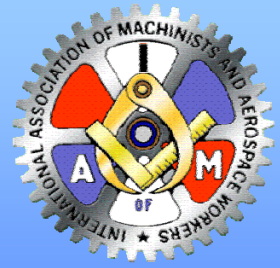


# LL839 Machinists Matters

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Wichita, KS. 67210



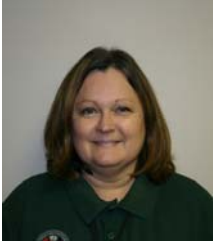
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## COME TOGETHER President's Corner June 2010

By Kathy Petersen



As all of you know, the date for the contract vote is June 25. There have been some questions and a lot of rumors out there about what has been going on in the bargaining process. I'd like to address some of those in this column. While I can't talk in detail about specifics because those still have to be worked out, I'd like to give you some idea of what's happening.

In the March 22, 2010 meeting at Spirit with Jeff Turner, International President Tom Buffenbarger, Dick Gephardt, the IAM negotiating team, Shop Stewards and Management, there was a lot of talk about what we hope to accomplish in contract negotiations. Everyone agrees that job security is the number one issue that needs to be addressed by both the company and the union. President Buffenbarger was absolutely on target when he stated that if you have good jobs that pay a good wage, then everything else falls into place. A good job allows you to buy a home, buy a car, have healthcare, and send your kids to college.

The world is changing, and companies (as always) are looking for ways to maximize profits. Ever more frequently, and with the sad state of the economy, the way companies choose to be more profitable is to send jobs out of state or overseas. Here in Kansas we learned that first hand with Hawker

Beechcraft's decision to close the Salina plant and send those jobs to Mexico instead of to Wichita.

This year's contract negotiations are taking a new and unprecedented turn. The goal this year is to try to keep jobs in Wichita rather than having them go out of state or worse yet, out of the country. In order to do that, the company and the union are trying to enter into a partnership where we share the rewards in good times and take the tough times together. The way it should be (and the way we hope it will be) is that the better Spirit does, the better we all do – not just some of us, but all of us. And we all want Spirit to remain a strong, vibrant company. In order for our future to be bright, we have to do things in a new way. President Buffenbarger noted that if we do things the same way as we've always done them, then we will get the same results we always got. (I think the definition of insanity is to keep doing the same thing over and over expecting a different result.)

The idea of working side by side with the company to try to make things better for all of us instead of each side trying to "be on top" and crush the other side will require trust and transparency from the company and the union. Trusting someone requires you to take a

*Continued on Page 2—President's Corner*



### April Meeting Basket Winner

The winner of the April Basket is Steve Ribaud. Steve is a Union Steward in Dept 3940, second shift in the Nacelle Building. “Congratulations” to Brother Ribaud for having the winning ticket! Brother Ribaud donated the basket to a laid off union member from one of the other Locals. Thank You Steve!

#### *President’s Corner— from page 1*

leap of faith – faith that the person in whom you are placing your trust will listen to you and take your needs and interests to heart. I am asking you to trust your negotiating team to represent your needs and your interests in this bargaining process.

Jeff Turner said that he wants the fighting machinists at his side, not in his face, and he has offered us his hand in trust. We hope that Mr. Turner is sincere in this offer and that the company will continue to negotiate in good faith. Our hope is that Spirit and the union will be able to come together and that we can reach a contract that all IAM employees will feel good about accepting. However, do not think for a minute that your union representatives will roll over and take whatever the company offers if we don’t feel we are getting a fair shake. We are working hard to reach an amicable agreement, but we expect the company to keep its word and work just as hard to try to create a true partnership.



### Mothers Day Basket Won at the May Union Meeting

The winner of the Mothers Day Basket was Kenny Stone. Kenny is a repeat winner and a first shift Union Steward in department 396Z, located in Plant II. “Congratulations” to Kenny for having the winning ticket! Hey Kenny didn’t you win the Mother’s Day Basket last year? Your mom or wife is a lucky woman.

The Community Service Committee would like to thank the membership for the support you give to us when you purchase food from the kitchen and tickets for the basket drawings. The money you spend enables us to procure additional items for baskets and raffles and allows us to help our members in need.



**Remember the Father’s Day drawing on June 12th at our membership meeting.** That drawing will be for a Sylvania 32” Flat Screen LCD HDTV. See a Community Service Committee member to purchase tickets or stop by the Local for tickets.

*You need not be present to Win  
Proceeds will go to the  
LL839 Community Service Committee  
Requested donation \$1.00 per ticket or 6 for \$5.00*

# Hard Bargaining

By Steve Rooney, District 70 Directing Business Representative

These are tough times for aerospace workers. It seems the latest craze in management circles is to become a runaway company, to leave the communities and workers that have meant so much to your success. It's a sad reality we have to fight on all fronts.

Boeing sold us and left us, and they are selling out other communities, too. In every Boeing contract, they are attacking our health care, pensions and jobs. They open non-union plants and outsource everything they can.

We have too many companies that just look us in the eye and tell us they are moving work to Mexico and overseas, for cheap labor and lax regulation.

They don't care about the future of industry in America, or what the workers will do when they leave. The hard work and loyalty of their employees means nothing to them.

When we have a company who is willing to sit down and discuss keeping good jobs here in America, we need to sit down with them and see if there's a way we can make that happen, a way to keep the jobs here in Wichita.

It's not an easy task, but it's an important one. This Union remains committed to



Wichita, and keeping the industry here.

This Union is about keeping our standard of living. We're NOT interested in a race to the bottom.

So, make no mistake, these negotiations are not easy. This is hard bargaining, as tough as any we've ever had. We are dealing with new concepts, but our main goal remains the same: To get the best deal for our members, so we can have a high

quality of work life, and we can provide for our families, and plan for our retirements.

Of course, having a highly successful company must be at the top of the list too, so we are negotiating to partner to make it more successful. We are looking for a contract where both the company and the workers get what they need.

If we are successful in the negotiations, we hope this may be a model to end the flyaway jobs, and to make sure Wichita is the Air Capital of the world, now and forever!

***Note: As DBR Rooney has assigned BR Mark Love, BR Mike Burleigh and BR Becky Ledbetter to the negotiations, there will not be Business Representative Reports this month.***

# In Deciding Future of 737, Best Workers Should Top Equation

By District 751 President Tom Wroblewski

*This article appeared in the latest Aero Mechanic paper in District 751 in Seattle. Brother Wroblewski's article was excellent, and we thought everyone at Local 839 should see it, too.*

There's been a lot of talk over the past month about the future of Boeing's 737.

It's becoming clear that the era of Boeing and Airbus dominance of the large commercial airplane market is nearly over. Within the next 10 years, we're likely to see new rivals to the 737 and A320 emerge from Canada and China, Japan and maybe Russia. Not all of these new planes will be successful – and a couple are likely to be complete duds. But with so many companies and countries trying, somebody's bound to come up with a winner that will be a serious challenger in the narrow-body market.

The big question for Boeing is, how do you respond? To hear the analysts talk, the company has only two choices: either put new engines on an updated 737, or start from scratch with an all-new design.

But I believe the real question goes deeper than that: It's not so much a question of picking the right product, but more of a question of picking the right way to do business.

Let's look at this for a minute. What advantage will Boeing have in this supercompetitive new environment? It's not the technology – everybody's going to have access to the same next-generation jet engines, the same new cockpit avionics and the same kinds of lightweight com-

posite and aluminum alloy building materials.



No, the winners in the next generation of narrow-bodied airplanes will be the jetbuilders with the best *people*: the best engineers, the best technicians and, especially, the best mechanics to fabricate the parts and assemble the planes, and to provide the best service to airlines after the sale – the way our District 751 members do in shops from Everett to Auburn to Union Gap, and in Boeing AOG teams around the world.

Having a world-class product will give a company a competitive edge for a year or two, or even five. But having the best team of skilled and creative workers in place will give a company an advantage for a generation or more.

Creating that kind of world-class team means top managers have to partner with employees, to work with them, and not against them.

Smart companies already realize this, and I think that's one reason why our contract talks with Triumph Composites in Spokane have gone as well as they have so far.

I only wish that all our District 751 contract negotiations could go like this. It's not like Triumph management is rolling over and giving us everything we want. On the contrary – their team is bargaining hard, and as I write this, we've still got a fair ways to go before we get to an agreement.

But they've brought a different attitude to the table. It is refreshing to work with an employer that

is honest and on the level – one that isn't bringing a hidden agenda to the bargaining table – especially after last year's talks with Boeing about the second 787 line.

Likewise, down in Wichita, Spirit AeroSystems CEO Jeff Turner told our IAM brothers and sisters in District 70 a few months ago that he would “rather have the Fightin’ Machinists at my side than in my face.”

Turner's an old Boeing guy, who left the company after Harry Stonecipher decided to sell off our Wichita operation. It's too bad he got away. Because if Boeing's going to succeed in this new competitive aerospace market, it won't be because some Harvard MBA dreamed up clever new accounting systems or marketing schemes in his Chicago office tower. It will only happen if senior managers listen to shop-floor veterans and adopt new attitudes.

Boeing already has the kind of outstanding talent it needs to beat Bombardier and Mitsubishi, Comac and Ilyushin. It has you, and your brothers and sisters in this union, and it has our skilled and dedicated fellow unionists at SPEEA. The problem is that Boeing management doesn't get it. Instead of thanking you for the outstanding work you've done to salvage the 787 and make the 737 the most successful commercial jet in aviation history, it's spent the past two years scapegoating you for the problems managers themselves created. Instead of giving more work to the world's most-capable aerospace work force, Boeing managers have been busy taking it away – at heavy cost to the Company.

These kinds of self-defeating

business tactics must end if Boeing truly is going to “stay in the phone book forever,” as Alan Mulally used to say before he left to go save Ford Motors.

Boeing's decision last month to sign a 20-year lease extension at Renton was a tentative first step in the right direction. Of course, the company hemmed and hawed about it, and tried to make it seem like they might still leave town if they don't get things their way.

But the simple truth is that whether Boeing decides to start from scratch on an all-new airplane, or decides that it's time to update the 737 once again, the best place to build those planes is right here in Puget Sound, where they've got a world-class workforce that can build planes better than anyone, anywhere. It's in Boeing's best interest to stay here in Renton for the next 20 years, and for another 20 years after that. This union – and the communities we live in – are committed to making Boeing successful for generations to come. It's time for Boeing to realize that its success depends on making a similar commitment to us in return.



# Cooperation VS. Collaboration

Many companies these days are working in collaborative organizations. Sometimes it's good for the workers, sometimes not. There's a great way to make SURE it's good for the workers, and that's to do it with a Union behind you. That's how you collaborate, rather than cooperate.

The word 'cooperate' can often mean to acquiesce or to comply willingly. In a non-union setting, it's a way for a company to make the worker think that whatever is good for the company is good for the worker, even if it's not. You are a 'partner' ONLY as long as the company wants to be partners, after that you're just an at-will employee that does what he or she is told and can shut up about it.

Think about it – when you are pulled over for speeding, you don't collaborate with the officer, you cooperate. You certainly aren't working as equals.

A collaborative workplace, when it's between a unionized workforce and a company, is a partnership of equals with a legal agreement binding both parties. It's an important distinction, because it's a framework to build trust and respect from. The workforce can then have the confidence that they aren't 'cooperating' themselves out of a job.

A collaborative workplace can be a powerful force. The partnership is by contract, with specific rights spelled out, and your rights and protections remain in the contract.

It gives you and your Union a far more powerful voice on the job. The IAM has a lot of experience in collaborative workplaces, such as the very successful partnership with Harley Davidson.

The world has changed, in ways that are beyond the power of either the IAM or Spirit Aerosystems to stop. We both either find ways to cope with that change, to prevail and succeed in this new world, or we join so many other industries in our nation that have failed and became just an historical footnote.

Corporations are making choices today between different business models of how to run their business. The first is the low-wage, low-



**"Good morrow citizen, I'm Robin Hood and this is Sherwood Forest Merry Band local number one."**

skill model – offshore it! Take it to Mexico or China, to be made at pennies an hour, and shut down our American factories. Sure, there are problems with quality and productivity, but at cents per hour, it's not that big of a deal.

What are the strengths of the low-wage model? Well, first and foremost, it's cheap. Too many short-sighted companies fall victim to the siren call of cheap labor. They don't see, or don't care, about the downsides – low productivity, and the low skills of the workers translates into quality problems that are often ignored – until it's too late.

The other model is a high-wage, high-skill, high-productivity unionized model. They don't save costs by taking it out of the workers' pocket; they save costs by empowering the worker, finding new, innovative ways to make our products, with high quality and little scrap, where the American worker is worth every dime they are being paid.

To corporations, the strengths of this model in Wichita are great, and important. We have a culture, built by generations of Wichitans, of high skills, experience, creativity, the ability to solve problems, and pride in our workmanship and our history. The downsides? From the corporation's perspective, it's the adversarial relationship, and the danger of costly strikes.

The IAM feels that we can remove the downsides for the company, while ensuring the great things that a union contract brings to a worker; job security, good wages, benefits and a voice and rights on the job. The Union ALWAYS works for the members first and foremost. The Union provides the framework of collaboration, and protects the rights and interests of the members.

The workers are trained in the ways of running the business, and are empowered to be part of making that business work, and they become their own managers, to make the company more successful. This is done by innovating, finding new and better manufacturing processes, not by working harder, but by building qual-

ity and productivity into our work processes.

This is the model Spirit AeroSystems has decided to work to forge with the Machinists Union at Spirit during these negotiations. The IAM is the largest Union in aerospace manufacturing in America, and we represent people that build everything from rockets to fighter jets to passenger jets. We believe that this can become the new business model for the entire industry.

We've seen the auto industry nearly destroyed. We've seen the steel industry go offshore. We've seen so many manufacturing industries leave our nation. The aerospace industry is, as we've said many times before, the last great American industry.

We can all work together to save this industry, starting right here at Spirit. We can show this nation what we can do. As we've seen at Harley, we collaborate as equals, and the Union made up of workers with a voice becomes a powerful tool of the worker to provide true job and financial security for ourselves and our families.



## Blog On!

To facilitate fast and informative communication during these negotiations, we have started a blog for negotiation updates. The address for the "Truth and Facts 2010" blog is: [contract2010.blogspot.com](http://contract2010.blogspot.com), or you can find a link at our website: [LL839.org](http://LL839.org).

You can follow the blog, and get updates via email when a new update is posted to the blog. The blog will be our clearinghouse for information as the negotiations continue. Visit often to get the latest news!

# NEW UNION MEMBERS JOINING MAY 2010



PHILLIP J. BARRY  
 DOROTHY BASSETT  
 ARLIE E. BESS  
 GWYNN BILSON  
 JASON BOATRIGHT  
 MATT BONNER  
 LISA D. BOORIGE  
 MIKE BOOZE  
 LUIS BOWERS  
 KEVIN BROWN  
 KEVIN N. BUI  
 BRENDE BURDICK  
 JOHN R. BURKS  
 JOSE CASTANEDA  
 MARK A. CHAPMAN  
 MICHAEL R. CLARK  
 SCOTT ALAN CLENDENING SR.  
 RACHELLE CLIFT  
 RICHARD R. CLOTHIER  
 EZZIE W. CONLEY  
 JOHN F. CONRADY

MARK J. CURE  
 CONNIE A. DAVIS-GOFF  
 DONNA DIETRICH  
 LINDA EASUM  
 ANGELA ESTER  
 ROBERT GRACE  
 KENNETH GRAY  
 ORA L. HOOGENDOORN  
 RICKIE HUMBLE  
 CAM HUYNH  
 BILL JACOBS  
 CURTIS KENNEDY  
 NIKI KESSLER  
 ISAIAH MABRY  
 CARSON MARLAR  
 PAUL F. MAYER  
 THERMAN MICHAEL MAYNARD  
 DANNY J. MCFADDEN  
 MYRNA J. MCGINNIS  
 ELDON METCALF

LINDA D. MULLER  
 SHERYL L. MURPHY  
 HONG NGUYEN  
 KIM NGUYEN  
 JULIE PERO  
 SOVOEUNG POK  
 JEFF POWERS  
 ROBERT C. PYATT  
 FORREST RACKHAM  
 RICK RALPH  
 THOMAS RANGEL  
 RANDY REED  
 AMELIA SCHROCK  
 MARSHALL R. SEELY  
 MIKE SHELLHAMMER  
 TRACEY J. SMITH  
 JODY R. TAFOYA  
 GWENDOLYN D. TANNER  
 ANN TERRILL  
 BENJAMIN TRACY

**International Association of Machinists  
 and Aerospace Workers**

**Local Lodge 839  
 3917 E. MacArthur Rd.  
 Wichita, Kansas 67210  
 Phone: (316) 524-1090**



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**The Fighting Machinists**

**Fight & Win**

**In 2010**

**[www.11839.org](http://www.11839.org)**



**Monthly Union Meetings**

**2nd Saturday of the Month**

**Executive Board meets at 8:00 AM**

**Regular Meeting at 10:00 AM**

**President - Kathy Petersen**

**Vice President - Brent Allen**

**Recording Secretary - Larry Stafford**

**Treasurer - Joni Pierce**

**Conductor/Sentinel - Jeff Meis**

**Trustees - Susan Hiebert, Stan Chapman,**

**Terry Rodriquez**

**Communicator - Dennis Williams**

**Educator - Roger Stamback**

**1st Shift In-Plant Rep. - David Eagle**

**2nd Shift In-Plant Rep. - Howard "HoJo" Johnson**

We are the International Association of Machinists and Aerospace Workers. We belong to Local Lodge 839 of District 70 in Wichita Kansas. We represent the Fighting Machinists of Spirit AeroSystems. We work to give our members a voice on the job.

Visit our website often at [www.11839.org](http://www.11839.org) for helpful and timely information.

If you have any questions, contact one of your In-Plant Representatives at 524-1090.

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