



AMPA signs with SPEEA

AMPA President David Whitacre, left, and SPEEA President Tom McCarty sign official documents on Feb. 10, 2011, bringing pilots into SPEEA.



AMPA unanimously voted to join SPEEA

Pilots voted to seek SPEEA representation in the fall of 2010. This was followed by unanimous votes of the SPEEA Council and SPEEA Executive Board to support pilots organizing. After working through the transition, pilots voted unanimously Feb. 2 to take the final step. AMPA is now a new bargaining unit within the SPEEA Northwest Region. AMPA pursued SPEEA after seeing our ranks shrink due to Boeing outsourcing of pilot jobs overseas.



AMPA welcomes Standards, Safety and Technical pilots

"AMPA has been approached by several ADPX pilots asking how they can also have the protections of a contract. AMPA has discussed and voted on expanding our bargaining unit, and our members overwhelmingly support folding in other pilot groups. Being independent for so long, even our small pilots association saw the benefit of joining with SPEEA. Since we have joined, we are not dealing with Boeing on important issues alone any more. We are happy that other pilots see the benefits of coming together and speaking with one voice. AMPA welcomes and encourages non-union Boeing pilots to join us."

Dave Whitacre, president of AMPA and SPEEA Council Rep



www.speea.org
 AMPA drop down under Join Our Union

ADPX Organizing Committee

We are available to answer questions, respond to feedback and address issues. Our committee is coordinating with AMPA and SPEEA.



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Right to organize

The National Labor Relations Act (a federal law) provides employees the right to form, join, or assist a labor union. This same law prohibits employers from intimidating, coercing, or firing employees in retaliation for exercising their right to form, join, or assist unions. Employees have the right to discuss forming a union and can distribute union literature during breaks, before and after work.

Gaining a meaningful voice at work!

Steps into the AMPA bargaining unit

Educate yourself about the union difference.

- Attend a meeting.
- Talk with fellow AMPA pilots about the benefits of having a guaranteed contract at Boeing.
- Visit the AMPA-SPEEA web page dedicated to our organizing effort.

Sign a union authorization card TODAY!

- Signing a confidential union authorization card means you want AMPA, acting through our agent SPEEA - IFPTE Local 2001, to represent you in collective bargaining and you intend to vote yes in a union recognition election.
- Once a solid majority of pilots sign cards, we will proceed with the process to gain formal recognition of our union.
- Do not sign if you simply want more information or to just call for a vote.

Our goal is to vote to join the AMPA unit

The most likely path is an *Armour-Globe* election by the National Labor Relations Board of Standards, Safety and Technical pilots.

- We will ask for an "Armour-Globe" election, a common way for employees to join an existing union's bargaining unit, rather than create a new bargaining unit and negotiate a new contract. Boeing Facility engineers used this process in 1999 to join the SPEEA Professional Unit.
- The process can be used if sufficient "community of interest" exists between the new group and some employees in the existing AMPA bargaining unit. A hearing to determine community of interest is anticipated once we have enough support to seek union representation.

Employees CAN:

- Join a union, whether the union is recognized by their employer or not.
- Meet to discuss joining a union.
- Sign, or ask someone to sign, a union card or petition.
- Distribute and read union literature in non-work areas and during breaks.
- Refuse to talk to management about the union.

Employers CANNOT:

- Question you about your union support or activities in a manner that discourages you from engaging in that activity.
- Threaten or actually fire, lay off, discipline, harass, transfer, or reassign employees because they support the union.
- Take away benefits or privileges of employees to discourage union activity.
- Discriminate against employees who support the union.
- Prevent employees from talking with co-workers about the union on their own time.
- Threaten to close a facility or lay off employees if they join a union.
- Spy on employees' union activities in or outside the workplace.
- Promise or grant benefits to encourage an employee to vote against the union.
- Support or give assistance to anti-union employees.

Contact SPEEA immediately at (206) 433-0991 if you believe any of your rights have been violated.