

SPEEA Spotlight

Society of Professional Engineering Employees in Aerospace

IFPTE Local 2001, AFL-CIO & CLC

A SPEEA recruiter celebrates 50 years at Boeing

By Karen McLean
SPEEA publications editor

WICHITA – **Bob Wentworth** celebrates 50 years at The Boeing Company on Jan. 17, and he's been a union supporter from the start.

"Fair play, decency and concern with people's insurance," Wentworth said were some of his reasons for joining and getting involved with labor unions.

Wentworth, 70, remembers when the company did not offer insurance or retirement benefits. And, if you were out sick, you might not get a raise because points were docked.

"We used to have just one week's vacation," he said. "The union gives you cradle to grave protection. The biggest thing was dental and vision insurance – all things that unions fought for, we didn't have, like retirement."

Wentworth, an engineer at Wichita Integrated Defense Systems, has been a SPEEA Area Rep since 1996. He tries to help those who come to him with questions.

"If they're a member, I'll fight for them – right away," Wentworth said. If they're not, he has a membership card handy. He's one of SPEEA's top recruiters.

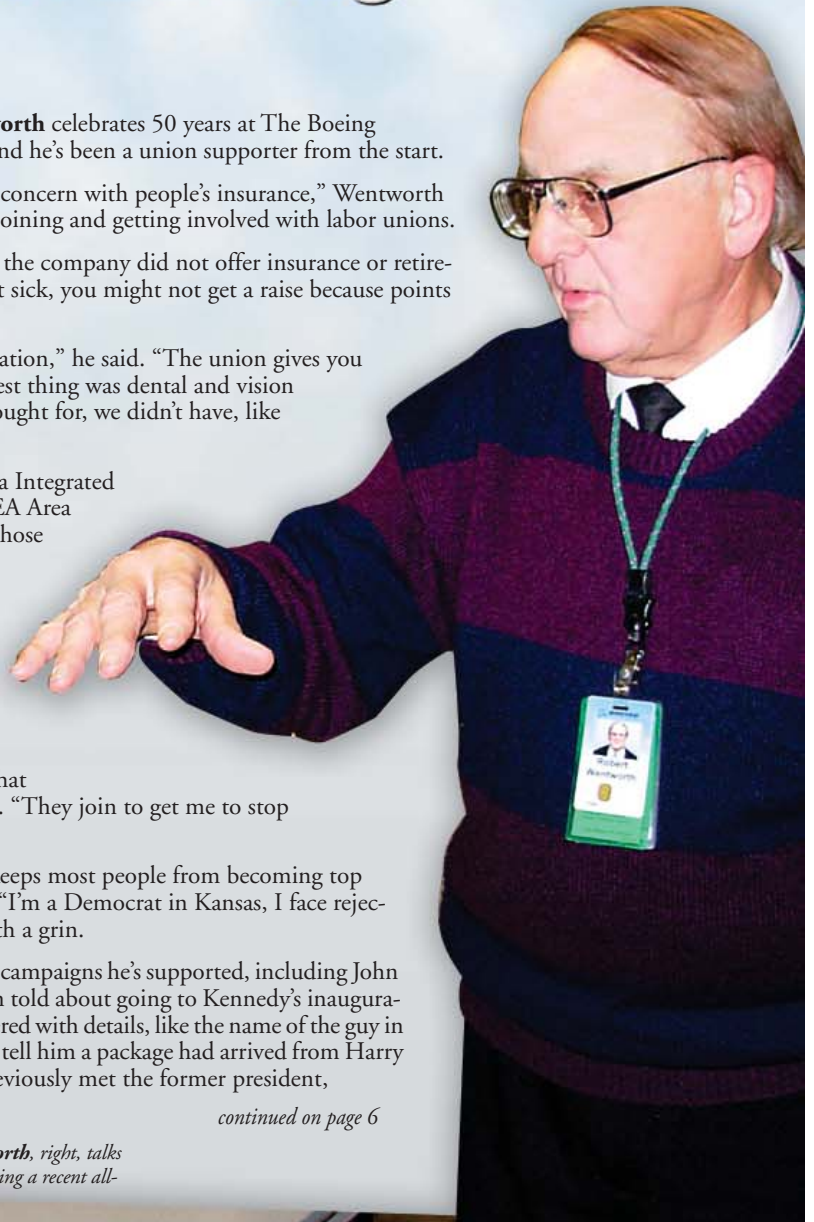
"I convince them that I want what is in their best interest," he said. "They join to get me to stop bugging them."

His secret to success is what keeps most people from becoming top recruiters – fear of rejection. "I'm a Democrat in Kansas, I face rejection all the time," he said with a grin.

He talked about past political campaigns he's supported, including John F. Kennedy's election and then told about going to Kennedy's inauguration. His anecdotes are peppered with details, like the name of the guy in the mailroom who called to tell him a package had arrived from Harry S. Truman. Wentworth previously met the former president,

continued on page 6

Area Representative **Bob Wentworth**, right, talks with SPEEA's **Paul Shearon** during a recent all-member meeting in Wichita.



Looking for leaders - Executive Board election

This month, candidates will step forward to run for SPEEA president, treasurer and secretary, serving on the Executive Board. The Board members, including four regional vice presidents, serve two-year terms.

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

Key dates

Candidates will be announced via the SPEEA News and at www.speea.org prior to ballots being mailed.

- Petitions due Jan. 25
- Ballots mailed Feb. 22
- Ballots counted March 8

Candidate petitions are available at any SPEEA Hall.

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.

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.

How EIP affects retirement



By Stan Sorscher
SPEEA staff

The new Puget Sound contracts provide that SPEEA-represented employees will participate in the Employee Incentive Plan (EIP), retroactive to the beginning of 2005. Furthermore, once payouts are made, the awards will apply to final average earnings used to determine pension benefits.

Two immediate questions arise. *How* and *when* will this happen?

Formal language is still being prepared. However, we expect EIP to work the way other bonuses worked in the past.

How?

In the past, Productivity Payments and other bonuses were treated as coming in one month, then persisting in the Alternate Benefit formula for 59 more months. Bonuses do not affect the Standard Benefit formula, since that benefit is independent of earnings. At \$70, the Standard Benefit will apply to those whose salary at retirement is roughly \$75 - 80,000 or less.

The Alternate Benefit formula depends on Final Average Earnings (FAE), which is the best 60-consecutive-month average in the last

120 months. Let's suppose the 2006 EIP payout is 12 days, and we are looking at a retiree whose Final Average Earnings is \$95,000, and earned \$100,000 in 2005, with 25 years service toward retirement. EIP pays out on a 260-day baseline, so our hypothetical employee would receive an EIP award of about \$4,600. This would increase Final *Monthly* Average Earnings by $\$4,600/60 = \80 . Putting this into the Alternate Benefit formula, the pension benefit would increase by $25 \times (.01025 + .0045) \times \$80 = \$30$ per month.

When?

The Board of Directors will set timing next year, but let's suppose the EIP pays out in February 2006, as many expect. Final Average Earnings is figured on earnings as of the first day of the month, so EIP would hit the books for FAE, starting with March 1 retirees. That is, anyone retiring on March 1, 2006 and every subsequent month through February 1, 2011 would enjoy the same EIP bump in their Final Average Earnings. If you retire in January or February of this year under the Alternate Benefit, you risk losing \$30, more or less every month for a long time.

If the EIP pays out in 2007 and beyond, then *those* bumps would apply for the next five years, and add to any bumps due to payouts in previous years.



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President's Corner

By Jennifer MacKay, SPEEA President

Politics and education need technical voices

Earlier this year, I attended a CESO conference in Washington, D.C. For me, the highlight of the event was a presentation by U.S. Rep. Vernon Ehlers (R-MI).

Ehlers is serving his sixth consecutive term in the U.S. House of Representatives. He holds a doctorate in nuclear physics from the University of California, Berkeley and taught physics at Calvin College for 16 years.

As a member of the 109th Congress, Ehlers serves on five committees:

- **Science** – Chairman of the Subcommittee on Environment Technology and Standards. Ehlers wrote science policy and introduced the National Science Education Acts aimed at reforming our nation's K-12 science, mathematics, engineering and technology education.
- **Transportation and Infrastructure** – Led the development of the Great Lakes Legacy Act to clean-up sediments in the Great Lakes.
- **Education and the Workforce** – Working to improve math and science education.
- **House Administration** – Guides the program to revamp the House computer system, connect Congress to the Internet and allow citizens access to House documents.
- **Joint Committee on the Library** – Oversees the Library of Congress and its departments.

Ehlers' message was clear. Engineers, technical workers, and scientists have an obligation to get involved in efforts that further our professions and ensure our collective well-being. To accomplish this, Ehlers promotes:

- Entering the political discussion.
- Preparing our children for a technical workplace.

Entering the political discussion

Every session, politicians vote on laws that directly impact the lives of professional and technical workers and determine our national investment

in research and development. Many of these laws involve specific technical issues that a select few (engineers and scientists) are qualified to provide educated comments. However, most lawmakers and staff on Capital Hill aren't engineers, scientists, or technical workers. However, they are bombarded by lobbyists promoting special interests and seldom hear from white-collar professionals. The lobbyists grab attention, get the votes and get the money while research and development, education, and our national science policy take a back seat.

The reluctance of engineers and scientists to participate in politics, Ehlers said, negatively impacts government's ability to make good science policy decisions. "We need our engineers and scientists to enter government service. Not just as appointees, but also as elected officials." He reminded us how important it is for our top engineers and scientists to lobby our congressmen and senators and to run for political positions. Local school boards, state legislatures and Congress need technically minded men and women of high integrity. "I strongly encourage other scientists and engineers to run for office," Ehlers says, "There's a great need there. Republican or Democrat, there's a place for them, and a lot of work to be done."

Ehlers acknowledged that getting our professional and technical members involved in politics is not easy. He became involved in politics "gradually and not very willingly" as he grew more concerned by the lack of scientific input into the political process.

Why the urgency? There is great concern that the U.S. is losing its competitive edge. While we seem to have leveled or reduced our national investment in technology, the rest of the world is catching up. Other countries are investing heavily in their business and educational infrastructure; graduating highly skilled students and gaining on the United States in just about every technical arena.

Legislation, supported by experts in science and engineering, can turn this around.

Preparing our children for a technical workplace

In his role in both the Science Committee and the Education and Workforce Committee, Ehlers pushed Congress for federal support to improve math and science teaching in elementary through high schools (K-12). "Our schools aren't preparing our students adequately for the knowledge-based, technologically rich America of today and tomorrow," Ehlers said.

Last year, Bill Gates caused quite a stir when he said that U.S. schools are 'obsolete'. His remarks were substantiated when international studies showed U.S. 4th grade students are among the top students in the world in math and science, but by 8th grade, they are outperformed by students in more than a dozen nations, including Taiwan, South Korea, Japan, Hong Kong, Belgium, and the Netherlands. By the time they are high school seniors, U.S. students are scoring near the bottom of all industrialized nations.

Educators agree that the elementary and middle school years are crucial when it comes to kids developing a passion for math and science. Those that don't 'get it' during those early years, seldom seek higher education and careers in engineering or science.

In addition to political efforts, Ehlers encourages engineers to become involved in their local schools as well. Most schools welcome involvement from the engineering community and the kids are receptive to the interaction. Many colleges and engineering schools are now establishing programs where their students work with elementary and middle school classrooms

continued on page 6

Index	Page
How EIP affects retirement.....	2
Tech Connect offers new way to form mentoring relationship	4
Children's Hospital honored for meeting patient safety standards.....	5
SPEEA member named distinguished new engineer of the year	6
How to get the most \$\$\$	7
Northwest approves contract; Midwest returns to main table.....	8



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Original articles and feedback are solicited.

POSTMASTER: Address changes to The SPEEA SPOTLITE

Ralph Chaplin left his mark on labor with poetry and editing

By Ross Rieder
Pacific NW Labor History Association

"When the Union's inspiration through the workers' blood shall run,

There can be no power greater anywhere beneath the sun.

Yet what force on earth is weaker than the feeble strength of one?

*But the Union makes us strong.
Solidarity forever?*

For the Union makes us strong."

In January 1915, a young Industrial Workers of the World poet, pamphleteer, artist, editor of *Solidarity*, the *Industrial Worker*, and other IWW publications, **Ralph Chaplin**, penned the words to "*Solidarity Forever*." Written for a Chicago hunger march led by Lucy Parsons, labor activist and widow of Albert Parsons, one of the Haymarket martyrs, *Solidarity Forever* became an international labor anthem when it was set to the tune "*John Brown's Body*."



Chaplin

"I wanted a song to be full of revolutionary fervor and to have a chorus that was ringing and defiant," said Chaplin.

Chaplin wrote some poetry from Cook County Jail ("*Mourn Not the Dead*") and from Leavenworth ("*To My Little Son*" and "*Prison Nocturne*").

Another Chaplin song published in the IWW Little Red Songbook is "*The Commonwealth of Toil*" (set to "*Nellie Gray*."). The hopeful chorus of this song goes:

*"But we have a glowing dream
Of how fair the world will seem*

*When each man can live
his life secure and free;*

*When the earth is owned by Labor
And there's joy and peace for all*

In the Commonwealth of Toil that is to be."

Chaplin spent his later years, from 1941 to his death in 1961 as editor of the Tacoma, Wash. **LABOR ADVOCATE**, published by the Tacoma Labor Council (now known as the Pierce County Central Labor Council.)

Tech Connect offers new way to form mentoring relationship

By Ellen Whitford
Ed Wells Partnership

Tech Connect networking events: As the name suggests, they're designed to help Boeing's technical workforce make contacts that could develop into full-fledged mentoring relationships.

Created by the Ed Wells Partnership, the events were introduced late in 2005. Several more will be offered this year.

"Tech Connect gives people a way to make the initial connections that can lead to a mentoring partnership," said **April Stempniak**, who administers the mentoring program.

Stempniak and **Michelle Kelley**, another staff member at the Ed Wells Partnership, created the events to help fill a gap. The existing mentoring program is designed for people who have already found a mentor or mentee, but it doesn't help them make the necessary contacts. Tech Connect events are designed to help jumpstart the process.

Providing a little structure

The events are also designed to appeal to people who frequently find networking uncomfortable, because most events are typically unstructured, Kelley said.

To counter that, the Tech Connect uses a simple organizational technique. Table hosts – people interested in establishing a mentoring partnership or are willing to help others find a mentor – talk briefly about their expertise and work at Boeing, and then field questions. After about 10 minutes, the event planners signal that it's time to move to another table.

"The timed rotation provides structure and encourages people to circulate," Kelley said.

Fast-paced, informative and fun

About 50 engineers and other technical employees from Boeing Commercial Airplanes and Integrated Defense Systems attended one of the two sessions in 2005. Most gave the events high marks.

"I usually dread these things," said **Mannon Wallace**, a technical designer on the 787, who



SPEEA-represented employees discuss a common area of interest during a Tech Connect networking event. The events, designed and hosted by the Ed Wells Partnership, will be offered several times in 2006.

went to a Tech Connect event in September. "But I enjoyed this one. There was a lot of interaction, a casual atmosphere, and you were encouraged to meet people you didn't know."

The fast pace is fun, Wallace said. "You'd join a table and shoot off questions, then they'd signal 'time's up,' and you'd jump to another table."

Broadening employees' scope

Dan Fitzsimmons, an associate technical fellow in statistical quality engineering, who served as a table host at the September event, was also pleased with the outcome.

"I want to do some mentoring, and it was exciting to meet people who might be interested in learning things from me," said Fitzsimmons. About 15 to 20 people stopped to talk and "pick my brain," he said.

For younger or more recently hired engineers like **Grinette St. Hilaire**, the events provide a chance to get a better understanding of the scope of work at Boeing, as well as meet experienced engineers and other technical employees.

St. Hilaire, a recent college graduate who started at Boeing in March 2005 as an industrial engineer, found the event useful.

"I wanted to get a general understanding of the organizations here, as well as connect with a mentor, and I did both," she said. "I met a lot of people who I think will be able to guide me."



Ted Nykreim, SPEEA Health & Wellness committee chair, presents Children's Hospital Executive Vice President Pat Hagan with a plaque honoring the hospital's work to meet the Leapfrog standards. Also pictured, from left, are, Medical Director Dr. Richard Molteni, Nurse Executive Susan Heath, Quality Administrator Cara Bailey, Clinical Director Mark DelBeccaro, CIO John Dwight, Hagan, Nykreim, Boeing benefits representative Vic Morgan, SPEEA Northwest Vice President Cynthia Cole and SPEEA Legislative Director Kristin Farr.

Leapfrog

Children's Hospital honored for meeting patient safety standards

By Bill Dugovich
Communications Director

Seattle's Children's Hospital and Medical Center was recently honored by SPEEA for becoming one of the first in the nation to meet the strict patient safety standards established by the Leapfrog Group.

The SPEEA Health & Wellness Committee presented administrators with a plaque honoring the achievement during a special presentation at the hospital on Dec. 6.

"Children's Hospital achieved what most hospitals are failing," said Ted Nykreim, Health & Wellness chair. "They were the first – and only in Washington State – for a long time."

Children's medical director, Dr. Richard Molteni thanked SPEEA officials for recognizing the hospital's work to meet the high standards and said the mounted certificate would be displayed prominently at the hospital. Molteni said that while meeting the standards was time consuming and costly – factors cited by other hospitals – the benefits are apparent.

"This award means a lot to us because it recognizes the work and the enormous change that we've made," said Molteni. "In meeting this goal, it's now impossible for a doctor to prescribe a drug that is out of the range for a particular child."

In August, Virginia Mason Medical Center became the second hospital in Washington to achieve the standards. No hospitals in Kansas

or Oregon have achieved the standards. One hospital in Houston, Texas and eight in California – none near Palmdale -- are listed as meeting the standards.

The requirement to use only hospitals that meet the standards to receive 100% reimbursement was dropped in the current Puget Sound contracts. However, Nykreim said the committee is continuing to push hospitals to meet the patient safety standards.

"We want people to choose hospitals based on the quality of the care they receive," Nykreim said. "Most people spend more time researching the car they buy than their hospital."

The term Leapfrog comes from the national group that is working to promote improvements in safety, quality and affordability of healthcare. The Leapfrog Group rates hospitals in 30 areas that look at a hospital's culture, capabilities, information and communications, care processes and use of medications. Each area of standards has dozens of individual requirements.

Compliance of individual hospitals can be checked by following the "Leapfrog" link on the SPEEA website. Information is also available on the Leapfrog website at: www.leapfroggroup.org/cp.

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Letter to Congress

Offshore-outsourcing

Editor's note: The following letter expressing concerns about offshore-outsourcing was written by Lauren Greer, daughter of Midwest Council Secretary Rhonda Greer. It is shared here at SPEEA's request.

Lauren Greer
1319 Virginia
Derby KS, 67037

2 December 2005

The Honorable Sam Brownback
303 Hart Senate Office Building
Washington DC, 20510

Dear Senator Brownback:

I am a student in Kansas and I am writing in regard to off-shoring American jobs. I plan to earn a college degree and work in Kansas. It is important to know that neither my job nor anyone else's will be sent to a foreign country to benefit corporate profit.

For every American job lost, there are less tax dollars for the Federal/State budget to insure America's financial security and protection. The world of big business needs to be regulated so American workers are put first and foremost. We need to focus on extinguishing the unemployment problem at home instead of encouraging it with tax abatements.

Off-shoring jobs to countries where child labor and workers' rights are abused financially, physically and emotionally contradicts America's standards for human rights. Outsourcing overseas is not, as former chief CEA member Greg Mankiw stated "a new way of doing international trade." It is more like a new way for America's economic standards to fall lower than what they were during the Great Depression.

President Bush said he believes jobs should be kept in America. Yet thousands of jobs continue to be outsourced daily. Policies concerning this issue need to be made quickly. With a war going on, it is absolutely necessary that American people have jobs and are paying taxes.

I urge you to consider this carefully for the next generation and America's future financial stability. My generation, as future workers, taxpayers, and leaders, needs legislation to protect American jobs from being outsourced.

Thank you,

Lauren Greer



A SPEEA recruiter celebrates 50 years at Boeing

continued from page 1

who sent Wentworth a signed copy of his book "Mr. Citizen."

"I remember everything because I write it down," Wentworth said. He has two closets filled with notes at his home on the Kansas prairie.

He also has an old photo of a bunch of Boeing workers in white shirts and black ties. Wentworth continues to wear a necktie to work, but switched to the clip-on variety. "I started wearing a 'safety tie' after becoming active in the union, so I can't get choked," he said with a grin.

As much as Wentworth supports SPEEA and labor unions, he is just as big a fan of The Boeing Company. You can find him working on the flight line starting at 4 a.m. as a weights engineer. His 50-year party will be "taken down to the airplane because the people are so wonderful in the shops."

Enjoying his work at Boeing and SPEEA, Wentworth sees no need to retire. "Why should I retire?" he said. "It took me 50 years to get good parking."

President's Corner - continued from page 3

to present math and science in a hands-on and exciting manner.

At The National Summit on Competitiveness in December, Ehlers said: "Not only must we ensure that we continue to produce world-class scientists and engineers, we must also provide every citizen with an adequate grounding in science and math if we are to give them an opportunity to succeed in the technology-based world of tomorrow."

If there is a link between an educated workforce, investment in technology, and our nation's economic well-being – and I believe there is – then to provide our children the ability to compete in a global environment tomorrow, we need to get involved today at the political level and our local educational level. Ehlers closed his presentation by patting his worn-out pocket protector and saying that Congress was hard for someone from the world of physics to get used to, but who better than a scientist or engineer to promote science and engineering?

Ehlers was the first research physicist to serve in Congress, and is now one of two physicists in the House of Representatives – the other is Democrat Rush Holt of New Jersey. The two have worked together on several bipartisan efforts including a Math/Science partnership program.

SPEEA member named distinguished new engineer of the year

WICHITA – The Society of Women Engineers (SWE) recently named **Karla Romereim** as one of five national distinguished new engineers of the year.

Romereim, a member of SPEEA since 1998, works as lead engineer for Environmental Control Systems on the 787 at Spirit AeroSystems, Wichita.

She earned the recognition for significant contributions at work, volunteering in the community and with SWE. The award goes to engineers who have less than 10 years of engineering work experience.

Romereim went to work at Boeing in 1997 and joined SPEEA in 1998 – after seeing her tech designer friends face benefit takeaways before they organized the Wichita Technical and Professional Unit (WTPU).

"I thought unions had outlived their need," Romereim said. "But companies are out to make a profit, sometimes at the expense of their employees."

The nomination for the award noted the work she did while in the *Design for Manufacture* group – a team of problem-solvers looking for ways to improve productivity and cut costs. Romereim spearheaded a project (almost single-handedly) that involved redesigning a rudder box to reduce the number of parts from 50 to five. Her work also cut manufacturing time

from 36 hours to about 30 minutes per box.

Her community volunteering includes participating in Girl Scouts, through SWE, decorating a SWE Christmas tree each year with an engineering theme as a fund-raiser for Goodwill Industries, helping the Pond Society to build a pond for an AIDS residence, and volunteering at her church.

For SWE, she's served as president of the local chapter and web 'mistress' to build up the chapter's web presence. She created the chapter's logo and published their newsletter for years, too.

Romereim also serves the SWE region's leadership coach for six states. She goes to the national conference as well as visiting schools in the region to talk

about women in engineering.

"Sometimes being a woman engineer can make you feel alone – you might be the only woman in class – surrounded by men," she said. "SWE is like a support network."

When asked why she wanted to become an engineer, she said it ran in the family. Her father and stepfather were both engineers. While growing up, she would help her dad rebuild cars. After school, she'd visit her grandfather's wood shop where she could make anything she could dream up.

"I was always asking – wouldn't it be better if we . . . or, think how could I make it better?" Engineering seemed like a perfect fit.



Karla Romereim of Wichita shows her plaque from the national Society of Women Engineers.

Letters To The Editor

Vote of confidence

I have not seen any news from the negotiation teams after we ratified this new contract. We heard daily during the process, but nothing afterwards. The Plan, Do, Check, Act sequence is really important. I have seen notes sent between team members, all touting the successful process, but nothing to all of us.

I would like to really stress how important it is to get a message out to the troops and all involved that the negotiations were a success, and that the process you used, not only strengthened the relationship between the Company and SPEEA, but established a benchmark for our

mutual destiny, our future.

I am more excited about the way you handled this negotiation than the results of the contract. Yes, it's a great contract, but I want to be here for another 15 years, and also provide my kids with the opportunity to work for this great company, and I'm thrilled that we have this relationship of mutual respect and see our futures together.

Working Together, Futures Together, it's good for us all.

Thanks, and please see if you can get something out soon, I am sharing what I know with everyone I know, but people are making up their own stories since they have nothing out to the contrary. And you know when we make things up, they have very little to do with reality. Please share the reality; it is something to be proud of.

Paul Lund, Everett

Contract close up

How to get the most \$\$\$

With contract negotiations recently completed, many may be wondering how they can get their fair share of the wage pools based on their 2006 performance management.

Jim Singletary, SPEEA contract administrator, gives this advice: "It's all about the score your manager gives you in your performance evaluation (PE) – it's the one thing that you can influence.

"If you can maximize the score, that gives you the best opportunity to get the most money out of the contract," he said.

Although you won't receive a final score for 12 months, now is the time to plan ahead for the 2006 year-end review.

Planning tips for performance management

- **Don't wait** – Seek out your manager to have this discussion at the first of the year.
- **Know the grading process** – Find out what your manager considers the minimum, what's adequate and how to exceed expectations.
- **Understand business objectives** – Your manager has performance management objectives for the year – find out what they are and how you can align your work with your department's overall goals.
- **Recognize milestones** – Generate your own list of milestones to mark progress on your objectives, and review them often with your manager.
- **Make time for face time** – If you don't see your manager on a regular basis, request a periodic meeting to check in on the milestones you have accomplished in your performance management plan. You can also

check on whether your manager's objectives for the organization have shifted.

- **Change in manager** – If your department faces a mid-course adjustment (i.e. a new manager), plan time to meet with the new person. Make sure your objectives line up with the new manager's objectives for the department.
- **Seek feedback** – Make it a simple request – just ask for a paragraph via e-mail to capture their thoughts on your work and include this in your check-ins or performance evaluation close-out. This can come from peers or other managers.
- **Plan for 2010** – With a course charted for the year ahead, now is the time to start looking at where you want to drive your career in the future. Training and education can be incorporated as milestones in your performance development plan (PDP).

Special session

Learn more about making the most of your contract \$\$\$ at a free SPEEA workshop

- Jan. 17 – SPEEA Everett, 4:30 to 6 p.m. RSVP: (425) 355-2883
- Jan. 17 – SPEEA Wichita, 4:30 to 6 p.m. RSVP: (316) 682-0262
- Jan. 19 – SPEEA Seattle, 5 to 6:30 p.m. RSVP: (206) 433-0991

Save the date – Technical skills for the future

- Feb. 7 – SPEEA Everett
- Feb. 15 – SPEEA Seattle

Compensation disparity settlement

About 18,000 current and former Boeing employees can expect a settlement check following the federal court ruling on the total payout in the Beck v. Boeing gender disparity compensation lawsuit.

The checks should be in the mail by mid-January, according to the independent administrator hired to process the claims.

If you or someone you know submitted a claim prior to the May 3, 2005 deadline, and want to confirm your address, contact Settlement Services toll free at 1-866-854-5146. You can go to www.beckvboeing.com for more details on the lawsuit.

Redesign your day

Do you feel like you're glued to your desk, stressed out and not taking care of yourself? Join the Northwest Health and Wellness Committee in a special meeting to discuss challenges and options to design a healthier work style. All members are encouraged to attend.

SPEEA Everett

Tuesday, Jan. 24
4:30 p.m.

RSVP: (425) 355-2883

SPEEA Seattle

Wednesday, Jan. 25
5 p.m.

RSVP: (206) 433-0991

Membership cards coming this month

The new 2006 SPEEA Member cards will soon arrive at your home. This year's package includes a new "SPEEA Member" window decal for your car, home or personal space at work. The "cling" decals are easily placed and removed.

Pocket calendars are printed and available for members, but will not be mailed. Instead, the calendars are available from local Council Reps. This saves more than \$4,000 in postage.

The mailing, usually scheduled for December, is postponed to allow for improvements to the SPEEA Print Department.

Members made the holidays more merry



From Santa at SPEEA, to special events and special gifts, SPEEA brightened the holidays for many in the Puget Sound and Wichita.

Gifts for kids – In Wichita, Council Reps, members and staff bought gifts for about 40 children as part of the Angel Tree program, coordinated by the Wichita Hutchinson Labor Federation for labor members' families in need.



Member appreciation – The Midwest Membership Activities Committee (MAC) organized a gift of apprecia-

tion to members – a SPEEA 'win-win' card with discounts for a dozen local merchants. Council Reps and Area Reps distributed the cards to members.



Special events – The Midwest MAC coordinated discount tickets for a holiday treat at the Prairie Rose Chuckwagon supper and a free bowling party for members and their families. The Northwest MAC hosted Santa at the SPEEA Seattle and Everett halls for members and their families to get their pictures taken – free of charge and minus the hassle of going to the malls.

Northwest approves contract; Midwest returns to main table

SEATTLE – From the 10,361 votes cast in the Northwest, more than 80% said ‘yes’ to the three-year Professional and Technical Unit contracts that improve wages and benefits.

The solid margins send a positive message, said **Charles Bofferding**, SPEEA executive director.

“This is an achievement by everyone involved,” Bofferding said. “With negotiations based on problem-solving, rather than a fight, we broke new ground negotiating these contracts with Boeing management in Seattle.”

SPEEA started main table talks with Boeing Nov. 1, to negotiate new contracts that extend to Dec. 1, 2008. The represented employees work at Boeing facilities throughout the Puget Sound region, Oregon, Utah and California. Tech. & Prof. contracts expired Dec. 1. The new contracts went into effect Dec. 2.

Wichita Engineering Unit back at main table

SPEEA and The Boeing Company agreed to resume negotiations Dec. 13 following the Wichita Engineering Unit members’ rejection of the contract offer Dec. 5. Of the 291 ballots cast, 71% voted ‘no’ on the initial contract.

Members voted down a contract offer that would have driven the wages of the engineers further below market averages and extend the length of their contract to separate them from union-represented engineers in the Puget Sound bargaining units.

“Our team is very disappointed in the approach management took,” said **Bob Brewer**, SPEEA Midwest director. “For the first time in history, Wichita management tried to give us lower wage pools than what was provided to Puget Sound engineers.”

Contract Vote Results	Count	Percentage
Total Northwest ballots authorized	16,018	
Total valid ballots cast	10,361	(65%)
<i>Northwest Professional Unit</i>		
ACCEPT	6,085	(89.5%)
REJECT	711	(10.5%)
Abstentions	3	
<i>Northwest Technical Unit</i>		
ACCEPT	2,996	(84.1%)
REJECT	566	(15.9%)
Abstentions	0	
<i>Wichita Engineering Unit</i>		
Total WEU ballots authorized	338	
Total valid ballots cast	291	(86%)
ACCEPT	86	(29%)
REJECT	205	(71%)
Abstentions	0	

Special session with SPEEA leaders

Have you considered running for elected office at SPEEA or want to take your participation in union leadership to the next level? Mark your calendar for 5 p.m., Jan. 12 for a special opportunity at the SPEEA Seattle and Wichita offices.

Officers from the SPEEA Executive Board, SPEEA Council, NW & MW Regional Councils, Council Reps, Area Reps, and representatives from our committees will be present to discuss leadership opportunities.

If you have ever wondered what our leaders do, or how to become one, this class is for you! For more details, contact **Mary Jo Shannon**, SPEEA director of training and organizational development at maryjos@speea.org. To RSVP, call Seattle at (206) 433-0991 or Wichita at (316) 682-0262.



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