



*Shown here is the 'Avenue of the Flags' at Mayn Cemetery in White Sulphur Springs, Mont., hometown of **Dave Ringer**, Renton Council Rep and Pezzini winner. Ringer volunteers with the Veterans of Foreign Wars and American Legion Post to help set up the flags (more than 250) for Memorial Day. The flags represent every veteran buried there, including his father. (Photo by Dave Ringer)*

Flag-waving, golf-swinging, union-cheering Pezzini winner



SEATTLE – **Dave Ringer** recognizes the price of freedom – a flag waving for every veteran buried in the small Montana town where he grew up. He started helping set up the 'Avenue of Flags' on Memorial Day in White Sulphur Springs about

15 years ago. Four years ago, he also started a junior golf tournament in his hometown to jumpstart a high school golf team.

Those are two good reasons why he received this year's Stephen Pezzini Helping Other People Excel (HOPE) award, presented by SPEEA in recognition of a member who gives back to his community as well as supporting his union.

But there's more to Ringer's story. He also makes time every week to help out three vet-

erans who live nearby, and also helps coordinate SPEEA's annual golf tournament.

Ringer met the vets about four years ago on a golf course, and found out one of them served in the same flotilla of ships as his father in World War II. "All of a sudden it was like I had three uncles I never knew I had," he said.

For Ringer, his time with the veterans isn't so much about volunteering, as it is about the camaraderie. If their time together involves an odd job, or an errand, that's his way of showing respect for their military service.

Hometown help

Ringer collects prizes year-round for the junior golf tournament, as well as managing a myriad of details, for a reason. "My ultimate goal was to have enough kids interested by high school to form

a golf team," he said. The school announced plans to launch a team this spring.

Going back to help with the 'Avenue of the Flags' is linked in part to his mother's volunteer efforts with the VFW Auxiliary, as well as to his father, and several relatives who are buried in the cemetery. "I feel very deeply about this," he said. "It's about America at its best."

Ringer, a second-term Council Rep, joined SPEEA in 1974, about a year after starting at The Boeing Company. He is a technical principal designer in 737 Interiors-Digital Pre-Assembly Flythru.

Bob Wilkerson, SPEEA treasurer, nominated Ringer for the 10th annual Pezzini award. Last year's winners were **George Anthony**, SPEEA Midwest activist, and Everett Council Rep **Jennifer Erickson**.



Shown above at Main Table negotiating the final details of the contract are SPEEA Negotiation Team members (left side, front to back): **Wesley Kaiser**, **Kristin Farr**, **Rich Plunkett**, **Mike Zantello**, **Robert Gilbert** and **Alan Adams**. On the right, representing Triumph are (front to back): **Bill Boyd** (director of operations – floor panels and plastic products), **Mary Lou Thomas** (president), **John Zenor** (attorney), **Mike Schelstrate** (HR director), and **Justin VonHagel** (director of engineering).

Spokane members approve contract

SPOKANE - With a 40-to-1 vote, Spokane members showed their appreciation for SPEEA's successful contract negotiations with Triumph Composite Systems Inc. Members voted June 28 at a SPEEA meeting where the three-year contract offer was presented.

Spokane Council Rep Wes Kaiser credits both sides for the success. "I thought it went extremely well, because we were all focused on interest-based bargaining." Kaiser and other members of the team participated in a bargaining workshop with Triumph leaders last year at the Federal Mediation and Conciliation Services (FMCS) conference.

Thanks to the SPEEA members, including Kaiser, **Mike Zantello**, **Robert Gilbert** and **Alan Adams** who served on the team. SPEEA Contract Administrator **Rich Plunkett** served as

chief spokesperson for SPEEA's team, along with SPEEA Assistant General Counsel **Kristin Farr**, who is also SPEEA's legislative director.

Contract highlights:

- Performance bonus of \$75 per full month of Triumph Service with a minimum of \$900.
- Wage pools of 6%, 4% and 4%, with 75% of those pools in guaranteed wage increases (GWI).
- Improved overtime limits for non-exempt employees.
- Improved 401k fixed contribution rates.
- Matching up to \$200 per person in their health savings account.

Executive director transition

The Executive Board is addressing an executive director transition plan after voting to end the personal service contract of Executive Director **Charles Bofferding**. The vote was split, with **Bob Wilkerson**, **Dave Baine**, **Mike Dunn** and **Jill Ritchey**, voting to end the contract and **Cynthia Cole**, **Tom McCarty** and **Bill Hartig** voting against the motion.

Communications Director **Bill Dugovich** was named interim "chief of staff" to manage staff and day-to-day operations during the transition.

IFPTE President **Greg Junemann** addressed the Northwest Council on Thursday, July 12 and attended the Executive Board meeting on July 19.

SPEEA staff continues working representation issues and regular union business. Union issues and interface with compa-



Boeing 787 – efforts pay off

*SPEEA members and family were in the crowd of about 15,000 at the 787 rollout in Everett, Wash., July 8. Shown above (from left) are: SPEEA Council Secretary **Joel Funfar**, SPEEA Treasurer **Bob Wilkerson**, **Wendell Miller** and his son **Brian**. Funfar and Miller work on the 787 at Plant 2 in Seattle. "It's nice to see the fruits of our legislative efforts to keep final assembly in Washington pay off," Funfar said.*

nies is being shared by Dugovich, Assistant Executive Director **Bob Rommel**, Contract Administrator **Rich Plunkett** and Midwest Director **Bob Brewer**. Staff focals for issues and committees continue unchanged.

SPEEA

IFPTE LOCAL 2001

President

Cynthia Cole

Executive Director

Vacant

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

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Jimmie Mathis	Treasurer
Joel Funfar	Secretary

Midwest Regional Council Officers

Donna Castaneda	Chair
Debbie Logsdon	Treasurer
Rhonda Greer	Secretary

Northwest Regional Council Officers

Carl Luedke	Chair
Sandra Hastings	Treasurer
Mark Schuetz	Secretary

SPEEA Publications

Bill Dugovich	Communications Director
Lori Dupuis	Graphic/Web Designer
Rich Kremnetz	Printing/Mail Manager
Karen McLean	Publications Editor

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SPEEA executive directors through the years

By Dick Ferguson
Past Executive Board

With the present go-around at the position of executive director and the question of how that executive director may be dismissed, it's worthwhile to review the history of past executive directors.

SPEEA organized Feb. 14, 1944, by a group of engineers at The Boeing Company as the American Federation of Labor (AFL) began attempts to unionize engineering groups around the country. There was a strong feeling among Boeing engineers that, being "professionals," their interests would not be properly represented by trade unions.

The group worked to establish an independent union with the name of Seattle Professional Engineering Employees Association (SPEEA). The first meeting was held March 6, 1944. On Feb. 14, 1946 (notice the choice of Valentine's Day again), the first Executive Committee (which later became the Executive Board, as it is now known) was elected.

The first negotiations with Boeing began May 22, 1946. The Executive Committee served as the Negotiation Team. After a few more negotiating sessions, the Executive Committee recognized that there was too much work for volunteers working full-time jobs. SPEEA needed a full-time manager. **Dan Hendricks**, an engineer, took a leave of absence from Boeing to serve as the interim, full-time business manager.

A search for a full-time manager started. A lawyer from Cleveland, who had a master's of business administration (MBA) and an engineering degree, was the choice. However, after returning to Cleveland, the applicant did not respond within the job offer deadline. So, the Executive

Committee offered the position to Hendricks. The offer was subject to approval by SPEEA members. Hendricks accepted the offer, was approved by members, and became the first fulltime executive director of SPEEA on March 5, 1956.

In October 1961, Hendricks chose to return to

work at Boeing. A new executive director search started. The Executive Committee, looking for a professional engineer for the job, chose **Arthur Gardiner** for the position. This time, no vote was held. Gardiner's background included work as a city engineer in Bremerton and service as a captain in the Navy. With his engineering background and leadership experience, the Executive Committee felt Gardiner would be a good fit.

However, there was quite a struggle between some of the Executive Committee members and Gardiner. The chairman of the committee (today's SPEEA president) supported Gardiner. In early 1968, Gardiner left the position.

Again, without a full-time executive director/manager, SPEEA started another search. At about this time, the Executive Committee was re-titled Executive Board. In September 1968, **John Ober**, an engineer and lawyer, was selected by the Board and named executive director. By 1973, Ober had lost support from the Board. He resigned on June 18, 1973.

Again, the Executive Board started a search for an executive director. The result of this search brought a candidate from outside SPEEA. **Rees Crosby**, an administrator of the Wire Services Guild, representing Associated Press and United Press International reporters, was chosen and hired in August 1973. Rees served just over two years. In November 1975, the Executive Board accepted his resignation.

After another search, **Bob Bradford**, hired in April 1975 as a SPEEA staff contract administrator, was selected. Bradford accepted the post and started working as executive director in May 1976.

During his years as executive director, Bradford made friends and, like others, gained critics. The critics grew in numbers. By 1985, the Executive Board and Bradford were at odds. In June 1985, a new Executive Board had taken office and chose to let Bob's contract expire rather than renegotiate and extend his service. So, Bradford wasn't fired, and he didn't resign. His contract was up and the Board chose not to renew it.

While the Executive Board was searching for a new executive director, they appointed

SPEEA General Counsel **Dan Mahoney** as interim executive director. On Jan. 13, 1986, the Executive Board hired **Walt Baer** as the new executive director.

Baer was a former vice-president of a marine company in Tacoma and had written a book on negotiating. During his tenure, he was writing another book on negotiating. On Oct. 5, 1990, Baer resigned. At the time, Boeing engineer **Charles Bofferding** was serving as the elected SPEEA president.

Again, the Executive Board started a search for a new executive director. While looking, Mahoney again served as interim executive director as well as general counsel. On Jan. 27, 1991, the Board chose Bofferding to fill the spot of executive director.

On July 10, 2007, the Board exercised a section in Bofferding's personal service contract that allowed SPEEA to end his service. The contract did not have an expiration date. Among the stipulations that allowed the Board to end his work for SPEEA is that the Board offers Bofferding a one-time payment worth 30 weeks of pay and receive in return a signed release of any claims against SPEEA. Currently, **Bill Dugovich**, communications director, is serving as interim chief of staff while the search goes on for a new executive director.

So, if you have read this far, you realize that an executive director leaving is not something new to SPEEA. It has happened before, and it will happen again. In the meantime, SPEEA goes on.

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TECHNICAL ENGINEERS
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Original articles and feedback are solicited.

POSTMASTER: Address changes to The SPEEA SPOTLITE

Upcoming events

Everett Solidarity Night

Tuesday, Aug. 14 at
Aquasox baseball game

Pick up free tickets at SPEEA Everett Hall

Call (425) 355-2883 for questions

WSLC Golf Tournament

Washington State Labor Council (WSLC)
charity event

Wednesday, Aug. 15 at 2 p.m.

Sumner Meadows Golf Links

Registration begins at 1 p.m.
Details at www.wslc.org

Wichita Family Fest

Saturday, Aug. 18

Spirit/Boeing Employees Association Lake
(Remember your bathing suits!)

RSVP by Aug. 15 – call (316) 682-0262

(For details, see www.speea.org - "events" link)

New-hire orientation

If you're new to SPEEA or would like to know more about your union, plan to attend a special new-member orientation at your Northwest SPEEA hall, Aug. 14 and 15. SPEEA staff present a fast-paced overview of pay, benefits, salary charts and contract issues. Dinner provided.

4 to 5:30 p.m., Tuesday, Aug. 14
SPEEA Everett
RSVP: (425) 355-2883

5 to 6:30 p.m., Wednesday, Aug. 15
SPEEA Seattle
RSVP: (206) 433-0991

SPEEA and BEWET rafting a 'wild ride'

More than a boatload (more like six or seven) enjoyed the SPEEA and BEWET whitewater-rafting trip on the Wenatchee River. About 45 were in the water on the first day, June 23, and nearly that many joined the rafting adventure the next day – putting the seven-person rafts in the water at Icicle Creek (near the private campground where they stayed).



Bucky Walter (center) is a 'repeat' rafter and SPEEA retiree who enjoyed this year's SPEEA and BEWET river trip.

On Saturday night, the group barbecued, played volleyball and Frisbee and shared stories about their day on the water.

Randy Daly, a SPEEA and BEWET member and rafting guide, organized the trip for SPEEA members (although all BEWET members were

welcome). "It's nice that SPEEA does this to give people other venues to keep active outside of Boeing," he said. The Northwest Membership Activities Committee (MAC) co-sponsored the event.

Although the number of SPEEA members took a dip this year, Daly noted a lot of new faces, particularly interns, who said they'd love to go again. "Hopefully, they become future employees and members."

Thanks to **Bucky Walter**, a retired SPEEA member, for sharing his photos from the trip. He also added to the fun with a water-squirting camera, a mini marshmallow launcher and glow tubes around the campfire.

A day in the life of the treasurer

*By Bob Wilkerson
SPEEA Treasurer*

In case you've been wondering what it's like behind the scenes as SPEEA treasurer, I'd like to share a few insights.

Every month, prior to submitting to the council meetings, the Council treasurers and I review and approve the monthly treasurer's report, which details the previous month's income and expenditures. Additionally, we review the Council transaction details and monthly ledger reports. At the Northwest and SPEEA council meeting, I present the treasurer's report and highlight items of significance. **Debbie Logsdon**, SPEEA Midwest Council treasurer, performs this function for me at the MW Council meetings, and I appreciate her support.

Executive Board meetings are typically the first and third Thursdays of the month. Here is where the business of running the union is accomplished. Though we usually have a packed agenda every meeting, the Executive Board members and I review the credit card charges, which can be a 10-inch stack of paper! We review the bi-weekly staff labor expenditure reports. There's always a stack of check requests to look at and sign. Every so often, I have rental agreements and contracts to review and authorize.

In accordance with our governing documents, I chair the finance committee, which has the responsibility for investigation and recommen-

dation to the Executive Board for expenditures exceeding \$1,000 as well as capital purchases. Another important function is my review and approval of the required annual governmental submittals, the Department of Labor's LM-2 and the Internal Revenue Service (IRS) Form 990.

I am also on the Executive Board communications and policy committees, the latter which has the responsibility for maintenance of the executive board and staff policy manuals. In addition, I continue my participation on the organizational planning and both the SPEEA and NW governing documents committees.

In early December, we began the annual process leading to the formation of the SPEEA budget for the new fiscal year. This was presented to the SPEEA Council in March. We spent some long hours with the comptroller, Executive Board members, Council officers and committee chairs to ensure we met the deadline.

Though residing in a district with several Council Representatives, I have on several occasions represented members in disciplinary actions. I haven't forgotten my roots.

I could use your help! To be effective as an IFPTE local, we need the membership to be informed and involved. The best way is to join one or more of the standing regional and SPEEA wide committees. Find out more by going to www.speea.org - look for the 'committees' link.

Auditors' Report and Financial Statements

Years Ended March 31, 2007 and 2006

Prepared by:

Huebner, Dooley & Company, P.S.
Certified Public Accountants
1424 NE 155th Street, Suite 100
Shoreline, WA 98155

May 17, 2007

Tellers Committee and Members
Society of Professional Engineering
Employees in Aerospace
Seattle, Washington

such information should be read in conjunction with the society's financial statements for the year ended March 31, 2006, from which the summarized information was derived.

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion the financial statements referred to above present fairly, in all material respects, the combined financial position of Society of Professional Engineering Employees in Aerospace and SPEEA Properties, Inc. as of March 31, 2007 and 2006 and the results of their combined operations and cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

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We have audited the accompanying combined statements of financial position of Society of Professional Engineering Employees in Aerospace [a 501(c)(5) organization] and SPEEA Properties, Inc. [a 501(c)(2) organization] as of March 31, 2007 with summarized information as of March 31, 2006 and the related combined statements of activities and net assets, cash flows and operating expenses for the years then ended. These financial statements are the responsibility of the Society's management. Our responsibility is to express an opinion on these financial statements based on our audit.

The financial statements include certain prior-year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in conformity with generally accepted accounting principles. Accordingly,

Huebner, Dooley & Company, P.S.

Auditors' Report and Financial Statements

Combined Statements of Financial Position March 31, 2007 and 2006

	Board Designated Funds				SPEEA Properties, Inc.	Eliminations (Note 10)	All Funds Combined	
	Unrestricted	Holiday Outreach Fund	Negotiation Fund	Building Fund			2007	2006
ASSETS								
CURRENT ASSETS:								
Cash and cash equivalents (Note 2)	\$ 765,791	\$ 25,296	\$ 645,890	\$ 61,146	\$ 10,007	\$ -	\$ 1,508,130	\$ 573,896
Accounts receivable (Notes 8, 13)	56,006						56,006	72,062
Prepaid expenses	58,074						58,074	46,498
Total current assets	879,871	25,296	645,890	61,146	10,007		1,622,210	692,456
LAND, BUILDINGS, VEHICLES EQUIPMENT AND FURNITURE	2,551,203				878,312		3,429,515	3,334,484
Less: accumulated depreciation	(773,043)				(725,173)		(1,498,216)	(1,339,998)
Net land, buildings, vehicles equipment and furniture (Note 3)	1,778,160				153,139		1,931,299	1,994,486
INVESTMENTS (Note 5)			189,644	805,306			1,773,069	1,772,532
Marketable securities Affiliate (Note 10)	778,119		189,644	805,306			1,773,069	1,772,532
	140,000					(140,000)		
Total investments	918,119		189,644	805,306		(140,000)	1,773,069	1,772,532
DEFERRED TAX BENEFIT (Note 4)								63,000
Total Assets	\$ 3,576,150	\$ 25,296	\$ 835,534	\$ 866,452	\$ 163,146	\$ (140,000)	\$ 5,326,578	\$ 4,522,474
LIABILITIES AND NET ASSETS								
CURRENT LIABILITIES:								
Accounts payable	\$ 153,291	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 153,291	\$ 90,614
Provision for severance pay and time off payable	462,260						462,260	472,900
Total current liabilities	615,551						615,551	563,514
NET ASSETS	2,960,599	25,296	835,534	866,452	163,146	(140,000)	4,711,027	3,958,960
Total Liabilities and Net Assets	\$ 3,576,150	\$ 25,296	\$ 835,534	\$ 866,452	\$ 163,146	\$ (140,000)	\$ 5,326,578	\$ 4,522,474

Combined Statements Activities & Net Assets Years Ended March 31, 2007 and 2006

	Board Designated Funds				Total SPEEA Properties, Inc.	Eliminations (Note 10)	All Funds Combined	
	Unrestricted	Holiday Outreach Fund	Negotiation Fund	Building Fund			2007	2006
Dues income (net of refunds of \$2,485 and \$1,733)	\$ 7,389,548	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,389,548	\$ 6,812,470
Operating costs:								
Payroll costs (Note 6)	3,794,816						3,794,816	3,506,771
Occupancy (Notes 3, 9, 10)	411,641				87,321		498,962	434,940
Supplies and office	256,596						256,596	261,632
Professional services	189,742						189,742	251,896
Negotiations (Note 7)	63,171						63,171	496,644
Operations	1,971,046						1,971,046	1,785,854
Membership services	176,573						176,573	144,766
Total operating costs	6,863,585				87,321		6,950,906	6,682,503
Increase (decrease) in net assets from operations	525,963				(87,321)		438,642	(70,033)
Other income (expenses):								
Interest and dividends	18,426	13	35,325	19,182			72,946	44,734
Reimbursements from vendors, members and other organizations	76,788						76,788	29,312
Miscellaneous								1,668
Entertainment book gross sales and member donations		3,563					3,563	6,789
Entertainment book costs		(3,092)					(3,092)	(3,377)
Disbursements on behalf of members	(904)						(904)	(6,408)
Capital gains distributions	51,698			54,908			106,606	46,556
Net unrealized gains (losses) on long term investments	30,330		1,289	28,267			59,886	170,062
Investment advisor fees and service charges	(2,368)						(2,368)	
(Loss) on abandoned assets								(1,263)
Net other income	173,970	484	36,614	102,357			313,425	288,073
Increase (decrease) in net assets from current endeavors	699,933	484	36,614	102,357	(87,321)		752,067	218,040
Net assets at beginning of year	2,440,726	24,752	678,920	704,095	250,467	(140,000)	3,958,960	3,740,920
	3,140,659	25,236	715,534	806,452	163,146	(140,000)	4,711,027	3,958,960
Net interfund transfers	(180,060)	60	120,000	60,000				
Net assets at end of year	\$ 2,960,599	\$ 25,296	\$ 835,534	\$ 866,452	\$ 163,146	\$ (140,000)	\$ 4,711,027	\$ 3,958,960

Auditors' Report and Financial Statements

Combined Statements of Cash Flows Years Ended March 31, 2007 and 2006

	Unrestricted	Holiday Outreach Fund	Negotiation Fund	Building Fund	SPEEA Properties, Inc.	Eliminations (Note 10)	All Funds Combined	
							2007	2006
Cash flows from operating activities:								
Dues income	\$ 7,405,604	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 7,405,604	\$ 6,762,301
Interest and dividend income	18,426	13	35,325	19,182	-	-	72,946	44,734
Reimbursements from Ed Wells Initiative/SPEEA-Boeing Partnership (Note 8)	310,700	-	-	-	-	-	310,700	293,114
Reimbursements from vendors, members and other organizations	76,788	-	-	-	-	-	76,788	29,312
Miscellaneous cash receipts	-	3,563	-	-	16,424	(16,424)	3,563	8,457
Cash paid to suppliers and employees	(7,003,198)	(3,092)	-	-	(16,424)	16,424	(7,006,290)	(6,986,726)
Net cash provided (used) by operating activities	808,320	484	35,325	19,182	-	-	863,311	151,192
Cash flows from investing activities:								
Equipment purchased	(95,033)	-	-	-	-	-	(95,033)	(290,714)
Building construction	-	-	-	-	-	-	-	-
Investments purchased	(72,179)	-	(190,000)	(73,473)	-	-	(335,652)	(467,487)
Investments sold	51,698	-	395,000	54,910	-	-	501,608	446,555
Net cash provided (used) by investing activities	(115,514)	-	205,000	(18,563)	-	-	70,923	(311,646)
Interfund transfers								
	(180,066)	60	120,000	60,000	-	-	-	-
Increase (decrease) in cash	512,746	544	360,325	60,619	-	-	934,234	(160,454)
Cash at beginning of year	253,045	24,752	285,565	527	10,007	-	573,896	734,350
Cash at end of year	\$ 765,791	\$ 25,296	\$ 645,890	\$ 61,146	\$ 10,007	\$ -	\$ 1,508,130	\$ 573,896

	Unrestricted	Holiday Outreach Fund	Negotiation Fund	Building Fund	SPEEA Properties, Inc.	Eliminations (Note 10)	All Funds Combined	
							2007	2006
Reconciliation of Increase (decrease) in net assets from current endeavors to net cash provided (used) by operating activities:								
Increase (decrease) in net assets from current endeavors	\$ 699,933	\$ 484	\$ 36,614	\$ 102,357	\$ (87,321)	\$ -	\$ 752,067	\$ 218,040
Adjustment for non-cash (revenue) and expense items:								
Depreciation (Note 3)	133,897	-	-	-	24,321	-	158,218	159,014
Realized (gain) loss on sale of investments	(51,698)	-	-	(54,908)	-	-	(106,606)	(46,556)
Loss on abandoned assets	-	-	-	-	-	-	-	1,263
Unrealized (gain) loss on investments (Note 5)	(30,330)	-	(1,289)	(28,267)	-	-	(59,886)	(170,062)
Change in deferred tax benefits	-	-	-	-	63,000	-	63,000	-
Change in assets and liabilities providing (using) cash:								
Accounts receivable (Note 13)	16,056	-	-	-	-	-	16,056	(50,169)
Prepaid expense	(11,576)	-	-	-	-	-	(11,576)	12,317
Accounts payable	62,678	-	-	-	-	-	62,678	(13,551)
Provision for severance pay and time off payable (Note 14)	(10,640)	-	-	-	-	-	(10,640)	40,896
Total adjustments	108,387	-	(1,289)	(83,175)	87,321	-	111,244	(66,848)
Net cash provided (used) by operating activities	\$ 808,320	\$ 484	\$ 35,325	\$ 19,182	\$ -	\$ -	\$ 863,311	\$ 151,192

	Unrestricted	Holiday Outreach Fund	Negotiation Fund	Building Fund	SPEEA Properties, Inc.	Eliminations (Note 10)	All Funds Combined
Supplemental schedule of non-cash investing activities:							
Unrealized (gain) loss on investments (Note 5)	\$ (30,330)	\$ -	\$ (1,289)	\$ (28,267)	\$ -	\$ -	\$ (59,886)
							\$ (170,062)

Combined Statements of Operating Expenses Years Ended March 31, 2007 and 2006

	2007	2006
General fund:		
Payroll costs:		
Salaries (Note 12)	\$ 2,963,060	\$ 2,710,587
Provision for severance pay and compensatory time off (Note 14)	(10,640)	40,896
Payroll taxes	229,659	221,512
Medical benefits	434,352	414,625
Life insurance and retirement benefits (Note 6)	407,156	345,831
Mileage and phone allowances	53,766	49,386
Ed Wells expenses	21,536	11,585
Payroll processing costs	6,627	5,463
Gross payroll costs	4,105,516	3,799,885
Reimbursements from Ed Wells Initiative/SPEEA-Boeing Partnership (Note 8)	(310,700)	(293,114)
	\$ 3,794,816	\$ 3,506,771
Occupancy:		
Rent Seattle office (Note 10)	\$ 16,424	\$ 16,905
Rent Wichita office (Note 9)	36,676	34,676
Rent Colorado office (Note 9)	4,899	6,417
Insurance	41,157	43,169
Property taxes	11,606	10,935
Repairs and maintenance	69,029	66,349
Telephone	69,136	71,987
Utilities	28,816	25,475
Everett building depreciation	26,821	26,821
Equipment depreciation (Note 3)	107,077	107,869
	\$ 411,641	\$ 410,603
Occupancy - SPEEA Properties, Inc.:		
(Income) expenses:		
Rent income from SPEEA (Note 10)	\$ (16,424)	\$ (16,905)
Property taxes	16,424	16,905
Business taxes and licenses and service charges	-	13
Deferred income tax (Note 4)	63,000	-
Building depreciation (Note 3)	24,321	24,324
	\$ 87,321	\$ 24,337
Supplies and office:		
Office supplies	\$ 67,293	\$ 46,344
Postage and delivery	81,613	108,365
Reproduction costs	50,931	39,831
Stationery and envelopes	39,443	48,256
Subscriptions	17,316	18,836
	\$ 256,596	\$ 261,632
Professional services:		
Legal and arbitration	\$ 149,147	\$ 212,757
Actuary and web development	9,950	11,250
Auditor and accounting fees	30,645	27,889
	\$ 189,742	\$ 251,896
Negotiations (Note 7):		
Out-of-plant expenses - Wichita	\$ 87	\$ 224,470
Out-of-plant expenses - Other	7,581	6,021
Advertising	468	11,435
Consulting	23,418	34,959
Contract publication	31,617	-
Food	-	18,917
Leave with pay	-	78,591
Major travel and education	-	19,380
Meetings	-	26,706
Mileage	-	6,950
Postage	-	1,676
Supplies	-	33,657
Survey	-	33,882
	\$ 63,171	\$ 496,644
Operations:		
Affiliation fees	\$ 192,328	\$ 183,422
Area representative training	114,322	105,522
Auto operating costs	11,312	7,591
CESO dues and meeting costs	80,548	57,726
Conferences	57,411	74,204
Conventions - related organizations	89,575	44,487
Food	48,098	52,137
Awards/recognition banquet	19,441	-
Leave with pay	146,027	160,597
Mileage	3,231	2,644
Organizing	42,789	34,994
Partnership activities	43,243	15,957
Per capita dues - IFPTE	1,022,032	937,332
Staff administration costs	55,474	30,436
Staff training	44,415	36,319
Visibility items	-	42,486
	\$ 1,971,046	\$ 1,785,854
Membership services:		
Spotlite - printing and postage costs	\$ 63,306	\$ 52,842
Executive board & council chairs honorarium	4,000	5,000
Staff travel and regional support	33,861	16,408
Labor relief support	20,314	32,453
Membership meetings	7,774	3,445
Membership recruiting costs	-	1,060
Membership supplies	25,232	22,225
Temporary medical insurance	22,086	11,333
	\$ 176,573	\$ 144,766

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Years Ended March 31, 2007 and 2006

Notes to Financial Statements

Note 1 - Summary of Significant Accounting Policies:

General:

Society of Professional Engineering Employees in Aerospace, IPFTE Local 2001, is a labor union (a not-for-profit organization) representing employees of The Boeing Company in Washington, Kansas, Oregon, California, and Utah, Triumph Composite Systems, Inc., in Spokane, Washington, Spirit Aerosystems in Kansas and BAE Systems in Texas.

SPEEA Properties, Inc. is a 501(c)(2) type corporation (a not-for-profit entity) formed in 1978 to own and operate the Society's headquarters in Seattle, Washington. The Society initially invested \$140,000 to purchase property on which the building was constructed. A further surcharge to SPEEA members and a sale of a portion of the property financed the construction of the building.

Fund accounting:

To ensure observance of limitations and restrictions placed on the use of resources available to the Society, the accounts of the Society are maintained in accordance with the principles of fund accounting. This is the method by which resources for various purposes are classified for accounting and reporting purposes into funds established according to their nature and purposes. Separate accounts are maintained for each fund and, accordingly, all financial transactions have been recorded and reported by fund.

The assets, liabilities and net asset balances of the Society are reported in two fund groups as follows:

- 1) The General fund, which includes undesignated resources that represents the portion of funds that are available for support of operations.
- 2) Board designated funds represent funds designated by the Executive Board for the Holiday Outreach Fund, Negotiation Fund to be used to fund negotiations of contracts for the Society's members, and Building Fund for replacement of the Society's building and equipment. Funds can be moved from these accounts only by board actions. Contributions to the Holiday Outreach Fund come from various sources other than dues income.

The assets, liabilities and net assets balances of SPEEA Properties, Inc. are owned by the Corporation as a separate entity. The Corporation has not issued capital stock and is owned by the members in good standing of the Society.

Basis of presentation:

Financial statement presentation follows the recommendations of the Financial Accounting Standards Board in its Statement of Financial Accounting Standards (SFAS) No. 117, "Financial Statements of Not-for-Profit Organizations" and Statement of Position (SOP) No. 94-3 "Reporting of Related Entities by Not-for-Profit Organizations."

Under SFAS No. 117, the Society is required to report information regarding its financial position and activities according to the following three classes of net assets: unrestricted, temporarily restricted and permanently restricted. At March 31, 2007 and 2006 the Society had no assets which had donor imposed restrictions.

Additionally, the financial statements adhere to SFAS No. 95, "Statement of Cash Flows" which establishes standards for cash flow reporting. The statements of cash flows classifies cash receipts and payments according to whether they stem from operating, investing or financing activities. The first section of the statements shows the cash flows from operating activities using the "direct method" which shows the major classes of operating cash receipts and payments. The second section of the statements uses the "indirect method" to reconcile the change in net assets from current endeavors to the net cash flows from operating activities by removing the effects of all deferrals, accruals and other items that do not affect operating cash receipts and payments.

Dues income:

Dues income represents funds received from members either through a payroll deduction by The Boeing Company, Triumph Composite Systems, Inc., Spirit Aerosystems, BAE Systems, or a direct payment by individual members. As part of contract agreements with the Society, companies withhold monthly membership dues from the paychecks of the Society's members. The Society bills all "Beck Objector" dues directly to those employees on a quarterly basis. No part of dues income was paid directly to support any political parties or candidates.

Investment securities:

The Society has adopted SFAS No. 124, "Accounting for Certain Investments Held by Not-for-Profit Organizations". Under SFAS No. 124, investments in marketable securities with readily determinable fair values and all investments in debt securities are valued at their fair values in the statement of financial position. Unrealized gains and losses are included in the change in net assets.

Accounts receivable:

Accounts receivable represent Beck Objector dues income, Ed Wells expense reimbursements and insurance claims which were due to the Society and collected after the close of the year.

Prepaid expenses:

Prepaid expenses represent advance payments for products and services and consisted primarily of postage and insurance, which will be used in operations during the next 12 months.

Accounts payable:

Accounts payable represent costs and expenses that are obligations of the Society at the year-end, which are billed by the vendor after the close of the year. In the normal course of operations the Society receives, approves and pays these obligations after the close of the year. The balances consisted primarily of billings for payroll taxes, utilities, leave with pay and other operating expenses of the Society.

Severance and time off payable:

The Society accrues its contractual obligation for severance pay, vacation pay, sick leave and compensatory time off as a liability. An adjustment is made annually and represents the Society's obligation for the liability at each employee's current salary level. The actual amounts paid to satisfy this liability will depend upon the employee's salary level at the time of the payment.

Use of estimates:

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect certain reported amounts and disclosures. Actual results could differ from those estimates.

Reclassifications:

Certain accounts have been reclassified for comparative purposes to conform to management's desire to present on a more consistent basis with the reporting requirements by the Department of Labor for the new LM-2 Form, in order to reduce the amount of restatement of information between the financial reports and the LM-2 form. The LM-2 is due on June 29, 2007.

Note 2 - Cash and Cash Equivalents:

At March 31, 2007 and 2006 the Society had cash and cash equivalents of \$1,508,130 and \$573,896, respectively. Financial instruments

Auditors' Report and Financial Statements

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Notes to Financial Statements

that potentially subject the Society to a concentration of credit risk consist of cash in bank and brokerage deposit accounts which, at times, may exceed federal and/or brokerage firm insured limits. The Society has not experienced any losses in such accounts.

At March 31, 2007 and 2006 temporary cash investments consisted of the following:

Smith Barney Money Funds, Inc. Cash Portfolio Class A

<u>2007</u>	<u>2006</u>
\$ 725,041	\$ 286,556

Note 3 - Land, Building, Furniture, Vehicles and Equipment:

Land, building, furniture, vehicles and equipment are stated at cost. Depreciation is computed using the straight-line method of depreciation using the following estimated useful lives:

	Lives in <u>Years</u>
Building and building improvements	15 - 40
Furniture, vehicles and office equipment	3 - 10

Depreciation expense on the building owned by SPEEA Properties, Inc. was \$24,321 and \$24,324 for 2007 and 2006. Depreciation expense on the Everett building, furniture, vehicles and office equipment was \$133,898 for 2007 and \$134,690 for 2006. The new Everett office was occupied in April 2004.

At March 31, 2007 and 2006 the land and building held by SPEEA Properties, Inc. had an assessed market value of \$1,419,800 and \$1,275,500 by the King County Department of Assessments for property tax purposes. They are shown on the statement of financial position at a historical cost of \$878,312 and \$878,312 and a net book value after accumulated depreciation of \$153,139 and \$177,460.

Note 4 - Federal Income Tax:

The Society is exempt from Federal Income Tax under the provisions of Internal Revenue Code Section 501(c)(5).

SPEEA Properties, Inc. is a Code Section 501(c)(2) Organization which is exempt from Federal Income Taxes. However, during the year ended March 31, 2006 and prior years the Organization was being treated as a for profit entity which reported for income tax purposes on the cash basis of accounting whereby income is reported when cash is received and expenses are recorded when paid. At March 31, 2006 the Corporation had a net operating loss carry-forward of \$376,964 which is available to reduce taxable income in succeeding years.

A provision for deferred income tax benefit had been made using the statutory U.S. Federal Income Tax rate on the net operating loss carry-forwards. The deferred income tax benefit asset was \$63,000 at March 31, 2006. The adjustment

to recognize the tax benefits of losses created have not been made for the current year. The Society is in the process of obtaining not-for-profit status for SPEEA Properties, Inc.

During the year ending March 31, 2007, SPEEA Properties, Inc. filed an appeal with the Internal Revenue Service to be treated as a 501(c)(2) not-for-profit real estate rental organization. Although the Organization did not receive a response from the Internal Revenue Service, they did receive a notice that their Form 990, Return of Organization Exempt from Income Tax, had not been received by them. Subsequent to receipt of the notice the Organization filed the Form 990 and is going forward under the assumption that the Organization is now recognized as an Exempt Organization. Consequently the deferred income tax asset was written off and reported under operations during the current year.

Note 5 - Investments:

The Society invests some of its funds in publicly traded common stocks, publicly traded bonds and U.S. Treasury securities which, by their very nature, are exposed to credit and market risks. At March 31, 2007 and 2006 the Society's other investments are as follows:

	<u>2007</u>		<u>2006</u>	
	<u>Cost</u>	<u>Market</u>	<u>Cost</u>	<u>Market</u>
General fund	\$ 639,899	\$ 778,119	\$ 567,720	\$ 675,610
Negotiation fund	190,000	189,644	395,000	393,355
Building fund	<u>666,963</u>	<u>805,306</u>	<u>593,491</u>	<u>703,567</u>
	<u>\$ 1,496,862</u>	<u>\$ 1,773,069</u>	<u>\$ 1,556,211</u>	<u>\$ 1,772,532</u>
Investments consist of the following:				
Publicly traded common stocks				
& mutual funds	\$ 1,306,862	\$ 1,583,425	\$ 1,161,211	\$ 1,379,177
Certificates of Deposit	<u>190,000</u>	<u>189,644</u>	<u>395,000</u>	<u>393,355</u>
	<u>\$ 1,496,862</u>	<u>\$ 1,773,069</u>	<u>\$ 1,556,211</u>	<u>\$ 1,772,532</u>

The following summarizes the relationship between cost and market values of other investments.

	<u>Cost</u>	<u>Market</u>	<u>Increase</u>
Investments at March 31, 2007	<u>\$ 1,496,862</u>	<u>\$ 1,773,069</u>	<u>\$ 276,207</u>
Investments at March 31, 2006	<u>\$ 1,556,211</u>	<u>\$ 1,772,532</u>	<u>\$ 216,321</u>

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Note 6 - SPEEA Staff Pension Plans:

The Society contributes to a money purchase pension plan and a 401(k) plan that provides benefits for substantially all full time SPEEA staff. Both plans are defined contribution plans so that there are no past service costs and vested benefits cannot exceed the assets of the plan. The provision for the money purchase pension plan is computed at 7.5% of the employees' eligible compensation. Contributions for the year ended March 31, 2007 and 2006 were \$208,995 and \$192,282, respectively. The provision for the 401(k) plan is computed by matching a portion of the employees' eligible contributions to the plan. Contributions totaled \$141,384 for 2007 and \$97,577 for 2006. The liability for future pension costs for both plans is based solely on future compensation of the SPEEA staff.

Note 7 - Negotiation Expenses:

Included in negotiation expenses are the direct, non-payroll expenditures for providing contract administration services to The Boeing Company facilities outside of the Puget Sound region. During the fiscal year ending March 31, 2006, the Society negotiated contracts with The Boeing Company for bargaining units in the Puget Sound region and Wichita, Kansas and with Spirit Systems for a bargaining unit in Wichita, Kansas.

Note 8 - Ed Wells Initiative/SPEEA-Boeing Partnership - Reimbursements:

The Ed Wells Initiative/SPEEA-Boeing Partnership is an institute which is operated as a part of the contract negotiated between the Society and The Boeing Company. The Ed Wells Partnership will seek to develop and implement initiatives approved by the Joint Policy Board to achieve the following goals: Effective partnership; a skilled, motivated, productive and stable workforce; employability; lifelong learning; knowledge retention and sharing; and career development. Members of the Society's staff have been placed in the Institute's office to help further its goals. The Society received reimbursements from the Ed Wells Initiative/SPEEA-Boeing Partnership totaling \$310,700 and \$293,114 in the years ended March 31, 2007 and 2006 for the payroll, pension, employee benefit and other expenses paid by SPEEA on the Institute's behalf. Accounts receivable at March 31, 2007 and 2006 includes \$52,998 and \$70,124 of reimbursements

received from the Ed Wells Initiative/SPEEA-Boeing Partnership by the Society after March 31, 2007 and 2006, respectively.

Note 9 - Operating Lease Commitments:

The Society paid rents on operating leases which totaled \$36,676 for 2007 and \$34,676 for 2006. The Society leases space for its Wichita, Kansas offices under a non-cancelable operating lease which commenced January 1, 2001 and had a term of five years with monthly lease payments of \$2,500 and in addition the Society is to pay all property taxes, insurance and common area charges in excess of the base year charges for those items. The Wichita lease was renewed on January 9, 2006 for an additional three years with the same terms as the original lease. Space was also rented in 2007 and 2006 for \$4,899 and \$6,417 on a month-to-month basis for offices located in Colorado.

Note 10 - Eliminations:

When combining the financial information of the Society and its subsidiary there are items, which appear in both entities. An entry is made to eliminate the amount of investment in wholly owned subsidiary. For the years ended March 31, 2007 and 2006 the \$140,000 initial investment made by the Society in its subsidiary and the rent of \$16,424 for 2007 and \$25,027 for 2006 paid to its subsidiary were eliminated.

Note 11 - Chargeable Expenses:

The Society is required to make an annual calculation of the chargeable portion of its total expenses (the Beck Calculation). Chargeable expenses are those expenses that are considered necessarily and reasonably incurred for the purpose of performing the Society's duty for its represented activities. A separate "Beck Audit" report regarding these expenses is available from the Society.

Note 12 - Payroll Costs and Staff Employment Contracts:

Effective July 1, 2006, the Society signed two new employment contracts with the unions representing its professional and office staff. Both of these contracts granted 4.7% lump sum payouts based on the prior year's gross pay, along with general and selective pay increases for each of the next three years. Both contracts will be in

force through June 30, 2009. As of the financial statement date, no negotiations have taken place on the new contract.

Note 13 - Accounts Receivable:

At March 31, 2007 and 2006, no amounts of the "Beck Objector" dues were receivable from the employees. There were no balances 90 days or more past due in either year.

Note 14 - Provision for Severance Pay and Compensatory Time Off:

Contracts entered into by SPEEA with their employees provide for payments of compensatory time off for extra hours worked and payments for unused vacation, sick leave and severance payments. Expenses for the years ended March 31, 2007 and 2006 were \$(10,640) and \$40,896, respectively. The negative amount for the year ended March 31, 2007 represents a reduction in the amount due to employees.

The audit process 'takes a village'

An audit of an organization with typically takes a week to 10 days onsite, but this year's audit only took a few days work. What made the difference? Teamwork, according to **Pauline Tamblyn**, SPEEA comptroller.

"We are definitely committed to process improvement," said Tamblyn. "And part of that process improvement is getting more people involved."

A lot of preparation went into this year's audit - with seven staff members playing a part in compiling and organizing data. That's in addition to SPEEA Treasurer **Bob Wilkerson's** review of the ledger transaction report, which also contributed to the ease of this year's audit.

The auditors, Huebner, Dooley & Company, Certified Public Accountants (CPA), helped to make the process more efficient, by providing a list of the data they needed in advance, rather than waiting until they were onsite. That was new this year, too, said Tamblyn.

Tamblyn also took notes on lessons learned from last year's audit to make this year's audit go smoothly. She did the same this year. "When the auditors asked for something that we had not already prepared, I made a note for next year."

Dear intern, what your dues buy you

An intern recently asked: “Do I have a choice as to whether I join and/or pay union dues? Although I am sure SPEEA has been in part responsible for some of the benefits I enjoy, I’m wondering what I will receive in return for my \$30 per month, when I will only be here for six months ... I don’t want to sound ungrateful or selfish, but I’m trying to save some money, and have trouble justifying simply giving away what will amount to \$180.”

SPEEA Contract Administrator **Mark Moshay** wrote the following response:

I just wanted to offer a couple of thoughts in response.

First of all, I don’t take offense to your question, it’s a reasonable one, and it deserves a response.

SPEEA members put their jobs on the line for 40 days in the spring of 2000 to fight for a decent contract. The Boeing Company basically challenged the prof & tech community by suggesting they didn’t have the will or the ability to challenge corporate management.

One of the things that our members sought in addition to a fair wage and benefit package was the right to demand that everyone pay their share for representation.

Shortly after the strike, a vote was held by all employees (including non-members) to vote on Agency Fee, and it passed. Since then, everyone in the Northwest bargaining unit is required to either join as a member or pay their share for representation.

As an intern, I can understand where you may miss some important features of having representation. However, there are many.

The sick leave you accumulate, the vacation pay you earn, your work shift, the ability to flex time, overtime pay (SPEEA is the only private sector union with overtime pay for engineers who would otherwise be exempt according to the Fair Labor Standards Act), are among the many other contractual provisions gained by SPEEA.

Your salary is rather good for an intern, well above the contractual minimums. However, the fact that there is a minimum is something the union provides. Without that protection, they could bring interns aboard by offering jobs to the “lowest bidder.”

I think workers often have a mental block about unions in the same way citizens have a mental block about taxes. We enjoy safe water, roads, schools, and other services provided by tax dollars but constantly complain about “the government.” Some of that

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Ed Wells Partnership

A JOINT SPEEA/BOEING INITIATIVE

Training helps leads build teams and trust

By **Dina Weiss**
Ed Wells Partnership

It looks like a scene from the popular TV show “Survivor.” It’s actually the first of a four-part series of lead training modules designed by the Ed Wells Partnership to help Puget Sound and Wichita Boeing leads develop leadership skills.

For the first module in Puget Sound, participants meet at an outdoor challenge course. Participants take part in various team building exercises with names such as the “Walk of Friends,” where participants help one another walk on a cable suspended a couple of feet from the ground, the “Swing Rope” (think Tarzan!) and the “Wild Woozy,” helping to pull each other over a wall.

“The Wild Woozy teaches leads the importance of building trust within a team,” said **Ken Khoo**, who developed and led the program for Ed Wells Partnership Lead Training.

Gary Teeter, Integrated Product Team lead on the F-22 Program in Seattle, was up to the challenge. “I learned tasks that look impossible at first can be solved when the entire team pitches in and ideas are shared,” he said.

In Wichita, similar teamwork challenges include the “Spider Web,” made of a frame and bungee cords. Each team member must pass through holes to the other side without their hair or clothing touching the cords or frame (see photo).

“The teamwork was amazing,” said **Sheila Dixon**, program administrator at the Ed Wells Partnership in Wichita. “I watched as people were passed from hand to hand, side to side, like body surfing at a concert.”

Practical techniques

The second module of the Lead Training reviews practical techniques for problem solving – with lessons on how to think through the problem

or conflict to get at the underlying problem. They also identify key steps to create change and improve the culture based on real-life examples taught by a retired Boeing employee.

In module three, leads learn how to clarify their expectations of team members, including roles and responsibilities, training and skills, priorities, and how to achieve continuous productivity improvement.



A participant in Wichita’s lead training is carried through the “Spider Web” challenge.

“It takes more than technical excellence and good work habits to be an effective lead,” said **Jay Thomas**, a systems-engineer lead on the 767 tanker in Wichita.

“This training provided an opportunity for me to learn how I fit in and work with a team of diverse individuals

regardless of their role,” said Thomas.

The fourth module demonstrates a work distribution technique based on the Theory of Constraints. Leads learn to manage workload, provide challenging and interesting work to all team members, create an evenly distributed workload and set a schedule maximizing the use of resources.

“I learned that more work can be completed in a shorter period of time when adopting lean principles and avoiding multi-tasking,” said **Judie Windsor-Newman**, a SPARES manufacturing engineer in Seattle.

Alana Pedersen, who recently replaced Khoo as the program administrator, sees the value in targeting leads. “There’s training for managers and many technical courses out there, but there wasn’t much specifically designed for leads at Boeing. This is a wonderful opportunity for them to develop and understand their leadership style.”

Eligible participants must be leads who have obtained sponsorship from their organization. E-mail Alana.y.pedersen@boeing.com for more information.



Have bikes, will travel



WICHITA – Donna Castaneda took networking to a new level at this year's United Way of the Plains conference. Mike Pratt, an International Association of Machinists (IAM) member, received an award at the conference for giving 300 refurbished bikes to charities at Christmas.

Castaneda, Midwest Council chair, liked the idea so much she decided to round up a few bikes to donate. She collected about 60 bikes from nearby Haysville, thanks to George and Rhonda Anthony, long-time SPEEA advocates. The bikes, leftover from a community-wide garage sale, were headed for the dump before Castaneda intercepted them.

She also collected bikes and parts from SPEEA members – and hosted a barbecue at her house to solicit more bikes. She planned to deliver a trailer-load this month to Pratt in Raytown, Mo., to restore for this year's holiday giving.

When asked why she would go to the trouble, she replied: "Because what he's doing is good." She's donating her own bike, too.

"Not enough of us do what everyone else talks about doing," she said. Castaneda can be reached at (316) 526-7009 or e-mail donna.m.castaneda@spiraero.com.

Did you know

Blood sugar testing supplies covered

If you are covered by The Boeing Company Traditional Medical Plan, you should be reimbursed 100% for your blood glucose testing supplies purchased at your local Regence-participating drug store.

If you have only been receiving 80% reimbursement, contact Regence customer service at (206) 464-0255 and request the other 20% for diabetic testing supply claims since July 1, 2006. Those with a flexible spending account (FSA) for non-reimbursed medical expenses may need to submit a corrected FSA claim.

Richard Ogden, a Council Rep, recently received a reimbursement check for more than \$100 after working through the issue with Regence. His wife, Celeste, was diagnosed with diabetes in

July 2006. Her doctor prescribed exercise, diet, drugs, and four times a day blood glucose testing to control it.

"I recently discovered that I was only receiving 80% reimbursement for test strips and lancets," Ogden said. The SPEEA-negotiated Boeing Traditional Medical plan, which took effect July 2006, calls for 100% reimbursement for durable medical equipment such as diabetic test strips and lancets.

"After first reporting this error to Regence customer service in April, I finally received a check in June for adjusted claims from July 2006 to April 2007," he said. "I wanted others to be aware of this coverage to prevent the same mistake from happening to them."

Dear intern, what your dues buy you

Continued from page 10

criticism is well founded, particularly when government doesn't operate as efficiently as it should. But many people today talk as if all taxes and all government are all bad. Well, imagine a world without government. The word for that is anarchy.

In the working "world," there is a need for workers to have a voice and power. Even with a union, the employer still enjoys a large economic and power advantage. Without a union, employers have unlimited power.

We often hear people say that the non-represented employees get 'this or that.' Employers are good at "framing" issues. So, once they concede to a union demand, they often give it to the non-represented employees. Later, they revise history and make it appear that having a union offers no advantage.

The 40-hour work week didn't come about due to the benevolence of corporate America, but rather due to the suffering of many men, women, and even children who stood up for themselves.

Kind of a long answer, but I wanted to offer a full explanation. The short answer is "every benefit and protection contained in your contract."

If you'd like to talk, I'd be glad to, anytime.

Thanks,
Mark

[The intern responded with this message: *Mark, You made a very good case, and I'm sold. That's exactly what I was looking for.*]

Happy Labor Day!

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

Had there been car bumpers in the 19th century, most workers would have carried this motto: *Eight Hours for Work, Eight Hours for Recreation, Eight Hours for Rest*. It was the main call to action from industrial workers worldwide in the 1800s.

On Sept. 5, 1882, the first Labor Day parade was held in New York City. As part of a nationwide movement for the eight-hour day, thousands marched.

In the U.S., May Day lost favor as a Labor Day after violence in Chicago in 1886. A bomb went off and the police rioted. Most of the rest of the world celebrates Labor Day on May 1 (May Day).

In 1887, Oregon was the first state in our nation to establish the first Monday in September as Labor Day and a legal holiday.

NAFTA-style free trade policy fails

By Stan Sorscher
SPEEA staff

Fast track expired at the end of June. It's just as well.

Officially known as Trade Promotion Authority, it authorized the president to negotiate trade agreements, which Congress could accept or reject "as is"; no changes allowed.

Congress writes all other laws – for taxes, military spending, immigration, environmental policy, agriculture and space exploration, among other things.

Fast Track applies only to trade agreements. The executive branch writes agreements with substantial help from the business and investor communities. Congress and the public are excluded from the process.

In the past 20 years, we got WTO, NAFTA, CAFTA and many smaller agreements. Although free trade advocates promised shared prosperity and mutual gains, our actual experience has been an astronomical trade deficit, the loss of millions of manufacturing jobs, the steady de-industrialization of our economy, stagnant wage growth, and growing income inequality. Workers in Latin America and other countries similarly failed to enjoy promised rewards.

Free trade advocates promised us "access to markets." In 1995, we thought that meant access to consumers around the world who would buy goods we make in America. More often, it simply meant access to producers in low-cost countries such as Mexico, China and India, who make



goods for us to consume.

One of the "free" parts of free trade has been freedom from regulation. Trade agreements shield investors and businesses from regulations designed to protect public health, the environment, worker rights and human rights. Public policy enacted by federal and state governments can bring ruinous trade sanctions. As a result, the interests of businesses and investors are placed above public interest. Public interests are fine, as long as they do not restrict trade in any way.

Is this a good thing? Most people would say no.

Our current trade policy isn't actually about "trade," in the strict sense. Instead, it's about global economic integration. Here's trade: We make something and trade it for something else we want. The cliché is, "They do what they do best, we do what we do best, and we trade."

So, what does America make that the rest of the world wants to buy? Under current trade policy, not much. We pay dollars for goods and pile up debt – to the tune of more than \$800 billion annually and growing. That's not trade.

Global economic integration is very different. For example, our 50 states form the integrated U.S. economy. The European Union is economically integrated. When you integrate a high-income region with a low-income region, you get leveling. That's why Europe won't let Russia into the European Union.

Our trade policy creates global economic integration by design. Businesses and investors wrote the language in trade agreements to accomplish exactly

that. The public was excluded from every step of the process, and it shows. Fast Track is the final step. It prevents Congress from addressing the leveling issues that skew the benefits to a few and the costs to the rest of us.

With 15 years of experience, we can see that the NAFTA-style "free trade" policy has failed to serve the public interest. The last thing we need now is a fast track to more failed trade policy.

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