

THE

SPEEA Spotlight

MARCH 2006

Society of Professional Engineering Employees in Aerospace

IFPTE Local 2001, AFL-CIO & CLC

Remember to Vote! Executive Board election

SPEEA members are now voting for Executive Board officers! Ballot packages were mailed during the last week of February to all members. Members are asked to read the candidate statements, cast their ballots and return them to a SPEEA office by 12 p.m., Wednesday, March 22. SPEEA Tellers will tally the votes with results being posted to the SPEEA website after certification. Members who have not received a ballot yet are asked to call a SPEEA office.

Successful candidates will serve two-year terms which start March 22.

President



Cynthia Cole

- SPEEA member 27 years
- Picket captain during 40-day strike
- Council Representative
- 2002 and 2005 Negotiation Team member
- Currently serving as a NW Region Vice President



Michael J. Dunn

- Boeing Employee: 29 years
- SPEEA Member: 25 years
- 5 years active as Council Representative; 2002 SPEEA Treasurer
- Associate Technical Fellow
- Dedicated to the Union

Treasurer



Tom McCarty

- Member over 30 years
- Council Representative
- 1999 and 2002 Prof Negotiation Teams
- Chairman 2005 Prof Negotiation Team
- SPEEA Burn Barrel Designer



Bob Wilkerson

- Boeing Employee: 20 years
- SPEEA Member: 20 years
- 7 years active Area and Council Representative; Council Officer
- Current Northwest Council Chairman
- Dedicated to the Union

Secretary



Alan E. Rice

- Executive Board VP 1999-2003
- IFPTE Convention Delegate 2000, 2003
- Council Rep 1983-85, 2003-'05
- Negotiation Team 1999, '02 & '05
- Area Rep 1982, 1985-1999



Dave Baine

- SPEEA Area Rep & Council Rep 7 years
- 2005 Negotiations Team
- Member of 4 SPEEA committees
- Delegate to 2 Labor Councils
- Dedicated to the Union

Order of candidate listing here, and on the official ballot, was determined by SPEEA Tellers using a blind drawing.

Members stand together to get EIP for WTPU

WICHITA – The effort to place represented employees in the Wichita Technical and Professional Unit (WTPU) into the Boeing Employee Incentive Plan (EIP) took flight recently at a meeting at the Wichita SPEEA office.

The meeting attracted more than 40 members and represented employees who voiced concern about WTPU being the only SPEEA bargaining unit at The Boeing Company that is not included in the EIP. The effort to include the WTPU in the EIP is based on the principle that everyone at Boeing should be in the EIP and only then will it be a true incentive plan for the company.

While not in the regular EIP, the WTPU was the first bargaining unit to have its own incentive plan. However, Boeing management announced in February the Wichita Incentive Plan (WIP) would not pay out to employees this year. The WIP, negotiated before the sale of Wichita Commercial, relied on the performance of Boeing Commercial Airplanes and then expected 767 tanker program. The WTPU contract allows Boeing to modify the WIP, but thus far has chosen to keep the original language.

SPEEA represented employees in Kansas and Washington state are signing petitions calling on the company to include the WTPU in future EIP payouts. The petitions will be presented to Boeing management.

Connecting with the community in Everett

By **Mark Moshay**
SPEEA Contract Administrator

On Feb. 1, SPEEA hosted a meeting of 25 local labor leaders, representatives from the United Way of Snohomish County and the Puget Sound Labor Agency (PSLA) to meet with **Bob Miller**, the Northwest regional director from the AFL-CIO Community Services Liaison.

Miller was interested in learning about the involvement of labor in various charitable efforts within Snohomish County. Miller was impressed with the cooperative spirit within the local labor community.

SPEEA Northwest Regional Vice-President **Alan Rice** and Council Rep **Ron Smith** (E-9) participated in the meeting along with SPEEA Contract Administrators **Bob Rommel** and **Mark Moshay**.



Suzanne Moreau, from the Snohomish County office of the Puget Sound Labor Agency worked with SPEEA to coordinate the event.

During a roundtable discussion, leaders from various unions talked about their involvement in various charitable events and the various needs of the community for family-wage jobs, development of trade apprenticeships, improvement in the distribution of goods and services, and training of union volunteers to help educate the general public on the various forms of assistance available to the community.

A slide presentation featuring examples of the many events supported by labor during the past year was shown. It featured events such as Day of Caring, food bank volunteers, wheelchair ramp projects, home repair projects, and other events aimed at helping the community.

Our friends from the IAM, **Jackie Boschok** and **Susan Palmer**, business agents from IAM 751, were also present at the luncheon.

Other guests present included: **Carl Zapora**, the executive director of the United Way of Snohomish County, and **Nancy Holland-Young**, executive director of the Puget Sound Labor Agency. There were also representatives from the Snohomish County Labor Council and many of the labor unions in the community.

SPEEA continues to be fully engaged in supporting these worthwhile activities. Thanks to our members, fellow unions, the United Way and the Puget Sound Labor Agency, we continue to be an active and viable partner within the communities where our members reside.



President

Jennifer D. MacKay

Executive Director

Charles Bofferding

Executive Board

Tom McCarty	Treasurer
David Patzwald	Secretary
Cynthia Cole	NW Regional VP
Larry Marrell	NW Regional VP
Jill Ritchey	NW Regional VP
Bill Hartig	MW Regional VP

SPEEA Council Officers

Jimmie Mathis	Chair
Judi Hurd	Treasurer
Mark Schuetz	Secretary

Midwest Regional Council Officers

Debbie Logsdon	Chair
Lloyd Bonham	Treasurer
Rhonda Greer	Secretary

Northwest Regional Council Officers

Bob Wilkerson	Chair
Paul Wojciechowski	Treasurer
Joel Funfar	Secretary

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Index

Page

President's Corner.....	3
Loss of technical jobs drawing concern...	4
SPEEA Cares!	
Fund continues to help members	5
News Briefs	6
'Mr. and Mrs. SPEEA' cheer for union team	7
Puget Sound members say thanks for EIP; now provide it to WTPU.....	8



President's Corner

By Jennifer MacKay, SPEEA President

Making of a SPEEA president

Selecting the topic for my final article was difficult. For four years, I have narrowed the many issues important to our members and selected one to write about. Though down-selecting meant that other issues were put aside, there was always another month, and column, around the corner so I never felt that I was leaving something unsaid.

Not so with this, my final article. So, you can imagine my dilemma. In the end, I took the advice of a good friend and will leave the writings of unfinished business (EIP, outsourcing, early retiree medical, employment security, etc.) to the next president. My friend reminded me that my personal story is unique and that members might appreciate hearing how SPEEA gave me four of the best years of my career.

Growing Up

I no longer am embarrassed about my upbringing. We cannot pick where we are born. However, the place and environment surrounding our birth and our youth helps shape who we become. Even so, in the end, we are who we choose. When I was young, I wasn't so sure.

I was born in Torrance, Cal. in 1964. My family moved into the hills outside Rathdrum, Idaho when I was still young. My parents married young and neither finished high school. There were four of us kids and I was the second oldest. We were very poor and spent our first year in Idaho living in a tent while Dad built our house. When most people think about building a home, they assume contractors and dry-wall. Dad built our home himself, using the trees on our quarter-acre piece of land. When winter arrived, Dad had the four walls



Jennifer, a cousin and her Mom and Dad are seen outside the tent that was their home.

of a small house complete. The floor remained dirt for another year. I remember watching my mom sweeping that dirt floor and trying to understand the logic of sweeping a dirt floor. How could she ever expect to get up all the dirt from a dirt floor?

In later years, Dad added the wood floor and bedroom. We never did have indoor plumbing, running water, or electricity. For us kids, it didn't seem like a deal, but looking back, I appreciate what a difficult environment it was for my Mom to raise four children. As kids, we knew we didn't have as much as other families. We had cousins with nicer homes, who traveled and bought things we dreamed of owning. But, we never thought of ourselves as poor.

I learned we were different when I started school. And, I learned being different is not good. The saying that kids can be cruel is true and unfortunately for us, teachers also were often cruel to the really poor.

Those were difficult years. Dad often left for months at a time, trying to make his fortune. I think he always intended to send money home to us, but I only recall money arriving once. Mom worked multiple jobs, all the time. My older sister really took care of us. When Mom was home from work

she was always very tired. Dad came and went. We moved often. From first grade through high school,

our family moved at least 13 times.

We moved into a trailer park in Post Falls, Idaho when I was in third grade. The trailer was small and all four of us kids shared one mattress on the floor. We had electricity and an indoor bathroom, so we thought it was fantastic!



A young Jennifer, second on left, with her two sisters, on the right, and two cousins stop for the camera.

The next year we moved to Montana, and I attended fourth grade at the Glasgow Air Force Base in Montana. Through some type of federal or state program, my parents were able to earn General Education Diplomas (GED) at the base. The program covered nominal expenses and thanks to that, it was the first time the family didn't need to stand in a line for food commodities (peanut butter, powdered milk, and cheese). Until then, I had no

idea how a normal family ate. Boeing now owns the site of the former base where we stayed.

When I was in fifth grade we moved back to Idaho, and my parents divorced. Mom was always a hard worker, but without a high school diploma, she was never able to get a good job. Now with a GED, she was hired at a small manufacturing shop in Rathdrum, Idaho. It was hard work. Mom came home with grease embedded into the cracks on her dry hands and shavings of metal chips in her clothes. She would clean up and then go to her second job as a waitress at a bar. Working both jobs, she saved enough to take us school shopping for the first time. We each picked out new pants, a shirt, and a pair of shoes. They were the first clothes I ever had that still had the tags. Today, years later, I remember how the fabric felt, looked, and even smelled.

Graduation, manufacturing, and babies

Mom remarried and though we still moved a lot, we were never hungry or without the things we needed. I graduated from high school in 1982 without ever considering college. Not once did a counselor or teacher mention scholarships or

Continued on page 6



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Original articles and feedback are solicited.

POSTMASTER: Address changes to The SPEEA SPOTLITE

International Women's Day is March 8

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

March 8 is designated by the United Nations and many nations as International Women's Day (IWD).

The first IWD was held on March 19, 1911 in Germany, Austria, Denmark and other European countries. This date was chosen by German women because, on that date in 1848, the Prussian king, faced with an armed uprising, had promised many reforms, including an unfulfilled one of granting the women the right to vote. A million leaflets calling for action on the right to vote were distributed throughout Germany before IWD in 1911.



Russian revolutionary and feminist, **Alexandra Kollontai**, in Germany at the time, helped to organize the day. After the day, she wrote:

"Meetings were organized everywhere....in the small towns and even in the villages, halls were packed so full that they had to ask (male) workers to give up their places for the women."

Men stayed home with their children for a change and their wives, the captive housewives, went to meetings. During the largest street demonstrations, in which 30,000 were taking part, the police decided to remove the demonstrators' banners: the women workers made a stand... bloodshed was averted only with the help of the socialist deputies in Parliament."

Since that time, IWD has experienced many ebbs and flows as a day that helps to push women's issues onto the political agenda.

On the 50th anniversary of IWD in 1960, 729 delegates from 73 countries met in a conference in Copenhagen. It adopted a general declaration of support for the political, economic and social rights of women.

During International Women's Year in 1975, IWD was given official recognition by the United Nations and was taken up by many governments who had not previously known of its existence.

Compiled from:
www.isis.aust.com/iwd/stevens/



SPEEA Contract Administrator, **Jim Singletary** leads a tech discussion at the Seattle SPEEA Hall.

Loss of technical jobs drawing concern

By Bill Dugovich
SPEEA Communications Director

The diminishing numbers of technical jobs at The Boeing Company is drawing concern among members within the Puget Sound bargaining unit.

Members at recent meetings in Everett and Tukwila listed a number of reasons for the decline. In addition to a shrinking work statement and increased emphasis on "lean" practices, members said jobs are being lost to contractors, outsourcing and management's efforts to "evolve" work out of the unit and into the hands of non-represented employees.

Since peaking in 1998 with 10,800 represented employees, the Puget Sound Technical Unit shrunk to 5,321 in 1996. While hiring in the past two years boosted the ranks by about 600 employees, the percentage of technical workers to engineers continues to slide.

The movement of work to non-represented workers is of particular concern to members and SPEEA contract administrators.

"In some cases, the work we have historically done is going to non-union people," said **Dick Goyt**, SPEEA contract administrator. "This has to be an issue on the local level and that means talking to your manager and then calling your SPEEA contract administrator."

Members at the meetings were urged to watch the flow of work in their area to help insure technical jobs stay in the hands of technical workers.

"Because of the similarity in the way the jobs are written, management is able to give the work to a non-represented employee," said **Jim Singletary**, SPEEA contract administrator. "We're also seeing a lot of the new hires going into the non-union jobs."

Outsourcing drew a number of members to the meetings. Several members noted that while in the past, considerable investigation was done before work packages are sent to facilities like the Moscow Design Center, the investigations are declining.

"Management thinks this is part of the move to 'lean, processes'" said a SPEEA member who attended the meeting.

Career development and retraining is a key to staying employable at Boeing, Singletary told the group. Talking to managers and looking to the Ed Wells Partnership is a good place to start.

"We have to volunteer and take on new responsibilities," said **Sharon Moats**, of the 2005 Tech Negotiation Team.

SPEEA is working with management in several partnership committees on the issue of the future of technical work. The efforts include identifying areas of growth and encouraging Boeing to provide more training opportunities.

Contractors are also a growing concern. In Auburn, Boeing has augmented the NC Programmer ranks by bringing in contract workers. The short-term role of contractors has also changed, with some staying at Boeing for one or more years. SPEEA contracts do require contractors to be laid off before a represented employee in the same job classification.

"We have contractors who get bonuses from their contract house for staying at Boeing for more than one year," said **Alton Folks**, council representative.

Members were encouraged to talk to their co-workers and their managers about the future of their technical work and their own career path at Boeing. Additional meetings may be held if interest and the trend continue.

Technical job history

Year	Population	Techs to Engineers
1998	10,808	80%
2000	8,379	72%
2002	7,435	69%
2004	5,321	54%
2006	5,880	47%

What you can do

- Monitor flow of tech work
- Report concerns to manager and SPEEA
- Look for areas of tech work growth, in and outside the Technical Unit
- Take advantage of training
- Get involved in partnership forums
- Involve co-workers in effort to keep tech jobs at Boeing and in the Technical Unit

Ed Wells Partnership

A JOINT SPEEA/BOEING INITIATIVE



SPEEA Council Rep **Richard Greene**, Contract Administrator **Dick Goyt** and Boeing Manager **Craig Trewet**, members of the Renton SPEEA-Boeing Partnership, work out details of their presentation for the annual CCS conference in California later this month.

SPEEA-Boeing Partnership to assume more prominence at national conference

By *Ellen Whitford*
Ed Wells Partnership

At the Center for Collaborative Solutions conference this month, the SPEEA-Boeing Partnership will assume a more prominent position than ever before, with members of the Ed Wells Partnership (EWP) and Renton SPEEA-Boeing Partnership serving as workshop leaders.

In two separate presentations, the co-directors of the EWP and Renton Partnership will trace their development, discuss lessons learned, and share examples of their successes. Participants agree it marks a milestone, signifying that the labor-management partnership at Boeing has come of age.

"It's a milestone, and a goal we set for ourselves last year," said **Jeanne Blue**, EWP co-director.

For the past two years, the EWP has sent labor-management pairs as participants to the national conference - but this is the first year that partnership representatives have taken a leadership role. The conference, which draws participants from the public and private sectors, is designed to help labor and management foster collaborative relationships within their organizations.

"We've matured enough as a partnership, and learned enough about what works and why, to have something valuable to share," said **Maria Nelson**, EWP co-director.

The SPEEA-Boeing Partnership and Renton Forum have also submitted proposals to make presentations at the annual Federal Mediation and Conciliation Service conference in Chicago this summer.

Nelson and Blue, along with EWP Co-Director **Sophia Zervas-Berg** and Program Administrator **Dean Tudor**, will review the history of the SPEEA-Boeing Partnership, discuss examples of culture change, and areas that the partnership have found to be of mutual interest and benefit to Boeing

management and the SPEEA workforce.

"They will also highlight key lessons, including the value of perseverance and of treating the partnership as a safe haven for difficult topics," said Tudor.

Renton SPEEA-Boeing Partnership

A second presentation, "*It's all about relationships*," will be made by representatives of the Renton SPEEA-Boeing Partnership.

"We'll share the process of how we formed, how we generate meeting topics and some of the issues that we've resolved before they became problems," said **Craig Trewet**, a Boeing manager and member of Renton Partnership.

"People will be able to take the information back to their own companies to use," said **Dick Goyt**, a SPEEA contract administrator who will help lead the workshop.

In addition to Trewet and Goyt, workshop leaders include **Bob Santos** and **Richard Greene**, SPEEA Council Reps, and **Jennifer Sumner**, a Boeing Organization Effectiveness consultant.

Sumner will discuss four elements that are essential for a successful partnership and present techniques for building trust, which she has taught the forum's membership.

Workshop leaders will also share personal stories illustrating how the labor-management partnership has affected them. "One of the most important lessons I've learned is that it's OK to sit down and talk candidly with management," said Greene.

Others attending, too

As it has done for the past two years, the Ed Wells Partnership will also send labor-management pairs to the conference as participants. If space permits, individuals actively participating in partnership activities who have not attended before may also attend the conference.

SPEEA Cares! Fund continues to help members

During the SPEEA strike of 2000, engineers and technical employees stood together to ensure that all employees were treated with respect. During that period of time, organized labor was very generous in supporting the essential needs of our membership and the SPEEA Cares Fund was formed to satisfy the same.

Since the inception of the SPEEA Cares Fund, more than 3,800 checks have been written to assist members and families in times of need or tragedy.

Today, the fund is wholly supported through the generosity of SPEEA members, either through payroll deduction or individual contributions. The Puget Sound Labor Agency (PSLA), which is a tax-exempt 501 c (3) non-profit organization, administers the SPEEA Cares Fund for the Union.

The following is one of the many letters received by SPEEA from families assisted by the Fund.

January 29, 2006

Subject: SPEEA Cares Fund

Dear SPEEA,

I would like to thank the SPEEA Union members for their contributions to the SPEEA Cares Fund, as I was a recipient of their contributions last summer.

Last year I was in a situation that was almost unbearable. Physically, mentally, and spiritually I was broken. I really did not know where to turn and I was so very unhappy. My financial situation was also very bad. The situation brought me to be introduced to Mark and Bob, SPEEA Union representatives. They were kind enough to offer me financial assistance in my time of need. I received money to make my mortgage payment and gas money. They both were a God-send to me, as I was going through some of the worst rocky roads of my life, low of the lows. I cannot thank them enough. Their concern and energy really gave me the hope and boost I needed at that time!

This is to thank those of you in the Union who contribute to the fund from a recipient who really appreciates the help you have given me.

Thank you from the bottom of my heart!

Barbara Campbell

NEWS BRIEFS

Australian strike heading to courts

One of Australia's longest running strikes has come to an end, with aircraft maintenance engineers at The Boeing Company returning to their jobs in late February at the Williamtown Air Base near Newcastle.

But the nine-month long dispute is not over. Boeing rejected the push by the 25 engineers for collective bargaining, sending the issue to the Australian courts.

The case is being watched closely because what happens next could set the scene for a broader battle on the Australian government's industrial relations laws.

Brief history of pensions

The first pension in was established by the Plymouth colony for its disabled soldiers in 1636.

The first federal government pension was established in 1776 to assist wounded and disabled soldiers from the Revolutionary War.

The first private pension plan offered by a labor organization was set up in 1860 by the Amalgamated Society of Engineers, a union of American and Canadian workers.

The first private pension plan offered by a company was established in 1875 by the American Express Company.

Information from the Pacific Northwest Labor History Association.

How are your Senators and Congressmen voting?

Congress has now completed the first half of the 2006 session. Check how your elected officials are voting on working family issues by visiting the AFL-CIO website at: www.aflcio.org.

The AFL-CIO reviews the voting records of lawmakers to see where they stand on issues important to families. It's a good way to see if our elected officials are voting the talk of the campaign trail. The site allows visitors to check on the voting records of members of the Senate and House of Representatives.

Making of a SPEEA president

Continued from page 3

grants to me even though my grades were good. I was hired as a machine operator at an injection molding shop in Newport, Wash. in 1983 and entered the ranks of blue-collar America. I had my first child in 1985 and though her father left before she was born, I was able to take care of her and continue working.

I advanced from an operator to a trainer, injection-molding technician I, tech II, and then transferred into scheduling. Having started at minimum wage, I was still making just \$8 an hour when I left in 1991. Through those years, I managed to stay off welfare, pay for daycare and rent. To cover the higher electric bills in winter, I worked evenings selling beer at hockey games.

Boeing: 1991 - 2003

In 1991, I started work at The Boeing Company in Spokane, Wash. as a scheduler. Starting salary was \$17,000 a year. My daughter was now a healthy 6-year-old. Her father had finally been located, and I was about to receive my very first child support check. I was in heaven.

I signed my union card on my first day of work with The Boeing Company. I signed because a SPEEA rep talked to a group of us and explained that the union was required to represent us, whether we were dues-paying members or not. I had worked hard for everything I had in life and the idea of taking a free ride (getting something without paying for it) sounded wrong. I signed the membership card and started paying my first union dues.

The new Boeing Spokane facility was beautiful. Socio-Tech was the catch phrase of the day and employees received extensive training in team building, CQI, JIT, and much more. Anyone showing initiative was given opportunities for personal growth and development unlike anything I had ever seen.

I never made it to the scheduling field hired in for because the 747 Stretch was just hitting our planning group, and it was behind schedule. I was loaned to the manufacturing engineering department where I remain to this day. The job is a perfect fit. I excel at multi-tasking and organizational skills, and learned quickly. I introduced graphics to our plans, became our DCAC ME SME, managed several projects as our load center planner, and helped create our stand-alone planning system. Boeing allowed me the opportunity to see my potential and provided the tools to reach my goals. As time went on, Boeing increased my pay. I married a hard-working man and had two more children. For the first time in my life, I was living comfortably and completely happy.

Then Boeing decided to sell the Spokane plant. The Spokane site did everything the company asked, and we were sold anyway. Boeing management said the facility was sold because it was under-utilized.

Unions, political leaders, and activism

During the 40-day strike, I carried a picket sign for the first time and never considered crossing the

line. I understood why we were striking and how important it was to remain together. When the strike ended, our SPEEA Council Rep needed a break and I was asked to fill the position. At first I said no. I was busy and thought there was no way I could take on something new. Several members approached me and asked me to reconsider, and I agreed to serve as a Council Rep. Soon after attending my first SPEEA Leadership Conference, employees in Spokane learned our facility was going to be closed.

I telephoned SPEEA for help. Spokane was a small group and removed from most SPEEA activities. However, while small in numbers, we did have 100% membership.

Our SPEEA contract administrator invited the Spokane Council Reps to attend a meeting with Alan Mulally to discuss the future of our site. I had flown in an airplane only twice in my life at the time but agreed to fly to Seattle and attend the meeting. The meeting was the first of many steps by many people that eventually saved the plant and our jobs.

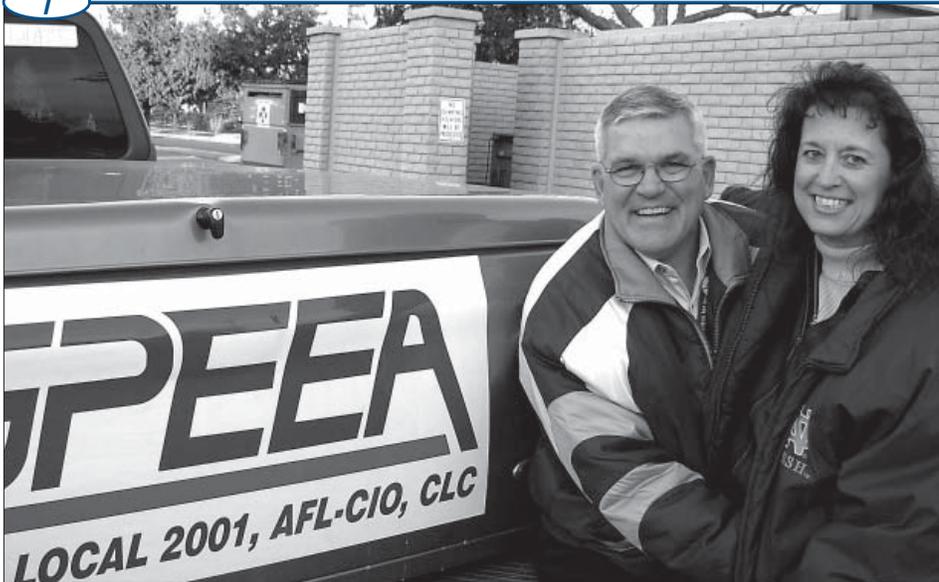
Following the meeting, SPEEA helped organize one of the most professional rallies held in Spokane. Political representatives from our state's senators attended, Spokane city and county officials attended, and a congressman who happened to be on the appropriations sub-committee attended. With the press holding microphones outside the plant, Congressman **George Nethercutt** pointedly asked the company why they thought he would consider giving his vote in the appropriations committee in Boeing's favor, if they shut down the only Boeing facility in his district.

I was shocked. Here was a political figure, putting his neck on the line for 350 jobs, one of which was mine. Within a matter of days, The Boeing Company announced the Spokane plant would remain open. Boeing would sell the facility, but committed to finding a buyer who would keep the majority of workers.

Our past does shape who we are, but in the end, who we are and how we act is by choice.

My past influences my reactions to things today. Small town manufacturing allowed my Mom to raise four children without welfare. When I became a single mom and had to raise my daughter, a manufacturing job allowed me to do the same. Perhaps this is why the thought of corporations across our nation shipping manufacturing, engineering, and now our technical support to other countries is hard for me to accept. What options will the children of low-income families have if college is out of reach?

Aside from my upbringing, I've gained a new appreciation for what organized labor and our political leaders do for working men and women. I've also changed the way I view my role. I believe we each have an obligation to try to make things better. Whether the person is president of a labor union or a manufacturing engineer at a supplier location, the individual has an obligation to try to make life better. I've seen and experienced individuals making a difference throughout life. The obligation continues.



George and Rhonda Anthony, big supporters of SPEEA, ride around town with SPEEA signs on their vehicles. They make extra trips (with extra signs) when SPEEA members are out on the line for rallies or picketing.

'Mr. and Mrs. SPEEA' cheer for union team

By Karen McLean
SPEEA publications editor

WICHITA – A lot of Midwest SPEEA members can spot **Rhonda Anthony** in a crowd – even if they don't know her name. That's because she's one of SPEEA's biggest fans.

Every time SPEEA members took to the streets with picket signs or rallies in the past couple of years, Rhonda has been there, too, showing her support by driving her S.U.V. covered with big signs supporting SPEEA.

"People say to me – so you're the lady with the signs," she said. "I don't even know most of these people, but they always say something positive, which encourages me to do more."

Rhonda doesn't work at Boeing or Spirit AeroSystems, but she is now an honorary member. Her husband, **George Anthony**, another big supporter of SPEEA, inspired her to first get involved.

"I even surprised George, the first time I started driving down the street, honking, with the signs on my car," Rhonda said.

"I came from a SPEEA meeting and asked for help to make a poster," George said. "The next thing I know, the SUV is covered."

Rhonda, a former high school cheerleading coach, knows how important it is to cheer for the 'home' team.

"They notice somebody is out there supporting them," she said about the members when she drives by with the signs on her car. "I just want to give them that extra nudge."

Although Rhonda doesn't have much experience with unions, she recognizes the value of people standing together for their rights. "I had heard about SPEEA through George, and things start-

ed to domino," Rhonda said. "I realized people could relate to and depend on a great group of professional people."

Mr. and Mrs. SPEEA

George has made a point of getting involved in numerous committees since joining SPEEA in 2000. He now serves as the vice chair of the Leadership and Development Committee, Council Rep and chair of the Wichita Technical and Professional Unit (WTPU) bargaining unit council for Boeing Wichita Integrated Defense Systems. In addition, Anthony is the labor liaison on the Employee Community Fund.

He is probably most active in SPEEA as chair of the Midwest Membership Activities Committee (MAC). This group plans events, such as the all-member family picnic, holiday bowling party and mystery dinner theater discount tickets.

George, who works at the Boeing Wichita-IDS bomber program on quality assurance, voted no for SPEEA representation in 1999. A layoff notice changed his mind. "I had been with Boeing more than 20 years – and out of the blue, I get a notice. I went through a lot of emotions."

George said he voted for SPEEA when a second election came in 2000, because he didn't want others to go through what he did (with the layoff notice) without some protection.

Because of his work on various committees and his enthusiasm about union representation in the workplace, George is often recognized as Mr. SPEEA in the workplace. "There's pros and cons to that – because not everyone is a big labor fan," he said. "I'm just glad to have my SPEEA family for support."

Rhonda likes the positive role that she can take in supporting SPEEA. "I've told George, it just takes someone to get it started."

Member brings fresh perspective to union

WICHITA – **Jayne Ashley**, 23, didn't have a lot of experience with labor unions when she went to work for Boeing right after college. But she knew she wanted to join SPEEA as soon as possible.

"I signed up when I found out SPEEA paid temporary medical coverage," she said. Otherwise, insurance would cost her \$400 a month until she was eligible for work coverage.



Jayne Ashley is shown here at a Midwest Membership Activities Committee (MAC) meeting.

She didn't just sign up, she jumped right in to support SPEEA during the contract negotiations and re-certification last summer.

"I knew when I came to work for Boeing that my job would be moving to Spirit AeroSystems soon afterward," she said. "I saw SPEEA there to help protect all employees."

"At the time, I thought that if we lose SPEEA, we lose the contract and the company could do whatever they want," she said. "With SPEEA, I don't have to worry, I know they're going after as good a contract as they can get."

Ashley wanted to join SPEEA, but she received a friendly nudge to become more involved thanks to her cubicle-mate, **Rhonda Greer**, the SPEEA Midwest Council secretary.

Greer said that Ashley is very energetic, loves to be active and isn't afraid of a challenge. "I saw the potential in her," Greer said. "I thought she'd be a good match for the Membership Activities Committee. We need a young person to help set up activities that attract younger people."

Ashley said she's ready to represent the younger union members' interests. "If I can put in my two cents, I can help everyone, including the younger generation – not just the 50-somethings who are ready to get out."

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Go to www.speea.org for more details, if you're interested in becoming a delegate

Puget Sound members say thanks for EIP; now provide it to WTPU

SPEEA-represented employees in Puget Sound bargaining units recently received payouts from the Boeing Employee Incentive Plan (EIP).

Represented employees in the Wichita Engineering Unit received a bonus before the end of 2005 in-lieu of an EIP payout in 2006 and will receive regular EIP payouts in 2007. This leaves represented employees in the Wichita Technical and Professional Unit (WTPU) as the only SPEEA bargaining unit at Boeing that did not receive a bonus or payout from an incentive program. Boeing chose to leave this group out even after making a payout from the Wichita Incentive Plan to employees who worked for Boeing Commercial Airplanes in Wichita before it was sold to Spirit AeroSystems.

While thanking Boeing management for the EIP payout, members in Puget Sound units are joining fellow members in Wichita to call on Boeing management to make the EIP a true incentive plan by providing it to all employees. Below are several letters from members to Boeing management about the need to include the WTPU in the EIP.

Jim Albaugh and Norman Bartlett;

I was delighted by the EIP payout announced yesterday. It is very satisfying to see the company thrive after the last few lean years. As a member of the Puget Sound professional team who will finally benefit from this program, I also felt relief and appreciation that the senior management team here in Western Washington had finally embraced the idea that we are all on the same team and that we all contribute to the company's success, regardless of representation.

As you know, inclusion of SPEEA represented employees in this program was a central part of our contract negotiated recently. Behind the

scenes, I am certain there was considerable debate. I attribute the company's position on this issue to be, in large part, influenced by the vision and leadership of Alan Mulally. It makes me proud to work for Alan in Commercial Airplanes. The message to me is clear; one team, common goals, shared destiny. This is the kind of company I want to work for.

And yet, I am saddened by the observation that there are still many technical employees who will not participate in this distribution, for whom yesterday's announcement simply fostered additional resentment. I think of my colleagues in Wichita, who have endured the trauma of unsettling transitions during the last few years. Were they delighted, as I was, or did they feel as if they have been kicked again? Surely, this is not the strategy to promote job satisfaction, loyalty, nor a highly motivated workforce.

I hope I can count on both of you to exert considerable influence to ensure that all represented employees, including those in the WTPU, will be included in this incentive plan at the earliest opportunity. It is the right thing to do.

Mark Slack
Associate Technical Fellow
Seattle, Washington

Gentlemen;

As an employee with 28 years at Boeing and a SPEEA Puget Sound engineer, I am very pleased that the hard work I do will finally be rewarded by participation in the Employee Incentive Plan.

It has been very strange these last few years seeing our managers able to thank only half of our team (the non-represented half) for their hard work. Our group's effort was a joint success that took

teamwork. Now, we finally have a joint reward.

I previously worked in Wichita, Kansas. Today, I am wondering why some of my Boeing teammates in Wichita are still not included in the EIP. I can't think of a single good reason for not sharing the rewards of success with a vital part of the Boeing team that helps us all succeed.

Please act quickly to include the Wichita Technical and Professional Unit in the EIP.

Thank you,
John McLaren
Renton, Washington

We appreciate The Boeing Company including the IFPTE/SPEEA-represented employees in the EIP in recognition of essential, continued contributions of an experienced, professional, work force. This can only motivate and strengthen a positive team's work ethic in the months and years to come. This will help Boeing succeed.

I urge Boeing to include WTPU employees in the EIP for this very reason.

Thank you,
Brent McFarlane
787 - Design - Integration
Everett, Washington



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