Benefits Chair Vic Morgan.
The Long & Winding Road to Health & Benefits

Every contract health care remain a top issue in bargaining. As health care costs have skyrocketed nationwide in the past decade, it has become increasingly difficult to maintain and especially to make gains the beneficiaries. However, through membership solidarity, we continue to have some of the best medical coverage in the country.

- **1952 Contract**
  - Hospitalization increased to $46 a day and $50 a day in last year of contract.
  - Significantly increased company contribution on dependent coverage
  - Incentives as added
  - Vision benefits
  - Substance abuse treatment
  - Nervous conditions
  - Occupational therapy
  - Hearing aid benefit
  - Maximum lifetime benefit increased to $10,000.

- **1963 Contract**
  - Eligible dependents age increased from under 19 to under age 23.
  - Employee continued to pay a portion of monthly premium for spouse and dependent children.
  - Hospitalization increased to $62 per day.
  - Increases in covered amounts for ambulance, normal maternity, cesarean births.
  - Maximum lifetime benefit increased to $20,000.

- **1965 Contract**
  - Deductibles for Traditional Medical Plan increased to $125 for individual; $375 for family
  - Added coverage for one routine physical exam every three years for employees and spouses under age 35, and one coverage following: 1996 $600; 1997 $400, 1998 $200, which provided up to $1200 to any member who switched or
  - Starting in 1996 offered incentives to switch from Traditional Medical Plan to Optional Health Plans. Incentives as
  - Continued to offer Selections as a 100% Company paid
  - Improvements in vision frames benefit, hearing aid benefit, and organ donor procurement.

- **1968 Contract**
  - First prescription drug plan available (Company paid) with 52 prescriptioneductible.
  - Employee contribution for dependent coverage completely eliminated.
  - Added $400 hearing aid benefit.
  - Added dependent care payable at 80%.
  - Added options to obtain voluntary second surgical opinions.
  - Added home health care payable at 80%.
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The Local A Car Show not only raised over $7,200 for Guide Dogs of America, it resulted in a rallying statue for the upcoming contract. Several Local A Stewards chipped in to buy the bear in a silent auction. The bear was presented at the September meeting. It not only strikes a solidarity pose, but will do a daily countdown to the contract over the next year. Plans to have the bear on display at every local lodge meeting between now and next September.

District 751 President Tom Wrobleski emphasizes to Auburn Union Stewards the importance of MNPL and some of our past successes in the political arena.

Union Plus Mortgage - Exclusively for Members

Union Plus Mortgage and Real Estate makes refinancing and home-buying easier and more affordable for IAM members. The benefit is offered exclusively for Union members through Chase Home Finance, one of the largest lenders in the United States. Key program features include:

- Easy application process – over the phone or in person. Call 1-866-729-6016.
- Special first-time home buyer program.
- Strike, layoff and disability assistance.
- Unemployment and disability benefits to help you make mortgage payments when you're out of work.
- Mortgage programs for borrowers with “less than perfect” credit.
- Down payments as low as 3%
- No-cost monthly premium health plan
- Premiums based on the market, and for a full year after the home is sold. It also enhances the home's marketability.

Above: Presenting Local A with the Solidarity Sam chainsaw bear were L. to R. Bob Merrett, Scott Salo, Doug Rigby, Debbie Anderson, and Michael Korody.

Local A Stewards got together and bid to win the bear and help raise money at the annual CAR SHOW. Thanks to the following who chipped in to secure the bear for Local A: Bob Merrett, Doug Rigby, Scott Salo, Danny Mae, John Tschannen and Mike Olidbar. The effort raised additional money for Guide Dogs of America.

In 2008, Traditional Medical Plan Will Become No-Cost Monthly Premium Health Plan

Continued from page 6

What does this change mean for you?

Both during and after the year-long open enrollment period in May, you'll receive detailed information about the cost of each plan and other considerations to help you make the medical plan you choose continues to meet your needs. The reasons for the change are essentially two:

- To put health care dollars in your pocket.
- To give members of the Stewards Council a stronger voice in the bargaining process.

How will the no-contribution plan change affect my monthly cost for medical coverage?

If you enroll in the Traditional Medical Plan, you won’t be required to pay monthly contributions to cover you and/or your eligible dependents.

You’ll be required to pay monthly contributions if you enroll in Selections or Group Health HMO. During the next open enrollment period in May, you’ll receive detailed information about cost and coverage to help you evaluate your options to make sure the medical plan you choose continues to meet your needs.

Remember that your health care costs for a given year include not only your monthly contributions (if any), but also the amounts that you pay for out-of-pocket expenses such as co-insurance, co-payments, and the plan’s deductible. Your out-of-pocket costs for each plan will vary, depending on your family size, health status and use of certain services.

Selecting a new medical plan is not easy, but you can help make the process easier. When you evaluate your options, consider the factors that are important to you. If you have any questions about the new medical plan, please call the plan administrator at 1-866-729-6016.

Union Plus Mortgage – Exclusively for Members

Former NFL quarterback Jack Thompson is the Union Plus Rep for this region.

No-Cost Monthly Premium Health Plan

There is no difference between the hospital networks of the Traditional Medical Plan and Selections. In the past, Boeing promoted enrollment in managed care plans because they were supposed to be more cost-effective. What happened? When the Selections plan was originally introduced, it contained elements that made it more cost-effective, such as better provider discounts in exchange for a more restricted network. Over time, the Selections network has expanded so that the network size and the discounts that are obtained are virtually the same as the Traditional Medical Plan network. Today, plan design differences – such as copayments, coinsurance, deductibles, level of out-of-pocket and covered services – have become the primary factors that differentiate the cost of the plans.

Do the plans have different hospital networks?

No. The annual cost analysis described above takes out of the health and demographics of the population enrolled in the plan. This helps ensure that the plan and those enrolled in it are not “penalized” based on the health status of its members.
Al Schultz Won Key Benefits for Boeing Workers

August 24th, the Machinists Union lost a long-time leader when Al Schultz passed away following a battle with cancer. Al spent 37 years as an IAM representative negotiating contracts for auto shops, shipyards and railroad workers, but was best known as the tough-as-nails negotiator for Boeing workers in the 1970’s and 1980’s who saw the industry through tumultuous times. From the 1968 through the 1983 contract, Al was at the bargaining table when we faced off against Boeing – fighting to improve wages and benefits for our members. It was through his efforts that Boeing employees got dental coverage in their contracts and kept valuable cost-of-living adjustment (COLA) language.

Al began his Union career as a Business Rep at Local 69. In 1951, he was appointed to the International Union Staff. Al organized and negotiated contracts in machining shops, automotive shops, shipyards, railroads and airlines, and the Continental Can, American Can and National Can companies. In 1967, he was appointed by the International President as the overall coordinator for the Boeing negotiations. In that capacity, he acted as spokesman and chief negotiator on a nationwide basis. He helped create and secure groundbreaking contract language establishing medical and other benefits. He was a strong Labor advocate for legislation and public policy promoting working families. Al served in this capacity until his retirement in 1985.

Following his retirement from the Union in 1985, Al continued to serve as a consultant to small independent unions and began years of volunteering for charitable organizations while remaining active as an IAM retiree. He was appointed chairman of the Board of Directors for the King County Chapter of the American Red Cross and eventually chairman of the Board of Directors for United Way of King County and Snohomish County. He spent his last years on the Snohomish County HR Committee and was an Operational Shortfall Supporter. Al received many awards for his work, but his motivation was to pay back society for the fortunate life he had been given. Schultz served as an inspiration and a resource for a new generation of IAM leaders who followed in his footsteps. Western Territory GVP Lee Pearson praised Schultz’s vast knowledge regarding the aerospace industry but also his large heart and fun loving personality. “He wasn’t above giving you a good ribbing if he thought it was necessary, and he almost always thought it was necessary,” said Pearson.

Helping to improve the quality of lives for others was a way of life for Al – one that was shared by his wife JoMarie, who was a lifelong advocate for workers and dedicated her life to helping others. Both will be greatly missed and make a huge difference in the lives of so many.

The Retired Club serves a free lunch at noon every Monday at the Seattle Union Hall following the 11 a.m. meeting. Also, the Alliance for Retired Americans is trying to expand and Carl asked that anyone interested should get involved. Lastly, Carl requested that everyone write to the President, Senators and Representatives in support of a resolution to get out of Iraq.

Guest Speaker: Steve Drzielak. Staff Coordinator to the Alliance for Oregon and Washington spoke about the growth of the organization. They are planning to put together locals and create a better way to contact all members. He also said that it is important that they find different groups to join the alliance and come together to support their issues.

Business Representatives’ Report: Business Rep Paul Knebel reported that at last week’s orientation, there were 145 new employees. Two weeks prior to that, there were over 200 new employees in attendance.

President’s Report: President: President Al Menke reported on the Retiree Picnic, which was held August 20th. There was a great turn-out even though it was raining hard that day, but we still had a good time.

Health & Welfare: Helen Pompeo gave the report. There was one ill patient for the month – Jerry Seidl. A moment of silence was observed for the following deceased members: Kurt D. Brosvik, Marcy A. Bruce, Stanley G. Ciszewski, Gerald Egbert, Hiroshi Espucki, Shelton L. Fisher, Don T. King, Robert B. Lamison, Camillo Molinari, Walter M. Palmer, Sidney D. Rae, William Remound III, James L. Sample, Chido S. Smelzer, James L. Sullivan, Jarlyn K. Tallman, Herman D. Trover, Willard C. Walton, Leroy W. Westenberg. Sympathy was sent to the next of kin.

Officer Nominations: The following nominations were made from the floor: President: Al Wydick Vice President: T. J. Siebert/Gene Hoglund Recording Secretary: Ruth Rinder Sergeant at Arms: Leroy Miller Trustee: Louise Burns A discussion on the floor followed regarding elections. Good and Welfare: Robin Guevara asked that the minutes show that the Club is thankful for all of the support that the District has shown for retirees.

Paul said that DBR Tom Wroblewski recently gave a report about the Retired Club and how proud he is to show support.

Birthdays: President Al Menke read the Birthdays: Leroy Miller, Helen Pompeo, Louise Burns, Robin Guevara, Dwayne Porter and Al Menke. There were no Anniversaries this month. Treasure Betty Ness held the membership in the AARP. Old Business: None.

New Business: None.

Adjournment: A motion was made to adjourn at 12:02 PM. M/S/P.

Calendar

- 751 Retired Club meets every Monday at 11 a.m. in the Seattle Hall (9135 15th Pl. S.). Second Monday of the month is the business meeting. A free lunch is served at noon every Monday following the meeting.
- Everett Retirees Group meets at the Everett 751 Union Hall (8729 Airport Rd), the fourth Tuesday (October 23rd) of every month at 1 p.m.
- Alliance of Retired Americans South Area Chapter meets the second Thursday of each month at 1 p.m. at the Kent Senior Citizen Center (600 E. Smith St). For more info, contact 206-762-3848.

Retirement News

September 751 Retired Club Business Meeting Minutes

by Ruth Rinder, 
Retired Club Secretary

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

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

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

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

Communications: President Al Menke read a card that was sent by Mary King.

Legislative Report: Legislative Director Larry Brown spoke about the International’s endorsements that were announced at the National Staff Confer- ence last week. Both Democrat and Republican candidates were invited. Larry noted that the International recognizes that 30% of its membership is Republican and that they want to acknowledge and encourage their participation in this very important election. The Union can support the endorsing candidate endorsed by the IAM & AW is Hillary Clinton. The Republican candidate endorsed is Mike Huckabee.

Retired Club Officers

President: Al Menke 425-235-9361
Vice President: Al Wydick 253-735-8064
Secretary: Ruth Rinder 206-324-4055
Treasurer: Betty Ness 206-762-0725
Sargent-at-Arms: Leroy Miller 206-878-0601
Recording Secretary: Ruth Render 206-242-5878
Trustees: Louise Burns 206-242-5878
Cherie Menke 425-235-9361
John Guevarra 206-762-3848

Union Office: (206) 762-3391 x296-762-1300

Al Schultz fought tirelessly for American built but American made.

He also explained that at the Washington Machinists Council Meeting last weekend, Darcy Burner was endorsed for her race in the 8th Congressional District.

Tom O’Brien asked Larry if the Union is requesting that our elected officials make sure to spend our tax dollars on American-made products.

Larry said that the Union is definitely asking that. Currently, they are trying to make sure that the Tanker is not only American built but American made.

Robin Guevara asked whether or not the Retiree COLA is still being discussed. Larry said that the COLA issue is always discussed when they have meetings with the Congressional Delegation.

Carl Schwartz explained that it is everyone’s responsibility to show support for the endorsed candidates. He also reported that he is still working on the COLA project and that he is going to write and speak with DBR Tom Wroblewski about the issue.

RETIRED CLUB OFFICERS

President: Al Menke
Vice President: Al Wydick
Secretary: Ruth Rinder
Treasurer: Betty Ness
Sargent-at-Arms: Leroy Miller
Trustees: Louise Burns, Cherie Menke, John Guevarra

Union Office: (206) 762-3391 x296-762-1300

Al Schultz fought tirelessly for members at Boeing in negotiations from 1968 through 1983.
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He took an early retirement in 1999 and has enjoyed the retiree medical benefits for the past seven plus years. In November, he switched to Medicare and has to choose a supplement to ensure he has the e qu a t e medical benefits. Specifically, he and his wife are planning for a plan with portability so they can get quality medical care while they are traveling. With budget cuts in Medicare, Joe was able to locate several plans that match their criteria. He provided them with a range of options and the information on the plans well in advance of the deadline to decide coverage.

Joe noted, “When selecting a Medicare supplement, you should always con- tact your doctors to ensure they are in the network you choose. Never just assume it will be the supplement you choose. It is best to do the research ahead of time, talk to your doc- tors and make an informed decision.”

Paul was thankful for the help. He noted, “I didn’t know where to start looking for a Medicare supplement. I got a quote and it was very helpful.”

Joe added, “The early retiree medical benefits provided by our Union contract allowed us to retire early. You can’t put a price on that.”

The early retiree medical benefits provided by our Union contract allowed us to retire early. You can’t put a price on that. This is unbelievably good coverage. It would not have been feasible to retire early. You cannot put a price on retirement.

Property

The Salvation Army White Center is asking for donations of candy to help disadvantaged children living in the White Center area of Seattle for Halloween. If you would like to help, drop off bags of candy at any of the area Union halls.

Vehicles

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Continued from page 1

Boeing, including being one of the only payrolls to have early retiree medical for new hires, which bridges their health care until they qualify for Medicare. Calculating health care costs and premiums are a national problem, which needs to be addressed. A resolution must happen prior to workers at the bargaining table is unacceptable to this Union. Members of the IAM make Boeing profitable and should share in that success – through lower health care costs and greater compensation. While the Union understands the importance of lowering overall health care costs, Boeing must understand that keeping workers’ costs down and providing the best possible health care coverage is the cost of doing business. Look for increased Union visibility items, as well. The pre-contract shirts continue to sell out just as quickly as the pre-contract shirts did last year.

Gearing Up for Contract ‘08

Applications Available for 2008 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 vocational/technical certification. Awards to Children of Members are: $1,000 per academic year for college. All awards are renewed each year, until a Bachelor’s degree is obtained or for up to four years, whichever occurs first. Vocational/technical School – $2,000 per year throughout the life of the award. They must be planning to graduate during the spring semester of the year that includes the closing date of February 22, 2008. They must plan to take a regular college or vocational/technical program as a full-time student, or will be eligible if the parent died after the child entered high school, and the parent had two years of “continuous good-standing membership” at the time of death, and the parent maintained continuous good-standing membership throughout the life of the award.

Eligible Applicants

Any applicant must be either:
• an IAM member or
• the son, daughter, stepchild or legally adopted child of an IAM member.

A Member Applicant:
• must have two years of continuous good-standing membership up to an including the closing date of the competition (February 22, 2008).
• the IAM member must maintain continuous good standing membership throughout the life of the award.
• must be working in a company under contract with the IAM.
• may apply, whether entering college or vocational/technical school as a freshman or at a higher level with some college credits already completed, or to obtain an application form, complete and return the form below. No application forms postmarked later than February 22, 2008, will be acknowledged or considered for the 2008 school year. Completing the form does not guarantee a scholarship. I am aware that the IAM scholarship competition is open only to members of the IAM, and they may not be a part of such a legendary company and unionized workforce that takes pride in its employees. I am aware that my eligibility came around, I had my ducks in a row, put in my application and got called immediately. I was thrilled to be back and still have my retirement.”

After talking to others about the matter, he approached Steward Mark Clark who offered to help. The incident makes him appreciate his job at Boeing and Union representation even more. “Since my first day at Boeing in 1996, as a Boeing employee and a member of IAM 751, my quality of life has been dramatically improved. I am proud to be a part of such a legendary company and Union,” John stated. “I feel our Union and Boeing work well together. I’m confident Boeing sees the value of having a unionized workforce that takes pride in our work. Unions help keep the corporations in check.”

John also appreciates the training benefits provided in our contract. When he was laid-off, he took advantage of those benefits and got started on a degree in business management. As a result of his seniority reinstatement, he now has launched his own business sooner than first projected and plans to continue using the vast education benefits available to our members.