

THE

IFPTE Local 2001, AFL-CIO & CLC

SPEEA Spotlight

PROFESSIONAL AEROSPACE UNION

APRIL 2007

Tellers count Executive Board votes

Results page 2

Northwest Tellers shown at right from left: Barbara Hover, Steve Ellis, Terry Cockerill and Richard Duncan. Not shown are Northwest volunteers Dave Ringer and Lynda Maynard, and Midwest Tellers Rick Nelson, Sandy West and Vic Daniels who also counted ballots March 14.

2007 Recognition Banquet – page 2



Members elect regional vice presidents for SPEEA Executive Board

SEATTLE – SPEEA members elected four vice presidents to its Executive Board. Members elected three vice presidents from the Northwest and one vice president in the Midwest. The Northwest and Midwest Tellers Committees counted ballots March 14.

For the Midwest vice president position, incumbent **Bill Hartig**, a professional worker at Spirit defeated challenger **Judi Hurd**, a professional worker at Boeing.

In the Northwest, incumbent **Jill Ritchey** was elected along with **Michael Dunn**, and **Tom McCarty**. Both Dunn and McCarty are former SPEEA treasurers and Council Reps.

Winners begin serving two-year terms on March 28. The seven-member Executive Board acts as the administrative oversight for SPEEA, representing more than 24,000 engineers, technical and professional employees in six states.

NORTHWEST VP		MIDWEST	
			
Tom McCarty	Jill Ritchey	Michael J. Dunn	Bill Hartig

Three Northwest Vice Presidents	Count	Percent*
Tom McCarty	1,445	16.3
Mark Schuetz	1,224	13.8
Joel Funfar	1,369	15.5
Jill Ritchey	1,752	19.8
Michael J. Dunn	1,447	16.3
Larry Marrell	1,254	14.2
* % of total votes cast (2,952 valid ballots multiplied by three votes)		
One Midwest Vice President		
Judi Hurd	134	44%
Bill Hartig	169	56%

Candidates seek Council Rep office

More than 100 Council Reps serve members throughout SPEEA's bargaining units. All of the Council Rep positions will be up for election in April. Successful candidates circulated a petition for 15 members' signatures. If more than one person submitted a petition per district, ballots go to members in that district only. If only one person is interested in running, he or she will be seated at the May 10 regional Council meeting.

On average, districts have about 200 represented employees per Council Rep. Council Reps are responsible for responding to members' concerns and grievances, sharing news of the union and getting members' input on the direction of the union.

The Northwest and Midwest Region Tellers Committees review Council districts every two years to ensure the right number of people within a reasonable geographic area per Council Rep. The districts can be found at www.speea.org.

Council Rep election timeline

- April 4 – Council Rep petitions due
- April 11 – Ballots mailed for contested races
- April 25 – Ballots counted for contested races
- May 10 – Council Reps seated and regional officers elected at regular Council meeting



President

Cynthia Cole

Executive Director

Charles Bofferding

Executive Board

Bob Wilkerson	Treasurer
Dave Baine	Secretary
Jill Ritchey	NW Regional VP
Michael J. Dunn	NW Regional VP
Tom McCarty	NW Regional VP
Bill Hartig	MW Regional VP

SPEEA Council Officers

Jimmie Mathis	Chair
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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M-F, 8:30 am to 5 pm
Phone: (316) 682-0262



IFPTE Secretary-Treasurer

By Paul Shearon
Secretary-Treasurer, IFPTE

Are workers 'free' to organize, join unions?

There's something wrong in America. Our system is broken. What used to be the right of every American to form a labor union of their choice has become an American nightmare of worker abuse.

This nightmare threatens the very existence of our middle class. And, there isn't a true democracy in the world that doesn't have a middle class. Our middle class is falling behind as worker rights to form a union in the U.S. fall behind countries like South Africa and Chili.

Today, just 7.5% of private sector employees in the U.S. belong to a labor union. Employers routinely coerce employees not to choose union representation. The National Labor Relations Board (NLRB) – charged with protecting those rights – has become ineffective, at times even compliant, within this broken process.

The Employee Free Choice Act will eliminate the fear for workers wanting to form unions. Approved by U.S. House on March 1, the legislation is now in the Senate. It's an uphill battle that needs our support.

What the data shows

A recent study by Cornell University found employers illegally fire employees for union activity in at least 25% of all organizing efforts. Even employees who aren't actually fired still fear losing their jobs if they support union representation. In one poll, 79% of workers agreed they were likely to be fired for trying to form a union.

Some employers view hiring union busters, breaking the law and paying the fine as simply part of the cost of doing business.

In 92% of organizing drives, employees are forced to attend anti-union presentations. In 78% of all organizing efforts, management forces employees to attend one-on-one anti-union meetings with their own supervisors, the very person who will decide their work assignment and pay.

At IFPTE, our members have suffered through these anti-union campaigns. In one case, the NLRB hearing lasted 62 days and produced

14,500 pages of transcript.

While the union was tied up at the NLRB hearing, the employer – The Boeing Company – hired outside union busters, conducted an "in house" anti-union campaign, subjected employees to captive audience meetings and put up a flashy web site. The union busters' goal is to delay as long as possible, intimidate the employees and show the union as "ineffective."

Ultimately the 400 engineers in this organizing drive won their battle at the NLRB. An election was held and facilities engineers joined SPEEA.

'Give Mark a chance' – to bust unions

You may have heard about the 'Give Mark a Chance' campaign in Corinth, Texas. That's where they went to great lengths to block employees from their right to choose a union. The following were some of their tactics:

- Hired a union buster from Atlanta.
- Fired the head of the Corinth plant
- Moved the head of the organizing committee into management.
- Organized a campaign around giving Mark Ross, the new head of the plant, a 'chance.'

The campaign worked for the company. Employees did not approve the union. Mark Ross left the plant one year later. Boeing sold the plant. The new company did not hire anyone from the organizing committee.

Had the Employee Free Choice Act been in place, Boeing employees in Corinth would not have not faced the delays and intimidation the company unleashed on them to keep out the union. The Act calls for stronger penalties for violations while employees are attempting to organize or obtain a first contract. It calls for civil fines up to \$20,000 for violations of employees' right to join a union. Violations subject to the fine include:

- Threatening to close the facility or move overseas if employees choose to form a union.

- Switching employees' shifts, reducing their pay, demoting them or giving them inferior work assignments to discourage unionization.
- Spying on employees that support forming a union.
- Illegally firing employees to discourage unionization.
- Prohibiting employees from publicly showing their support for the union.

'Slap on the wrist'

For too long, employers have had a free hand to flout labor law in this country with little expectation of receiving anything more than a slap on the wrist from a complicit federal government.

The Employee Free Choice Act would change that, by giving employees the right to form a union at any workplace if a majority of workers sign a card saying they want union representation.

With The Employee Free Choice Act, the climate of fear and intimidation that exists today at non-union employers would be washed away.

- No longer could bosses fire union supporters – almost at will.
- No longer could they whisper threats of closing the plant and shipping the work overseas if a union is organized.

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

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Original articles and feedback are solicited.

POSTMASTER: Address changes to The SPEEA SPOTLITE

Orientation opens door to possibilities

John R. Stone went to the SPEEA orientation for new members to become better acquainted with his union. What he found out inspired him to become more involved.

"The seminar was impressive and motivated me so much, that the following week, I volunteered to become an Area Representative," said Stone, a design engineer who works on the 787 at Boeing Everett. "The presenters made it clear that members can become as involved as they wish to be."

He also liked how the seminar focused on issues relevant to new members, such as career development and training, particularly with the Ed Wells Partnership – a joint SPEEA-Boeing initiative.

New member orientations

4:30 p.m., Tuesday, April 10

SPEEA Everett Hall

RSVP: (425) 355-2883

5 p.m., Wednesday, April 11

SPEEA Seattle Hall

RSVP: (206) 433-0991

Early North American slave revolts

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

Nearly 40 years before the first permanent European settlement in North America, Spanish explorers brought enslaved Africans, our continent's earliest cheap labor, to what are now the Carolinas. On April 26, 1526, the Africans escaped in what is the first recorded slave revolt in North America.

Around 1570, near Veracruz, Mexico, Gaspar Yanga, said to be a member of the royal family of Gabon, came to be the head of a band of revolting slaves. Escaping to the difficult highlands, he and his people built a small free colony. For more than 30 years it grew, partially surviving by capturing caravans bringing goods to Veracruz. However, in 1609, the Spanish colonial government decided to put an end to the community.

On the morning of Sep. 9, 1739, the largest slave uprising in early America began near the Stono River, 20 miles from Charleston, S.C. Slaves gathered, raided a firearms shop, and headed south, killing more than 20 as they went. Other slaves joined the rebellion until the group was about 60 strong. White colonists set out in armed pursuit, and by dusk half the slaves were dead and half had escaped. Most were eventually captured and executed. The slaves may have hoped to reach St. Augustine, Fla., where the Spanish were offering freedom and land to any fugitive. The white colonists quickly passed the Negro Act that further limited slave privileges.

However you define slavery, we see clearly that revolt is a fine tradition, at which we should not sneer.

Talking with Pilla Leitner

Editor's Note: Pilla Leitner is a SPEEA member, an Associate Tech Fellow, and a Black Belt trainer in Six Sigma. The following interview is part of an ongoing effort to highlight our members.

Why did you join SPEEA in 1992? I realized SPEEA was not what I expected of a union. (She had been a manager at another company before and went through anti-union training). The (management) training said you got nothing for your money that you couldn't do yourself, and the union strong-armed you. SPEEA was not like that at all. I knew SPEEA was working for us, and I wasn't paying. It seemed like the right thing to do to join. Also, I liked the salary charts. And, if you fall in a crack in this huge bureaucracy, there's somebody to call for help.

How have you been involved in SPEEA? I have been an Area Rep for a long time. It was my way to get the newsletter. I was an Area Rep before the strike and then walked the picket line at Frederickson. You've got to try it sometime (she said of the strike, with a smile). Everyone was pulling together – there was a feeling of empowerment. You could do anything, because a bunch of really smart people were fighting a common enemy.

Why did you pursue Associate Tech Fellowship? I didn't want to do management. I wanted to pursue the technical excellence path.



Leitner

What did you do prior to starting work at Boeing? I worked as a semiconductor process engineer for Fairchild and National Semiconductor. I was laid off when Matsushita (Panasonic in the U.S.) bought the plant. I worked on logic chips and other computer chips for 11 years there.

Where did you start at Boeing? I went to work at Boeing in 1991 as a manufacturing process engineer in Boeing Electronics in Renton, in the old Defense & Space Group.

What is Six Sigma? It is a structured, data driven, customer-focused process-improvement methodology. Generally, people think Six Sigma is separate from Lean, but they work together. Lean eliminates waste and standardizes processes. Six Sigma is about finding true root causes of problems, fixing them, and then keeping control.

How did you become involved in Six Sigma? I was on a variability reduction (VR) leadership team in Integrated Defense Systems (IDS). In 1999, I joined a group in Boeing Commercial Airplanes (BCA) that was working on improving the return on investment (ROI) of BCA's version of VR, Hardware Variability Control. We were tasked with how to improve the rate of return on hardware. When we benchmarked to other variability reduction processes, we discovered what they were doing with Six Sigma at GE Appliances. At the same time, Boeing formed a partnership with GE aircraft engines for the long-range 777. That meant GE would train us in Six Sigma. We took advantage of it, and discovered we couldn't cherry-pick the tools, but had to use the whole methodology. Next thing you know, we were teaching it ourselves to Boeing folks all over the world. It's been great!

Members welcome at awards banquet

Want to spend an evening with community activists who care about issues related to workers, families and communities? Sign up as SPEEA's guest for the A. Philip Randolph Institute (APRI) annual awards banquet Friday, April 20. Honorees include **Joan Weiss**, OPEIU Local 8, **E.G. Kroener**, IUOE, Rev. **Ashanti Wright**, Cherry Hill Baptist Church, and Rev. **Harriett Walden**, Mothers for Police Accountability.

If interested, send an e-mail to: speea@speea.org or contact Jessica Bonebright at (206) 433-0991.

APRI Awards Banquet
6:30 p.m., Friday, April 20
Best Western Executive Inn-Seattle

Union supporters rise to the challenge

WICHITA – The Midwest Recruitment Committee has been in the SPEEA news lately for their efforts to increase member outreach. The two-member committee of Steve Blackburn and Ruth Ann Mullhatten rise to the challenge.

“A lot of people are happy with the job SPEEA is doing,” said Blackburn. “But we could do so much more with more members.”

Blackburn knows firsthand of union benefits. During one downturn at Boeing, he took the company’s offer and left to finish school. When he came back sooner than they expected, they didn’t want to honor their initial agreement to hire him after graduating. “SPEEA helped me get my job back,” he said.

Mullhatten wanted to join SPEEA when she saw that the Wichita Engineering Unit contract gave more benefits. “It was a matter of seeing what the union gained for them,” she said.

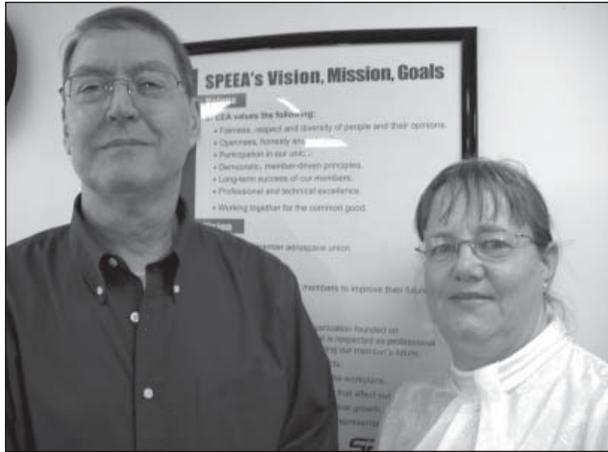
Blackburn works in payload engineering in Wichita on the 767 Global Tanker Transport Aircraft (GTTA). His career at Boeing started in 1986 in the Puget Sound.

He joined SPEEA right away and served as an Area Rep in Auburn, Seattle’s Boeing Field, Everett and Renton. He was a picket captain during the SPEEA strike of 2000.

Transferring to Wichita about three years ago, he continued his support for SPEEA, by becoming a Council Rep and serving on the Wichita Engineering Unit (WEU) negotiations for 2005.

He’s not afraid to show his union colors. “When a company is poorly managed, they need someone who isn’t afraid to speak up on behalf of workers. It’s not always the worker who is the problem.”

Mullhatten, an electrical engineer, designs and routes wire harnesses on B-52s. She worked at Boeing for 26 years, starting as a drafter and then going to school for her engineering degree. She joined WEU in 1997.



Steve Blackburn and Ruth Ann Mullhatten (shown above) are the two-member team of the Midwest Recruitment Committee – helping spread the word about the value of a contract and union representation.

Labor conference boosted career

She joined the recruitment committee after attending an organizing conference in St. Louis on behalf of SPEEA. “It was right about the time of the last WEU contract, and I thought someone should go,” she said, adding, “guess who was sent?”

She admits she wasn’t exactly a people-person before she went, but that’s changed. “I got hooked on it,” she said of her experience with “cold talking” to people she doesn’t personally know. Everyone, she learned, has something they like to talk about.

“It’s enhanced my professional (work) experience,” she said. “It’s good for people to know who their union rep is and what the union has achieved by people sticking together.”

She’s served as a Council Rep, and belongs to the Midwest Legislative and Public Affairs Committee. She also represents SPEEA at the Wichita Hutchinson Labor Federation – both as a delegate and member of that organization’s executive board.

With the L&PA, she’s traveled to Topeka, and Washington, D.C., to raise members’ issues and concerns, but she’s also been questioned about the value.

“Most people don’t understand what we do,” she said. “They think it’s junkets, but we’re there drumming up support for The Boeing Company, and our members who work there. We need to have workers’ opinions heard loud and clear.”

“(Union training on organizing) enhanced my professional experience. . . It’s good for people to know who their union rep is and what the union has achieved by people sticking together.”

– Ruth Ann Mullhatten, SPEEA Council Rep, and Midwest recruitment team member.

Salary charts in mid April

The charts reflect The Boeing Company’s March 2 select salary adjustments. Summary tables show overall percent increases by job family and skill management code. The charts will be posted at www.speea.org by mid-April.

Avoid mistake – INVEST in VIP, says member

SPEEA Council Rep **Roni Schaffer** of Renton remembers when she didn’t contribute to The Boeing Company’s voluntary investment plan (VIP). “Had I known . . . I’m still playing catch up,” she said.

“Before my divorce, I assumed that my husband would take care of me,” she said. After her divorce, she was responsible for two children and didn’t think she could afford to put any money into VIP.

She didn’t contribute for about five years. She credits her husband, **Ken Schaffer**, with finally convincing her to start contributing to her VIP while they were still dating. When she said she couldn’t afford to contribute, he said he would pay the difference if she ran short that month.

“It took someone to promise me that, and when I did contribute, I wouldn’t miss it coming out of my paycheck,” she said. “Now I see how much money is in there now. I had no idea it would grow that big.”

With selective salary adjustments, it’s a good time to think about VIP contributions.

If you’re not already contributing at least 8% of your earnings, you’re throwing away money. During the last negotiations in 2005, The Boeing Company raised its 401k contribution to match three-quarters of the employee’s first 8% contribution. If you put in \$8,000, Boeing will put \$6,000 into your account each year.

According to national statistics, about 20% of people who are eligible don’t take advantage of it by investing enough in their company’s plan to qualify for matching money.

Northwest Recognized

Stronger together – awards honor activists and actions

This year's banquet recognized the achievements and contributions of 30 individuals by name, but also hundreds more members and their families who are dedicated to making SPEEA the best professional aerospace union in the world.

"As a union, we succeed by standing together, shoulder to shoulder, with those who are com-

mitted to protecting benefits, rights and wages of SPEEA represented workers," said **Joel Funfar**, Northwest Council chair. "We couldn't be where we are today without the work of our activists, the support from our members and the help from our families and the support of organized labor and labor friendly politicians in the struggle for workers' rights."

Friend of SPEEA award

(Legislative and Public Affairs Committee)

U.S. Rep. **Jay Inslee** (D-1st District, Washington state)

Advisory Board members

Amir Farajifar

North Seattle Community College

Gary Mansell

South Seattle Community College Advisory Board for drafting

Mehdi Nakhjiri

Lake Washington Technical College Engineering Graphics and Design Advisory Committee

Alan Rice

7E7 Workforce Development Advisory Group

Steve Spyridis

Lake Washington Technical College Elections Advisory Committee

Bob Wilkerson

Lake Washington Technical College Elections Advisory Committee

Women's Advocacy Committee (WAC) and NW Council leadership awards

Michelle Cooper

(Former NW WAC chair and council officer who moved into management at The Boeing Company)

Northwest Legislative and Public Affairs subcommittee members

(Responsible for the Northwest candidate rating system)

Dave Baine

Bill Blazer

Tom Criswell

Dick Ferguson

Joel Funfar

Steffon Gillyard

Rick Hoffman

Carl Luedke

Brent McFarlane

Judy Mogan

Dwight Rousu

Pat Waters



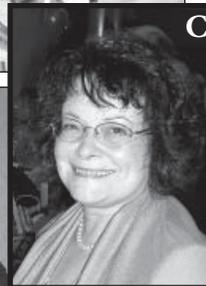
A



B



D



C

A) **Maria Nelson**, Ed Wells Partnership co-director, presented an award to **Dan Sanders**, Joint Policy Board member.



E

B) **Bill Barrett**, chair of the NW Membership Activities Committee, which organized the auction, bids on one of 85 donated items.

C) **Judy Campbell** is the Northwest Council secretary and chair of NW Women's Advocacy Committee (WAC).

D) **Paul Shearon**, IFPTE secretary-treasurer and former SPEEA organizing director, (center) with his son, **Kevin** and Council Rep **John Kampsen**.

E) **Dwight Rousu**, SPEEA Area Rep, and his friend, **Alma Rolfs**, at the banquet.



K

ition Banquet 2007



New Activist

Rick Hoffman

(NW Legislative and Public Affairs committee)

Mark Monaco

(Joint SPEEA/Boeing compensation committee)

Outstanding activist

Roger Aisaka

(Organized new-hire committee)

Brent McFarlane

(Movie night at SPEEA Everett)

Alan Rice

(Organized new-hire committee)

Mark Slack

(Movie night at SPEEA Seattle)

Special leader

Cynthia Cole (SPEEA president)

Jim Mathis (SPEEA Council chair)

Dan Sanders (Ed Wells Partnership Joint Policy Board)

Bob Wilkerson (SPEEA treasurer)

Honorary Member

Dee Gorczyca

(Coalition of Labor Union Women and former IFPTE secretary-treasurer)

Lifetime achievement

Nita Bergsma

(retired SPEEA staff)

Kurt Hanson

(assistant executive director retiring April 20)

Paul Shearon

(former SPEEA director of organizing)



F) **Stan Sorscher**, SPEEA staff, **Verlene Jones**, vice president of Puget Sound Coalition of Labor Union Women (CLUW), and **Barbara Moore**, SPEEA Area Rep, Puget Sound CLUW delegate and WAC member.



G) **Cynthia Cole**, SPEEA president, gave closing remarks.

H) The crowd checks out the silent auction, which raised \$2,600 for SPEEA's Holiday Outreach fund.

I) **Joel Funfar**, Northwest Council chair, presented many of the awards.

J) **Dee Gorczyca**, Coalition of Labor Union Women secretary (left) receives her award from **Cynthia Cole** and **Joel Funfar**.

K) **Saad Alyan** (left), member, **Steffon Gillyard**, Northwest Legislative and Public Affairs committee member, and **Charles Boffeiding**, SPEEA executive director, enjoy the reception.



SPEEA intern goes to China

Katharyn Doak, former SPEEA communications intern, recently moved to China to teach English as a second language to schoolchildren.



Katharyn Doak

Doak, 22, majored in communications and history at Western Kentucky University. She plans a master's degree in international relations with a focus on Asia after teaching near Guilin, China. "Living there gives you a much stronger feeling of what it's really like," she said.

She studied in England for a semester after completing a summer internship at SPEEA in 2004. "That's when I fell in love with traveling," she said.

While in college, she took a couple of courses in conversational Chinese and modern east Asia history. "I was fascinated with how much it has changed in the past 50 years. It is a place that captured my imagination."

At SPEEA, Doak wrote and edited articles in addition to daily communication support. She also worked on the 2005 pocket calendar and a special edition of the SPEEA News, highlighting the way the union works.

She is the daughter of **Charles Doak**, a SPEEA member who is a Renton facilities electrical engineer.

Wenatchee River rafting

SPEEA and BEWET

Save the date

June 23-24

(More details coming soon)

Open enrollment

May 3 – 24

SPEEA bargaining units
at The Boeing Company



Turn an idea into training with Ed Wells Partnership

By *Dina Weiss*
Ed Wells Partnership

Did you know your workgroup or partnership team can propose a class to the Ed Wells Partnership?

Members of the Maintenance Engineering Partnership Team (MEPT) are glad they did and hope their story can help other teams looking for training that applies to their specific needs.

"Our team was unaware Ed Wells takes proposals for alternate training," said **Tom Katona**, co-leader for the MEPT and SPEEA Council Rep for the Duwamish Site/Commercial Aviation Services (CAS) in Puget Sound.

"The team thought that Ed Wells offers great general training courses, but little if any of the training addressed the specific needs of maintenance engineering employees. We were thrilled to find out they could help us," said Katona.

"Our team was unaware Ed Wells takes proposals for alternate training... We were thrilled to find out they could help us."

— Tom Katona, SPEEA Council Rep, and co-leader, Maintenance Engineering Partnership Team.

Getting started

The MEPT team worked with **Dean Tudor**, EWP Effective Partnership program manager, to submit a proposal for more specific training.

"The process was straightforward once we knew where to look on the Ed Wells website," said Katona. "Dean was very helpful as well with suggestions on who to contact."

"The MEPT team is the first partnership team to propose a course to Ed Wells, and I'm glad we were able to do it," said Tudor. "I look forward to helping other local partnerships to do the same."

The course focused on EASA (European Aviation Safety Agency) Implementing Rules. Katona said the regulations in relation to Boeing's airline customers are relatively new and knowledge of the rules within maintenance engineering is limited.

One-of-a-kind opportunity

Many of the SPEEA-represented employees might not have the opportunity to receive this training if Ed Wells hadn't sponsored it, especially since it is normally taught in Brussels.

"The instructor told me when he teaches the class in Brussels, hundreds attend from all over the world," said Katona. "He thought limiting the class size in Seattle gave the Boeing employees the unique opportunity to ask a lot of questions they wouldn't have normally been able to ask in a large class."

Bill Tsai, one of the participants in the class last November, agrees.

"The class contained many real-life examples and allowed for interactive dialogue between students and the instructor which contributed greatly to my learning experience."

Another participant, **Dale Johnson**, said the course couldn't have come at a better time. "I had recently joined Regulatory Affairs and was assigned as the EASA focal for CAS," said Johnson. "I had been struggling

to get myself up to speed on the EASA regulations and how they differed from the FAA regulations. This course provided me a clear and thorough understanding of the EASA rules and how they apply to Boeing customers in Europe," he said.

"Management also deserves credit," said Katona. "It was a considerable commitment on their part to have employees away from their jobs for three full days, especially when workloads are so heavy, so they deserve a thank you."

Jack Trunnell, director of maintenance engineering and sponsor for MEPT, and **Bob Rakestraw**, the second-level manager, who is the MEPT co-team leader, were particularly supportive, Katona said.

To propose a course to the Ed Wells Partnership, go to the Boeing internal website at <http://edwells.web.boeing.com> and look for the training proposal form on the toolbar on the right side of the page, just below the course calendar.



STARTING TO TAKE FLIGHT

Students, teachers and mentors work on Aviation High School's robot that recently competed against robots built by students from other states. In the photo above: Students **Isaac Ackerman**, **Stephanie Hoag**, **Daniel Nguyen**, mentor **Carl Mealy**, **Dave McLaughlin** and their teacher, **Robert Steele**. In the photo below, **Brian Richards**, **Daniel Nguyen** and **Zach Wydick** work together on a section of the robot. They are part of a 20-member team.

Robotics team at Aviation High takes off

SEATTLE – Aviation High School's first robotics team, Skunkworks, is starting to take flight thanks to a dedicated team of students, teachers and mentors.

The team recently participated in a Portland, Ore., regional competitions and won the Imagery Award given to teams that best "celebrate attractiveness in engineering and outstanding visual aesthetic integration of machine and team appearance."

The team also competed in Las Vegas March 29-31, as the only robotics team representing Washington state.

"We're off to a great start," said **Robert Steele**, physics and robotics engineering instructor. "We have dedicated parents and great support from the community." SPEEA, along with other organizations, donated to the team after NASA seed money fell through, Steele said.



SPEEA members including **Carlos Cabezas** and **Ken Zaballos**, also jumped in to help. "It's a blast," said Zaballos, who is an engineer at Boeing in Materials and Process Technology.

Zaballos started helping the students after they competed in Portland, to help prepare for the next competition in Las Vegas. The team's robot couldn't hook rings on the lower level at the Portland competition. That's how Zaballos, who designs custom machinery, was recruited to help. Zaballos' son was recently accepted for the fall freshmen class. Zaballos hopes to continue as an engineering mentor for the high school.

"What's impressed me is that these kids are really dedicated," said Zaballos of the students who are coming in on evenings and Saturdays. "It's inspirational to me to see that dedication."

Surveys start prep work for WTPU negotiations

WICHITA – Salaries, career training, political action and inclusion in the Boeing Employee Incentive Plan (EIP) are top priorities of represented employees in the Wichita Technical and Professional Unit, according to preliminary results of a bargaining unit survey.

Conducted as a first step in preparation for 2008 contract talks, the survey was mailed to all bargaining unit employees in March. While results were still being compiled at press time, informa-

tion gathered is a good snapshot of top issues, said **George Anthony**, bargaining unit chair.

"It is helping get the pulse of the bargaining unit," Anthony said. "The comments show that more people realize that it's Boeing keeping us out of the EIP."

Results from the preliminary survey will be provided to the Midwest Council and reported in upcoming publications.



Changing of the guard

Kurt Hanson (left), SPEEA assistant executive director, retires April 20. That gives **Martin Pascaul**, the newly hired SPEEA technology specialist, about a month of overlap training on managing SPEEA's computer systems.

Pascaul will work closely with **Jessica Bonebright**, SPEEA research director, on database research and analysis as well as software and hardware issues.

Hanson joined SPEEA's full-time staff in 1976. He served as staff focal on Boeing salary systems, and took a leading staff role in the Joint Compensation Committee with Boeing. Bonebright will now serve in that role.

Bob Rommel, Everett contract administrator, accepted the position of assistant executive director. Rommel, senior CA, works in the Everett office.

Are workers 'free' to organize, join unions?

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- No longer would employees face the choice of keeping quiet and keeping their jobs, or speaking out and getting fired

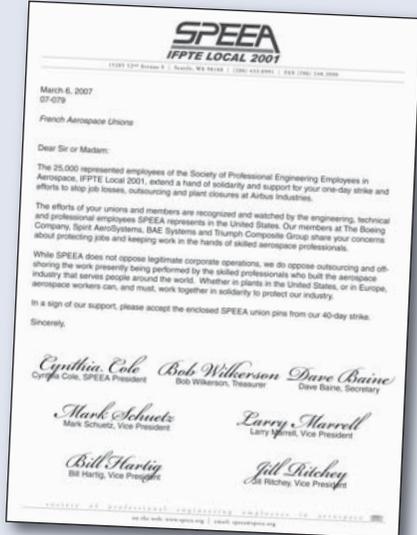
The U.S. House passed EFCA by a vote of 241 to 185. The next step is passage in the Senate. With victory, we can give workers in our country a **FREE** choice and our middle class a boost.

IFPTE Secretary-Treasurer Paul Shearon, former SPEEA director of organizing, presented the keynote address at the Northwest Recognition Banquet.

SPEEA President Cynthia Cole's column returns next month.

Applications for members wanting to serve on the WTPU Negotiations Team are available on the SPEEA website this month. Team members will be elected in June. Training on contract issues, negotiations tactics and team building follows throughout the summer and fall.

Negotiations subcommittee work for the WTPU-Boeing contract begins in October. Main table talks are scheduled for January 2008. The existing contract expires Feb. 19, 2008.



Support for European workers

The SPEEA Executive Board approved a motion to support workers at Airbus and their efforts to curtail job cuts and outsourcing. Workers in France and Germany held one-day strikes in March to protest the actions.

The SPEEA letter of solidarity was delivered by email to representatives of unions in both countries.



Get your 'game on' at SPEEA Everett

SPEEA Area Rep **Roger Pullman**, a SPEEA Area Rep, and his wife, Pam, are shown above at the SPEEA Everett SnoOpolooza – a variation on Monopoly featuring Snohomish County landmarks. The United Way of Snohomish County created the game boards as a fund-raiser. SPEEA staff organized a tournament to help sell the remaining boards. By selling tickets, the event on March 3 also raised money for the Puget Sound Labor Agency. “We had a real good time,” said Pullman. “I don’t often get to meet people from the United Way and other places. That was nice.” Congratulations to the winners: First place – **Don Shove**, IAM, Second place – **James Williams**, IAM, Third place – **Chris Glenn**, SPEEA retiree, and Fourth place – **Megan Wilson**, daughter of **April Wilson**, who works at Boeing’s Community Education and Relations.

Topeka

Wages, jobs, on agenda for lawmaker meetings

TOPEKA, Kan. – Joining fellow labor union representatives, SPEEA members went to the state’s capitol to show support for workers across the state.

The eight-member team from SPEEA met with about 50 lawmakers March 1 and 2, to discuss issues, such as education, worker’s compensation, unemployment benefits, minimum wage, health care, jobs and wage increases for public employees. They joined other labor reps at special events, including a barbecue with lawmakers hosted by the state AFL-CIO.

While in Topeka, the group also attended a hearing in support of jobs (a company is threatening to move out of a rural town, where jobs are already scarce), as well as a hearing on moving the one-week waiting period for unemployment benefits to the end of the 26-week period.

“There is no valid reason for a one-week waiting period,” said **Debbie Logsdon**, chair of the SPEEA Midwest Legislative and Public Affairs committee. “We are now living in an automated



SPEEA’s **Debbie Logsdon** and **Steve Blackburn** are shown here with Rep. **John Grange**, R-75th district (center). SPEEA sent members to meet with lawmakers in Topeka March 1 and 2 to talk about issues important to workers and families. Logsdon and Blackburn are wearing buttons that say “America Needs a Raise.”

age. Signing people up online takes about 20 minutes – not like the old days when paperwork was manual.”

The SPEEA delegates also spoke with lawmakers about raising the minimum wage in Kansas from \$2.65 to \$7.25 per hour – the proposed federal minimum wage rate. They gave lawmakers gift bags with SPEEA pens, pads of paper and pins that said “America Needs a Raise.” Those pins were popular,

said Logsdon.

“We thanked everyone we talked to for their dedication and hard work,” she said.

Thanks to the following SPEEA members who made the trip to Topeka: **Steve Blackburn**, **Mike Carney**, **Judi Hurd**, **Debbie** and **Don Logsdon** (who is an honorary SPEEA member), **Sheree Kennedy**, **Shane Michael** and **Ruth Ann Mullhatten**.

Logsdon said. “We had people at the capitol stopping us and asking for them.”

SPEEA member **Steve Blackburn** had not been on a SPEEA trip to Topeka before this. “I was pleasantly surprised,” he said. “More people are waking up to the fact that the we’re losing wealth from the middle class, and it’s going to the rich. But there’s still a lot of apathy.”

Members found more support from the Democrats, but they also met with Republicans. “We know they are going to be less supportive of our issues, but it’s important that they see us and know we are watching what they’re doing,”



A total of 18 people represented SPEEA in Olympia, with most of the group shown here in front of the state capitol.

Focus on working families in Olympia

OLYMPIA, Wash. - On a recent trip to Olympia, members saw the impact of November's election because of the emphasis on working-family issues.

SPEEA members reported positive responses from about 30 lawmakers who met in small group meetings Feb. 22, following the Washington State Labor Council (WSLC) legislative conference.

"It's a pleasure to come here and have so many legislators back issues," said **Rick Hoffman**, chair of SPEEA's Labor Delegates committee. "It's great to see them actually do something for the workers and not just talk about it."

Many lawmakers from both sides of the aisle welcomed SPEEA members, recognizing them from previous visits. SPEEA began sending members to the WSLC conference about six years ago. After each annual conference, members schedule meetings with their lawmakers to discuss issues affecting SPEEA members.



Gov. **Christine Gregoire** addresses the Washington State Labor Council legislative conference.



Dave Baine (left) discusses SPEEA issues with Rep. **Skip Priest** (R-30th district).

Putting a face to SPEEA issues

Sen. **Tracey Eide's** (D, 30th district) senior legislative assistant, **Peter Dodds**, made a point of thanking the group he met. "There's nothing more influential than meeting face-to-face," he said.

SPEEA members came to the meetings prepared with talking points on key issues, particularly the bill urging union neutrality. That bill calls for aerospace employers receiving tax incentives to stop harassing workers interested in union representation.

Other SPEEA issues included a bill to provide a partial paycheck to workers on family medical leave, education (particularly science and math), health care and transportation.

At the end of the day of meetings with lawmakers, **Mark Slack**, a member of the Northwest Legislative and Public Affairs committee, said he was glad he came. "It was a lot easier than I expected, once I got over my initial apprehension. You give them your story, and they're really willing to listen."



SPEEA delegates meet with Speaker of the House **Frank Chopp** (D-43rd district), shown at the head of the table in the photo above.

Talks continue for new-hire early retiree medical

SEATTLE - The Boeing Company returned to the table with SPEEA to jointly discuss options for early retiree medical benefits for new hires. The group agreed to meet every other week to find a replacement for early retiree medical for new hires.

SPEEA filed an unfair labor practice after talks broke down last summer. "Now that we're back at the table, charges have been dropped, and we're looking forward to moving ahead," said **Charles Bofferding**, SPEEA executive director.

Upcoming training

New member orientation

April 10 - SPEEA Everett
April 11 - SPEEA Seattle

Salary charts

April 17 - SPEEA Everett
April 19 - SPEEA Seattle

Robert's Rules of Order

April 24 - SPEEA Everett
April 26 - SPEEA Seattle

New member Orientation

May 8 - SPEEA Everett
May 9 - SPEEA 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 course descriptions and upcoming classes, go to the SPEEA training link at www.speea.org.

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