

# AIR SCOOP



**UNITED AEROSPACE WORKERS LOCAL 148**

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## SAVE THE C-17!



Union members meet with politicians to discuss the survival of the C-17 program. From (L to R); Clay Adams, IBEW; Senator Barbara Boxer; Jacki Harris, President UAW Local 148; Congresswoman Juanita Millender-McDonald; Long Beach Mayor Beverly O'Neil; George Burden, Local 148 CAP Chair.

### HAVEN'T WE LOST ENOUGH?

# PRESIDENT'S *REPORT*



**Jacki Harris**

*Local 148  
President*

Let me start by saying that it is an honor and a privilege to serve as your President. Living up to this honor is something I strive for every day, and a quality you should expect from all your representatives. We represent the finest retired and active workforce in the

world.

Shortly after being sworn in, we faced a myriad of problems, which forced me to make some difficult decisions. I requested an International audit and submitted a budget proposal to the International that would keep us solvent, including first and second year expense reductions. Per International Auditor's instructions, the **Retiree** office has been moved to the main hall. For maximum accessibility, we renovated the first office in the building located **closest to the benefits representatives**. The Financial Secretary and I attended LM-2 classes to assure further compliance with current tax regulations, and were able to get the report submitted on time. The Bargaining Committee was successful in getting the company to postpone the scheduled layoffs that are inevitable as a result of the closure of the 717 production line. The Stewards Election was held in November and the Committee did a great job.

## THE FUTURE OF THE C-17

In December the media was inundated with reports that the C-17 manufacturing operations in Long Beach would be shut down in 2008. The Air Force's decision was based on a study done prior to 9-11 which concluded that 180 aircraft would be sufficient to meet their requirements. I immediately contacted both Boeing management and the UAW International and set about a course of action. We have become partners in this fight. Program Vice-President Dave Bowman and I have worked tirelessly to secure more orders. I got with our retirees and they began a letter writing campaign, which proved to be very influential. Dave and I spoke before the Long Beach City Council in January. I appointed George Burden to our Red Team to serve as our Political Director. Even though George works and travels as a representative of our local, all his wages and travel expenses are paid for by the company and/or the International. Employee Involvement has given George the resources to

contact every member of the California delegation in Washington DC and Sacramento. George and The International Union's CAP Committee lobbied on our behalf in Washington DC, as well as all 42 states where we have suppliers. I have met with Mayor Beverley O'Neal numerous times to ensure her continued support. I met with Senator Boxer, who along with Senator Feinstein co-sponsored a Senate Amendment recommending the C-17 production line be kept open pending further study. Similar language is in the agreement signed by President Bush on January 6, 2006. Senator Boxer visited the plant along with Mayor Beverly O'Neil, Congresswoman Juanita Millender-McDonald and Congressman Dana Rohrbacher to show their support for more C-17's because of its important humanitarian missions and support of our troops and homeland security. As of this date, we have successfully negotiated 11 more orders for C-17's including 4 for our newest customer Australia. The Air force has made the purchase of at least 7 more C-17s this year their top priority, and has requested Boeing to provide cost information for up to 60 more - 17s.

## Upcoming Delegates Election

A plant-wide election will be held at the Union Hall on Pixie on April 25, 2006, to elect 5 delegates and 5 alternates to the UAW International Constitutional Convention. This is an important opportunity for our Local to have a voice and a vote with regards to our International leadership, and directly impacts the future of us here in Long Beach.

## The End of an Era

UAW members have been building airplanes in Long Beach for over 60 years. The B-17 bombers and the C-47/DC-3 were the first to roll off the assembly line, followed by the DC-8. In 1964 was the start of an 18 year production run for the DC-9. The final DC-9 was delivered in October of 1982, after which UAW workers produced six different models of the MD-80. The last MD-80 was delivered in 1999. McDonnell Douglas produced an extended version of its MD-80, the MD-90 until the unveiling of the MD-95 which was renamed the Boeing 717 in 1997 after the merger. On February 8, 2006 the final Boeing 717 began production. This milestone marks the final phase of assembly before the airplane is delivered to Air Tran Airways in May. Every employee who worked on that program should be proud of their accomplishments.

## Making a Stand

At the onset of my administration, I made my position clear to upper management. Although it is important to maintain a working relationship with the company, I cannot support their decisions to reduce the hourly headcount every week while protecting, and in some cases creating new salaried positions. It doesn't take more Chief's to manage less Indians. I met with Dave Bowman and Bob Stanger and informed them about this issue. I compiled a list of the new salaried positions and am still adding to it. If you know of any please pass this information on to your steward, who can forward it to me. Also, if you see or know of any salaried people doing bargaining unit work, contact your steward immediately. As a sign of sincerity to management, the Chairman of the Bargaining Gil Loya and I, have declined invitations to celebration ceremonies until some of our bargaining issues have been addressed and/or resolved. While we are committed to bringing more work here, our first priority is to retain and reclaim work.

## Help at the Hall

For those affected by the layoffs, we will do everything possible to assist you. We have set up a computer lab at the union hall, including a resume template, online job search utilities and a resume tracking database. We will provide email addresses to those members who do not have one of their own and keep a current listing of any known job opportunities. With the help of our UAW International, many of our members are eligible for the Trade Readjustment allowances. If a worker is eligible for TAA and/or NAFTA-TAA, they may be able to continue receiving weekly income support payments in the form of TRA after the exhaustion of unemployment compensation benefits. TRA payments are intended mainly for workers who are enrolled in approved, full time training. For further information or assistance, you can contact our benefits reps Jason Holmes or Marie Biggs at the union hall on Tuesdays and Thursdays. They have been very helpful to all our members both active and retired.

## UPGRADES AND UPDATES

\*\*We leased a new copier and were able to get two smaller ones for the front office free of charge. The phone system has been updated to an automated system. We have streamlined our service to one carrier for both local and long distance calls with an additional cost savings.

\*\*We have made some much needed repairs to the hall. Many members have donated time and materials and I would like to express my sincere thanks. The walls and cabinets have

*Continued on Page 3*



been repaired. The carpets have been shampooed and fresh paint applied to both the interior and exterior of the Hall. The parking lot will be repaved in a couple weeks, at no cost to the Local. The roof of the auditorium is in terrible condition and will be repaired as soon as the weather permits. The retiree office has been renovated. Three of our four pool tables have been recovered and balanced in our Recreation room, and we purchased new billiard balls and sticks. All are welcome to come over and enjoy. The 4<sup>th</sup> pool table will be sold to the highest bidder. We have an offer of \$250.

\*\*Classes for the Human Resource Management Certificate Program have resumed at the union hall. We are still waiting for FAA authorization for the curriculum for the Airframe and Power Plant classes and the admittance of two new colleges into the Learning Together program.

## **UNION FINANCES**

We have been renting out the union hall to various organizations and private parties. Anyone interested in renting the hall can contact Ramona Kennedy or Tony Coleman at the union hall. The majority of the money collected is deposited into our general fund, and used to pay our bills. We will continue to make improvements to our Union Hall. We have retained the services of an accountant to keep our taxes current and are proud to say that all penalties are paid in full and we are current on our taxes. Again, I would like to thank all of you who have volunteered your time and to let the rest of you know that your union is here and doing all we can to keep us in business for many years to come.

In Solidarity,

Jacki Harris  
President, UAW Local 148



Hello everyone, I miss being in the plant visiting with all of you but I've been busy at the Union Hall straitening out the financial problems left from years of abuse and neglect by the past administrations. When we took office in July of last year, the General Fund was a negative \$-30,000.00. We owed the IRS & State Franchise Tax Board over \$100,000.00 in back taxes. The Employment Development Department (EDD) had levied money out of our commercial account. After an extensive investigation and audits, it was determined that former Local Financial Officers and bookkeeper had breached their fiduciary responsibilities. This almost cost us our Union Hall and all our assets. Thanks to the help and co-operation of Local Union President, Jacki Harris, we were able to convince the IRS to stop the action of seizing the property. The Local's bookkeeper was terminated. In order to safeguard the Local Union's finances, we retained a Certified Agent to review our taxes to insure that they are filed timely and accurately. I'm happy to say that a lot of hard work, diligence and negotiation skills we learned recently in dealing with government agencies have enabled us to be current on our taxes. My next major task is to address and collect uncollected dues.

The LM-2 report was due on March 31<sup>st</sup>, 2006, for the 2005 tax year. The LM-2 report went from twelve (12) pages to a minimum of seventy two (72) pages. It is one of the biggest problems we face. The Bush Administration changed the laws and made the Local Union Officers personally responsible. This year, the penalty for failing to report or reporting incorrectly is a fine of \$50,000.00 and up to 1 year in prison for the Financial Secretary and the President of the respective local Union. As you can see, this is serious business. The information for the past year has to be accurately inputted during the past year, so we had to reconcile records for the previous officers as well as our own. We are handling the business of the Local Union extremely well

considering what we have to work with and such a tight budget. We all work long hours, during the week and even work weekends. The union doesn't pay overtime and I never expected this much work but it's the only way we could keep this place running. We are very shorthanded and we went to a new phone system to help direct calls. Tony Colman is the only staff we have and has been wonderful. He has been promoted from janitorial/maintenance to clerical and has taken on additional tasks, learning to use the computer software to help ease our load, sends out Type 1 grievances for the Bargaining Committee and prepare the RIF and Lay off notices for the Seniority Committee, just to name a few .

I hope everyone understands that we are doing our best to serve the membership. With the continuing lay-offs and the decline in membership, it's becoming harder to meet all the financial obligations. We have an election for the Delegates of the UAW Constitution Convention coming up soon. Elections are expensive. We are however, better off today than when we took office in July of last year. As of the end of February, 2006, we have total cash assets of \$350,761.79. President Harris had to take an unpopular position when it came to the expenditures of the local's funds, but it is paying off. We have managed to purchase new computers, paint some of the offices and are presently working on the exterior.

I welcome the challenges of this office and thank you for your support and allowing me to represent some of the finest people I know. I really miss all the members in the plant and wish I could spend more time visiting with all of you. I hope the workload will get easier, now that I have gained experienced and knowledge in this field so that I'll have time to walk through the plant. Feel free to drop by your Union Hall and say Hi.

I stay committed to you and the union cause.



# CAP REPORT by George Burden



**George Burden**

CAP Chair

the Defense Departments growing commitment to the continuation of the C-17 program through fiscal year 2008.

Funding has been secured through the Emergency Supplemental Appropriations Act for Defense. The humanitarian relief (hurricanes,

The leadership efforts of Congress-woman Juanita Millender-McDonald to ensure the \$100,000,000 (million) for the C-17 program is succeeding. The funding signifies

the Defense Departments growing commitment to the continuation of the C-17 program through fiscal year 2008.

Funding has been secured through the Emergency Supplemental Appropriations Act for Defense. The humanitarian relief (hurricanes,

tsunamis, earthquakes) and global war on terrorism bill (H.R. 4939) has passed the U.S. House of Representatives by a vote of; 348 yeas and 71 nays. In addition to funding the C-17's, this bill also provides funding for electronic counter-measures for the protection of enemy surveillance. This funding is a first step in keeping the C-17 production line open in Long Beach and our suppliers working.

All of the members of U.A.W. Local would like to thank Congressman Dana Rohrabacher and Congresswoman Linda Sanchez for their continued support. Keep up the good fight.

Efforts from the Boeing Company, U.A.W Regional Director; Jim Wells,

the International Washington Legislative office and YOU members of U.A.W. Local 148 are continuing to work together, lobbying Congress to ensure our future.

A very well deserved thank you to Boeing Vice-President Ron Marcotte, Program Vice-President Dave Bowman and their team members for their continued fight to guarantee future purchases of the C-17. Their ongoing efforts working with the U.S. Congress, the Department of Defense, Air force and Congressional leaders deserves special recognition.

## RETIREE'S REPORT

by Vice-President Toby Sturgis

I'd like to take this opportunity to wish all the retirees and active members a very healthy and happy year. Congratulations to the newly Elected Officers and Stewards. I would appreciate the Stewards encouraging all the members who are planning retiring to come to the Retirees' office at the Union Hall. We will take their pictures and they will become an active member of our retiree chapter. These pictures and names will appear in the Air-Scoop. There is a Retiree's Luncheon on the 4<sup>th</sup> Wednesday of every month. If you

attend, you may see many of your fellow workers who have already retired and whom you may not have seen for a long time. Please come and join us. Nominations for new retiree officers will be accepted at our May membership meeting, and the election for new officers will be held on June 28<sup>th</sup>.

Let us send up our prayers to our military men and women are home the next time our holidays come around, and for those members who we have lost over the past year or so. (Unfortunately, pictures and the names of those who have retired or passed on is unavailable at this time.) Take Care- Toby

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### U.A.W. REGION 5 BENEFITS

#### Representatives

Jason Holmes 562/593-8916

Marie Biggs 562/496-9753

### U.A.W. LEAVE OF ABSENCE

#### Representatives

Tushana Williams

562/593-2097

## U.A.W. LOCAL 148 HEALTH & SAFETY COMMITTEE

Chairperson, Kenny Elmore

Voice Mail-LBD: 562/496-5140

Office: 562/496-5140

All Programs

Tony Connelly

Office: 562/496-5140





# BARGAINING REPORT



Gil Loya

The bargaining committee would like to take this opportunity to thank our brothers and sisters for a job well done on the 717. Through the tough reality of program closure and lay off, they demonstrated true dedication and commitment to our customer and product. Their integrity and character should not go unnoticed. Through their actions, we have proven once again that U.A.W Local 148 workforce is the most reliable in the industry. We would like to personally welcome all of you to the C-17.

Safety is a major concern. We felt that there were more important issues than safety glasses and hearing protection, not to mention the way they were being used as a disciplinary measure. We don't know of all the safety problems in the plant, but we want to make sure every one of them is identified and addressed in a timely matter. If you see or know of a safety issue please contact your steward, safety rep, SAT team member, and utilize the employee's safety report. The health and welfare of our

members are a major concern to your bargaining team. The company has responded by getting rid of DuPont and utilizing the procedures already in place.

Since taking office we have been working diligently to reduce the backlog of grievances and will continue to do so until the entire backlog has been resolved. Our biggest obstacle was the age of some of these grievances. Some grievances that were waiting for mediation were poorly written. They had little to no facts and most of the people involved could no longer be reached. I, Gil Loya Chairman of the Bargaining Committee immediately requested to have all grievances remanded back to the 3<sup>rd</sup> step. With the help of Louie Delgado, the Co-chair, I have been able to resolve most of these grievances in the unions favor, saving our local thousands of dollars in mediation costs. We have now acquired strong language on these grievances and are able to resolve them on lower levels. New grievances written are now reaching our level in a timely matter. Louie and I are setting up training courses for our grievance handlers to ensure grievances are written properly. We have also begun organizing and filing all past arbitration and mediation

cases at the hall. This will help in settling present and future grievances.

There have been a lot of rumors out there concerning the (K6J) Material Handlers and (S2X) Expeditors. I'd like to take a moment and set the record straight. The company has prepared a proposal that would allow these classifications to jointly kit parts at the Carson facility. It would also include a limited point of use. They have offered job security language I want to make it clear that we have not, nor will we ever make any kind of agreement with the company without first presenting everything to the membership. The membership is the highest authority and it's our job to represent you. We feel we should always bring the company's offers to the membership to let them decide for themselves which way they want to go.

All seven of your bargaining team members remain committed to representing this membership to the best of our ability. We would like to thank our President Jacki Harris for her continued support. It's been along time since the bargaining and the president have been united in serving this membership. A special thanks to our stewards for their dedication, a lot of grievances would have been lost without their commitment.



by Mona Kennedy

## Recording Secretary Report

Well here we are 8 months into our term; I can't believe it is already the end of March 2006. The first three (3) months I was learning what the job consisted of. With the small staff here at the Union Hall we are helping each other. Our new phone system has allowed us to receive messages when not in.

We are raising funds by renting the Hall. The rental amounts charged were insufficient to cover the expenses incurred. So therefore we have increased the amount. Tony is compensated for his time, and I believe our cost is cheaper than other rental facilities. The income from the rentals has facilitated repairs to the Hall.

Because no new charges have been filed against the Local, we have had time to focus on the jobs at hand. Now that focus is on the Local and your issues, we can be more effective. All of the charges against the Local have been settled.

I have been able to speak more freely to the Bargaining Committee about the Planning issues and the Production Control issues. They are looking into the C-13 issue also. They have been talking with the company on getting the problems taken care of. The Bargaining Committee can't believe how the Boss' in Planning twist the truth around and use words to make it **OK** to blatantly abuse our Union Contract. In MRP we see our numbers falling while the salaried numbers keep rising. I believe we have a great Bargaining team and the company is nervous as they are not able to **divide and conquer**.

We have an upcoming election for the Delegates Convention and it is very important for all of us to come out to vote. This shows our International Offices that we are united and a force to reckon with. It is very important as our contract negotiations are right around the corner.

Fraternally, Mona Kennedy



# Safety Committee Report

## UAW Safety Committee Report

After a Director of production said: "We *can* build a 'World Class' Airplane, be an industry leader, but we *can't* seem to be 'World Class' in safety," a lot of focus was put on safety. We shared a Safety Leadership Program with all management, and training was done to improve our focus on safety. Rules were established to increase the awareness on safety, and there were specific injuries identified to each rule that was made, (high percentages in some cases).

In the first year of the new focus on safety, our injury rate dropped **25%** from the year before, and if we continue to the two year commitment, we should see another **25%** decrease in 2006. That would be a total of 50% injury reduction in two years. The numbers speak for themselves and the effort everyone is putting in to make a difference has shown. Everyone contributed. Thank you to all of the Local 148 brothers and sisters for active support towards safety.

Complying with OSHA standards is the minimum level of regulation in which companies are required to maintain. We are working at a much higher level than that. **Challenge your boss** on the Observation Training and the **commitment** he has agreed to introduce to his teams, and see if it has made a difference in increasing safety within your teams and in the workplace.

*Dupont is gone*, (a lot sooner than expected), but everyone felt we had the tools, and capability to continue our focus on safety in the workplace, **involving everyone** to practice safety at work in the same manner as you would at home with your families.

No one wants to be injured in the workplace, or while doing their job, we all agree with that, but it is obvious by our injury rate that we must improve our work habits. **38%** of our injuries this year are attributed to **inattention**. That number can drop to zero if everyone pays attention to their surroundings. Comfort zones are not always the safest zones to be working in. We all have to step up and work at higher levels of safety and not just except safety compliance.

Work Smart. Work Safe. Use your quality time for vacations with your family, not for recovery from an accident.

In closing we just want to say we have lost a very dedicated safety representative, and friend in Eddie Lopez. Eddie worked hard to improve the quality of safety for all of us in the most devoted way. Eddie is missed and thought of daily by Tony and myself. His position will be filled, but... Eddie will **never** be replaced.

Fraternally,  
UAW Safety Committee

## SENIORITY COMMITTEE – MARCH, 2006

With the company continuing to lay off our members, we would like to remind you that per our Collective Bargaining Agreement paragraph 790, you can suspend/freeze your recall. You can either FAX your written request to: 562.593.0381.

Or mail it to:

The Boeing Company;  
2401 East Wardlow Road, Long Beach, CA 90807  
Your request should include your Name, Address, Phone number, BEM's ID, and your signature.

We also ask that you make sure the Union Hall

has your current information.

As always the Seniority Committee is available to answer any questions you may have.

Total Population as of 03/17/06 = 2,398.



Traci Williams  
562.593.1652



Wang Lu  
562.593.2910

## EMPLOYEE INVOLVEMENT

For those of you who don't know me I am Arlene Rios" Employee Involvement representative "for the UAW Local 148. I am here to better support ATTACHMENT: 52 of the UAW 148 Collective Bargaining Agreement.

Times are changing and we need to take charge of our work areas, become more cost effective. We need to stay competitive in the GLOBAL Market. Our teams need a

say so in how we do our Job. Please give me a call if you need support in your teams.

Respectfully,  
Arlene Rios  
UAW Employee Involvement Rep.  
562-208-2287



**Arlene Rios**  
UAW Employee  
Involvement Rep.



# Attention

UAW 148

**Free Gourmet Lunch / Dinner Seminar**

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**Tuesday**

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# UAW Activists Descend on D.C.



George Burden

Long-distance lobbying, according to George Burden, is like playing poker on a computer: You can't see the faces – or the other players.

"You need to be there," says Burden, who serves as political director for UAW Local 148 in Long Beach, Calif. "You're at a disadvantage when you're negotiating by phone; you can't see body communication."

Burden was ready to practice face-to-face politics, along with 1,500 other delegates to the 2006 UAW Community Action Program (CAP) Legislative Conference, Feb. 5-8 in Washington.

Burden knows the political game as well as anyone; he served as chief of staff to two California state senators while on leave from his job at Boeing.

Now back in the plant, he's using all his political skills to save the C-17, the giant military transport plane built by members of Local 148.

President Bush's proposed defense budget calls for eliminating the plane by 2008, which could mean the closing of the Long Beach plant.

"...Two days later UAW CAP delegates fanned out across Capitol Hill to do exactly that. The hallways of House and Senate office buildings were brightened for a day by colorful UAW hats and jackets, as members of Congress who support UAW issues and worked to persuade those who have been less friendly. Burden was busy lining up bipartisan support for the C-17, the last wide-body military transport plane made in the United States."

*(excerpt from Solidarity Magazine pp 18 & 20)*



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