

THE

FEBRUARY 2006

SPEEA Spotlight

Society of Professional Engineering Employees in Aerospace

IFPTE Local 2001, AFL-CIO & CLC



MacKay moves on

After nearly four years in office, SPEEA President **Jennifer MacKay** has decided to move on and not seek reelection.

MacKay, a manufacturing engineer in Spokane for Triumph Composite Systems, Inc., made the announcement at the January meeting of the SPEEA Council.

“These last four years have been amazing for me,” MacKay told the council. “There are rewards I can’t even begin to explain. Thank you for the honor to serve as your president.”

Elected as SPEEA secretary in 2002, MacKay advanced to the post of president after a member referendum and recall. In 2004, members elected her to a full two-year term. Because she only sought election as president once, she was eligible for reelection in 2006.

A Council Representative in Spokane, MacKay was instrumental in the effort to keep the plant open after The Boeing Company threatened its closure in 2002. She was the first woman and non-Boeing employee to serve as president.

Voting packages are now being assembled for the upcoming Executive Board elections in which SPEEA members will vote on a new president, treasurer and secretary.

**On the web –
Look who is running
for Executive Board!**

www.speea.org



SPEEA participates in MLK Day rally

EVERETT, WASH. – Cold and rain did not detour SPEEA members and staff from joining about 500 people honoring Martin Luther King Jr. with a march and rally on Jan. 11.

SPEEA Council Rep **Kurt Schuetz** served as the Snohomish County Labor Council repre-

sentative on the MLK Planning Committee. He was joined at the rally by SPEEA Contract Administrators **Bob Rommel** and **Mark Moshay**.

The march went through the streets of downtown Everett from City Hall to the Everett Event Center.



Wichita engineers approve second contract offer

WICHITA, KAN. – Engineers at Boeing's Integrated Defense Systems approved management's second contract offer in voting on Dec. 20.

The new three-year contract, approved by 73% of the voting members, includes a lump-sum bonus, payouts from the Employee Incentive Plan (EIP) and wage increases during each of the next three years.

The agreement was reached during a second round of negotiations. SPEEA members rejected the company's initial contract offer.

"There are many good things in this contract and avenues for us to continue to work on improvements," said **Bob Brewer**, SPEEA Midwest director.

The election results showed 184 'accept' and 69 'reject' votes. The new agreement took affect immediately as the previous contract expired Dec. 5.

The contract gave represented employees a 4.5% lump sum bonus that was paid before the year ended. It also created wage increase pools of 5% in year one, 4% in year two and 4% in the final year. Individual employees are guaranteed a 1% increase in each year and a total of 4.5% over the three years of the contract.

By returning to the bargaining table after the initial rejection on Dec. 5, members secured an agreement to form a joint compensation committee with Boeing to investigate and determine appropriate market-base pay for aerospace engineers. In past years, Boeing has supplemented the wage pools with additional money.

Additional improvements from the initial offer include reducing the duration four to three years, keeping Wichita engineers in-synch with Boeing engineers in the Puget Sound Professional Unit. In addition, WEU negotiators secured a letter of understanding recognizing the need to find a replacement for medical coverage provided to employees who retire early. While the benefit remains for qualifying existing employees, it is not be available to employees hired after Dec. 31, 2006.

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Executive Director

Charles Bofferding

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President's Corner

By Jennifer MacKay, SPEEA President

Changing of the guards

The recent holidays provided allowed time for reviewing my service as SPEEA president and consider running to serve another two years. Terms for SPEEA president, treasurer, and secretary positions expire in March. Members begin voting late this month to fill the offices.

SPEEA governing documents allow a president to serve two consecutive two-year terms. Although I've held this position for nearly four years, because my first term was via succession from the office of secretary, I remain eligible to run again for president.

After much thought and family discussion, I decided not to seek reelection. While next month will be my "official" farewell article as your president, this month I recognize the people who helped make the last four years the most professionally rewarding years of my life.

Executive Board

I vividly recall the Executive Board meeting following the recall of our president and treasurer. My first order of business as president was to discuss our options and the best interest of our members. I told the board that at times the best thing a leader could do is step aside and allow someone else to take the lead. The board reminded me that the SPEEA Executive Board has seven members, not one. They said that what makes our union strong is never a great president, but a diverse group of leaders who work together to ensure good decisions. Each board member committed to share the load. By a unanimous vote, the board asked that I continue as president. For that support, and the continued support during the past years, I say Thank You. *To the Executive Board Members of the past four years, you have my sincere thanks. You allowed me to prove myself. I have been blessed to work with people of integrity and principle. I am proud of what we have accomplished.*

SPEEA staff

The daily administration of a union representing more than 22,000 employees, at different companies around the country is not easy. I am proud of our staff. Never have I witnessed a harder working or more committed group of people. The Executive Board ensures the will of the council is done, but it is the staff working behind the scenes performing the majority of tasks. Every success is supported by the efforts and resources of this great team. *To our SPEEA Staff, I say thank you so much; we couldn't do it without you.*

Council officers, activists and members

You gave me an opportunity to do something I never considered. You trusted the process under trying circumstances and accepted a female "Tech" with minimal labor experience and from a non-Boeing remote site as your president. You taught me that to truly do something right, we have to do it together. *To you I say: This is your union. It's yours to grow and build to bring positive change. Thank you for allowing me to serve.*

My family

Any time a parent spends time away from their family, everyone has to take on more or settle for less. To hold a position like this requires sacrifice from the people we love the most. At first it was almost fun to get asked 'Mom, can you show me on the map where you're going?' But, soon the trips become sad partings and missed soccer games. I'll never forget how I felt when my son lost his tooth while I was in Washington D.C. Over the telephone, I talked his dad through the process of slipping the right amount of tooth fairy money under the pillow. The willingness of my husband and the support of three kids allowed me to last beyond the first month and through four years. Serving as president was tough and good for them. The bond between my husband and kids grew closer. As

they learned about my role at SPEEA, they better understood the relevance of our labor history and the value of working together to make things better. *My family has my heartfelt thanks. I love you so much.*

My reasons for not running again are personal and have nothing to do with the office or job. In fact, it was this position, with all of the headaches, heartaches and joys that makes the decision difficult. The truth is that I need some time for myself and for my family. I've tried to maintain a healthy balance in where I spend my time and energy so I can cover my family, work and SPEEA responsibilities. Juggling duties is now complicated by some health challenges that may require additional attention. Looking forward, my level of involvement may need to decrease and offering less does not do justice to the position.

Wish for SPEEA

If I had a single wish for SPEEA, it would be to always remember that together, we do great things. I've had the honor to witness this first hand for four years. When elected officers, staff and members come together we create something larger than ourselves that inspires, brings hope and produces results that make a difference. We may not always win, but when we do we make our jobs better, our communities stronger, and our lives more fulfilling. Together, we raise the standard across our nation. Be proud of what you have accomplished and always be courageous.

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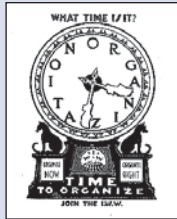
Seattle General Strike

Week long strike shut down city

By Ross K. Rieder, President
Pacific Northwest Labor History Association

The Seattle General Strike of February 1919, while actually the ninth General Strike in the United States, was the first city-wide strike anywhere in the nation to be proclaimed a "general strike."

The strike began in the shipyards, which had expanded almost overnight with World War I production contracts. The 35,000 workers in the shipyards expected a post-war wage hike to make up for two years of strict wage controls imposed by the federal government. When federal regulators refused, the Metal Trades Council, an alliance of shipyard unions, declared a strike and closed the shipyards, appealing to Seattle's powerful Central Labor Council for help. Most of the city's 110 local unions voted to join the strike in a sympathy walkout.



On the morning of February 6, 1919, Seattle, a city of 315,000 people, stopped working. Twenty-five thousand unionists had joined the 35,000 already on strike. With 60,000 workers around the city off the job, much of the remaining workforce was idled as stores closed and streetcars stopped running. The General Strike Committee, composed of delegates from the key striking unions, tried to coordinate vital services and negotiate with city officials. Events moved quickly beyond their control.

The local and national press denounced the strike. Conservatives called for stern measures to suppress what looked to them to be a revolutionary plot. Mayor **Ole Hanson**, elected with labor support, armed his police force and threatened martial law and federal troops.

Some of the unions wavered on the strike's third day. Most others had gone back to work by the time the Central Labor Council officially declared an end on February 11. Police and vigilantes were hard at work rounding up "Reds." The IWW hall and Socialist party headquarters were raided and leaders arrested. Federal agents closed the *Union Record*, the labor-owned daily newspaper, and arrested several of its staff.

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Legislative committees set 2006 priorities

Legislative sessions in Washington state and Kansas opened Jan. 9, keeping SPEEA's three legislative committees are busy.

Regional and national SPEEA Legislative and Public Affairs (L&PA) Committees finalized SPEEA's list of priorities for 2006. Overlapping areas include jobs, wages, and safety.

Joel Funfar, chair of the SPEEA L&PA, urges members to get involved in the committee and take time to voice their own opinions with the elected officials from their local district.

"Any politician listens to two things – people who vote them into office and money," Funfar said. "Since SPEEA doesn't yet make political donations, our only leverage is in our members getting active. Our members' e-mails, visits and phone calls help get elected leaders to vote on issues important to SPEEA members."

Midwest L&PA Vice-Chair **Debbie Logsdon** said their committee plans to share information packets with the lawmakers on where SPEEA stands on the issues, along with recommended goals and suggestions for achieving those goals. "We can offer help – such as member input on specific issues."

"Labor needs to be out there everyday just to keep what we have," Logsdon said. "We need to do it for our kids and grandkids. Like those who have gone before us who fought for the rights we have today, it's our responsibility to do it for our kids."

The Midwest team travels to Topeka, KS, March 2-4 for 'Washington Days,' when U.S. lawmakers will join state lawmakers in meetings with voters in the state capitol.

Contingent on the Council's approval of the budget, SPEEA L&PA delegates plan to meet with members of the U.S. House and Senate in Washington, D.C., and possibly pursue other options, such as the National Conference of State Legislators, Funfar said. "We need to be seen in order to be heard."

The Northwest L&PA Committee meets with legislators Feb. 16, as part of the annual Washington State Labor Council legislative conference.

However, members of the NW L&PA meet throughout the year with lawmakers. "We have lawmakers come in to talk about the issues," said **Judy Mogan**, chair of the regional committee.

"We look at all the issues based on input from the Washington State Labor Council as well as issues important to The Boeing Company," Mogan said. "We look at those issues that most affect our members, then research the issues before meeting with lawmakers."

The list below includes the priorities for each committee. To learn more, attend an L&PA meeting in your area.

Members can also make voluntary donations to the IFPTE Political Action Committee (PAC) which provides bipartisan support to politicians who support labor issues. For more details, go to www.ifpte.org or contact **Matt Biggs**, IFPTE legislative director, at mbiggs@ifpte.org.

National & Regional L&PA Priorities

- * Education
- * FAA reauthorization legislation
- * Health care
- * H-1B & L-1 visa reform
- * Living wages
- * Outsourcing
- * Non-members paying for services that the union provides
- * Pension and retiree medical benefits legislation
- * Regional transportation investment
- * Trade agreements
- * Workers' compensation

Committee meetings

SPEEA L&PA meets 5 p.m. (PST), third Thursday of month, at the SPEEA Seattle Hall. RSVP: (206) 433-0991

NW L&PA meets 5 p.m. (PST), fourth Monday of month, at the Seattle Hall. RSVP (206) 433-0991

MW L&PA meet 5 p.m. (CST), third Thursday of month, at the Wichita Hall, RSVP (316) 682-0262

Volunteers build solid foundation for family in need

By Donna Castaneda

SPEEA Wichita Council Rep

In times of need, people who care step up, take charge, assume responsibilities and get things done that need to be done.

Our office administrator (OA), **Jeanette Barber** works on our floor here at Spirit AeroSystems. She is the type of person who is always willing to step up, take charge and see things get done. She always does so with a smile and a cheerful sound in her voice. Lately, her shoes seemed to be on the wrong feet. So a great many of Jeanette's fellow workers, friends, her children's friends, and people who care enough to help her get her shoes back on the right feet, have come to her in her time of need.

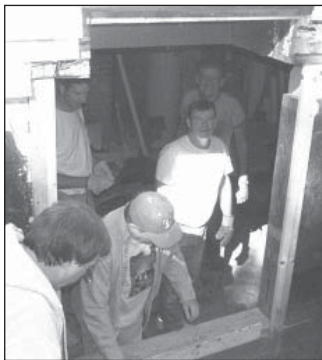
Within the last five years Jeanette, a single mother of two children, who were 18 and 22 at the time, took the big step in purchasing a home. It was not a brand new house, but a house to call home and share with her children and later with her granddaughter. The home needed a lot of work, and Jeanette had great hopes of getting it all into proper order. Her oldest child, a son, was a carpenter by trade. He told her – "Mom we can do these things. I'll help." Plans were made with mom, son and daughter helping. Mom saw her daughter get married and have a daughter herself. Jeanette had her first grandchild! Her elderly parents now had their first great-grandchild.

Through all this, the plans to get Jeanette's house into proper order started. The house had major foundation problems, plumbing problems and needed to be enlarged with the arrival of a grandchild.

Here is where the shoes went to the wrong feet. Within the last two years, Jeanette lost her daughter to a tough and long battle with cancer and her son was lost recently to a car accident. This left Jeanette to raise a beautiful granddaughter and help with her elderly parents, while the earth had been moved away from almost half of the house's foundation walls.

Jeanette's manager, **Tom Jones**, now knew it was time to take charge and help his OA. Tom

recruited **Pete McGrath**, **Jeff Powell** and **Larry Walker** to help in getting the foundation and plumbing repaired before winter. Many items had been purchased to do the repairs, but it was the manual and physical labor that was needed now. The call for help went out, for Saturdays, or evenings after work and whatever time could be spared.



Help came from all over – from managers, **Bob Mayle** and **Mitch Tibbs** to tool designers and drafters, **Pete McGrath**, **Kurt Johnson**, **Paul and Adelina Swope**, to manufacturing engineers, **Larry Walker**, **Smiley Magonigle**, **Frank Chambers** and some of her son's friends. As many as 10-15 people were there on some Saturdays to return to Jeanette what she would do for all of us at work. There were many more friends who helped in other ways. Over time the extended family grew to provide dump trucks, trenchers and back hoes to get the job done.

This was all fine work until the city inspector was contacted. It seems there was much more that needed to be done, but only by city-licensed workers. The call went out to **Debbie Sheppard** at the SPEEA office. Debbie then called **Loretta Baize** at the Wichita Hutchinson Labor Federation who then spoke to **Harold Evans**. Harold and Debbie at SPEEA made calls from one office to the other. So between the Labor Fed and Harold, the plumbing

problems now came to the attention of two plumbers, **Lonny Wright** and **Rich Taylor** from Plumbers and Pipefitters Local Union No. 441. These two gentlemen had no problem becoming part of the extended family providing their services for someone in need of a certified plumber. Thanks to everyone involved, things were pretty well buttoned up for the winter.

Jeanette, parents and granddaughter would like to say a big "THANK YOU" to all those who helped in so many ways – from labor and materials to food, sweets, well wishes and prayers.

Executive Board elections

Members will elect president, treasurer and secretary

Ballots are now being prepared for mailing to SPEEA members for the upcoming Executive Board election.

Candidates for the offices were finalized by SPEEA Tellers after this edition of Spotlite went to press. A list of the candidates is available on the website and included in SPEEA News.

Members will elect a president, treasurer and secretary for two-year terms. Regional vice president positions are at mid-term and not on this year's ballot.

Executive Board responsibilities include monitoring expenses, preparing the annual budget and directing SPEEA's activities through the executive director.

Ballot packages are scheduled for mailing February 22. Tellers will count the votes at SPEEA headquarters on March 8. Successful candidates begin serving terms March 22.

Federal laws apply to campaigning

Federal law requires labor organizations to comply with all reasonable requests of any candidate to distribute campaign literature, at the candidate's expense, to members in good standing of the labor organization. The labor organization must refrain from discrimination in favor of or against any candidate with respect to distribution of campaign literature and the use of lists of members.

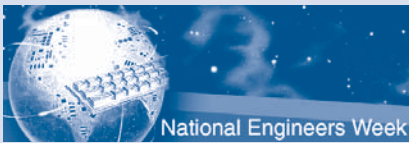
Candidates who conduct a mailing will work (at their expense) with a bonded mailing house. Mailing labels are never provided directly to a candidate.

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Week long strike shut down city *continued from page 4*

Across the country headlines screamed the news that Seattle had been saved, that the revolution had been broken, that, in Mayor Hanson's words, "Americanism" had triumphed over "Bolshevism."

The Seattle General Strike lasted less than a week. The memory has continued to be of interest and importance for over 85 years. For more information, click on Seattle General Strike Project at www.depts.washington.edu/pcls.



Celebrate National Engineers Week

Engineers across the nation have a week in the spotlight February 19 to 26 as the nation recognizes Engineers' Week.

Now, in its 56th year, Engineers' Week raises public understanding and appreciation of engineers' contributions to society and is among the oldest of professional outreach efforts in the United States.

A host of events are sponsored by the Engineers' Week Foundation. A list of events and resources, including programs to encourage students to pursue technical careers, is available on the foundation's site at www.eweek.org.

Members will elect president, treasurer and secretary

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Federal law also prohibits candidates for union office from utilizing union or company resources in the conduct of their election campaigns. This means it is inappropriate to campaign on company time or use employer (or union) resources such as paper, copy machines, fax machines, mail or email. Campaign literature should not be posted on union or company bulletin boards.

The prohibition against using employer (or union) resources to promote candidates for union office applies to ALL situations where resources are used to promote a candidate(s), regardless of whether the party using the employer (or union) resource is running for union office.

Members' books help Aviation High School

The shelves at Aviation High School's library are more full now thanks to donations by SPEEA members. Since the school opened in 2004, the student population is growing and the library needs to keep up. The school, based in Seattle, is always looking for a variety of books, especially the classics, history, geography and technology.

Please drop off your books at the SPEEA Seattle or Everett Hall. Questions? Contact **Laura Anderson**, SPEEA staff, at (206) 433-0995, x123.

A prescription for medical insurance



By Gregory J. Junemann,
IEPTE President

SPEEA'S negotiations with The Boeing Company are complete for contracts that expired in 2005. Once again, the issue on everyone's mind was medical insurance, both for active employees and for retirees. And again, it becomes increasingly obvious that the issue of employer-provided medical insurance cannot be adequately resolved at the bargaining table.

Across the United States, the cost of employer-provided medical insurance has increased between 10% and 20% every year for the past 15 years. Medical insurance has become so expensive that today, only 55% of U.S. employees receive medical coverage, and that percentage declines every year. When union and management reps meet to discuss medical coverage, the discussions generally center on which side will bear a larger share of the increased costs, but neither side leaves the table unscathed. Recent news accounts of massive layoffs in the auto industry point to Detroit's medical insurance woes as a primary reason for the loss of tens of thousands of U.S. jobs.

One way to address this growing problem is to create some semblance of equity among U.S. employers. Legislation needs to be enacted that will force all large and midsize U.S. employers to provide basic medical coverage for their employees.

One of the reasons that the employers which provide medical coverage are seeing skyrocketing increases is that they are providing medical coverage for the 45% of the U.S. employees who are unprotected. If a woman works at a company that provides medical insurance, and her husband works at a company that does not, the wife's employer gets stuck with the family's

medical coverage. That fact alone makes it clear why the number of employers that provide medical coverage is declining.

The decision of whether a U.S. employer provides medical coverage is not directly related to size or profitability. A company where I once worked has undergone more financial hardship than I can cite, and today employs less than 1,000 workers. Yet, these workers receive some form of medical insurance coverage. On the other hand, Wal-Mart, the nation's largest employer lets its workers fend for themselves.

We need to pass legislation that will mandate all U.S. enterprises that employ a minimum of 75 workers should provide base level medical coverage for their employees. If a union is present and is able to negotiate improvements to the base plan, terrific. Or if a non-unionized employer decided on its own to increase the base coverage, that would also be acceptable.

Workers who are among the 45% "have not's," obviously benefit from such legislation. Additionally, Boeing, Triumph, Spirit, BAE Systems, the States of Washington and Kansas, and the other employers, which today are footing the bills for the Wal-Mart's of our nation, would also benefit as medical costs would be shared more equitably among employers.

Some states are taking the lead on this issue. A state law mandating employer-provided base-level medical coverage has been passed in Hawaii and Maryland. Similar legislation is being pushed through state houses in 30 other state houses, including Washington, Oregon, and Illinois.

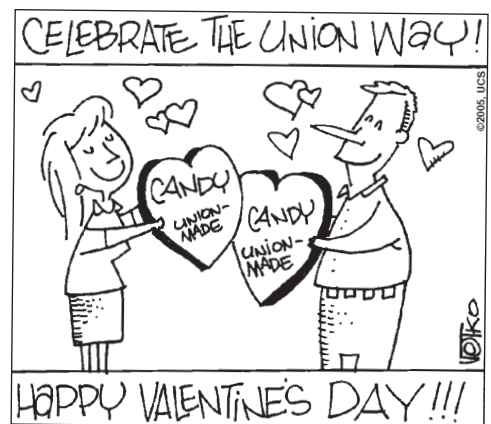
We need to support the passage of this legislation in these states and across our nation. SPEEA's next rounds of negotiations are not that far away, and medical costs are not projected to shrink any time soon.

Compensation disparity settlement

Settlement checks in the Beck v. Boeing gender-disparity compensation lawsuit were expected to be mailed in January. Settlement Services, the independent claims administrator for the settlement, anticipated receiving the checks from Boeing by mid-January. The claims administrator planned to send the checks within five business days.

Check amounts are based on a formula defined by the court settlement, according to the claims administrator. The claims administrator does not know the amount of each check, nor whether a person's claim was considered eligible.

To confirm your address with the claims administrator, call Settlement Services toll free at 1-866-854-5146. For more details on the lawsuit, go to www.beckvboeing.com.





Ed Wells Partnership

A JOINT SPEEA/BOEING INITIATIVE

2006 includes new name, website, and offerings at the Ed Wells Partnership

By Ellen Whitford
Ed Wells Partnership

The once-separate organizations of the Ed Wells Initiative and SPEEA-Boeing Partnership launched 2006 with a new name, the culmination of a year-long effort to blend the organizations. The organization is now known as the Ed Wells Partnership (EWP).

Accompanying the new, single identity is a radically revamped website combining the information from the old organizations' sites.

"The new site has a different look and feel, new colors, and navigation that make it easier for users to find the information they want," said **Dina Weiss**, communications specialist for EWP. "The site underscores that the two organizations have merged their programs and services."

As part of the redesign, Wichita now has its own separate site.

Focus for 2006

There are also new program offerings this year. Like the majority of EWP's courses and seminars, most were developed in response to requests from SPEEA-represented employees and their managers. EWP has always solicited input on how it can serve employees most effectively; this year the organization plans to increase those efforts, said **Maria Nelson**, EWP co-director.

One thing that will *not* change, noted **Sophia Zervas-Berg**, another EWP co-director: the organization will continue to focus on providing courses that enhance technical excellence. Areas of emphasis for 2006 are strategic and technical skills development; employee productivity and engagement; knowledge retention and sharing; career services; and effective partnership.

Strategic and technical skills

New courses include strategic skills courses in nano, or "dwarf" technology, which radically minimizes the size of things. The courses will provide an overview in a rapidly progressing field, said **Kathi Riley**, who administers the Strategic Skills Program.

The EWP will also be collaborating with Learning, Training and Development and the University of Washington to offer classes in composites and systems engineering for which stu-

dents can earn college credit, said **Tony Reed**, administrator of EWP's Learning Events.

Employee productivity and engagement

One of several projects planned for 2006 will bring productivity experts together to provide solutions for organizations looking to make their processes more productive.

Knowledge retention and sharing

Stephanie Simonson, administrator of EWP's Knowledge Retention and Sharing Program, intends to put more emphasis this year on communities of practice (in the past referred to as technical interest groups), focusing on providing support to new communities of practice, as well as ones that are well established.

The EWP's Mentoring Program will publish a new journal, *Mentoring Vector* in 2006, which will offer guidance on how to get started in establishing a mentoring relationship. The publication expands the delivery methods for the popular mentoring workshops, said **April Stempniak**, program administrator.

Career services

In addition to continuing with individualized career coaching, the Career Services Program has introduced a theme that will be woven through most of the program's 2006 offerings, said **Michelle Kelley**, program administrator. The theme, – "*How to Think like Leonardo da Vinci*," which is also the title of a book that the program's book groups will read this year – focuses on whole-brain thinking.

Effective Partnership

And the Effective Partnership Program is developing training for people who participate in local partnerships to help them become more effective participants, said **Dean Tudor**, who oversees that program.

"We're looking forward to this year," said **Jeanne Blue**, EWP co-director. "We feel that we're very well positioned to provide courses and programs that are meaningful and valuable to the people we serve."

Getting to know

NW Region vice president Alan Rice

Alan Rice was elected to the Executive Board to fill an interim vacancy as a Northwest Region vice president. His election by the Northwest Council was recently upheld by a Judicial Review Committee ruling.



In 25-plus years, **Alan Rice** has worked in seven different areas at Boeing and held at least seven different roles with SPEEA, including serving previously as Northwest Region vice president on the Executive Board.

Rice is a Technical Designer in 787 fuselage systems integration. He helps to make sure that all systems running through the Body of the plane are properly integrated and meet all safety, separation and installation requirements.

In addition to serving as NW Region VP, he's also served as a member of the Northwest Tech Negotiation Team for three rounds of contract negotiations.

Ever since Rice became an Area Rep for SPEEA in 1981, he's been active with SPEEA. In addition to three terms as Council Rep, he also served as Council vice chairman. He was elected to Joint Workforce Committee (he's currently a member serving his fourth term). He served on the Tech Negotiation Team in 1999, 2002 and 2005. He also served as an E-board vice president from 1999 to 2003.

He acknowledges that he knew nothing about unions when he first started at Boeing in 1978. "I signed up as an Area Rep to learn more," he said.

He is passionate about the power of solidarity. His advice to SPEEA members and non-members alike – "Get rid of any 'me' and 'them' mentality and realize the power of unity," he said.

Rice describes himself as an avid outdoorsman and enjoys camping with his wife, Sharon, and five boys: Robert, 24, Michael, 22, John, 19, William, 11 and Danny, 9. He also is a baseball umpire.

So, tell me how the EIP works

By Stan Sorscher
SPEEA Staff

Represented employees in the Puget Sound Professional and Technical bargaining units, along with the Wichita Engineering Unit, will receive payouts from the Boeing Employee Incentive Plan (EIP) for the first time in 2006. Securing the payouts was achieved during recent contract negotiations with The Boeing Company. Following is a brief description on how the EIP is administrated.

Size and timing of the payout

Typically the Board of Directors at The Boeing Company meets in January and decides the size of the payout. The payout usually occurs in late February.

What about my share?

For each 2-week pay-period in which an employee is paid, earnings for the whole pay period are added to your "eligible earnings." If you are eligible for one day in that period, the full 10 days counts toward your eligible earnings. At the end of the year, your award is eligible earnings divided by 260 times the number of days awarded by the Board of Directors. Sooner or later, a year will have 27 pay periods, and the divisor will be 270.

Sample calculations are at:
<http://eip.web.boeing.com/calculations.pdf>

I worked only part of the year

If you leave the eligible population by layoff, disability, death or retirement, you will receive your proportionate share of the awarded days for the year in which you left.

If you leave by quitting or discharge, you will lose the entire award for the unfinished year.

If you leave by discharge in the time between the

start of the year and the payment of the award, you lose the prior year's award, in addition to the small fractional award for the year in which you are discharged. If you leave in that period by quitting, you only lose the fractional award for the year in which you quit - the prior year's award is paid out.

Eligible employees who are part of a divestiture would be treated as if they were laid off.

And what earnings count?

- Regular Base Pay
- Shift Premium/Differential
- Non-standard Workweek Premium
- Overtime
- Selective Lump-Sum Payments (included in selective salary adjustment exercise)

The full list of included and excluded compensation is at:
<http://eip.web.boeing.com/eligible.html>

Dues adjusted for 2006

The annual recalculation of SPEEA dues was performed in January, setting the monthly dues rate for 2006 at \$30.16. The adjusted rate will appear on paychecks issued at The Boeing Company on February 9.

As of January 5, SPEEA represented 22,734 employees who earned an average hourly rate of \$35.49. Per the SPEEA constitution, the dues are set at 85% of the average hourly rate.

As a comparison, the International Association of Machinists dues for 2006 are \$58.20 per month.

Early retiree medical and voluntary layoff talks start

As outlined in the Puget Sound contracts, SPEEA and The Boeing Company have started talking about the future of the early retirement medical program for employees hired on Jan. 1, 2007 or later and on a process for voluntary layoff with benefits.

The recently ratified Technical Unit and Professional Unit contracts no longer offer medical coverage for employees hired Jan. 1, 2007 or later. In a letter of understanding, Boeing management agreed to work with SPEEA to develop a means to pay for future medical expenses on a tax-advantaged basis.

In a side letter passed during negotiations, Boeing agreed to also form a joint team with SPEEA to explore options related to voluntary layoff. One option would make voluntary layoff with the layoff severance benefit available to employees' provided that a process for management oversight and approval was developed.

SPEEA team members are all members of the teams that completed the recent negotiations for the Northwest Prof and Tech bargaining units. Selected by the Executive Board are **Sharon Moats, Cynthia Cole, Tom McCarty, Larry Marrell and Alan Rice.**



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