

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 have identified.

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. These will be ongoing throughout the contract and beyond. Because they take place at work, members are more likely to participate. We understand how busy ev-



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

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 drugs 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 remained a leader in health care benefits at

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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.



Steward Monico Bretana fills out a health care survey.



For health care info, see page 6



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

Union Benefits Office Here to Help

Selecting a Medicare supplement has become extremely complicated because there are so many plans, which are constantly changing. When Paul and Vicki Lecroy were faced with this decision, they knew where to turn for advice – the Union. 751's Health and Benefits Office was there to provide them with the information and resources to make an educated choice.

Health and Benefits Representative Joe Crockett works daily to help members who may have questions on Medicare supplements, as well as assisting with many other benefit questions/issues. The District 751 Health and Benefits Office has a wealth of information and resources. Members can seek help with such issues as:

- Medical Benefits
- Dental Benefits
- Leave of Absence
- Life Insurance
- Short-Term (Weekly) Disability
- Prescription Drug Coverage
- Retirement Plan/Pension Benefits
- Alcohol and Drug Rehabilitation

Member Paul Lecroy has always valued the Union contract and the resources it provides to our members.

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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.

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751-member John Reifel (center) thanks Steward Mark Clark (l) and Business Rep Richard Jackson for their help in restoring his seniority to a 1996 date.



Craft College

Training ensures facilities remain the 'best of the best'

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in the General Election

TUESDAY

NOVEMBER 6th

See Voting Recommendations, page 3

Peddling Politics

MNPL Drive kicks off to step up our legislative efforts

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REPORT FROM THE PRESIDENT

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 the members, it helps me and my Union negotiating team to prioritize improvements in health care.

Throughout October, 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

members have, it ensures vital two-way communication and offers an avenue for members to give direct feedback to Union leaders. It is critical that we get every member to participate throughout the negotiation process. This will ensure we capitalize on our bargaining position and get the best possible contract for members because "It's Our Time...This Time!"

This issue of the *Aero Mechanic* briefly outlines the history of our health care, dental care and life insurance benefits. It has been a steady progression to get to the level of benefits we enjoy today. Keep in mind that in the last ten years, health care costs have risen substantially across the country. Take the time to read over the history, which shows how collective bargaining has improved our benefits.

Unions have played a huge role in improving benefits over the years. Prior to 1952 Union-negotiated and company-paid health and welfare benefits were rare. 751 first obtained this ground-breaking language in the 1952 contract and did not obtain company-paid dependent care until the 1965 contract (when employees initially paid more than 50 percent of the

premium). Before 1952, all health and welfare costs were paid by employees.

Each round of bargaining, health care remains a top concern of our Union. Across the country, the rising cost of health care benefits and employers' attempts to shift costs to workers builds a strong case for national health care. Imagine if this issue did not have to be addressed at the bargaining table, the gains we could make in other areas. We are also proposing several health care bills at the state level for the upcoming session in January 2008.

Obtaining a national health care policy is just one of our goals in the political arena, which is funded through the Machinists Non-Partisan Political League (MNPL). Securing the Air Force tanker contract for Boeing and getting more of that tanker built in America is also a goal of MNPL. In October, Stewards will distribute additional information on this vital program. Talk to your Steward about the program and ask how you can get involved.

In Eastern Washington, I got a chance to meet some of our members who work for Rabanco in Goldendale and discuss issues for their upcoming negotiations this fall. Negotiations with Rabanco will

open in November. Thanks to all who took the time to attend the barbecue and share their concerns.

We continue 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 and was at the forefront of Boeing negotiations from 1968 through 1983. Yet after retirement from the Union, he spent decades volunteering for such worthy organizations as the American Red Cross and United Way. His only motivation was to pay back society for the fortunate life he had been given. He will be deeply missed and always appreciated for the work he did.

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

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

First reading of 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 presenting three educational perspectives from the 751 Women's Committee, the 751 Human Rights Committee and the 751 Labor History Committee. The conference theme will be "Are You Ready...to Move Forward?"

The 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



Saturday, November 3

9 am to 3 pm

Seattle Union Hall,
9135 15th Pl. S.

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 Janeé Bromiley at 1-800-763-1301, ext. 3500.

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. This is our fifth year to participate in this worthy cause.

There are two opportunities to volunteer at the walk on Sunday, October 14th. If you'd like to volunteer to assist walkers on the route, please meet Justin Wiegand at the Volunteer Tent at 7:30 a.m. in order to be in place prior to the event start. TEAM 751 walkers are meeting in front of the fountain across from JC Penny's at Bellevue Square by 8:30 a.m. for a group photo. The 5 K walk starts at 9:00 a.m. 751 walkers will receive 3 hours volunteer time.

For more information, contact Kay Michlik at kaym@iam751.org or call 1-800-763-1301, ext. 3316.

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. You can donate clothing (baby & children's only no adult clothes), toys, tools, household items, lawn care tools, sporting goods, furniture, housewares, linens, books, videos, games, camping equipment and more. **No computer monitors.** Please do not bring junk! Only things we can sell!

Plan to attend and get some great deals at the Seattle Union Hall (9135 15th Pl. S.) on:
Wednesday, October 10 from 4-6 pm and 7-8 pm
Thursday, October 11 from 4-6 pm and 7-8 pm
Friday, October 12 from 9:30-10:30 am & 11:30 am to 12:30 pm
Saturday, October 13 from 10 am to 4pm

District Lodge 751, International Assn. of Machinists and Aerospace Workers

Tom Wroblewski
President, Directing Business Representative

Clifton Wyatt
Vice President

Susan Palmer
Secretary-Treasurer

James Coats
Sergeant-at-Arms

Tommy Wilson
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Mark B. Johnson

Ray Baumgardner
Emerson Hamilton

Stan Johnson
Paul Milliken

Ron Bradley
Jimmy Darrah

Heather Barstow
Jon Holden

Don Morris
Richard Jackson

Union Business Representatives

Union Offices:

- 9125 15th Pl S, Seattle; 206-763-1300
- 201 A St. SW, Auburn; 253-833-5590
- 233 Burnett N., Renton; 425-235-3777
- 8729 Airport Rd, Everett; 425-355-8821
- 4226 E. Mission, Spokane (509) 534-9690 or 1-800-763-1305

Toll-free to Seattle from:
 Nationwide 1-800-763-1301
 Tacoma 253-627-0822
 Hotline: 1-800-763-1310
 Web site: www.iam751.org



751 AERO MECHANIC

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

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POLITICAL ACTION

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-Parisian Political League.

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 in the political arena. The Aerospace Machinists of District Lodge 751 has long been a recognized leader in MNPL. But what are some of our successes?

Historically, the District has been able to leverage great advantage for our members because we have been big-time play-

ers in politics. The more recent highlights of this would include:

- In 1988, with an aerospace downturn and layoffs in other sectors of the economy, our Union helped pass a bill in the Washington State Legislature that would use excess funds in the Unemployment Insurance Trust Fund to provide extended unemployment and worker retraining benefits for laid-off aerospace workers. Only aerospace, timber and fin-fisherman workers were eligible to receive these benefits.

- In 2001, working with Boeing, the Machinists helped secure a deal with the U.S. Air Force to lease up to at least 100 767 air refueling tankers. This contract was worth \$23 billion. Unfortunately, the U.S. government withdrew the contract due to legal and ethical irregularities by the Company. The Union continues to push for Boeing to secure the Air Force tanker contract and to get additional tanker work returned to the U.S.

- After the disaster of 9-11-2001 nearly half of our Union members lost their jobs as a result of a horrific downturn in airline and aerospace industries. District Lodge 751 was able to secure \$43 million in worker retraining and extended unemployment benefits. Once again, only laid-off aerospace workers were eligible. This program gave laid-off Machinists Union members up to two years of benefits and training. This program helped thousands of Machinists Union members transition into new careers or

enhance their skills so they were able to find other employment.

- Our Union helped land the 787 final assembly for our members in Washington State. In 2003, our Union worked with our allies in the Washington State Legislature and then Governor Gary Locke to create a legislative package which helped convince Boeing to build the next generation airliner in Everett.

- One of the consequences of the 2003 legislative package which helped to keep the 787 final assembly in state, also caused an unemployment benefits cut for seasonal workers in Washington. These cuts affected building and construction trades workers, food processing and other agricultural workers. In 2006 the Machinists Union, working with others, helped restore those benefits.

There are many accomplishments at the federal level as well, including:

- Boeing winning the P-8 Poseidon contract for the Navy, which translates into hundreds of jobs at the Renton plant.

- Passing the Family and Medical Leave Act in 1993.

- Enacting the W.A.R.N. act, which guar-

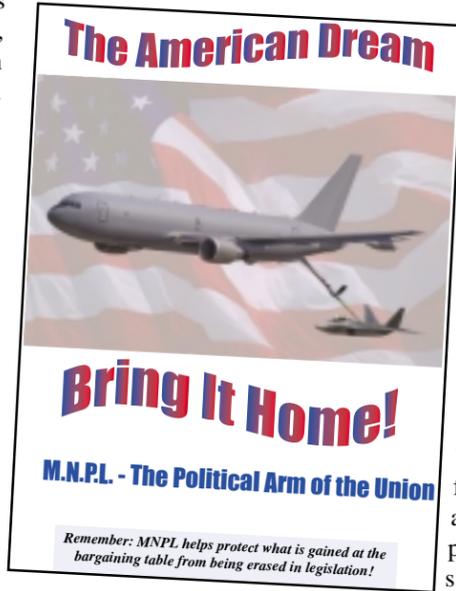
antees workers 60 days notice for layoffs or plant closures (if more than 100 people lose their jobs) signed into law February 1989.

- Funding for the Export-Import Bank, which helps finance airplane orders for Boeing

All of these accomplishments were made possible by our MNPL contributions. MNPL helped place friends in public office. But there is so much more that needs to be done. In the next couple of years we MUST pass legislation to make it easier for workers to join unions. This is more than important. Quite literally, the survival of the American labor movement is at stake.

At the Federal level, we must pass the Employee Free Choice Act (EFCA). This bill, when enacted into law, will allow workers a more streamlined and level playing field when they want to join a union. Currently, the law allows employers to place obstacle after obstacle in the way of workers seeking to join a union. The path is long and torturous. And even when the employer breaks the law during an organizing campaign, little is done to sanction the employer. Every 23 minutes a worker in America is fired

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Ask your Steward for a copy of the 2007 MNPL information booklet.



Steward Sarah Parker goes over the 2007 MNPL Drive rules and time lines.



Business Rep Jimmy Darrah (r) talks about significant legislative gains made through MNPL with Steward Jeff Rose.

751 RECOMMENDED CANDIDATES

Vote in the General Election - Tuesday, November 6th

<h4 style="color: blue; text-decoration: underline;">King County Council</h4> <p>District 2 ✓ Larry Gossett, D</p> <p>District 4 ✓ Larry Phillips, D</p> <p>District 8 ✓ Dow Constantine, D</p> <hr/> <h4 style="color: blue; text-decoration: underline;">King County Prosecutor</h4> <p>✓ Bill Sherman, D</p> <hr/> <h4 style="color: blue; text-decoration: underline;">Snohomish County Executive</h4> <p>✓ Aaron Reardon, D</p>	<h4 style="color: blue; text-decoration: underline;">Snohomish County Council</h4> <p>District 2 ✓ Brian Sullivan, D</p> <p>District 3 ✓ Mike Cooper, D</p> <hr/> <h4 style="color: blue; text-decoration: underline;">Seattle City Council</h4> <p>Position 1 ✓ Jean Godden, NP</p> <p>Position 3 ✓ Venus Velazquez, NP</p> <p>Position 5 ✓ Tom Rasmussen, NP</p> <p>Position 7 ✓ David Della, NP</p>	<h4 style="color: blue; text-decoration: underline;">Port of Seattle Commissioner</h4> <p>Position 2 ✓ Gael Tarleton, NP</p> <p>Position 5 ✓ Alec Fisker, NP</p> <hr/> <h4 style="color: blue; text-decoration: underline;">Seattle School Board</h4> <p>Position 6 ✓ Maria Ramirez, NP</p> <hr/> <h4 style="color: blue; text-decoration: underline;">Mayor, City of Renton</h4> <p>✓ Kathy Keolker, D</p> <hr/> <h4 style="color: blue; text-decoration: underline;">Everett City Council</h4> <p>Position 7 ✓ David Simpson, NP</p>	<h4 style="color: blue; text-decoration: underline;">Edmonds City Council</h4> <p>Position 5 ✓ Adrienne Fraley-Monillas*, NP</p> <hr/> <h4 style="color: blue; text-decoration: underline;">State Legislature</h4> <p>19th Leg Dist, Senate ✓ Brian Hatfield</p> <hr/> <h4 style="color: blue; text-decoration: underline;">Ballot Measures</h4> <p>✓ NO on I-960 – would make government less responsive and communities more vulnerable in a crisis.</p> <p>✓ YES on R-67 – would stop insurance abuse and make insurance companies pay on legitimate claims.</p> <p>✓ YES on EHJR 4204 – Allows school levies to pass with simple majority vote.</p> <p>✓ YES on ROADS & TRANSIT – Keeps our area moving and grows jobs.</p>
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COMMUNITY SERVICE

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 our 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.



Bob Neumann (inset picture) dedicated his life to helping others. Above: 751-F Steward and District Council Alternate Judy Neumann (l) accepts the Spirit of Labor award on Bob's behalf.

When Bob Neumann was diagnosed with severe emphysema in 1995, doctors gave him six months to live. He left his job as a structural mechanic at Everett's

Boeing plant and became a tireless volunteer.

For more than 10 years he volunteered four days a week, encouraging patients in the pulmonary rehab program at Providence Everett Medical Center to exercise. With his union, he headed an adopt-a-highway program and worked on cleaning up Everett's Casino Road. He worked on several other community projects, which included cleaning up schools, building playgrounds and participating in United Way's Day of Caring.

Neumann worked at the Boeing Company for 29 years and was a union steward with the International Association of Machinists and Aerospace Workers Local 751A. Formerly a resident of Mill Creek, he served as sergeant at arms for the Snohomish County Labor Council and was on the council's community services committee.

Robert William Neumann died on February 25, 2007 at age 60. He is survived by his wife, Judy Neumann, who accepted the award on his behalf. Like Bob, Judy has also dedicated her life to helping others through her work in the Union and the 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 contributions, 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.



Photo courtesy Mark Best

Boeing employees donated more than 34,000 new books for area children during ECF's Books & Backpacks drive.

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 Jim Peterson, 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

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, Jenifer 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 to help with their disabled child and another ramp for a retired 751 member. Thanks to the following who helped with the ramps: Ed Lutgen, Stosh Tomala, Vennie Murphy, Amanda Murphy, Jim Pete, Barb Stewart, Alex Karooiannis, Chris Louie, and Bruce Bob Anderson.

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



Above: 751 members help with a Northwest Harvest food drive before a Mariners game.

Photo left: Ed Lutgen, Vennie Murphy, Stosh Tomala and Jim Pete install hand rails.



Building a ramp for an Auburn resident were: Jim Pete, Vennie Murphy, Stosh Tomala, Amanda Murphy. Ed Lutgen and Barb Stewart (not pictured) also helped.



A 751 retiree was all smiles after Chris Louie, Vennie Murphy, Alex Karooiannis and Bruce Bob Anderson built her a wheelchair ramp.

Learn More About ECF at Brown Bag Lunches

Do you have the facts about the Employees Community Fund (ECF)? Now is your chance to hear firsthand from your co-workers, the 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



IAM/BOEING JOINT PROGRAMS

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 mechanic. Taylor has graduated from his Electronic Technician apprenticeship, but all find in the Craft College a way to keep their learning going.

"Education is the most important thing you can do in your life," Buck asserts. "The chance to learn more, to become better at my job is what I like about working here. Developing your craft is a lifelong thing."

Like Buck, Morgan Bragg is a journeyman, with additional certification from the Fluid Power Society. He has a Washington state license as a machine tool maintenance mechanic and keeps the 10-, 15-, and 20-ton overhead cranes in repair, "a fine job if you don't fear heights," he says with a smile. The Boeing/IAM Joint Apprenticeship 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-



Maurice Taylor services the power board for an 8-axis mill.

hours Craft College courses.

"It's all about creating a future for myself, building a portable skill I can take anywhere in Boeing," he explained. "And as machines change, you're going to need more training to keep your skill current."

Maurice Taylor is another graduate IAM apprentice from the Boeing/IAM Apprenticeship Program and a simultaneous Craft College student just as Bragg was. "My apprenticeship and the Craft College are two sides of the same coin," explained Taylor. "It's hard when you're new to something to even know what questions to ask. I really didn't know what I needed to learn from the senior mechanics I was apprenticing under. Craft College is helping me get the most out of my on-the-job training. The apprenticeship will make me a journeyman

at the same time Craft College is helping me earn an electrician's certification."

Teaching what other institutions don't

Mike DePew started the Craft College 3 years ago to provide a regular curriculum for the Facilities mechanics and technicians maintaining the machines in Auburn's Fabrication Division. Obviously some training was needed, but when DePew began looking at what was required he was confronted with an immediate problem. Machinists become experts at a specific machine or class of machines but maintenance mechanics need to understand all of them. On the job training often teaches how to do things at the expense of the why.

"There isn't a school that teaches the things our Facilities mechanics and technicians had to learn," DePew found. "There isn't a college or community college that approaches this kind of highly specialized knowledge on the practical, nuts-and-bolts basis level our craftspeople need," DePew explained. So he had to create one.

There was a tremendous amount of knowledge involved. There are 300 high-precision, high-value, essential machines under facilities care," DePew said. "Learning how to fix one didn't necessarily provide insight about the other 299, so many of the classes look beyond learning a specific machine to teaching applied science."

There were already a number of good individual classes, offered by training vendors and by the machine tool manufacturers themselves, but until DePew began his mission, they weren't organized in a coherent way. DePew's mission was to gather a team of Boeing instructors and hammer together curriculums.

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 level "graduate" programs that lead to industry certifications like those 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 intellectual 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. Tibbels made Craft College part of the whole array of learning possibilities in IAM/Boeing Joint Programs.



Craft College graduate student Robin Buck makes a pressure adjustment in the basement hydraulics of the Plastic Forming Press.

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 Programs. Craft College is another place where machinists could benefit from their education 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 however they want to do it, get them assistance while they do it, and get them credit for what they accomplish."

Once the basic structure of the College was set, Jim Fleming took over as project manager and Technical Skills instructor. Jim, who came from the shop, is currently the instructor for maintenance on all CNC Controls. A team of former shop experts also help: Ricky Rodeffer, fluid power specialist, Randy Gruver, Pat Pritchard, and Wade Klausmeier, laser and machine tool specialists, and Dave Szymanowski electrical/electronics specialist, all have practical 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 morning 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 equipment manuals, instruction, and the labs, when members finish, they are able to service any machine tool or process controls that need a practical knowledge of control systems, hydraulics, pneumatics, mechanical, and electrical power.

Craft College also uses vendors to fill needs that can't be delivered by in-house instructors. They use breadboard work-

benches where the mechanics and technicians hook up actual components. The Boeing instructors use new equipment or equipment salvaged from Boeing surplus 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 computer control consoles are everywhere.

All the teaching equipment from computer terminals to that five-axis mill and the granite surface tables are portable. Each one 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 satisfaction 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 in their work, 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 Program, Boeing/IAM Apprenticeship Program, and Craft College, visit the IAM/Boeing Joint Programs website at <http://iamboeing.web.boeing.com/>. Or from any Boeing search engine, type in Craft College. Users outside the Boeing network can access the IAM/Boeing Joint Programs website at www.iam-boeing.com.

Workshops Can Help Plan Finances for your Retirement

IAM/Boeing Joint Programs regularly offers workshops to assist members in planning for their golden years. The Boeing Retirement Workshop is offered in Auburn, Everett and Tukwila and helps members understand how the retirement process works, how pension benefits are calculated, different ways to collect VIP funds and information on retiree medical.

The Personal Money Management Seminar is for anyone who wants a comfortable retirement or has other financial goals such as your child's college education or a new home. It is never too early or

too late to start planning. Learn about your VIP options, how to maximize your Boeing pension options, about tax favored investing and proper asset allocation, calculate your post-Boeing income and examine creative budgeting. Check the schedule and register for the workshop that is most convenient.

Upcoming Terwedo Financial Investment Planning Workshop

QTTP Everett - October 23rd OR November 7th 11 am to 1 pm OR 3 pm to 5 pm. (7710 Evergreen Way). To reserve a seat, call 425-776-0446

Upcoming Boeing Retirement Workshop

QTTP Everett - November 6th 11:30 am to 1:30 pm OR 3 pm to 5 pm. (7710 Evergreen Way). To reserve a seat, call 425-342-9973

QTTP Tukwila - November 15th - 11:30 am to 1:30 pm OR 3:30 pm to 5:30 pm. To reserve a seat, call 425-965-4300

QTTP Auburn - December 6th - Noon to 2 pm OR 3 pm to 5 pm. (17.239.1 bldg - 1102 15th St. SW) To reserve a seat, call 253-931-3577

Upcoming Money Management Workshop

QTTP Everett - October 16th OR November 12th. 11 am to 1 pm OR 3 pm to 5 pm. (7710 Evergreen Way). To reserve a seat, call 425-870-1969

QTTP Tukwila - October 18th, 11:30 am to 1:30 pm OR 3:30 pm to 5:30 pm. OR November 15th, 7-9 am, 11:30 am to 1:30 pm or 3:30 pm to 5:30 pm. To reserve a seat, call 425-965-4300

QTTP Auburn - October 23rd, November 13th or December 4th - Noon to 2 pm OR 3 pm to 5 pm. (17.239.1 bldg - 1102 15th St. SW) To reserve a seat, call 425-870-1969

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 1.



L to R: 751 Benefits Committee members Larry Brown and Sec-Treasurer Susan Palmer hear changes in health care for 2008 from Boeing Benefits Chair Vic Morgan.

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 employee 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

Continued on page 8

Mail Order Prescriptions Save Time & Money

Prescription drugs are a vital part of health care. They can save your life 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 for 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.**



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

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.

Ask about generics

Boeing medical plans cover a wide range of prescription drugs. Each plan prefers certain drugs based on standards for safety, effectiveness and cost. The plan’s list of these preferred drugs, called a “formulary,” includes both generic and brand-name drugs. The formulary is updated throughout the year as new drugs and clinical

studies are released.

You can lower your costs by choosing formulary drugs – especially generics. You’ll pay lower copayments (set amounts) or lower coinsurance (percentage of the total cost). Most Boeing medical plans also cover drugs that aren’t on the formulary, but you’ll pay more for them.

Research your options, lower your costs

Step 1: Before you visit your doctor...

- Call your medical plan or visit the plan’s web site (see table below) to research which drugs are on the formulary.
- Make a list of all the prescriptions, over-the-counter drugs, vitamins and supplements you’re taking and bring it to your appointment. Your doctor needs these details to prevent negative drug interactions.

Step 2: During your doctor visit...

- Ask your doctor to prescribe a drug that’s listed on your plan’s formulary – preferably a generic drug.
- If no generic is available or your doctor recommends a brand-name drug, check to see whether it’s on the formulary. If it isn’t, ask your doctor whether a formulary drug would be just as effective for you.

	Traditional Medical Plan	Selections	Group Health HMO
Service Provider	Medco	Regence RX	Group Health
Web site	www.medco.com	www.regencerox.com	www.ghc.org
Phone number	1-800-841-2797	1-800-422-7713	1-800-901-4636
Retail Copays	\$ 5 generic \$15 brand-name formulary \$30 brand-name non-formulary 34-day supply	\$ 5 generic \$15 brand-name formulary \$30 brand-name non-formulary 34-day supply	\$ 5 generic \$15 brand-name 30-day supply
Mail-order Copays	\$10 generic \$30 brand-name formulary \$60 brand-name non-formulary 90-day supply	\$10 generic \$30 brand-name formulary \$60 brand-name non-formulary 90-day supply	\$10 generic \$30 brand-name 90-day supply

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 1-888-787-0233 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

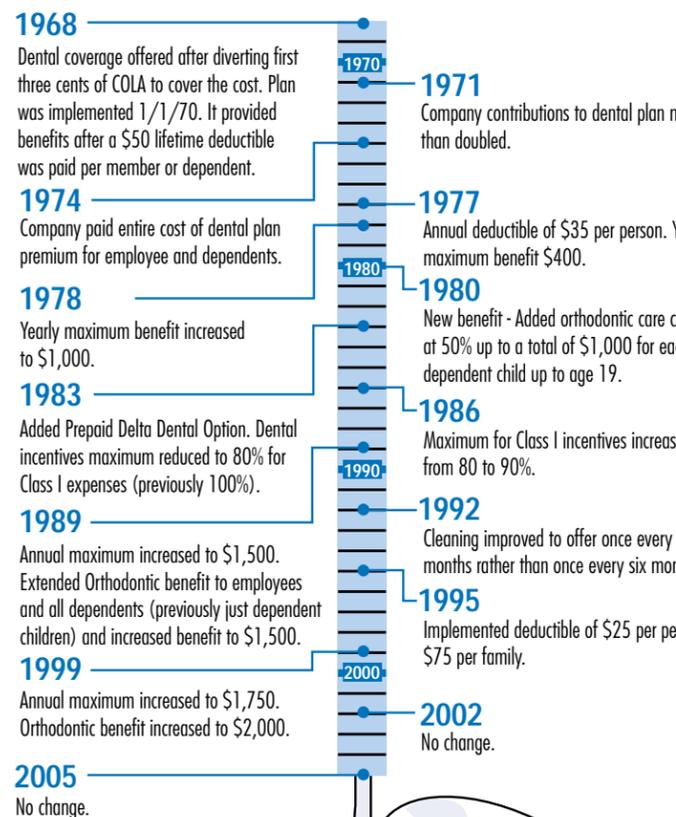
“Where do my benefits come from?” The only correct answer to this question is quite brief: Benefits come from the Union contract. They are negotiated by the Union. We hope to provide a brief overview of the history of these benefits.

Union-negotiated and company-paid health and welfare benefits are relatively new to collective bargaining agreements. Before 1952, there were no provisions in 751’s contracts or in the agreements signed by most other unions. Before 1952, all health and welfare costs were paid by employees.

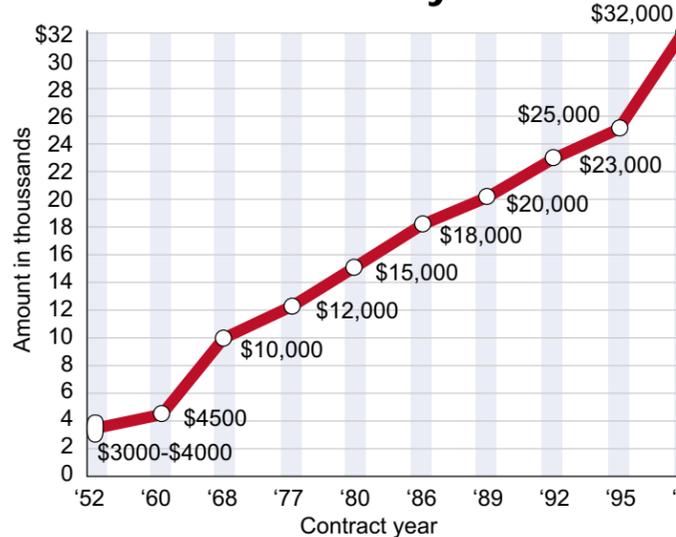
The Union continues to push for better benefits each round of negotiations. Unfortunately, after the terrorist attacks of 9-11, the Company shifted more of the costs of medical onto employees – a trend that is taking root across the country.

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

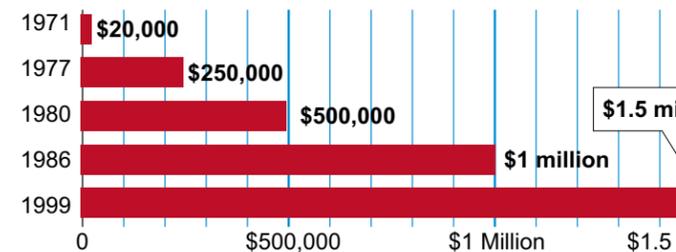
Dental Coverage Over the Years



Life Insurance History



Lifetime Medical Maximums



The Long & Winding Road to Health & Benefits

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



1952 Contract

- Medical coverage offered for employee only. Employee paid 57 cents per month; Company paid \$8.65.
- Medical and surgical benefits provided by: King County Medical Service Bureau.
- Maternity benefits: \$75.00.
- Ambulance fee: one-time payment of up to \$8.00.
- Hospitalization: maximum \$10.00 per day for sixty.

1960 Contract

- Company paid entire cost to maximum of \$10.30 per month per employee.
- Hospitalization is increased to \$16.50 per day.

1963 Contract

- Hospitalization increased to \$23.50 a day.
- Added clause to provide waiver of premium for up to six months if an employee is on official leave of absence because of disability caused by illness or injury.

1965 Contract

- Company agreed for first time to pay a portion of the medical, surgical and hospital coverage for dependents. First year Boeing paid less than 50% of premium (Boeing paid \$8.95 and employee paid \$12.79). In 1967 Boeing paid \$11.93 and employee paid \$9.81).
- Hospital allowance for tonsils and adenoids increased from \$45 to "in-full" on a one-day basis.

- Many improvements including raising hospitalization to \$27.50 per day.
- Added mental and nervous condition treatment.
- Maternity coverage improved.
- First coverage for premature births.
- Added coverage for blood transfusions.

1968 Contract

- Hospitalization improved to \$46 a day and \$50 a day in last year of contract.
- Significantly increased company contribution on dependent coverage
- Introduced dental coverage
- Maximum lifetime benefit \$15,000

1971 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, caesarean births.
- Maximum lifetime benefit increased to \$20,000.

1974 Contract

- First prescription drug plan available (Company paid) with \$2 prescription deductible.
- Employee contribution for dependent coverage completely eliminated.
- Improvements in daily hospital room and board expense.
- Added as allowed expenses: clinical psychologists for treatment of mental disorders; treatment of alcoholism at an approved alcohol treatment facility; physicians charges for well baby care during the first 48 hours after birth.

1977 Contract

- Added retiree medical for employees who retired prior to being eligible for Medicare.
- Added vision benefit program to cover glasses or contacts (previously only covered eye exam).
- Added coverage for convalescent care facilities.
- Added coverage for chiropractic service.
- Added benefits for routine pap smear exam, and for vasectomies and tubal ligations.
- Maximum lifetime benefit increased to \$250,000.

1980 Contract

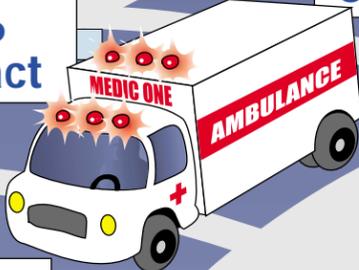
- Added \$400 hearing aid benefit.
- Added home health care payable at 80%.
- Added option to obtain voluntary second surgical opinion.
- Improvements in daily hospital room and board limits, alcoholic treatment center limits and other enhancements.
- Maximum lifetime benefit increased to \$500,000.

1983 Contract

- Improvements in chiropractic, treatment of alcoholism, treatment of nervous disorders, home health care.
- Vision program improved to provide a pair of lenses every two years, even though there is no change in prescription. Previously required a prescription change to get new lenses.
- Coverage for baby care immediately following birth was expanded to cover all newborns, rather than just well babies.
- Added coverage for hospice care.
- Injections in doctor's office now covered.
- Anesthesia for oral surgery will be covered as an outpatient expense.
- Introduced individual and family deductibles, \$100 and \$300 respectively.

1986 Contract

- Eligible dependents expanded to age 25 (previously to age 23)
- Maternity benefits: paid in full.
- Ambulance fee: \$25 co-payment.
- Hospitalization: paid in full.
- Improvements in hearing aid benefit, substance abuse treatment, nervous and mental conditions, office visits, vision benefits.
- Maximum lifetime benefit increased to \$1,000,000.



1989 Contract

- Addition of coverage for routine physical exams and for routine immunizations, and for well baby check-ups during the first three years of a child's life.
- Increases in substance abuse benefits and the addition of coverage for the treatment of eating disorders.
- Improvements in home health and hospice care benefits.
- Added coverage for organ donor expenses for organ procurement.
- Improvements in vision care schedule.

1992 Contract

- Improvements in vision frames benefit, hearing aid benefit, and organ donor procurement.
- Revised early retiree medical for those hired on or after 1/1/93, the Company will contribute 3 1/3% of the cost for each year of service with the Company.
- Introduced if a dependent spouse is employed elsewhere and waives medical coverage under their employer-sponsored plan, employee will contribute \$100 per month for for that spouse to be covered by a Boeing medical plan.

1995 Contract

- Starting in 1996 offered incentives to switch from Traditional Medical Plan to Optional Health Plans. Incentives as follows: 1996 \$600; 1997 \$400, 1998 \$200, which provided up to \$1200 to any member who switched or stayed in an Optional Health plan.
- Added coverage for one routine physical exam every three years for employees and spouses under age 35, and one exam every calendar year when over age 35 (up to \$200 each)
- Added coverage for routine screening mammograms, pap smears and prostate exams as recommended by physician.
- Expanded coverage for up to 8 routine physical exams for well-baby care during child's first 24 months.
- Coverage added for a variety of immunizations
- A Joint Committee on Health Care Costs and Quality formed.
- Deductibles for Traditional Medical Plan increased to \$125 for individual; \$375 for family

1999 Contract

- Pregnancy and pregnancy related conditions for dependent children covered.
- Acupuncture services covered under certain conditions.
- Expanded prescription drug coverage to cover contraceptive drugs.
- Added Neuro Developmental Therapy benefits of up to \$1,000 per year for kids age 6 and below as part of the physical, occupational and speech therapy.
- Added coverage for infertility diagnosis and treatment, and treatment of organic erectile dysfunction.
- Skilled Nursing Care unlimited (previously 120-day limit).
- Hospice Care increased from 120 hours in a six month period to unlimited.
- Maximum lifetime benefit increased to \$1,500,000.

2002 Contract

- Continued to offer Selections as a 100% Company paid monthly premium plan.
- Increases in deductibles (\$200 individual, \$600 family) & co-pays in medical plans, prescription and vision.
- Ambulance Services and treatment of mental illness and substance abuse reduced from 100% to 95%.
- Decreased time it takes for new employees to be eligible for coverage.

2005 Contract

- No takeaways — due to the resolve of the membership we were able to maintain our medical benefits even though workers across the country were losing many of their benefits and paying more of the cost.
- New hires continue to be eligible to receive early retiree medical. Nearly every payroll at Boeing since our negotiations in 2005 has eliminated this benefit.

Local 751-A Car Show Brings Solidarity Sam

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. Local A plans to have the bear on display at every local lodge meeting between now and next September.



Above: Presenting Local A with the Solidarity Sam chainsaw bear were L to R: Bob Merritt, Scott Salo, Doug Rigsby, 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 Merritt, Doug Rigsby, Scott Salo, Danny Maez, John Tschannen and Mike Olebar. The effort raised additional money for Guide Dogs of America.



Photo above: Local A Council Delegate Scott Salo (r), who served as organizer of the event this year, presents Union Steward Mark Beaudry the portable GPS system he won in the Local A Car Show raffle.

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.



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

- Key program features include:
- Easy application process – over the phone or in person. Call 1-866-729-6016.
 - Special first-time home buyers 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 5% – and even lower for qualified buyers.

• \$350 toward closing costs of mortgages (for buyers who use both the real estate and mortgage portions of the program.

• Parents and children of IAM members are also eligible for Union Plus mortgages.

The program's real estate benefit, which is available by calling the same toll-free number, offers members who list a home for sale a comprehensive home warranty plan (a \$350 value) at no additional cost. This home warranty plan provides members with valuable protection from unexpected breakdowns in the home's mechanical systems and appliances while their home is on the market, and for a full year after the home is sold. It also enhances the home's marketability.

Call the Mortgage Hotline at
1-866-729-6016
Online visit:
[www.unionplus.org/
washington-mortgages.cfm](http://www.unionplus.org/washington-mortgages.cfm)



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

MNPL Drive Throughout October

Continued from page 3

simply because they try to join a union, a right they are supposed to have under the National Labor Relations Act. EFCA will help restore that right.

In our state we need to pass the Employee Privacy Act. This bill will enable workers to decline to attend religious, political, pro or anti-union meetings sponsored by employers. This will allow workers to make up their own minds about those subjects without coercive treatment by the boss.

These laws will help workers get a better shake at the bargaining table and in the halls of Congress and the State Legislature. But in order to make that happen, we need your help by you joining MNPL. We depend on MNPL to help elect political candidates who will stand up for working people.

MNPL is about more than just politics. It is also about being part of something bigger than ourselves. Just as indi-

vidual workers are stronger by standing together in the union, we are stronger politically by standing together in MNPL. Pooling our money with MNPL makes our voice loud, clear and heard.

It is very obvious MNPL is a very important acronym. That is why you need to join ASAP. Ask your Steward for an enrollment card or more information on MNPL.



Steward Jason Sulkosky examines the 2007 MNPL brochure.

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

Continued from page 6

tion plan for all employees in Washington. Again, for our members this change will not go into effect until July 2008 and members can change health plans in May 2008.

What does this change mean for you?

During the next regular annual enrollment period for health and insurance benefits (May of next year), you'll receive detailed information about the cost of each plan and other considerations to help you make sure the medical plan you choose continues to meet your needs.

My union contract is for three years. Why is this change being made mid-contract?

Our contract language states that the Company will pay the full cost of the low-cost plan for the region. A determination of the low-cost plan is made each year as part of the annual medical plan rate renewal process with the Company's medical plan carriers. If a different plan becomes the low-cost plan, Boeing can make the announcement and change plans. New plan rates will be announced in May 2008 during the annual enrollment period. This is the first year that the Traditional Medical Plan cost is less than the Selections plan.

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 coinsurance, 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.

Why is it being announced now?

Because the non-represented employees' open enrollment period is in November. Union represented employees would hear Traditional was the new no-cost plan. It is better to make a formal announcement so everyone gets the information.

How does Boeing determine which medical plan has the lowest cost?

Each year, Boeing contracts with a third party to analyze cost data for its medical plans. Several factors are considered in determining overall plan costs, including provider discounts, administrative fees and benefit plan design. After analyzing differences between Selections and the Traditional Medical Plan, it was determined that the Traditional Medical Plan is the lowest cost plan in Washington State. Group Health HMO continues to be the highest cost plan.

Is the cost of Selections higher because there are "sicker" people in the plan?

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.

In the past, Boeing promoted enrollment in managed care plans like Selections 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 reimbursements and covered services – have become the primary factors that differentiate the cost of the plans.

Do the plans have different hospital networks?

There is no difference between the hospital networks for the Traditional Medical Plan and Selections plan. The Group Health HMO has its own hospital network that is different than the Traditional Medical Plan and Selections plan networks.



RETIREMENT NEWS

September 751 Retired Club Business Meeting Minutes

by Ruth Render,
Retired Club Secretary

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

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

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

Financial Report: 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 Conference that took place last week. Both Democrat and Republican candidates were invited.

Larry noted that the International recognizes that 30% of our membership is Republican and that they want to acknowledge and encourage their participation in this very important election. The Democratic candidate endorsed by the IAM&AW is Hillary Clinton. The Republican candidate endorsed is Mike Huckabee.



The Retired Club serves a free lunch at noon every Monday at the Seattle Union Hall following the 11 a.m. meeting.

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 Guevarra 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.

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 Dzielak, 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 Al Menke reported on the Retiree Picnic, which was held August 20th. There was a great turn-out even though it was rain-

ing 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 Equicki, Shelton L. Fisher, Don T. King, Robert B. Lamison, Camillo Molinari, Walter M. Palmer, Sidney D. Rae, William Renouard III, James L. Sample, Clide D. Smelzer, James L. Sullivan, Jarilyn K. Tallman, Herman D. Trover, Willard C. Walton, Leroy W. Westenberg. Sympathy cards were 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

Treasurer: Betty Ness

Recording Secretary: Ruth Render

Sergeant at Arms: Leroy Miller

Trustee: Louise Burns

A discussion on the floor followed regarding elections and nominations.

Good and Welfare: Robin Guevarra 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 Guevarra, Dwayne Porter and Al Menke. There were no Anniversaries this month. Treasurer Betty Ness led the membership in singing "Happy Birthday."

Old Business: None.

New Business: None.

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

RETIRED CLUB OFFICERS		
President	Alvin Menke	425-235-9361
Vice President	Al Wydick	253-735-8004
Secretary	Ruth Render	206-324-40555
Treasurer	Betty Ness	206-762-0725
Srgnt-at-Arms	Leroy Miller	206-878-0601
Trustees:	Louise Burns	206-242-5878
	Cherie Menke	425-235-9361
	John Guevarra	206-762-3848
Union Office: (1-800-763-1301) or 206-763-1300		

Al Schultz Won Key Benefits for Boeing Workers

On 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 rail workers, but was best known as the tough-as-nails negotiator for Boeing workers in the 1970's and 1980's who saw the Union through some very turbulent 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 machine 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 protecting working families. Al served in this capacity until his retirement in 1985.



Al Schultz fought tirelessly for members at Boeing in negotiations from 1968 through 1983.

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 long-time active member of Local F before she passed away in 2002 after a battle with cancer. Like Al, she was a lifelong advocate for workers and dedicated her life to helping others. Both will be greatly missed and made a huge difference in the lives of so many.

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.

Union Retirees:

Congratulations to the following members who retired from the Union:

Paul Britton	Phillip R. Johnson
Dennis Bunn	Susan D. Jorgensen
Josefina T. Colberg	Mark A. Kress
Stephen H. Crosby	Thomas Krutilla
Peter J. DeBruyne	James E. Lackey
Dan G. Duncan	Jerry V. Reynolds
Joann R. Griffin	Victoria R. Taylor
Steven A. Jensen	Michael J. Wood

Local 86:

Keith Armagost (UPS)
Elizabeth Becker (Triumph)
Doug Rennick (Central Pre-Mix)
Earl Rothle (Central Pre-Mix)
Daniel Fulton (ASC Machine Tools)

Local 1951:

Wendell Pickett (Edwards Equipment)
Dennis Cullier (Brands Truck Repair)

FREE WANT ADS

FOR MEMBERS ONLY

ANIMALS

ADORABLE, lovable, spoiled pug puppies. One black, one fawn, both males. Vet checked, wormed & shots. Both parents on premises. \$750 each. 253-569-7534 Ocean Shores

AUTO PARTS & ACCESSORIES

STEERING COLUMNS REPAIRED – fix that unsafe, loose, tilt or telescopic column today! Columns repaired or modified. Columns and parts for sale. 425-228-3326

1996 CHEVY CORSICA, either parting out or sell whole car. Call John for more info at 253-846-8148 or 253-334-7499

1987 CAPRICE CLASSIC BROUGHAM, 77,000mi. 305 V8 & 350 trans. with overdrive, 4 dr., power steering/brakes/windows/locks, cruise control, dual power front seats, AM/FM/cassette. New radiator & hoses (tuned up less than 1,000 miles ago), all new belts, good tires & brakes, vinyl top in exc. cond. A/C needs recharging, small dent in driver's door & dings in right qtr. panel (nothing major). Very clean in & out. See to appreciate! \$3,500. Call John 425-353-4136

FOR SALE: (2) 1984 Chevy Caprice wire spoke wheel covers, \$100 + shipping. 1996 Ford Crown Victoria Wheel Covers, set of 4, \$100 + shipping. 1967 Chevy Impala wheel covers, set of 4, \$50 + shipping. I did it steering column, floor mount, 2 1/4 adjustable, \$10 + shipping. Call John 425-353-4136

BOATS

18 FT. BOAT with (2) motors, 45 hp Johnson/25 hp Mariner. 1987 Jeep Cherokee. All in good cond. Boat - \$3,500, Jeep - \$2,500 or both for \$5,000. 360-267-0343

19 FT. 1999 FISH-RITE EXPLORER welded aluminum fishing boat, 3/4 canvas, Honda 130 and 8hp 4-stroke motors, HD galvanized trailer. Includes GPS chartplotter, VHF radio, colored sonar/fishfinder, electric Scotty downriggers. Many extras. \$19,750 Ocean Shores

16 FT. FIBERGLASS BOAT. 1966 Ford truck, low mileage. 1968 Chevy Sport, light yellow, good shape. Call 206-722-6967 for more info and prices

16 FT. BAYLINER CAPRI, 85 hp motor. Serviced regularly, stored covered, used only in lakes. Convertible top, portable pylon, extras also. \$3,700 OBO. 253-740-4735

RV & HOME MATTRESSES, memory, reflex foam, innerspring, standard and custom sizes. Custom corner cuts, rounded corners available. 206-542-0104

COTTAGE INDUSTRIES

DISC JOCKEY for hire. Wedding receptions, birthdays, holidays, retirements or any other party. I can make your event a true celebration. Although, I specialize in the oldies, I play the music from the 30's, 40's to the present. Swing, Rock & Roll, Top 40, Country, Disco - You name it, I play it. 425-888-0310

SWEETHEART RINGS – genuine garnet, ruby and amethyst rings are available gift wrapped for \$99. 360-652-7430

Try a new liquid NUTRITIONAL SUPPLEMENT called Seasilver. Buy 3, get 1 free. For more information, log onto www.seasilver3plus1.com or call 1-800-218-2330. Coupon #5266-0399-92345-0193

NEED TO TALK TO AN ATTORNEY? \$26.95 per month, includes wills, identity theft protection. Call 253-759-9222

PLASTIC WELDING – repair ATV fenders, quad bodies, holding tanks, mower chutes, grass catchers, motorcycle fairings, RV and boat holding tanks – no glues used. Welds 98% as strong as original plastic. All Thermoplastic Repair. 360-420-8033

GOT SPORTS? Create memorable end-of-the-season sports DVDs! Digital Carousel will edit and manufacture your custom DVDs. "How to" list available. www.digitalcarousel.com or 206-300-4886

AD RULES

Each single ad must be 25 words or less. Use a separate piece of paper or ad blank for each ad, as they are pre-classified physically. Ads are free only to members - active, laid-off, or retired. For best response, include phone number. Members' "cottage industries" will be OK in ads, but no commercial ads. When using own paper for ads, include information required on regular ad blank.

Deadline For Next Issue October 12th

WHEAT-FREE organic gourmet dog treats for your "lil yapper". Choose from cheese, bacon, peanut butter and many others. 360-691-5253 Lil Yapper pet products

TRI-CHEM PAINTS AND KITS – art, craft supplies for wood, glass, fabric, etc. Monthly specials. Catalogs – send \$4 (credited on first order) to Daisy B. 30803 7th Ave SW; Federal Way, WA 98023. Help needed. 253-839-7272 or cell 253-691-2090

CUSTOM WOODEN STORAGE SHEDS AND GARAGES – many styles and sizes, built on your lot. Best build and best price guaranteed! 866-503-5669

HOUSEKEEPING at a very affordable price. Have time to spend doing those things you really want to do and have a clean house, too! 253-891-2744

HOME MORTGAGES – Refinances and Credit Lines available at low or no cost. Call me today! Keith Lilly 206-200-3863

ATTENTION TO DETAIL WOODWORKING – cabinets, hutches, bookcases. 425-255-3483

CUSTOM WOODWORK – cabinetry, bookcases, fireplace mantels, etc. Please call 206-713-5257, evenings 360-886-8908

RAW WOOL for sale, \$1.50 to \$3 a pound. Some last year's wool at \$1 a pound also. Whites and grays. 2 year old Romney breeding ewes, \$125. 360-802-6640

ESTATE OR DOWNSIZING TOO MUCH FOR YOU? We take care of everything from antiques to pots and pans. Call 425-238-8002 for free consultation

TOO MUCH MONTH AT THE END OF YOUR MONEY? Dream of owning your own business? Don't delay. Call your local Independent Associate for more information. PT/FT opportunity with Pre-Paid Legal. Be your own boss! Call today! 253-826-8900

INTEGRITY INSURANCE, we specialize in all your insurance and financing needs! Annuities, auto, life, mortgages: purchasing, refinances and commercial. Call Crystal for a free quote or analysis today at 206-388-8356

THE SMOKEHOUSE & MORE - Get delicious smoked prime rib, free range turkeys, double smoked bone-in & boneless ham, smoked salmon & other meats, salads, etc. Call 1-360-886-9293 to place your order or stop in Black Diamond at 32721 Railroad Ave.

SPINNER/CRAFTERS DELIGHT! Unprocessed fleece, mostly white. \$25 per pound. 360-983-8424

MAGNETIC HEMATITE JEWELRY, bracelets, necklaces and ankle bracelets. Used to treat a wide variety of ailments. Wear 24 hours, 7 days a week for relief. Call 253-217-6920 for more information

NEED TO REFINANCE? Purchases, lines of credit available! Call Kimberly at 425-238-9370

RETIRED (OR NOT) AND BORED? Sick and tired of being sick and tired? Check out my website and call me if interested. www.mynikken.net/jerryhazel 253-840-2108

BUTCHER PIGS READY TO GO. 100% grain fed, no antibiotics or hormones. \$1.59 lb. hanging weight plus processing cost. Place your order today. 360-893-6777 or 253-209-2625 cell

ARE YOU LOOKING FOR SOMETHING TO DO IN YOUR RETIREMENT? Sunset View Garden Club meets the third Thursday of each month at the Golden Pine Apartments, 2901 10th NE, Renton, WA. Everyone is welcome. Contact 425-255-8195 or 425-255-0859 for more info

SECURITY MONITORING FOR MACHINISTS. Monthly \$19.95 mo., Quarterly \$17.95 mo., Yearly \$15.95 mo. We reprogram your security system to call our station (www.monitoringamerica.com). References gladly, Alarm Group Services on Whidbey Island. 360-331-5459 or 888-331-5459

LEARN HOW TO CHAINSAW CARVE for profit and pleasure. Turn your firewood into cash. Call Snoqualmie Chainsaw Carvers Depot. 425-831-7224

ELECTRONICS & ENTERTAINMENT

LEXMARK PHOTO JET PRINTER P122. LCD display for PC free photo printer, 1200x1200, blk and color, built in flash and smart card reader, USB, Win 98 and Win ME supported, no ink, use with or without computer, new condition. \$35. 425-432-6134

LEXMARK PHOTO JET PRINTER Z705. Prints up to 4800x1200, blk and color, PC or Mac, all systems supported, has optional wireless capability, ink gone, came with new computer, new cond. \$35. 425-432-6134

FURNITURE AND APPLIANCES

GRANDFATHER CLOCK, Ridgeway, exc. cond., \$500. 36" 3-piece dinette set, plush, like new, \$125. 40" glass & marble coffee and end table, cost \$1,300 sell for \$295. Must sell. 206-948-2257

(2) MAPLE TWIN OR BUNK BEDS, \$60. Stair stepper, recumbent bike, FREE. 425-255-6188

ROUND WOOD DINETTE SET, 4-chairs, light colored, collapsible end leaves. \$100. 206-762-1117

HUTCH, 6'x39"x14", exc. cond., interior lights, 2 glass doors. Top-3 shelves, 2-door bottom. Make offer. 360-897-9991

KEROSENE STOVE, tank leaks. FREE, U-haul. 206-767-3228

LIVING ROOM FURNITURE: Blue leather chair, exc. cond., \$60. (2) upholstered swivel chairs, good cond., \$25. 425-432-1339

OAK COMPUTER CORNER HUTCH, 5 1/2 ft. tall, 3-piece corner sectional. Cost \$6,569, sell for \$850. 425-337-1861 or 425-422-8790

HOUSING

KONA, HAWAII oceanfront condo. Enjoy luxurious view, private lanai, 2 BDRM/2 bath w/jacuzzi and pool. \$940-\$1,050/wk. Discount to Boeing employees pays taxes. www.banyantreecondo.com. 206-938-9214

HOUSE FOR SALE, minutes from Boeing Everett. 2 BDRM/1 1/2 BATH, 800 sf., 8712 lot (zoned for duplex). All appliances stay. Room for RV/boat. Golf, Mukilteo schools. Taxes only \$1,600 per year. Call 425-776-1119 ext. 256 for more info

4 BDRM/1 1/2 BATH, family room, 30' x 30' garage w/RV pad w/electric, all utilities. 4 miles south of Oak Harbor. \$288,000. Call Tom 360-675-3369

5 BDRM/3 BATH HOUSE for sale by owner, 2003, split entry. 2,407 sf., 2 car garage. Located at 23 152nd Pl SE, Lynnwood. Call 206-272-0956 for more info

3,000 SF HOME in South Seattle. Centrally located to King County Boeing plants. EZ hwy. access. \$369,000. Call 253-691-6380 for more info. RE: USA/MLS #27143206

MISCELLANEOUS

THE CAKE MIX DOCTOR COOKBOOKS, (2) books – one for white & one for chocolate cake mixes. Both new, never used. White cake book has 150 recipes, chocolate cake book has 175 recipes. \$25 for both books. 425-432-6134

MASTERCRAFT TOOL BOX LANTERN, super bright spotlight, twin blinking lights, twin reflectors, with built in 13-pc. tool kit. Can operate on a cigarette lighter power adapter (included) or uses 4 "C" batteries (not included). New, never used. \$35. 425-432-6134

PED-BASIC WRITER CARD for Brother Sewing Machine, for downloading embroidery designs, compatible with all Brother Home Embroidery Machines. Box contains CD-rom, 4M memory card with some designs on it, USB card writer box and instruction manual. Needs computer w/USB port & online access. New cond, less than yr. old. \$120. 425-432-6134

PINE WALL CAROUSELS, handmade 3 pc. set, multi-layered & decorated with babies breath & pink ribbon. Each has canopy, 3 ponies on dowels & a base, all attached to each other. One large measures 27"H x 18"W x 9"D, 2 small measures approx. 12" x 12". Exc cond, beautifully done. \$35 for set. 425-432-6134

SOYMILK MAKER, like new, used once. Make fresh soy milk at home from soybeans in 15 min., plus 20 lbs. soybeans. Call 253-833-4499 for more info

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Ad (25 word limit. Please print).

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The following information must be filled in for your ad to appear:

Name _____ Clock Number _____
 Address _____ Shop Number _____

Mail Coupon to **AERO MECHANIC NEWSPAPER, 9125 15th Pl. S., Seattle, 98108** Deadline is October 12!

(2) CANVAS SHOE RACKS, Closet Maid each holds 28 pairs of shoes or whatever you like. With velco, latches to closet pole or wire shelving. Each measures 34"H x 24"W x 12"D. New cond. \$20 each. 425-432-6134

5-DRAWER WIRE STORAGE SYSTEM. White vinyl coated basket/drawer system comes with rack for slideout. Five 7"D baskets. Whole system measures 40 1/2"H x 17 3/4"W x 21"L. Exc cond. Good for extra storage anywhere in house. \$60. 425-432-6134

4-DRAWER WIRE STORAGE SYSTEM. White vinyl coated basket/drawer system comes with rack for slideout. Has three 7"D baskets and one 3"D basket. Whole system measures 30 1/4"H x 17 3/4"W x 21"L. In exc cond. Good for extra storage. \$40. 425-432-6134

TATOUAGE RUB-ON TRANSFERS – large fruit. 24 ct in pear, apple, lemons, grapes & cherries. Cut into individual pieces. Largest measures 9"L x 6 1/2"W. \$15 for set. Also 9 large playful fairies at play. Some pictured with flowers. Very detailed. Sizes vary from 6 1/2"W x 8 1/2"H. All on one sheet, cut up to use. Rub on wall, looks painted on when done. \$15 for set. 425-432-6134

1963-1966 CHEVY PICKUP studded tires on 15" 6-hole wheels, FREE. Work platform, fits over front wheels, jig builders tools, planer gauge. 425-255-1804 for more info

ELK & DEER HIDES, tanned. Best offer. 425-432-6456

PEGPEREGO DOUBLE BABY STROLLER, \$75. Hedgestrom metal swing set, 3-swings, teeter-totter, ladder, includes anchors, \$20. 206-762-1117

STACKABLE CEMENT FORMS, (47) 2' x 8' long, (14) 1' x 8' long, and variable misc. smaller sizes. Make offer. 425-432-0976

EXTERIOR PAINT, 10 gal. Sherwin Williams latex "100" paint. Dark yellow – ordered by mistake (can be lightened). Paid \$408 asking \$125 OBO. 425-392-2790

BLACK PINE SPA & GAZEBO, 5 hp pump, deluxe cover, optic & therapeutic jets, wood siding. Cost \$11,785.14 asking \$3,500 OBO. 425-337-1861 or 425-422-8790

WHEELCHAIR, folds, w/stops and brakes, easy to transport in car, \$75. Walker, exc. cond., (4) glide wheels, blue w/black seat, \$215. 206-930-4160

PILATES EXERCISER w/color exercise guide and video, good cond., \$150. Men's cowboy boots, good cond., solid black or solid brown, size 10D, \$35/pair. 206-930-4160

NORDIC TRAK, computerized. \$100. 425-337-1861 or 425-422-8790

PILATES 4-500. \$100. 425-337-1861 or 425-422-8790

QUITTING GOLF – (2) complete sets, individual bags, clubs, carts, putters, balls. Everything goes, good deals, don't miss it! 253-833-4773

TOOL BOXES & TOOLS, 4-drawer chest, 7-drawer chest machinist, one smaller carrier, lots of tools, wrenches, socket sets, hammers, screwdrivers, etc. Good deals! 253-833-4773

WINTER IS COMING, looking for something fun to do? Join the "Everett Boeing Stratocruisers" Car Club. Call us at 425-355-0127 or www.stratocruisersclub.com

(2) WOODEN CASSETTE HOLDERS. They hang on wall & will hold several cassette tapes. (1) measures 18 1/2"H x 24"W x 3"D, (1) measures 15"H x 19 1/2"W x 3"D. Both in good cond. \$5 each. 425-432-6134

WOODEN EASEL, handcrafted with oak finish, very nice, folds flat for storage. Measures 63"H x 20"W. \$25. Decorative glass oil lamps, small for inside home use. (1) set of 3 clear stemmed globes, (1) set of 3 clear triangle-shaped, (1) clear round w/etching on the globe, comes with iron stand, (1) set of 2 swans in mixed purple color. All in new cond. Most have oil in them. \$5 per set. 425-432-6134

WILTON CHARACTER CAKE PANS. 13 pans – Bert & Ernie, Butterfly, Yosemite Sam, Mr. Owl, Truck, Oscar the Grouch, Pink Panther, Popeye, Cookie Monster, Strawberry Shortcake, Star Wars R2-D2, Hot Air Balloon and a Horseshoe. All in good cond. \$4.75 each. 425-432-6134

ENERGY UNLEASHED!!! Energy + weight loss + optimal nutrition. Sample the feast, email thesuperfeast@yahoo.com for \$2 sample. Visit www.uriinternational.com/2save for info & products. This is unbelievable!!! Best energy you can get, GUARANTEED! Email or call for info. 425-238-5411

TUPPERWARE SERVING center set. For vegies & dip, taco fillings, fresh fruit & dip. White-colored, has (6) 2-cup compartments w/ domed cover & (1) 14 oz. removable bowl & seal. Measures 13 1/2" x 3 3/4". New! Use yourself or give as a gift. \$20. 425-432-6134

MESELER 23CII ENLARGER w/11" x 14" easel & darkroom set. Develop & print B&W photos. Includes: Beseler 23CII enlarger, focus scope, Nikon 50mm lense, Kodak filter kit, 2 bulk B&W & color 35mm film tanks, safe bulb, 2 darkroom guide books, 3 trays, thongs, 2 negative holders, timer. All in good working cond. w/everything you need to get started. Asking \$250. 425-432-6134

SAVE TIME BY SHOPPING ON LINE! Health, beauty and home products good for you and the environment, as well as over 600 on-line stores. See <http://smartways.mychoices.biz>

NEED SITTER IN MUKILTEO. Single father of 4, ages 13, 11, 9 & 3. Need sitter from 5 am to 4 pm M-F ASAP for long term position. Would consider splitting hrs. between 2 sitters, whatever works. Would consider a sitter for the 3 & 11 yr. old boys at your home. Must be at least 18, 21+ preferred. Must have valid WSDL & proof of insurance. Kids are very active, love to swim; we have a pool. Would like someone who would be a mentor. Call Lee at 425-314-5773

PROPERTY

LOT FOR SALE, Cascade River Park, Marblemount, WA. Septic, water, 36' trailer (nice) w/shelter. \$45,000. Call Don at 206-762-7569

(3) CEMETARY PLOTS, Greenwood Memorial Park, Renton. \$12,000. Call Dan at 360-532-1086

RECREATIONAL MEMBERSHIP

FOR SALE: Sunrise Resorts RV Membership. 8 parks – Lake Sawyer, Moses Lake, Copalis Beach, Long Beach, Dow Creek in WA, Cornville, Show Low, Happy Jack in AZ. Best offer. 509-633-1268

THOUSAND TRAILS – NACO. Call 425-806-9981 for more info

REC VEHICLES

1995 30' AIRSTREAM LAND YACHT, 38,288 mi. Onan generator, air, queen bed, sleeps 4, new tires, new fridge, non-smoking, exc. cond. \$65,000. 206-323-6829

2003 JAYCO GRANITE RIDGE MOTORHOME, fully loaded. 27' w/2 slideouts, backup TV, V10 engine. 9,717 mi., non-smokers. \$55,000 OBO. 253-569-7534 Ocean Shores

SPORTING GOODS

TREADMILL Lifestyler Expanse 550 (Sears), new, \$300 CASH only. Columbia bike, 10 spd., 26" wheels, new, \$60. Must sell (bad heart). 425-255-2999

14-PIECE GOLF CLUBS, Cobra. (11) irons, (3) woods-putter, golf cart and bag of balls. Make offer. 253-927-5188

WINCHESTER SUPERX-2, 3 1/2". Used once, with box of shells and chokes. Over \$900 new, \$500 takes all. Cash and ID required. 360-652-7962

QUITTING GOLF – (2) complete sets, individual bags, clubs, carts, putters, balls. Everything goes, good deals, don't miss it! 253-833-4773

COLEMAN GAS STOVE, older model #425F, uses white gas. Blue w/hinged red lid. Measures 18"L x 12"W x 5"H. In good shape & works good. \$20. 425-432-6134

TOOLS

HAWK 26VS PRECISION SCROLL SAW, stand and side tray w/blade rack, extra blades and holders, magnifier light and foot switch. Cost \$1,500 in 2002, sell for \$700. 360-400-4269

LAWN MOWER and many other lawn equipment. Items like new. Sony stereo system, much more avail. Come look. Call before 253-852-1633

TOOL BOXES & TOOLS, 4-drawer chest, 7-drawer chest machinist, one smaller carrier, lots of tools, wrenches, socket sets, hammers, screwdrivers, etc. Good deals! 253-833-4773

OLDER SEARS 6" JOINTER on pedestal with (2) sets of knives, (1) just sharpened. 120V can be converted to 220V. 360-983-8424

SEARS CRAFTSMAN 12" BAND SAW/SANDER, older model no. 11324350. Always kept indoors. \$100. 425-226-8247

VEHICLES

1998 3/4 TON DODGE RAM, one owner, 34K miles, babied! Camper and factory tow package, V-10 gas engine, reg. cab, 8' bed. Wired for 5th wheel & cab over camper. Extra clean! \$17,000 or trade for sports car. 360-249-4432

GREAT RUNNING CAR! 1999 Pontiac Bonneville, always garaged, all maintenance records. 120,000 miles mainly highway. Exc cond inside and out. \$4,200. 206-755-8575

1988 LINCOLN TOWN CAR CLASSIC LIMO. 70,000 mi, very nice cond. \$3,900 OBO. 206-854-1700

1991 FORD EXPLORER. 5-spd, low miles, exc. cond., A/C. \$2,495. 206-854-1700

2001 CHRYSLER CONCORDE LX1, 4-dr, 3.2 V6. Power windows, doors and seats. Premium wheels and sound, multi-disc CD, sunroof, loaded, exc. cond., 41,900 mi., one owner. \$10,500. 253-208-5910

1994 DODGE 150 PICKUP, green & gray, low mileage, good tires, clean, hitch, canopy, runs very good, new tabs. A steal at \$5,000. 253-927-5188

2003 BUICK CENTURY, 4-dr sedan, gold, exc. running, great cond., clean. \$10,500 OBO. 425-337-1861 or 425-422-8790

1992 CHEVY ASTRO, 174K miles, loaded, runs good, seats 7, non-smoking. \$1,500. 425-355-2167

1989 FORD BRONCO II, XLT, 4wd, pw, pdl, new tires, stowmaster towbar, driveline disconnect, towing package, rebuilt engine, roof rack, mud flaps, blue/silver. Excellent. \$3,500. 206-276-6584

Health and Benefits Office Can Help With Many Issues

Continued from page 1

He took an early retirement in 1999 and has enjoyed the retiree medical benefits for the past seven plus years. In November, he will switch to Medicare and have to choose a supplement to ensure he has adequate medical benefits.

Specifically, he and his wife are looking for a plan with portability so they can get quality medical care while they are traveling. With dozens of plans to choose from, Joe was able to locate several plans that match their criteria. He provided them with resources to get more detailed information on the plans well in advance of the deadline to decide coverage.

Joe noted, "When selecting a Medicare supplement, you should always contact your doctors to ensure they are in the

network you choose. Never just assume it will be covered. It is best to do the research ahead of time, talk to your doctors and make an informed decision."

Paul was thankful for the help. He noted, "We didn't know where to start looking for a supplement. The information the Union provided gives us a great foundation to start our selection process so we make the right choice."

"The early retiree medical benefits provided by our Union contract allowed us to retire early. You can't put a price on how valuable that benefit has been."

– Paul Lecroy, 751 Retired Member

"The early retiree medical benefits provided by our Union contract allowed us to retire early. You can't put a price on how valuable that benefit has been. Without this benefit, we would have been paying \$800 or more per month for insurance. It would not have been feasible to retire, and we would have had to continue working until Medicare coverage was available," Paul declared.

751 Wins Communication Awards

751 was again recognized for excellence in communications throughout the IAM. In the 2006, IAM Newsletter and Website Contest, 751 won multiple honors.

The Aero Mechanic newspaper won first place for Best Layout and Design and also Best Feature and second place for General Excellence.

The District also collected many awards for the website, including the following:

1st Place - Best Layout & Design for our

organizing web site. First place for Best Feature and 3rd Place for General Excellence.



District Sec-Treasurer Susan Palmer (l) and District President Tom Wroblewski (r) present the 2006 IAM Newsletter and Website Awards to Steward Coordinator Ed Lutgen and Communications Director Connie Kelliher.

Help With Candy Drive for Area Kids

The Salvation Army of 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 out, drop off bags of candy at any of the area Union halls. Candy can be dropped off through Monday, October 29th to the following focal.



- Seattle Hall:**
Joe Crockett, Health & Benefits Rep
- Everett Hall:**
Business Rep Richard Jackson
- Auburn Hall:**
Business Rep Mark Johnson
- Renton Hall:**
Business Rep Tommy Wilson

It is just another way the Union is helping out our surrounding community.



L to R: Business Rep Jon Holden, Business Rep Ron Bradley, Joint Programs Executive Director Bill Stanley, and Grievance Coordinator Stan Johnson discuss ways to effectively communicate information to the membership.

Gearing Up for Contract '08

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. Escalating health care costs and premiums are a national problem, which needs to be addressed. A resolution must happen with input from elected officials, labor and business. To simply pass the burden on to workers at the bargaining table is unacceptable to this Union. Members of

our Union have made 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

Business Rep Mark Johnson (l) talks with Stewards Ron Coen and Larry Talley about how to distribute Union visibility items for the upcoming Boeing contract.



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 until certification is reached for a maximum of two years, whichever occurs first.



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 and 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

CONTRACT '08

IT'S OUR TIME...THIS TIME!

September 07 ONE YEAR OUT CONTRACT '08 IT'S OUR TIME...	October 07 HEALTH CARE THIS TIME!	NOV 07 DECAL/MAGNET GOES HERE	DEC 07 DECAL/MAGNET GOES HERE
JAN 08 DECAL/MAGNET GOES HERE	FEB 08 DECAL/MAGNET GOES HERE	MAR 08 DECAL/MAGNET GOES HERE	APR 08 DECAL/MAGNET GOES HERE
MAY 08 DECAL/MAGNET GOES HERE	JUNE 08 DECAL/MAGNET GOES HERE	JULY 08 DECAL/MAGNET GOES HERE	AUG 08 DECAL/MAGNET GOES HERE

Participate in all events and show this completed board to your steward to be entered into a drawing in Sept. 2008

I DID MY PART

"I WAS THERE" STICKER HERE

SHOP MEETINGS

"I WAS THERE" STICKER HERE

CONTRACT SURVEY

"I WAS THERE" STICKER HERE

STRIKE SANCTION

"I WAS THERE" STICKER HERE

CONTRACT VOTE

Save your monthly topical magnets. Near the end of the year, Stewards will distribute specially-designed boards to display all 12 monthly magnets.

Union-Made, USA-made inventory arrives. In September, members began receiving their Contract 2008 pin and magnetic buttons. Each month a new magnet and sticker will highlight the "issue of the month," which will also be the main topic of shop floor meetings that month. In addition, members will receive a magnetic board to hold all twelve magnetic

buttons or stickers. The magnets and stickers are aimed at spurring conversation in the shops on the particular issue and raising awareness among members of the upcoming negotiations. Stewards will be distributing the buttons, stickers and surveys. Get to know your Steward and take part in upcoming Union events.



751 members Jon Leach (center) and Michael Jones (r) discuss their concerns for the upcoming Boeing negotiations with 751 District President Tom Wroblewski (l).

Union Helps Reinstate Member's Seniority

Continued from page 1

"The situation suspended my eligibility to return to Boeing for 18 months," John noted. "When 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.

REQUEST FOR IAM 2008 SCHOLARSHIP APPLICATION PACKET

Please send me an Application Packet for the 2008 IAM Scholarship Competition. If the proper packet is not received within 30 days, advise the Scholarship Department immediately. I understand that this request is not an application, and that the Application Packet must be completed and postmarked no later than February 22, 2008.

REMINDER: Please check two appropriate boxes of the four listed below and the requested application will be mailed to you. As an IAM member who will have 2 years' continuous membership in the IAM as of February 22, 2008, I am requesting an Application Form for:

- IAM Member requesting a College or Vocational/Technical Scholarship
- Child of a Member requesting a College Scholarship
- Child of a Member requesting a Vocational/Technical Scholarship

Print your name and address clearly:

IMPORTANT:

Complete this coupon and attach a SELF-ADDRESSED LABEL for reply.