

PROFESSIONAL AEROSPACE UNION

IFPTE Local 2001, AFL-CIO & CLC

POWER voter

TVA union joins IFPTE - SPEEA activist helps

Congratulations to the 2,600 engineers, scientists and technical workers at the Tennessee Valley Authority (TVA) for becoming the newest local of IFPTE. By nearly a 10-to-1 margin, members of the Engineering Association (EA) voted to affiliate Nov. 10.



Jean Ray

"This was a one-employer union that saw the need for joining forces with other professionals in their industry," said Paul Shearon, IFPTE secretary-treasurer. "Every IFPTE local benefits from the strength this affiliation brings to seven southeast states."

SPEEA activist **Jean Ray** used to work at TVA about 20 years ago. She recently returned there along with other IFPTE leaders to answer questions from her perspective as a former TVA union activist who recognizes the value of belonging to a larger labor group.

"I know how much stronger their position can be with IFPTE helping them on the legislative and legal side," said Ray, a Boeing Associate Technical Fellow and member of the SPEEA Judicial Review Committee. She is also former SPEEA Teller Committee chair.

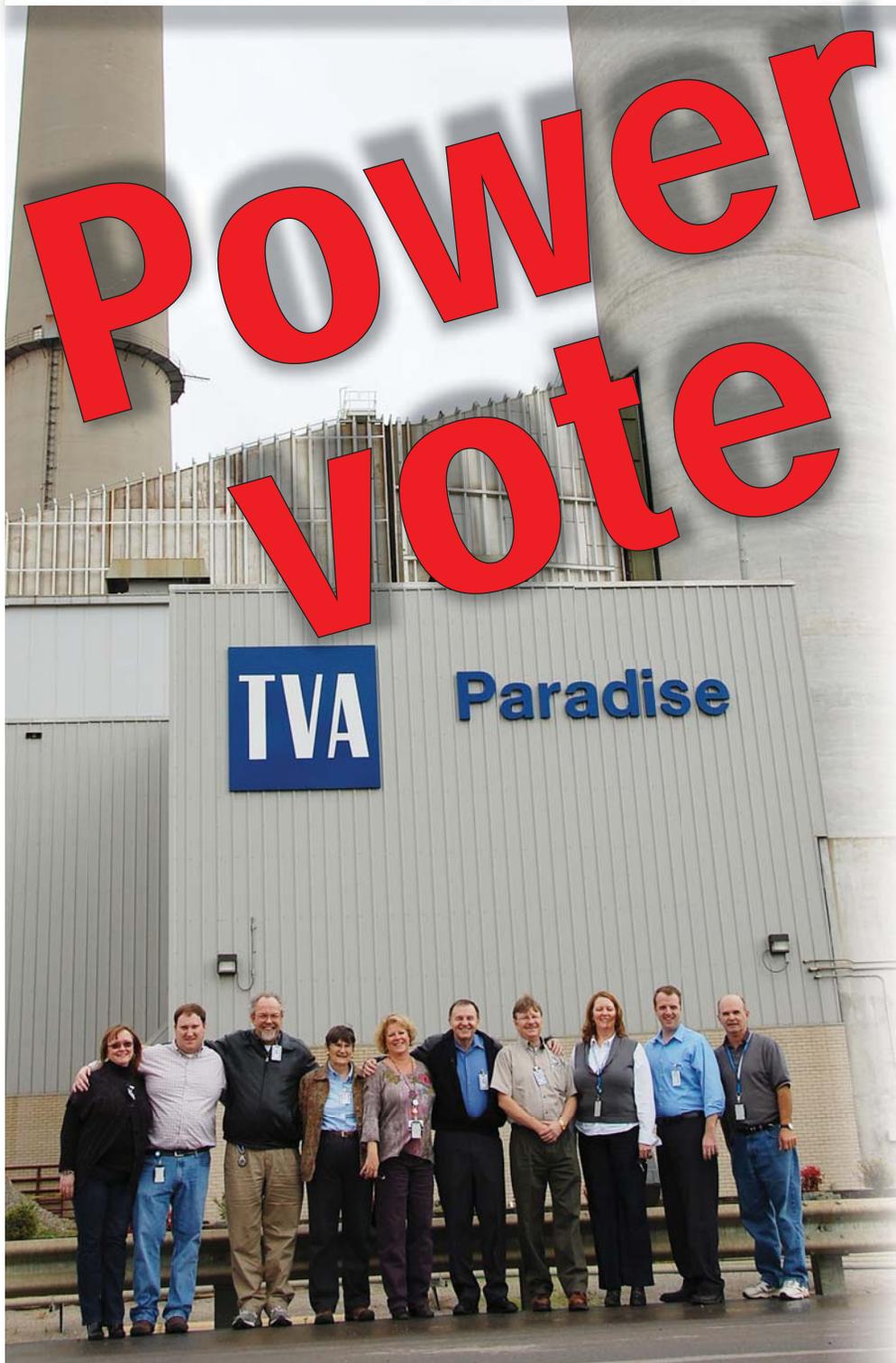
Before leaving TVA because of downsizing, Ray was president elect of the Association of Professional Chemists and Chemical Engineers, which later consolidated with the EA.

Ray remembers when SPEEA faced a similar vote on whether to affiliate with IFPTE in October 1999, during difficult contract negotiations. A few months later, she saw the benefits firsthand.

"When we were on strike, IFPTE gave us the support, expertise and legal advice to help us gain the contract we wanted," Ray said.

continued on page 6

IFPTE Secretary Treasurer Paul Shearon (center) joined Jean Ray, SPEEA activist (fourth from left), Susanne Murphy, SPEEA staff, (far left) and others at TVA sites to answer questions prior to the affiliation vote.



SPEEA pursues issues in IT outsourcing

WICHITA – On behalf of 37 SPEEA-represented IT workers and those targeted by Spirit AeroSystems for future outsourcing, union staff continue working to ensure all contract benefits are fulfilled to help ease the transition.

Some of the remaining issues are layoff benefits and concerns about use of contractors while ‘direct’ employees are laid off or transferred to factory floor jobs after careers of more than 25 years in IT.

SPEEA staff succeeded in having Spirit pay out remaining Earned Time Off (ETO) at the higher pay rate than the lower wage jobs offered. They also helped ensure the outsourced employees could collect unemployment (clarifying how the company coded their termination). Staff continue to work with state officials to seek financial aid for retraining (Trade Act).

SPEEA staff also helped restore the salary for an employee who transferred back into his old job. Spirit’s initial offer was 10% less than what he made before going into IT two years ago.

“He was tops in his field prior to seeking an IT job to grow his career,” said **Bob Brewer**, SPEEA Midwest director. “We managed to get the company to increase the offer to at least match what he made before transferring.”

The first group’s last day in IT was Oct. 30. More than 150 Spirit IT non-managerial jobs are targeted for outsourcing early next year.

Take action

Send a letter to lawmakers urging them to stop Spirit from outsourcing. Go to www.speea.org for a sample letter and automatic access to your lawmaker.

Executive Board officer elections

SPEEA is looking for candidates to run for president, secretary and treasurer on the seven-member Executive Board. These are two-year terms following an all-member election in March.

About the Executive Board

The Board prepares the annual budget, monitors expenses and directs SPEEA’s activities through the executive director. Board members also serve as the team for any interim negotiations that may occur between formal bargaining sessions.

About the application process

If you meet the minimum qualification of continuous SPEEA membership for at least two years and are interested in helping to lead your union, please apply.

- Print a petition (available at www.speea.org) and have it signed by 20 or more current members.

- Submit a platform statement of 250 words or less.
- Provide a separate 25-word or less qualification statement.
- Respond in writing to questions voted on by the SPEEA Council (limited to a total of 1,200 words).

Details are at www.speea.org.

Election timeline

- Earliest date to turn in a petition – Jan. 13
- Deadline for candidate petitions – 5 p.m., Jan. 27
- Deadline for candidate statements – 5 p.m., Feb. 1
- Ballots to be mailed by Feb. 24
- Ballots counted March 10

Holiday help laid-off members

SPEEA invited more than 350 SPEEA families to benefit from this year’s Holiday Outreach Fund for laid-off members with children.

For those who respond by Dec. 11, SPEEA arranges for gifts or gift cards for members’ children who are up to age 18. The Outreach Fund also provides a grocery/gas gift card for those families.

Last year, SPEEA provided more than \$1,700 in gift cards to SPEEA families, including those affected by the shorter workweeks at Spirit AeroSystems in Wichita. SPEEA Wichita also

participates in the Angel Tree program for children in need.

SPEEA Cares helps, too

If members face financial emergencies, the SPEEA Cares Fund can help pay a one-time-only bill related to housing or utilities. SPEEA staff work with the Puget Sound Labor Agency (PSLA), a tax-exempt non-profit, for direct payment of the bill to the appropriate creditor or utility.

For more details, including how to donate or ask for help, look under the ‘layoff info’ link at www.speea.org.



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By Cynthia Cole, SPEEA President

Recapping the year and supporting U.S. workers

As another year comes to a close, it is time to recap some of the events of 2009 where SPEEA leaders and members took a stand to uphold our principles. Then, I'll offer a practical way we can all get involved to preserve jobs in the United States.

Air Force refueling tanker

SPEEA members let their opinions be heard on the replacement for the USAF aerial refueling tanker. We believe the best decision provides our military with a tanker engineered, designed, manufactured, and assembled in the United States by employees of The Boeing Company – not foreign-based EADS. As a nation, we must protect the technology that maintains our national security and industrial base. SPEEA leaders advocated long and hard for the 767 tanker. Members wrote to their elected leaders. The original decision in favor of Northrop-EADS was overturned, and now we have another opportunity to win jobs for SPEEA members at Boeing and Spirit AeroSystems.

H-1B visas

SPEEA has long advocated for reforms in the various foreign worker visas. We testified in 2009 to require employers to make a good faith effort to recruit U.S. citizens – before hiring an H-1B visa holder at a much lower wage. The Department of Labor should be given the power to audit and investigate abuse of visa programs and determine prevailing wages. Congress needs to authorize reforms to the various foreign worker visa programs. We will continue to keep interest high in this arena.

Outsourcing

The problem of outsourcing our jobs has not gone away. As long as corporate executives believe labor costs are their biggest headache and employees are as interchangeable as parts, they will not value the knowledge, skills and on-the-job experience we bring to the table.

Management's current approach to outsourcing reveals a corporate mentality that is either

blind to, or ignores, parts of the whole picture. There are ways to build profits without sacrificing employees who contribute to long-term success. SPEEA continues to fight outsourcing.

Whether at Boeing, Spirit, Triumph or BAE, management today steers the company away from the well-established practices that produced profits and won contracts. Employees were loyal, hard-working, do-whatever-it-takes, help-one-another-out members of the same company family. Managers and employees respected each other, listened to each other, and worked together to build amazing products.

Today, companies – including Boeing – are hard set on eliminating the incredibly valuable – albeit intangible – asset of an experienced workforce. Management decisions are driven by market norms that emphasize short-term profits, cost cutting, outsourcing, and manipulating the company to create an impression that drives up stock prices and generates bonuses. Workers, from engineers to office professionals, are treated as costs to be cut or at least contained. What will happen to the Boeing brand name the world has come to trust and was once synonymous with “quality?”

It is vital to maintain our nation's fabric of technical competency. When excessive outsourcing and fragmenting of the knowledge base within the company “family” occurs, skill gaps are created in the workforce. Common sense should make this obvious. You cannot outsource loyalty, hard work, dedication, pride, and the profitability created by maintaining and respecting a skilled technical community. We will continue working with our elected leaders to develop strategies that restore common sense to our national industrial policy.

Learning Together Program

Boeing corporate made a very unpopular decision this year to make drastic cuts to the Learning Together Program (LTP) for the non-union workforce. For many employees, the LTP is one of the factors that made Boeing their employer of choice. During a recent “Excellence Hour” talk in Everett, Boeing Commercial Airplanes (BCA)

CEO **Jim Albaugh** expressed the opinion that Boeing may need to “revisit” the cuts it initiated to the Learning Together Program (LTP).

Although those cuts don't currently apply to SPEEA-represented employees, management is still threatening to impose them. Albaugh encouraged employees to give their input as the company re-examines how to promote excellence within Boeing. Many SPEEA members have provided their input regarding the LTP changes via our online survey. During a recent meeting on this subject at SPEEA headquarters, employee relations managers mentioned that the comments of so many employees could not be ignored.

Do our part this holiday season

This holiday season and throughout the year, make the choice to help preserve jobs in the United States. When deciding what gifts to buy, we can all seek out and purchase items that are made in America.

Where can we find American-made gifts? Craft fairs, local markets, and stores that are not part of national chains, often still carry products “Made in the USA.” We can support other American industries by asking for goods made in the USA. We want people to fly in Boeing aircraft, so let us do what we can to help others by buying the products which employ our friends and neighbors. We are all in this together!

Wishing all SPEEA members a happy and prosperous 2010.

Index	Page
SPEEA pursues issues in IT outsourcing.....	p2
Executive Board officer elections	p2
Holiday help for laid-off members	p2
Tech Principals for 2009	p4
The sit-down takes the 'stand' for worker rights.....	p4
Survey and comments support Boeing's Learning Together	p5
SPEEA: Boeing's decision to add second line in S.C. bad for everyone	p6
Building a business case for EWP training	p7
Interested in pursuing an upgrade? Start here!.....	P8



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Original articles and feedback are solicited.

POSTMASTER: Address changes to The SPEEA SPOTLITE

Prof and Tech

Want to save money? Find an in-network dentist

By Matt Kempf, (CFP®)
SPEEA Benefits Director

To maximize your benefits if you are on the Preferred Dental Plan in Washington state, choose an in-network dentist. You can look for in-network dentists on the Preferred Dental Plan at www.deltadentalwa.com. Search for a dentist in the "Delta Dental PPO."

Approximately 45% of the dentists in the state participate in the Delta Dental PPO. If your dentist does not participate in the Delta Dental PPO, there's still hope. The majority (more than 90%) are member dentists which protects you from being overcharged for covered services. Member dentists are prohibited from 'balance billing,' which means they cannot charge you the difference between their charges (retail rate) and the allowed amount (negotiated fee) for dental work covered by WDS.

If your dentist is not in the Delta Dental PPO and you want to pay less out of pocket, you should find a new dentist in the network. Look for a dentist willing to work with you for treatment not covered by insurance and also offers the same rate (discount) the insurance company would have received.

Sunrise Dental is one such dental company in the preferred dental plan. In addition to automatically giving you the typical insurance company discount for non-covered services, Sunrise Dental credits new patients \$200 for such non-covered services. In addition, for those services that are covered, Sunrise will write off the patient portion of any treatment when allowed by most dental plans, including the deductible, because you have union dental coverage.

This is not only the first unionized dental office in Washington state, it is also the only dental clinic to have union workers in all of their 25 locations throughout Washington and Oregon.

Because Sunrise Dental is made up of union employees (UFCW Local 21), they understand the value of contracts and the financial pressures if members go on strike. All striking union members receive free emergency dental care at any Sunrise Dental location. For more information, go to www.sunrisedental.com.

Sign up for
home email at
www.speea.org

Tech Principals named for 2009



Congratulations to 11 SPEEA members who recently achieved the honor of Technical Principal, a branch of The Boeing Company's Technical Excellence program. They join more than 200 other Technical Principals recognized as experts in their fields at Boeing. Shown above starting with the bottom row, from left: **William Graham**, Commercial Airplanes Engineering; **Scott Maxwell**, Boeing Test & Evaluation; **Cheryl Bick**, BCA Quality; **Lorene Paulette**, BCA Engineering; **Bob DeMatteo**, BCA Engineering. Top row, from left: **D. Curtis Hetherington**, Integrated Defense Systems Manufacturing; **Robert Nye**, BCA Engineering; **Michael Fogarty**, Boeing Research & Technology Engineering; **Otis Layton**, BR&T Engineering; **Leo Dondlinger Jr.**, BCA Manufacturing; and **Dan Miller**, IDS Engineering.

Labor history

The sit-down takes the 'stand' for worker rights

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

Dec. 10 is the anniversary of the 1906 sit-down strike called by the Industrial Workers of the World at General Electric in Schenectady, NY. It was likely the first sit-down strike in our nation.

Somewhere, I am told, the late labor historian, **Phil Foner**, mentioned a plant occupation in 1845. So far, all I can find is a textile factory in Pittsburgh, PA, where the women on strike broke into the factory and pulled all the scabs out of the factory. The men stood by in case the women needed help — which they didn't.

Between September 1936 and June 1937, more than 480,000 US workers went on sit-down strikes of one day or longer.

On Nov. 27, 1936, about 1,200 workers at Detroit's Midland Steel plant sat down and occupied their workplace, refusing to budge until management met their key demands to recognize UAW as their bargaining agent and provide a 10¢ an hour wage increase in all departments.

Myra Wolfgang, organizer for what later became the Hotel Employees and Restaurant Employees (UNITE-HERE), noted: "You'd be sitting in the

office any March day of 1937 and the phone would ring. And the voice at the other end would say, 'My name is Mary Jones, and I'm a soda jerk at Liggett's. We've thrown the manager out, and we've got the keys. What do we do now?'"

In March 1937, about 17,000 Chrysler workers took over nine factories in a single afternoon. Planning was so open and extensive that company officials knew in advance what was likely to happen — and knew they would be powerless to stop it when it came.

Not to be overlooked is the February 1981 occupation of BC Telephone by workers. **Elaine Bernard's** wonderful book, "The Long Distance Feeling," describes how, while continuing to operate the occupied company, the workers taught each other their jobs so they could last longer in the occupation. Thus, many of the men gained respect for the stress of the women's jobs, and vice versa.

Last month was the anniversary of the Canadian postal workers 1983 strike — they cut postal rates in their direct action campaign against Canadian Post.

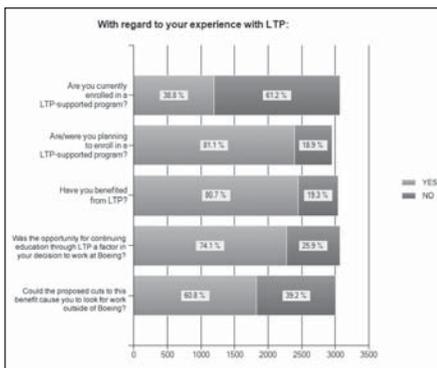
When you're out shopping this month, remember your history. Spend your union wages with care and humanity. Happy holidays and happy New Year.

Survey and comments support Boeing's 'Learning Together'

More than 3,000 responded to SPEEA's online survey regarding the Learning Together Program, which Boeing recently significantly reduced for non-union employees.

Although those cuts don't currently apply to SPEEA-represented employees, the company is still threatening to impose them.

SPEEA sought additional input after Boeing Commercial Airplanes (BCA) CEO **Jim Albaugh** expressed the opinion that Boeing may need to "revisit" the cuts and encour-



aged employees to give their input as the company re-examines how to promote excellence within Boeing.

According to recent survey results, LTP was a factor for 74% in deciding to come to work at Boeing. For about 60%, the proposed cuts would be a reason to look for a job at another company.

More than 80% said they benefited from LTP, even though only 38% of those who responded to the question were currently enrolled. More than 1,600 shared comments. Updated results are at www.speea.org.

Upcoming Events

See online calendar at www.speea.org for details

Puget Sound

FREE Santa photo opportunity

Pets welcome, too
Saturday, Dec. 5
10 a.m. to 3 p.m.

SPEEA Everett and SPEEA Seattle

Please bring a non-perishable food item for the food bank

(Organized by the NW Membership Activities Committee)

Wichita

Holiday Lights bus tour

Friday, Dec. 4

Bus leaves SPEEA Wichita Hall at 5:45 pm

\$2 donation benefits the children of Heartspring

(Organized by the MW Membership Activities Committee)

Bowling with Santa

4 to 7 p.m., Saturday, Dec. 12

All lanes for SPEEA at Derby Bowl

RSVP by Dec. 8

Free bowling and hotdog meal, gifts for the kids

For members and immediate family

(Organized by the MW Membership Activities Committee)

Boeing retirement overview seminars at SPEEA

(All sessions are from 4:30 to 6:30 p.m.)

SPEEA Everett

RSVP: (425) 355-2883

Jan. 13

April 14

July 14

Oct. 13

SPEEA Seattle

RSVP: (206) 433-0991

Feb. 10

June 16

Aug. 11

Nov. 2

South Carolina

SPEEA addresses member issues

SPEEA contract and benefits experts recently met with members on temporary assignment in Charleston to investigate issues and complaints as well as answer questions about benefits related to open enrollment and coverage while traveling.

For all SPEEA-represented employees, all aspects of the current contracts apply to work and time in South Carolina. This includes benefits, shifts and breaks, overtime and performance management language.

Two members on temporary assignment signed up to be Area Reps. They will be liaisons to help with news, information and getting help for questions for their SPEEA-represented co-workers.



(Parade photo by **Phil Sturchio**, SPEEA Council Rep)

Honoring military service

Members of the Young Professionals Committee, fellow SPEEA members, family and friends built the float of a D-Day landing craft (shown above right) for the Wichita Veterans Day parade. Thanks to all who helped make this a memorable event.

SPEEA Council Rep **Richard Greene**, served as master of ceremonies for a special event at Boeing Integrated Defense Systems (IDS), where members of the Renton Liberty High School Junior Reserve Officer Training Corps (JROTC) color guard performed (shown above left).

SPEEA: Boeing's decision to add second line in S.C. bad for everyone

(Editor's Note: This guest editorial by SPEEA Executive Director Ray Goforth first appeared in *The Seattle Times* Nov. 2. Reprinted with permission.)



By Ray Goforth
Executive Director

BOEING'S decision to build the second 787 assembly line in South Carolina is bad for the company and employees and will ultimately be bad for shareholders. In point of fact, employees own 10 percent of

the Boeing stock, making them arguably the company's largest stockholder group.

The 787 is now more than two years behind schedule. This is largely due to Boeing's abandoning of a long-standing, successful design and production method. Corporate leaders bet the company's future on a new business model based on a far-flung chain of suppliers from around the world.

The concept was to hire other people to do much of the engineering and production work. Boeing employees would perform final assembly, and the company would keep the lion's share of the profit. This is the business model used for consumer goods such as tennis shoes and cellphones. It had never been tried for something as complex as a commercial aircraft. To compound the challenge, Boeing adopted this new "global integration" business model to build the world's first completely composite aircraft.

While Boeing raced to implement this new way to build aircraft, members of the Society of Professional Engineering Employees in Aerospace (SPEEA), IFPTE Local 2001, (which represents engineering, technical and scientific employees) explained in excruciating detail how it would not work for highly complex products like commercial airplanes. Further, SPEEA members told management it would clearly not work to develop a new aircraft based on developing technology.

SPEEA released a formal study in 2002 accurately predicting each and every major problem the 787 program has experienced.

Nonetheless, our message to Boeing is not: "SPEEA told you so." Rather, the message from engineers

and technical workers is: "Boeing, you are about to make the same mistake again by spreading limited resources to build a second assembly line."

The 787 program is in trouble for a variety of reasons but the most obvious are quality control and coordination problems arising from Boeing's fragmented supply chain. Separating the production lines by 2,400 miles will only compound these problems and push the point of profitability on the 787 program out years beyond where it should be. Moreover, these added delays are a double-hit on Boeing. The company will be striving to financially "break even" on the 787 while it builds a new plant, trains a new work force and pays penalties — now estimated at \$5 billion — to customers waiting for new aircraft.

Instead of generating profits, the 787 is a money pit, siphoning manpower and cash from the 747-8, Air Force tanker and other critical programs. Boeing Chicago's decision to outsource design, engineering and manufacturing failed. Instead of concentrating

efforts to get the 787 back on track and in the air, Boeing leaders decided money is better spent setting up a new production line. This will further delay the profitability point of the 787 by nearly doubling capital investment.

The cost of labor for a project like the 787 is between 8 and 9 percent of the billions being spent on development. Increasing productivity is a much larger factor in driving profitability. Labor controls productivity. Experienced workers

can drive a program along the learning curve and toward profitability much faster. An inexperienced labor force comes down the learning curve slower. Therefore, beating down labor costs is little help to Boeing's bottom line.

Thousands of dedicated Boeing employees continue to sacrifice family life to work long hours fixing the problems created by a far-flung supply chain and Boeing's disconnected leadership.

This latest shortsighted decision shows that despite what Boeing leaders say, the company is not yet ready to admit "global integration" failed. Until they do, Boeing employees everywhere will worry about their future and shareholders will wonder if the 787 will ever turn a profit.

A look back at 2009

The numbers add up for another significant year for SPEEA. The bottom line shows gains for worker rights and benefits that, in fact, reach farther than the numbers show.

- 56% SPEEA membership in the Wichita Engineering Unit (WEU) at Spirit final contract vote
- 1,500 members and their families attend SPEEA Day at Museum of Flight
- 11,500 pounds of food (or cash equivalent) collected for SPEEA spring food drive
- 661 Area Reps officially recognized during October Area Rep Recognition Month
- \$7,000 raised by Unions United Against Breast Cancer, including SPEEA
- 110 honored at Northwest Recognition Banquet
- 500 employees rally in Everett to support Boeing Wichita engineers' contract negotiations
- 3,095 respond to SPEEA's online survey on the Learning Together Program

Power vote

continued from page 1

When Ray started at Boeing in 1991, she immediately joined SPEEA.

"I saw the usual baloney that happened in the workplace, and I also saw how that changed when the union helped you. That's why I got involved in union activities at TVA and stay involved now."

About TVA Engineering Association

TVA, a seven-state network of power plants and an environmental research center, straddles the line between government agency and private company. This puts TVA in a gray zone not covered by either federal civil service or national labor relations laws.

The EA has a 70-year history of collective bargaining on behalf of workers at TVA that could expire as early as next year because of threats by the company to not renew a 20-year recognition clause in their contract. This drove union leaders to seek help by affiliating with an AFL-CIO union.

EA leaders conducted extensive research into other AFL-CIO unions before asking members to vote on IFPTE. "There are strong similarities between EA and other IFPTE locals," Ray said.

IFPTE represents more than 80,000 engineers, scientists and technical workers in North America, including more than 7,000 in the energy industry. EA represents workers in Alabama, Kentucky, Mississippi, Tennessee, North Carolina, Virginia and Georgia.

Letters To The Editor

I read Ray Goforth's editorial in the *Seattle Times* and laud you for telling the truth. I read the *Times* articles regarding Boeing going to South Carolina. But yours provides the real behind the scenes view. I remember the original SPEEA study from 2002 and its recommendations to Boeing. Thank you for reminding Boeing what they committed to and the end result.

Linda Thomas, Dev. Center Area Rep
System Safety Engineer
Global Transport and Executive Systems



Ed Wells Partnership

A JOINT SPEEA/BOEING INITIATIVE

Building a business case for EWP training

The Ed Wells Partnership (EWP), which offers professional development and technical training to SPEEA-represented employees at Boeing, recently asked managers to share their top two reasons for turning down a request by their employee to attend a course or event.

The top answers were: 1) critical schedule commitments and 2) the class does not meet employee's work statement needs and/or is not aligned with the organization's business goals and objectives.

To address the first issue, staff at EWP developed a course catalog (scheduled to launch this month on the EWP website) to provide better visibility for selecting classes that do not conflict with critical schedule deadlines. For the second concern, this step-by-step guideline can help make a business case for an EWP course, conference grant or career development.

Business case tips

1. Become familiar with the EWP class offerings.
2. Review your description and competencies for your Salaried Job Classification (SJC).
3. Match these competencies with classes and on-line resources offered by EWP.
4. Review with your manager how you would like to use EWP resources to improve these competency areas when you have performance management (PM) discussions.
5. Request your manager's support for attending at least one EWP class or conference during the next 12 months.
6. Record this agreement in the Performance Development Plan (PDP) portion of your PM form.
7. Remind your manager of your agreement when signing up for EWP training.

Elisabeth Martin, a manager in the Airplane Certification and Regulatory Affairs group in Everett, Wash., offered her perspective.

"To balance work and the opportunity for continued development fairly across my team, I have established guidelines," said Martin. "If an employee's request is pushing the boundaries of the established guidelines, I am

Tools to help align training and goals

SJC competency examples:

- Coaching/teaching = EWP mentoring classes
- Continuous improvement or managing work = EWP Managing Multiple Priorities class
- Customer focus = EWP Conducting Business with _____ class. (Japan, United Arab Emirates, etc.)
- Innovation = EWP Banking on Innovation class
- Boeing design/produce = EWP technical skills classes

Performance Values examples:

Leadership = EWP Essentials in Leadership or lead training classes

People working together = EWP managing conflict or behavior styles classes

Problem solving = EWP Critical Thinking class

Technical skills and knowledge = EWP technical skills classes

more likely to approve it if he or she can show me a business case for how the training aligns with their skill competencies and/or performance values."

Training on your own time

If you are unable to attend an EWP course in person, online and lunch-time courses can be taken on your own time without manager approval. They include:

- Mentoring
- Book clubs
- Career vector journals
- Essential Conversations online training
- Career Leadership Skills online training
- Performance Management (PM) Define, Interim and Closure telecons
- Productivity tools

You'll find more by visiting the "eWells online learning" link on the home page of our Boeing intranet site at <http://edwells.web.boeing.com>.

Labor helps laid-off workers gain retraining

Laid-off Boeing employees can tap into federal funds as a result of a successful petition filed by organized labor, including SPEEA, IFPTE Local 2001.

The funding comes from federal Trade Adjustment Assistance (Trade Act) that covers worker retraining, job search assistance and other support for laid-off workers.

"This was a joint labor effort, and SPEEA was involved from the beginning," said **Dean Tudor**, SPEEA Everett contract administrator. "We're especially grateful to our partners at the International Association of Machinists (IAM) District 751 and the Washington State Labor Council (WSLC). Everybody did a great job in bringing these benefits home to Boeing workers."

The petition applies to Boeing Commercial Airplane (BCA) employees and those whose worker supported commercial airplane manufacturing in Puget Sound and Portland, Ore.

The assistance covers layoffs occurring retroactive to May 22, 2008 and continues through Oct. 19, 2011. For more information, go to <http://www.doleta.gov/tradeact/>.

Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
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City _____ State _____ Zip Code _____

POSTMASTER: Send address changes to:
THE SPEEA SPOTLITE • 15205 52nd Ave S • Seattle, WA 98188



Interested in pursuing an upgrade? Start here!

If you are interested in taking on more responsibility and a raise, you may be ready to pursue an upgrade to the next level in your job family.

This is a process that involves you, your manager and a skill team. You need to present your reasons (and documentation) for pursuing an upgrade to your manager who makes your case to the skill team. The skill teams are specific to a particular job classification within a geographic region, at the Boeing Company.

You may want to build this into your professional development plan or make it part of your goals in your performance management plan.

Getting started

First, take a look at the level guide for your job classification to determine whether your duties meet the criteria for a higher level, then schedule a time to talk with your manager about your job responsibilities.

Explain your perspective of your appropriate level and present applicable evidence (see helpful tools below). Focus on examples of actual work performed versus perceptions and/or capabilities.

When meeting with your manager, ask questions to clarify and understand his/her assessment of your level. Ask for specific examples that support their conclusions and points.

Keep in mind seeking an upgrade takes time - up to several months depending on how often the skill teams meet. Some meet monthly, others meet as needed. During the annual salary review process, all promotions and upgrades are put on hold.

Factors to consider

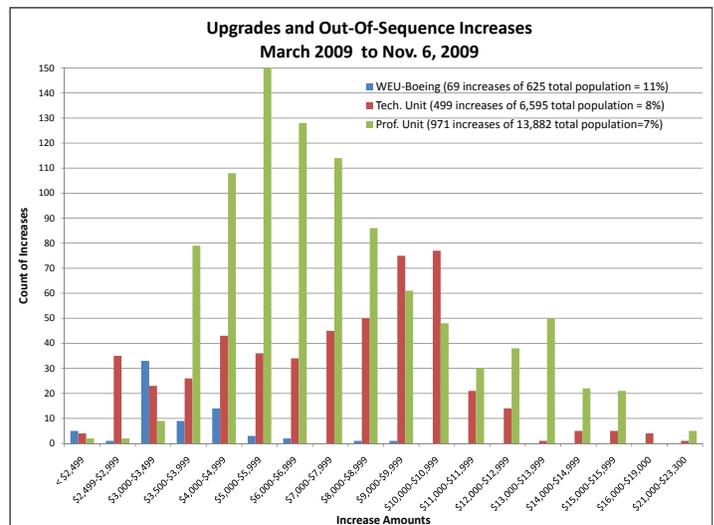
Work level - If you are doing the work of a higher level than you are currently classified, management has an *obligation* to change your level accordingly. However, if your supervisor does not agree you are performing at the higher level more than 50% of the time, the skill team will not normally agree to an upgrade.

Appeal process - If you don't agree with the skill team's decision, you have the ability to appeal. Your manager plays a key role. Your success depends in part on whether he/she thinks you are performing at the higher level for 50% or more of the time.

Find out more at www.speea.org (see the link for 'how to pursue an upgrade' after clicking on 'workforce/retention' under general information.)

Helpful tools for pursuing an upgrade

- **Responsibility guide** - Boeing has detailed descriptions for each level of each job family (see the level descriptions on Boeing's intranet at <http://sjcs.web.boeing.com>)
- **Performance Management** - Your documents from the Define and



SPEEA contracts require that 0.5% of average salaries is spent on upgrades and out-of-sequence increases each year between annual salary review exercises. SPEEA verifies the required totals are spent following each salary review exercise and reports totals in the SPEEA Spotlite (in May). Details of these increases by job code and level are included in SPEEA salary charts at www.speea.org updated each year in April following the annual salary review exercise.

Interim Review can be helpful.

- **Employee Classification Worksheet (ECW)** - This details your day-to-day responsibilities. Your supervisor submits the form to the skill team. However, you can provide your supervisor with a rough draft of the form to facilitate the process.
- **Awards** - Bring any relevant awards and other recognition of continuing success at the higher responsibility level.
- **Overview of SJC** - Under the Salaried Job Classification (SJC) system, each employee's job classification is comprised of an occupation, a job family and a level of responsibility. An individual's level is determined with the help of the Responsibility Guide established for each job family. Levels can be found on the Boeing intranet at <http://sjcs.web.boeing.com>.

Performance management tips

To learn more about how to maximize performance management, plan to attend a meeting with **Steve Spyridis**, SPEEA contract administrator. He's continuing to offer workplace lunchtime meetings to present an overview and answer questions. For a schedule, go to the online calendar at www.speea.org or ask your Council Rep to host a workplace meeting.