

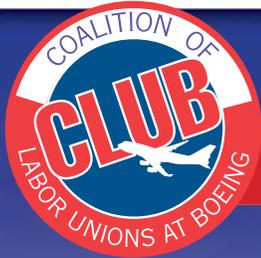
THE

FEBRUARY 2007

SPEEA Spotlight

Society of Professional Engineering Employees in Aerospace

IFPTE Local 2001, AFL-CIO & CLC



Join the CLUB

Coalition of Labor Unions at Boeing



Candidates set for E-Board election

Candidates for the upcoming Executive Board vice presidents' election are now set and listed on page 3 of this edition of Spotlight magazine.

Voting packages, with candidates' statements and ballots, are being prepared this month. Packages are scheduled for mailing to members' homes by Feb. 28. SPEEA members are electing four vice presidents – three from the Northwest and one from the Midwest regions. Successful candidates serve two-year terms.

The SPEEA Tellers Committee will count and announce election results on March 14.

The Coalition of Labor Unions at Boeing (CLUB) meets regularly to share information and work together on issues facing represented employees at The Boeing Company. Attending a recent meeting are, from left, Rodney Mesa, IUOE; Ervin Lemon, Teamsters 174; Kristin Farr, SPEEA; Bo Hanna, IAFE, and Bob Gorman, SPEEA. Larry Brown, IAM 751, and Scott Harger, SPFPA 5, also attend. Story on page 2.

CLUB building ties between unions

Fresh from working together to support negotiations for security guards, the Coalition for Labor Unions at Boeing (CLUB) meets regularly to discuss issues facing employees.

During a recent meeting at the Teamsters Hall, union representatives discussed a variety of issues facing represented employees at The Boeing Company. The group is working to expand the coalition beyond the six unions presently participating.

"It's all about helping each other," said Bob Gorman, SPEEA director of organizing. "Our goal is to get all the unions at Boeing talking to each other."

The value is echoed by representatives of other

unions who attend the monthly meetings.

"Meetings and talking allow us to look at how the company (Boeing) is treating each union," said Rodney Mesa of the International Union of Operating Engineers. "It allows us to work together for the benefit of everyone."

During recent contract negotiations between Boeing and the Security, Police and Fire Professionals of America (SPFPA), unions within the CLUB co-signed a letter of support to management. Presently, the unions are working to encourage congressional support for the Boeing refueling tanker.

"Every union can benefit from the jobs the tanker program can bring," Gorman said.



President

Cynthia Cole

Executive Director

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Larry Marrell	NW Regional VP
Jill Ritchey	NW Regional VP
Bill Hartig	MW Regional VP

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Judi Hurd	Treasurer
Steve Spyridis	Secretary

Midwest Regional Council Officers

Debbie Logsdon	Chair
George Anthony	Treasurer
Rhonda Greer	Secretary

Northwest Regional Council Officers

Joel Funfar	Chair
Paul Wojciechowski	Treasurer
Judy Campbell	Secretary

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Salary Reference Tables

Petitions yield results for ME planners

A petition drive with more than 1,100 signatures and several meetings between SPEEA and representatives from The Boeing Company resulted in updating the job description for manufacturing engineers (ME) and review of interim salary reference tables (SRTs).

"This is a success for ME planners because members came forward with concerns as to the accuracy of the SRTs based on facts and data," said **Laura Anderson**, SPEEA contract administrator and staff focal for the occupation review.

"Many ME planners couldn't see themselves in the earlier job description," Anderson said. "As a result of talks with Boeing, the company agreed to redo the occupation review for ME planners from the ground up."

Boeing released its interim Salary Reference Tables (SRTs) in November following the G\$ and G\$

occupation review. SPEEA members and staff, concerned about future salary growth, pushed for changes to those interim SRTs that dropped. SPEEA continues meetings with Boeing to have the process for determining SRTs clarified and ensure members' have the tools necessary to discuss raises with their individual managers

"Now that the ME planner job descriptions will be based on more complete data from the focus groups, the SRTs should better reflect the value of this group," Anderson said.

Boeing participates in a consortium of companies that gathers, compares and analyzes salary data. From the data Boeing receives, it compiles its own SRTs that are used in salary reviews every year. SPEEA is pushing for more employee and line manager involvement in this process.

Boeing will release new SRTs in February prior to the March annual salary exercise.



Board investigating labor charge on early retiree medical for new hires

An investigation by the National Labor Relations Board (NLRB) continues on a charge initiated by SPEEA regarding early retiree medical benefits for employees who started at Boeing as of Jan. 1, 2007.

SPEEA filed the unfair labor practice (ULP) Nov. 30 against The Boeing Company for failing to bargain in good faith to find a replacement.

SPEEA signed a Letter of Understanding following the 2005 negotiations to jointly develop an alternative to the benefit traditionally offered to employees with 10 or more years of service who choose to retire early. Despite several meetings discussing at least five options, Boeing chose the one plan that SPEEA deemed unacceptable.

"It was not a replacement to early retiree medical – it was a whole new medical plan with a high deductible," said **Sharon Moats**, chair of the 2005 Tech negotiations team. "That's why we filed charges – to make sure the alternative is truly a replacement that meets everyone's needs."



President's Corner

By Cynthia Cole, SPEEA President

Similarities AND differences set SPEEA apart

This column was originally going to be written from the Midwest, during a visit to see SPEEA members in Irving, Texas and Wichita, Kan. Unfortunately, an ice storm made travel there impossible. I am committed to making this visit, as soon as the weather and my schedule permit.

What unions do

Some recent events have demonstrated the positive impact a union like SPEEA has on the wages, benefits and working conditions of its members. In January, I signed a Letter of Understanding (LOU) affecting the Boeing Wichita Technical and Professional Unit (WTPU) contract that would move the WTPU Selective Salary Adjustment computation date by three weeks to align with the rest of the Boeing SPEEA members, and to provide consistency of the data used to compute raises. This was a positive change for Boeing WTPU, and resulted from discussions involving SPEEA and Boeing management.

On Jan. 18, SPEEA heard from Boeing management that the Salary Reference Tables (SRTs) for Manufacturing Engineering (ME) planners would change back to their pre-occupation review position. As many of you know, after the recent occupation review, the new interim SRTs for the ME planners dropped significantly. This didn't make sense since this group of employees was one of the most stable groups to transition during the review process. SPEEA took action, and after many discussions, 1,100 signatures on petitions and other member involvement, management acknowledged that the data might be flawed. An ME focus group reconvened to revise the ME job description. SPEEA members directly impacted the resolution of this issue.

There are many examples of the good things unions, like SPEEA, do in supporting their members and working together with the employer to collaborate toward win-win solutions. *Unfortunately, perceptions can arise that twist certain situations into an opportunity to question the integrity of unions.*

Where are the differences?

A perfect example is a current U.S. Supreme Court

case involving public school teachers against the Washington Education Association (WEA). This case revolves around WEA's use of non-member dues money for political contributions.

Some are using the publicity about this case to form their perceptions about all labor unions. I want to address some facts and data to show where SPEEA and WEA are different. These differences are significant to our members.

First, WEA is a union representing public service employees, who work for the State of Washington. SPEEA is a union representing employees who work for private employers.

The case being brought before the Supreme Court involves the constitutionality of RCW 42.17.760, a *Washington state* statute that applies to unions dealing with *Washington state* employers. Private sector employers, such as The Boeing Company are governed by the *National Labor Relations Act* (NLRA) which pre-empts Washington state law.

Focus on issues

Supporting political campaigns with union dues money is what public opinion is typically set against. The public understandably objects to union dues going to promote a politician's election or re-election. Accordingly, SPEEA's legislative involvement focuses on issues that impact the wages, benefits and working conditions of our members. This includes such concerns as health care, pensions, and early retiree medical.

As a result, we can include everyone in our union, regardless of political or religious beliefs, because we work for initiatives that benefit all of us. SPEEA, as an organization, does not give money to Political Action Committees (PACs), nor do we endorse candidates. (Members can make voluntary contributions to IFPTE's PAC, but no dues money is contributed.) We do not promote the election (or re-election) of a politician. We collect facts and data to build the case for our positions on worker-friendly issues.

This "complete picture" approach positions SPEEA

Continued on page 10



INTERNATIONAL FEDERATION
OF PROFESSIONAL AND
TECHNICAL ENGINEERS
Local 2001, AFL-CIO, CLC

SPEEA
IFPTE LOCAL 2001

Candidates set for E-Board

The ballot is now set for candidates seeking election to SPEEA regional vice president. A total of eight candidates are running – six in the Northwest for three vacancies and two in the Midwest for one vacancy.

Statements and ballots will be mailed to members by Feb. 28. SPEEA's Northwest and Midwest Tellers will count ballots on March 14, with successful candidates starting their two-year terms of office on March 28.

Good luck to all of the candidates.

Northwest Regional VP

Michael J. Dunn
Joel Funfar
Larry Marrell
Tom McCarty
Jill Ritchey
Mark Schuetz

Midwest Regional VP

Bill Hartig
Judi Hurd

Candidates listed in alphabetical order by last name.

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published monthly by:

Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
15205 52nd Ave S • Seattle, WA 98188 • (206) 433-0991
Volume 49, Number 2; FEBRUARY 2007

ISSN 0194-8687

Subscription rate: \$2.00 per year

\$2.00 of the annual membership dues is paid as a year's subscription to the SPEEA SPOTLITE.

Periodicals Postage Paid
at Seattle, Washington

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Original articles and feedback are solicited.

POSTMASTER: Address changes to The SPEEA SPOTLITE

Letters To The Editor

Job reclassification

A sincere thank you to **B.J. Moore** and SPEEA for continued support. I am well aware that my job reclassification would not be approved if it wasn't for his involvement. With his assistance, I was able to get reclassified into the correct job code. B.J. could have easily stopped with the reclassification, but he did not. He fought the issue of 16 months worth of back pay for the time I performed the work in the higher job code. His professionalism was displayed in each meeting and phone call we had regardless if it was just the two of us or a roomful. I could not be more pleased with the results we accomplished together. SPEEA is a true gift to the salaried Boeing workers. Thanks again for your hard work!

*Paula L. Pater
Boeing Wichita Finance, Facilities,
Computing*

Aviation High School Robotics

As a retired and prior member of SPEEA, I would like to thank SPEEA for the wonderful support of Aviation High School. If any are interested, we have a need for volunteers to act as consultants and mentors. I have been helping and am enjoying it immensely. It is activities like this that convince me that our future engineers can have hands on application of most engineering principles in action.

Bert Strand

Donation to education

As a parent of two students (a freshman and junior) at Aviation High School, I thank SPEEA for the generous donation of \$6,000. Being a Boeing employee and most importantly a SPEEA member, I am very grateful our union recognizes education of our youth is what will help The Boeing Company and our society.

My wife and I are thoroughly impressed and have the utmost respect for Aviation High School, the teachers and most importantly the individual that had the vision and drive to create a public high school that is not only academically demanding with a strong emphasis on science and math, but that also gives kids a chance to explore their passion for aviation; that person being Reba Gilman. Her devotion, drive and desire to make Aviation High School a great school is what will give my kids and the other 298 students a greater chance to succeed in college and when they go out into the world to compete globally in the working world.

*Steve Wydick
Spares manufacturing engineer*



Budget in progress

*SPEEA leaders work with staff to create the union's budget for the fiscal year (2007/2008). Shown above (l - r): SPEEA Council Chair **Jim Mathis**, SPEEA Comptroller **Pauline Tamblyn**, SPEEA Treasurer **Bob Wilkerson**, and SPEEA Secretary **Dave Baine** discuss the budget line by line. Participating by phone from Wichita are SPEEA Council Treasurer **Judi Hurd** and Midwest Council Treasurer **George Anthony**. The Executive Board, the SPEEA and regional Councils started in December to review the budget and plan to finalize it in March.*

Midwest

Gearing up for negotiations in '07

WICHITA - Although contracts do not expire in 2008 for three Midwest bargaining units, SPEEA members will begin ramping up with team selection.

"By April, we'll be heavily involved in the process," said **Bob Brewer**, SPEEA Midwest director, referring to the Boeing Wichita Technical and Professional Unit (WTPU). That contract expires Feb. 19, 2008. At BAE Systems in Irving, the contract expires Feb. 2, 2008.

Both SPEEA contracts at Spirit AeroSystems go through 'openers' in the spring of 2008 to negotiate economics, such as a wage increase, health care, and pension.

Some of the heaviest lifting in terms of contract negotiations goes on every day, Brewer noted. "As we work through the issues that come up throughout the life of the contract, where there's differing interpretation or a complete misunderstanding, we reach an agreement at that time," he said. "We highlight the section in the contract to clarify at negotiations."

Brewer also noted the work of the joint subcommittees including members of the SPEEA negotiations teams and their Boeing, Spirit AeroSystems, or BAE Systems counterparts. "When you go into negotiations, no one appreciates being surprised," he said. "We'll make it through without any surprises by working issues in subcommittee."

The key element to negotiating strong contracts that provide better wages, benefits and job secu-

rity depends on membership, Brewer said. "It's critical that the company understands that a large number of people are paying attention."

Boeing WTPU negotiations timeline

- February - begin selection committee process and member survey
- April - final negotiation team starts subcommittee work
- September - proposal presented to company

Top issues

- Employee Incentive Plan (EIP)
- Gains in wages and benefits
- Career development

Midwest contract expiration dates

- BAE Systems at Irving, Texas - Feb. 2, 2008
- Boeing Wichita Technical and Professional Unit (WTPU) - Feb. 19, 2008
- Boeing Wichita Engineering Unit (WEU) - Dec. 5, 2008
- Spirit AeroSystems WEU - July 11, 2009 with an opener in April/May 2008



**ENGINEERS
WEEK 2007
February 18-24**

Engineers Week is Feb. 18 to 24

The contributions of engineers to our world are honored Feb. 18 to 24 during the 57th annual Engineers Week.

Started in 1951 by the National Society of Professional Engineers, the week was chosen to include George Washington's birthday, first president and a military engineer.

SPEEA President **Cynthia Cole**, a systems engineer in Boeing's Integrated Defense Systems, is among many SPEEA-represented engineers who encourage young people to consider a technical career. Cole chose and stays with engineering because it provides the opportunity to follow ideas from imagination and concept to reality.

"Engineering as a career provides me the opportunity to work on a broad range of exciting

projects that use the latest technology," Cole said. "I gain a lot of satisfaction following a project from design to implementation."

Wichita software engineer **Joe Newberry** said one of the most satisfying projects he worked on was precision guidance systems.

"I like the challenge of solving technical problems," Newberry said. "It's especially rewarding to see something I worked on in a small way being talked about."

A coalition of more than 120 engineering, education, corporations, including Boeing, and government agencies use Engineers Week to raise awareness of engineers' positive contributions to our world. 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.

Boeing says no payout for WIP

WICHITA - Refusing to acknowledge employees' work on developing programs, such as the 767 tanker, The Boeing Company announced this week that the Wichita Incentive Plan is, once again, not paying out.

SPEEA officials said Boeing continues to discount the cutting-edge work Wichita employees perform for Integrated Defense Systems (IDS).

"Publicly, Boeing praises employees, but this incentive plan does not respect the contributions of employees in the WTPU," said SPEEA Midwest Director **Bob Brewer**.

Facing another year of a plan that does not pay out, union leaders are stepping up efforts to get all employees included in the Boeing Employee Incentive Plan (EIP) - which has paid out each year since its start in 2000.

Spokane getting input for negotiations

SPOKANE - When SPEEA held an all-member meeting to discuss the upcoming negotiations, almost the entire bargaining unit at Triumph Composite Systems came to it.

"I think they're excited about the possibilities," said **Kristin Farr**, SPEEA legislative director, who has also been the contract administrator for Spokane. "They see this as an opportunity to establish their value with the company."

SPEEA's contract with Triumph expires July 1. About 50 people went to the all-member meeting Jan. 16, and received an initial survey to give input on issues important to them in the upcoming negotiations. Farr and **Rich Plunkett**, SPEEA contract administrator, also talked with them about negotiation team selection at the all-member meeting.

"The contract they're coming off of was bargained at a time of massive uncertainty," Farr said. Triumph told Boeing they wouldn't buy the facility if they didn't have a signed contract. Now, the Spokane site is the most profitable facility at Triumph.

"This is a new contract going forward because

Triumph is attracting new work, and is hiring," she said. The SPEEA bargaining unit has nearly doubled since the last contract.

During the last negotiations, Triumph brought in outside negotiators. This time, **Mike Schelstrate**, HR director at Triumph Spokane, will lead the negotiations.

"When you keep it local, that's a good thing," Farr said, "because they will have a better understanding of the value of the Spokane workforce, compared to someone from the outside who is only looking at the visible portion of the balance sheet."

Spokane negotiations timeline

- January - Survey members
- February - Finalize negotiation team and begin training
- March - April - Member input and negotiations prep
- June - Main Table negotiations with company representatives

Upcoming events

Family Medical Leave Act (FMLA)

This workshop deals with the law and how the employer interprets it.

Feb. 6 – Everett

Feb. 7 – Seattle

New Member Orientation

Topics will include pay, benefits and your new SPEEA contract.

Feb. 13 – Everett

Feb. 15 – Seattle

Union Counselor training

This is a shortened version of the Central Labor Councils' training on local resources available to members.

Feb. 20 – Everett

Feb. 22 – Seattle

Partnership forum

Article 20 of the SPEEA/Boeing Contract calls for the Working Together Partnership. Take a look at the individual local partnerships and strategically plan for the year ahead.

March 6 – Everett

March 27 – Seattle

All classes are the same time per location

- **Everett:** 4:30 to 6 p.m.
RSVP: (425) 355-2883
- **Seattle:** 5 to 6:30 p.m.
RSVP: (206) 433-0991

For other upcoming classes, see a complete schedule at www.speea.org.



Meet the lady behind the wig

IRVING, Texas – For SPEEA member **Sue Shelby**, a wig has been just one of many adjustments she’s had to make in her battle with cancer. She didn’t expect her co-workers at BAE Systems to wear wigs, too.

What started as a one-time event in November turned into a monthly ‘wig-out Wednesday’ in her honor as she goes through a fourth round of chemotherapy.

“They made it a fun thing to do – to support me – they made me feel very good,” said Shelby, 51.

Diagnosed with breast cancer in October 2002, she beat it, but then the doctors saw spots on her lungs. She’s been battling ever since.

“I’m not giving up – I’m a fighter,” said Shelby. “Most of the time – I can keep a happy face, and it’s sincere. But you go through hell in chemo,” she said.

When she joined SPEEA, she didn’t know anything about it, having never been in a union. “I just wanted to be a part of it. I knew they’d support me if I need it.”

After all she’s been through, her ‘won’t-give-up’ attitude toward cancer supported others in ways she couldn’t imagine.

“She’s been an inspiration to all of us,” said **Joyce Thomas**, Shelby’s SPEEA Council Rep, and Quality Assurance tech in the electronic avionics repair station nearby. “We’re all like one big family,” she said, “always there for each other and there for the customer as well.”

Shelby works as a senior logistics analysis – giving status reports on parts and sending quotes and conducting audits, primarily by phone. Boeing is her top customer. “I love it,” she said about her job. “I have my moments – especially since I’ve been going through cancer. Luckily, the customers can’t see it.”

Her story wouldn’t be complete without recognizing Belinda, a chemotherapy nurse otherwise known as Shelby’s guardian angel, and **Debora Proctor**, a SPEEA Area Rep in BAE’s quality department, who has been an angel to Shelby as well.

What keeps her going? “My faith in God, remembering that he only gives us what we can deal with,” she said. “I want to go into remission at least one time. I have fought and fought and fought.”

“The toughest part is that so many things remind you of what you did before,” she said, “like the things you take for granted.”

Immigration in the techn

Stan Sorscher
SPEEA Staff

The national debate on immigration is emotional and intense. Most people agree that immigration should not be zero, nor should our borders be wide open. We don’t hear much about where in between to draw the line.

We can start by looking at some numbers for the large categories of temporary foreign workers.

Background - visa categories

H-1B visas were created for temporary (non-immigrant) highly skilled professional workers. L-1 visas are meant to allow companies to bring workers to the U.S. for training. A third large category is the TN visa, which allows professional workers from Mexico and Canada to work in the U.S. Workers of exceptional ability can apply for O-1 visas. In practice, these go to professional athletes, movie stars, top fashion models, and other specialized workers. Finally, many bilateral trade agreements create thousands of non-immigrant work visas, although visas in bilateral agreements have not been exploited fully, so far.

Table 1. State Department data on visa admissions for 2005

Visa category	# Admissions
H-1B	312,000
L-1	407,000
TN	65,000
O-1	30,000
Chile, Singapore and Australia trade agreements	500
Boeing visas in SPEEA job codes	60

H-1B and L-1 and TN visa holders typically work in engineering, computing and scientific positions in business, education and government. H-1B visas can extend up to six years; L-1 visas up to five years; TN and O-visas can be extended indefinitely.

Over 99% of H-1B visa petitions are approved. H-1B visas are capped in each fiscal year, although universities, non-profits and government research labs are exempt from the cap. These foreign workers are not tracked by the State Department, which issues the visas, nor by the Department of Homeland Security, which is responsible for foreigners in the country, nor by the Department of Labor.

Compare to employment

In Figure 1, the H-1B, L-1 and TN visa admissions are compared over a period of several years to employment in computing and math, engineering and physical science occupations (excluding life sciences and medicine).

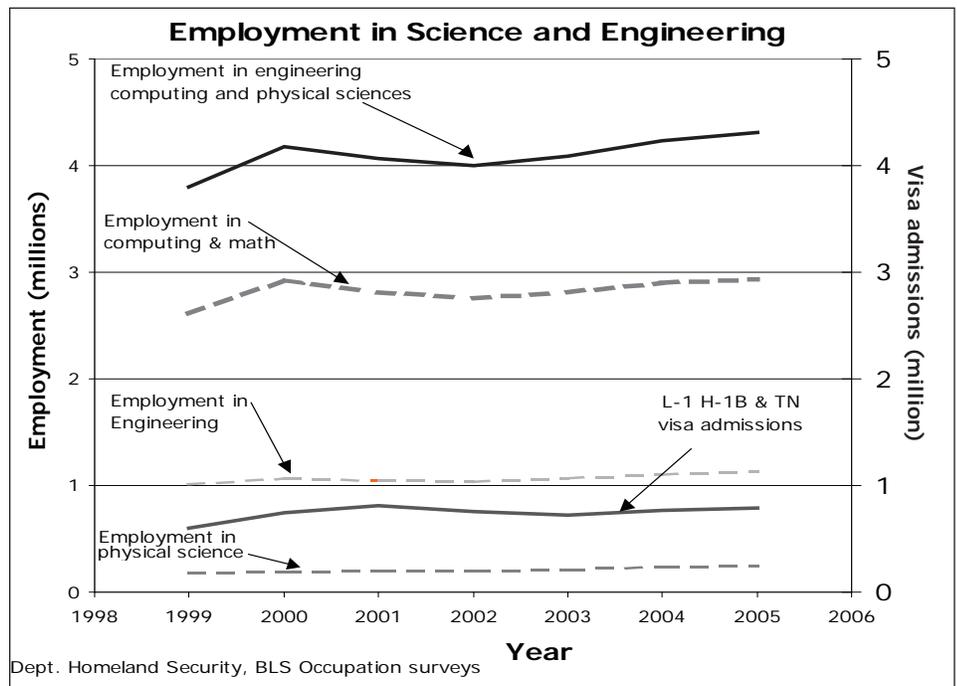


Figure 1. Comparison of visa admissions to employment in science and engineering occupations.

Technical community – Part 1

Employment levels include both citizens and visa holders.

The first message from Figure 1 is that employment levels are flat. The service economy did not drive employment up and de-industrialization did not drive it down.

Second, it is impressive that nearly a million professional foreigners already work in an occupational sector with only about 4 million workers total. While not shown here, salary data show that

H-1B visa holders are paid well below median for their occupational categories, suggesting entry-level assignments. L-1 visa holders are typically paid at rates prevailing in their home countries.

Figure 2 breaks out 2005 employment in science and engineering, with the corresponding level of professional foreign workers for comparison.

Again, employment in each sub-occupation includes both foreign workers and citizens.

Figures 1 and 3 say something about supply and demand. Since the tech bubble, temporary foreign tech workers flooded into an economic sector with flat overall employment. By “flooded,” I mean “in numbers far beyond our ability to graduate new hires.”

The tech bubble inflated in the late 90s, and engineering enrollments increased in response. Graduations picked up after some delay. However, the increase in foreign temporary workers overshadows the weaker response of our colleges and universities.

Policy

Bill Gates testified to Congress that Microsoft couldn't find qualified workers in the U.S. Many employers complain that it's too hard to bring in foreign workers. Somehow, these problems seem to have been solved in the real world – a large fraction of those employed in science and engineering fields *are* foreign workers on temporary non-immigrant visas. Immigrant workers already hold a strong position in our domestic labor market for science and engineering jobs.

According to conventional labor economics, immigration is always driven by labor shortage. The conventional logic says, “If we have immigration, then a labor shortage must necessarily exist. A worker does not immigrate unless a job is waiting.”

Globalization changed that. Under the H-1B and L-1 programs, employers actively recruit foreign professional workers to take jobs in this country. In the global economy, immigration is driving our domestic labor market.

In Part 2 of this series, we will examine salary growth, unemployment and career paths for engineering and science graduates. Those results will confirm that official numbers contradict the impression left by Bill Gates and other advocates of open immigration into science and engineering markets.

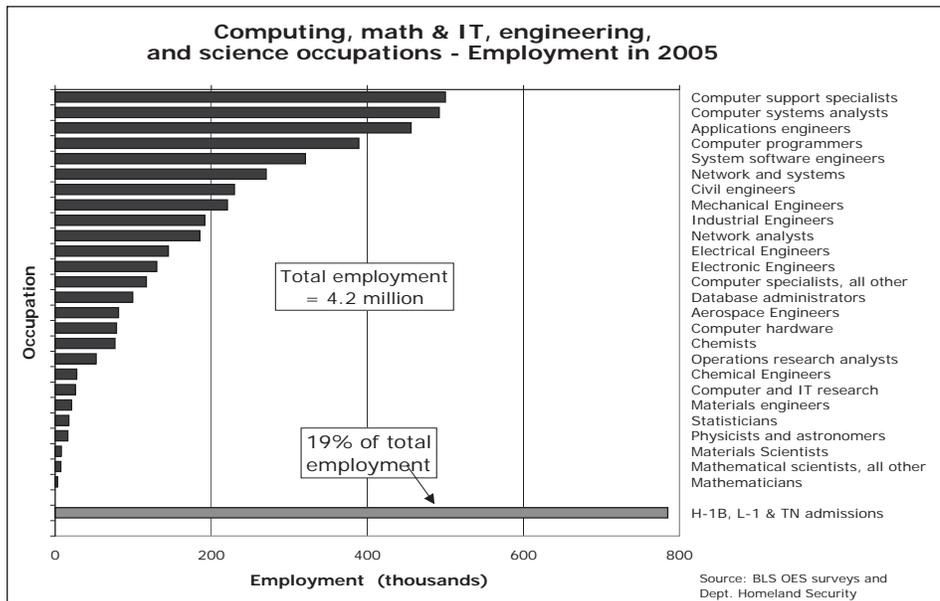


Figure 2. Employment in science and engineering sub-occupations.

Compare to college enrollments and degrees

Policy makers uniformly point to education as the salvation for U.S. workers in the global economy. We hear that U.S. students won't go

into science and engineering, so foreign workers are necessary to fill open positions. Figure 3 may give some insight into that claim.

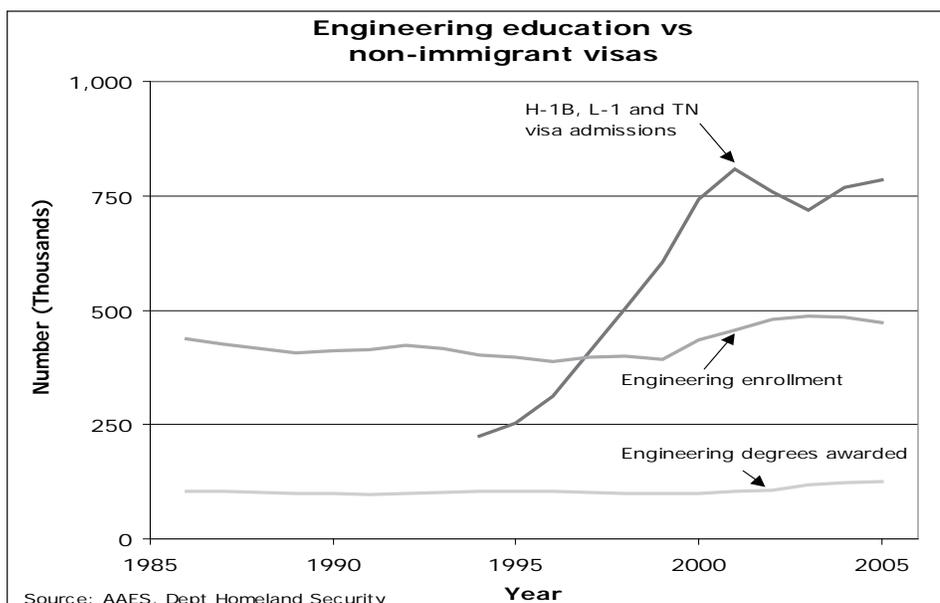
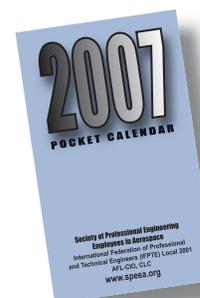


Figure 3. Visa admissions compared to education in all engineering disciplines.

2007 SPEEA pocket calendars



Key dates, holidays,
paydays and more

Ask a Council Rep for a copy (find your Council Rep and contact info at www.speea.org) or call (206) 433-0991.

Ed Wells Partnership iPod winners



Congratulations to the winners of the Ed Wells Partnership 10th anniversary iPod giveaway: They are John Baca (right), Gloria McGillivray and Anthony Pavlakis (above).



Ed Wells Partnership is a joint SPEEA-Boeing Initiative offering technical and professional training, mentoring, conference grants and more to SPEEA Prof and Techs at The Boeing Company. About 7,300 participated in the drawing.

Engineering Technical Exchange in Wichita

Save the date for the sixth annual Boeing Wichita Technical Exchange for engineers March 6 and 7, sponsored by the Wichita Ed Wells Partnership.

At this event, meet fellow engineers who may share your technical interests or who could share something that you didn't already know. The Technical Exchange features local experts as speakers.

The sessions are grouped into four separate technical tracks. Each session is about 40 minutes with a 10-minute session for Q/A.

For more details, go to the Ed Wells Partnership website for Wichita at: <http://edwells.ks.boeing.com/>



Puget Sound Tech Connect makes networking easier

For those who have ever wondered how to go about getting or becoming a mentor or just wanted to know more about a particular area of technical expertise, plan to attend an upcoming session of Tech Connect, offered by Ed Wells Partnership – a joint SPEEA-Boeing Initiative.

With table hosts focused on specific topics, and a timer to keep participants moving from table to table, you can learn a lot in a short time on specific subjects related to technical work and career development.

Space is limited. If you're not able to get in this time, your name will go on a waiting list so that you can be notified in advance of the next Tech Connect event.

Thursday, Feb. 15
Renton
3 to 5:30 p.m.

Wednesday, Feb. 28
Everett
3 to 5:30 p.m.

For more details, go to: <http://edwells.web.boeing.com/1-techconnect.cfm> (or click on the Develop Your Career tab on the Ed Wells home page and then the link to workshops).

Boeing

2007 Salary Adjustment Funds

The annual salary review of all four SPEEA-represented Boeing bargaining units is taking place. The salary increases will be effective March 2 and will be reflected in the paycheck of March 22. Managers will be notifying employees between March 12 and March 20.

The Northwest Prof and Tech contracts have a base adjustment fund equal to 4% of eligible employees' total salaries. It also allows for an additional targeted market adjustment fund based on labor market analysis. SPEEA, through the Joint Compensation Discussion Group, is meeting with Boeing representatives to review data. SPEEA will be sharing information on that review with members shortly.

The Wichita Engineering Unit contract calls for a salary adjustment fund of 4%, less up to 0.5% for promotions received by employees in the last year. The salary increase fund for the Wichita Technical and Professional Unit (WTPU) is based on a labor market review. SPEEA staff met with Boeing representatives to understand the process used in the market review and will soon share more information.

SPEEA hosts seminar on

HOW TO BUY

Boeing Technical Excellence honorees named

Congratulations to 140 recipients in the 2005-2006 Northwest Technical Excellence program. Of that total, 105 are SPEEA represented.

Established in 1989, the Boeing Technical Excellence program recognizes experts from diverse technical areas whose technical capabilities have contributed to the business success of

the company.

Technical Principals are SPEEA-represented Techs, and all engineers are eligible for the Associate Technical Fellow and Technical Fellow designation.

The next selection cycle for both the Principal and Fellowship programs will kick off in February.

For more information (including how to apply), talk to **Lisa Anderson** (Technical Principal program manager) at lisa.a.anderson2@boeing.com, **Kathy Shangula** (Technical Fellowship program manager) at katherine.a.shangula@boeing.com or go to the Boeing web (<http://techex.web.boeing.com/fellow/>) for more details.

The following list includes SPEEA-represented employees who were honored for 2005-2006:

Boeing Commercial Airplanes (BCA)

Technical Principal

Leon R. Browning
Keith A. Kapp
Diane R. Lariviere
Joan O. Malone
Daryl J. Remily
Mannon L. Wallace
Brandt L. Willson

Associate Technical Fellow

Mark F. Ahlers
Joseph S. Breit
Raveendra Chitnis
William R. Clos
Paul W. Dees
Steven D. Ellersick
Daniel J. Fogarty
Michael L. Gruber
Christopher Harris
Linda S. Hedges
Mark E. Howe
Mark C. Iden
William H. Ingram
Lee R. Krueger
Michael A. Long
Jia Luo
Scott E. Marston
Scot J. Mckee
Michael A. Millette

Robert E. Moody
Hieu D. Ngo
Pradip G. Parikh
Brian Parry
Bernard P. Paul Jr.
James B. Robinson
Grant W. Rodland
Daniel B. Slaton
Mark A. Sleppy
David B. Smith
James R. Straus
Lori C. Straus
K Viswanathan
Frank L. Whetten
Jeffrey J. White
Kurtis S. Willden
Douglas L. Wilson
Kathleen H. Wilson
Liangji Xu

Technical Fellow

Gary W. Coleman
Peter N. Comley
David L. Daggett
Frode Engelsen
Jack S. Hagelin
Larry D. Hefti
Max U. Kismarton
Chao-Hsin Lin
David J. Paisley
John R. Porter
Ying C. Yeh



Integrated Defense Systems

Technical Principal

Francis J. Durning
Scott W. Lea

Associate Technical Fellow

Naval K. Agarwal
Richard L. Anderson
Thomas C. Bradley
Marc D. Becraft
Bruce D. Bouton
John H. Ehardt
James R. Gillis
Roderick W. Leitch
Dennis L. Oberg
Douglas R. Ostgaard
Richard J. Poel
David S. Raese
Steven W. Rea

Technical Fellow

John G. Brew
Ronald S. Carson
Sue J. Leet
Gary E. Miller
Rick G. Vahlberg

Amy C. Reiss
Mark A. Reissig
Gautam Sengupta
Neil F. Sharkey
Marissa Singleton
Kirk D. Skaggs
Brian H. Smith
Sidney B. Stark
Valerie L. Weber
Stephen K. Wilcken
Dennis K. Wood

Phantom Works

Technical Principal

Kevin R. Malone

Associate Technical Fellow

Steven L. Arnold
George M. Granger
Scott H. Mathews
John C. Sachs
Morteza Safai
William Scofield

Technical Fellow

Darin W. Brekke
William W. Herling
Russell L. Keller
Alan E. Landmann
Gerald E. Mabson
Don M. O'connell
Robert T. Ruggeri
Patrick B. Stickler
Kosal Svy
Brent A. Whiting

Engineering Operations and Technology (EOT)

Associate Technical Fellow

Robert L. Conger

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In the photo above, members of the Northwest Legislative and Public Affairs Committee meet to discuss issues affecting members.

Committees set priorities for legislative sessions

When Northwest and Midwest SPEEA members meet with lawmakers, they have different priorities, but you can be sure of one thing – they will focus on issues that matter most to members.

“Our committees are made up of members who care about what happens in their community,” said **Debbie Logsdon**, chair of the Midwest Legislative and Public Affairs (L&PA) committee.

“We succeed because our members step forward to meet with lawmakers, ask questions and raise the issues on behalf of members,” said **Judy Mogan**, chair of the Northwest L&PA committee.

Members from the Northwest L&PA and SPEEA delegates from the three Northwest Labor Councils meet with state lawmakers Feb. 22 in Olympia following the Washington State Labor Council’s legislative conference.

The Northwest members already did their homework from the last election with the candidate rating system. Members of the Northwest Legislative and Public Affairs (L&PA) committee spent months interviewing candidates and rating responses to a set list of questions prior to the November general election.

“The candidate ratings give us an invaluable tool for the legislative session,” said **Kristin Farr**, SPEEA legislative director. “It gave us a focus on member issues and metrics to help us hold lawmakers accountable for answers they gave us prior to the election.”

See the March ‘Spotlite’ for the list of SPEEA priorities at the national level. Members of the SPEEA L&PA Committee, both from the Northwest and Midwest, plan to take those issues to Washington, D.C., later in March.

Northwest L&PA priorities

- **Health care**
 - Supporting fair share legislation, requiring the state’s largest companies to provide health care or reimburse the state a percentage for covering uninsured workers.

- Reversing the growing trend to push more health-care costs on workers.
- **Transportation**
 - Working on issues related to commuting as well as the challenges of moving parts around the Puget Sound – from Everett to Frederickson, for example.
- **Education**
 - Pushing for funding to teach engineering, math and science as well as increase college enrollments in these disciplines.
- **Offshore outsourcing**
 - Including monitoring recommendations of the state offshore outsourcing task force.
- **Labor rights**
 - Urging the state legislature to send a message to Congress to pass the Employee Free Choice Act (EFCA) reforming the nation’s labor laws.

Midwest L&PA priorities

Members of the Midwest L&PA members will join fellow labor representatives March 1 in Topeka for the Kansas Action Network Rally Day, sponsored by the Wichita Hutchinson Labor Federation. In addition to the rally, they will be meeting with lawmakers to discuss their top issues.

- **Education**
 - Pushing for funding to teach engineering, math and science as well as increase college enrollments in these disciplines.
- **Worker’s Compensation**
 - Blocking any attempts to revisit last year’s bill redefining pre-existing conditions, which took the governor’s veto to stop.
- **Unemployment benefits**
 - Joining labor unions statewide in working to remove the waiting-week when filing for unemployment benefits.

- **Minimum wage**

- Raising Kansas from the lowest in the nation (at \$2.65 an hour), and supporting bills that raise it to \$7.25 per hour (the amount proposed by members of Congress for the federal minimum wage)

- **Public Employees**

- Supporting a 4% total increase for state employees and opposing attempts to build and operate private prisons again

Interested in learning more? Plan to attend an L&PA meeting at SPEEA Seattle or Wichita halls, or call Farr at (206) 433-0991.

- Northwest L&PA meets the fourth Monday of the month.
- Midwest L&PA meets the third Thursday of the month
- SPEEA L&PA meets the third Thursday of the month.

Similarities AND differences set SPEEA apart - Continued from page 3

to effectively interface, in a bipartisan way, with state and federal lawmakers. Even though we are politically neutral, we track expenditures in the legislative sector and categorize them as “non-chargeable.” This respects SPEEA-represented employees who register as ‘Beck objectors.’

Lastly, SPEEA members vote in elections to select their regional vice presidents. After that, they will elect Council Reps in contested districts.

Get involved in YOUR union

Taking on the responsibility of becoming a SPEEA Council Rep has a positive impact on a member’s career. The Council Rep position provides opportunities for leadership and visibility. Consider taking on a more visible role in this union. Elections are important since the leaders of SPEEA affect the direction of this union, our relationship with the employer and how effective we are in upcoming negotiations.

Labor union Bill of Rights

The Labor Management Reporting and Disclosure Act of 1959 outlines the rights of union members. The following "Labor union Bill of Rights" is reprinted from the act. Clip and save for future reference.

Bill of Rights

(29 U.S.C. 411) SEC. 101. (a)(1) **EQUAL RIGHTS.**-- Every member of a labor organization shall have equal rights and privileges within such organization to nominate candidates, to vote in elections or referendums of the labor organization, to attend membership meetings and to participate in the deliberations and voting upon the business of such meetings, subject to reasonable rules and regulations in such organization's constitution and bylaws.

(2) **FREEDOM OF SPEECH AND ASSEMBLY.**-- Every member of any labor organization shall have the right to meet and assemble freely with other members; and to express any views, arguments, or opinions; and to express at meetings of the labor organization his views, upon candidates in an election of the labor organization or upon any business properly before the meeting, subject to the organization's established and reasonable rules pertaining to the conduct of meetings: *Provided*, that nothing herein shall be construed to impair the right of a labor organization to adopt and enforce reasonable rules as to the responsibility of every member toward the organization as an institution and to his refraining from conduct that would interfere with its performance of its legal or contractual obligations.

(3) **DUES, INITIATION FEES, AND ASSESSMENTS.**-- Except in the case of a federation of national or international labor organizations, the rates of dues and initiation fees payable by members of any labor organization in effect on the date of enactment of this Act shall not be increased, and no general or special assessment shall be levied upon such members, except:

- (A) in the case of a local organization, (i) by majority vote by secret ballot of the members in good standing voting at a general or special membership meeting, after reasonable notice of the intention to vote upon such question, or (ii) by majority vote of the members in good standing voting in a membership referendum conducted by secret ballot; or
- (B) in the case of a labor organization, other than a local labor organization or a federation of national or international labor organizations, (i) by majority vote of the delegates voting at a regular convention, or at a special convention of such labor organization held upon not less than thirty days' written notice to the principal office of each local or constituent labor organization entitled to such notice, or (ii) by majority vote of the members in good standing of such labor organization voting in a membership referendum conducted by secret

ballot, or (iii) by majority vote of the members of the executive board or similar governing body of such labor organization, pursuant to express authority contained in the constitution and bylaws of such labor organization: *Provided*, that such action on the part of the executive board or similar governing body shall be effective only until the next regular convention of such labor organization.

(4) **PROTECTION OF THE RIGHT TO SUE.**-- No labor organization shall limit the right of any member thereof to institute an action in any court, or in a proceeding before any administrative agency, irrespective of whether or not the labor organization or its officers are named as defendants or respondents in such action or proceeding, or the right of any member of a labor organization to appear as a witness in any judicial, administrative, or legislative proceeding, or to petition any legislature or to communicate with any legislator: *Provided*, that any such member may be required to exhaust reasonable hearing procedures (but not to exceed a four-month lapse of time) within such organization, before instituting legal or administrative proceedings against such organizations or any officer thereof: *And provided further*, that no interested employer or employer association shall directly or indirectly finance, encourage, or participate in, except as a party, any such action, proceeding, appearance, or petition.

(5) **SAFEGUARDS AGAINST IMPROPER DISCIPLINARY ACTION.**-- No member of any labor organization may be fined, suspended, expelled, or otherwise disciplined except for non-payment of dues by such organization or by any officer thereof unless such member has been (A) served with written specific charges; (B) given a reasonable time to prepare his defense; (C) afforded a full and fair hearing.

(b) Any provision of the constitution and bylaws of any labor organization which is inconsistent with the provisions of this section shall be of no force or effect.

Civil Enforcement

(29 U.S.C. 412) SEC. 102. Any person whose rights secured by the provisions of this title have been infringed by any violation of this title may bring a civil action in a district court of the United States for such relief (including injunctions) as may be appropriate. Any such action against a labor organization shall be brought in the

district court of the United States for the district where the alleged violation occurred, or where the principal office of such labor organization is located.

Retention of Existing Rights

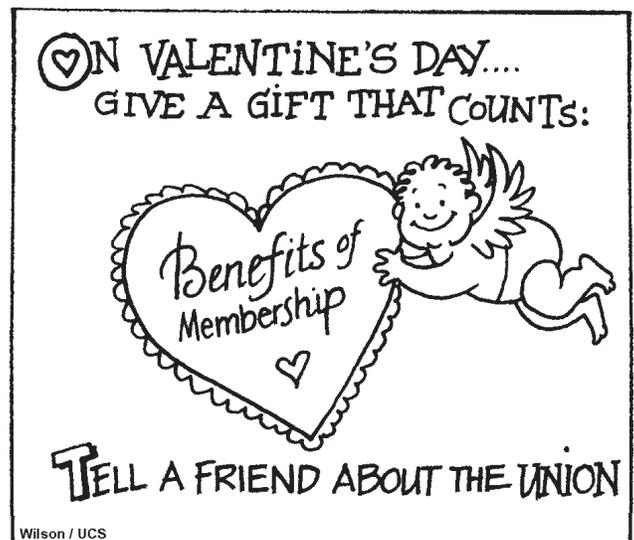
(29 U.S.C. 413) SEC. 103. Nothing contained in this title shall limit the rights and remedies of any member of a labor organization under any state or federal law or before any court or other tribunal, or under the constitution and bylaws of any labor organization.

Right to Copies of Collective Bargaining Agreements

(29 U.S.C. 414) SEC. 104. It shall be the duty of the secretary or corresponding principal officer of each labor organization, in the case of a local labor organization, to forward a copy of each collective bargaining agreement made by such labor organization with any employer to any employee who requests such a copy and whose rights as such employee are directly affected by such agreement, and in the case of a labor organization other than a local labor organization, to forward a copy of any such agreement to each constituent unit which has members directly affected by such agreement; and such officer shall maintain at the principal office of the labor organization of which he is an officer copies of any such agreement made or received by such labor organization, which copies shall be available for inspection by any member or by any employee whose rights are affected by such agreement. The provisions of section 210 shall be applicable in the enforcement of this section.

Information as to Act

(29 U.S.C. 415) SEC. 105. Every labor organization shall inform its members concerning the provisions of this Act.



LABOR HISTORY

Remembering A. Philip Randolph

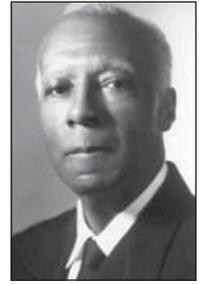
By Ross K. Rieder, president
Pacific Northwest Labor History Association

It's well known that Dr. Martin Luther King, Jr, whose birthday was observed last month, was a civil rights leader. We remember, too, that when he was assassinated, he was supporting sanitation workers in Memphis, Tenn., on strike against low wages and undignified, inhumane treatment.

Another outstanding African American labor leader was **A. Philip Randolph**, who was born in 1889 and died in 1979. He is best remembered for organizing the Brotherhood of Sleeping Car Porters. He did far more than that. One of our nation's foremost labor and civil rights leaders, A. Philip devoted a lifetime of effort to the struggle for social and economic justice for all people.

He believed that the African American community could only achieve freedom from oppression and exploitation in a society committed to the principle that everyone is entitled to a dignified and meaningful life. He further believed that the aspirations of blacks could best be realized by supporting and participating in the trade union struggle to translate the promise of America into reality.

In his words: "In concert with their fellow workers, black people can take decisive control of their own destinies; with a union, they can approach their employers as proud and upright equals, not as trembling and bowing slaves. Indeed a solid union contract is, in a very real sense, another Emancipation Proclamation."



Newest staff at SPEEA

Emily Robinson, SPEEA's newest staff person, replaced Nita Bergsma, who retired Dec. 21 after 20 years at SPEEA. Robinson sits at the front desk at the SPEEA Seattle Hall – ready to greet visitors, answer phones and provide administrative support.



Mail to: Comments

SPEEA – IFPTE Local 2001

15205 52nd Ave. S.
Seattle, WA 98188

Fax: 206-248-3990

We want to hear from you!

Comments and suggestions from represented employees make SPEEA a better union. Take a moment and send us your thoughts.

Name _____

Dues adjusted for 2007

The annual recalculation of SPEEA dues was performed in January, setting the monthly dues rate for 2007 at \$31.41. The adjusted rate begins in February.

As of Jan. 4, SPEEA represented 24,171, who earned an average hourly rate of \$36.95. Per the SPEEA constitution, the dues are set at 85% of the average hourly rate.

As a comparison, the International Association of Machinists (IAM) Local 751 dues for 2007 are \$63.20 per month (two times the hourly wage plus \$1.10 per capita tax to the Grand Lodge).



INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS
Local 2001, AFL-CIO, CLC



Periodicals Postage Paid at Seattle, Washington

Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
15205 52nd Ave S • Seattle, WA 98188
Volume 49, Number 2 (ISSN 0194-8687) February 2007

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