



Lifetime achievement

Former SPEEA president wanted stronger union, member activism

By Karen McLean
SPEEA publications editor

SEATTLE – One of this year's lifetime achievement winners, retiree **Dick Ferguson**, 85, firmly believes in the power of collective bargaining, and pushed to make SPEEA a stronger union during his 17 years on the Executive Board.

That's not how he felt in 1953, when he started working at The Boeing Company as an electrical engineer. "My first few years, I had the same impression (as my father) – that unions were no damn good."

Although he doesn't remember exactly when he joined (records show it was August 1960), he did respect the effort the union made to support engineers through outreach such as a technical engineering journal and a radio show. "Somewhere along the line, I felt I better belong to this union."

After joining, his Council Rep recruited Ferguson to become an Area Rep, for his floor. He worked his way through the ranks. He was elected Council chair in January 1970. Soon after, his friend and mentor, **Bob Wood**, encouraged him to run for the Executive Board. Wood was a vice president at the time.

'Grew into it'

From that first election to the Board in December 1970, Ferguson successfully ran several times for Executive Board, including seven (one-year) terms as president, four as vice president and three as treasurer before he retired from Boeing in 1989. "I just grew into it," he said.

During that time, SPEEA grew into its own as a union – successfully organizing the Techs, Spares engineers, Portland, California and Florida.

The contract gains during that time also reflect more collective bargaining muscle – weekend overtime for the engineers, for example, and improved layoff benefits, a significant benefit considering more than half the bargaining unit of about 14,000 was laid off in 1969-71.

Ferguson came "within inches" of going out the door, but managed to stay at Boeing. He worked at Seattle's Plant 2 and then transferred to Kent,

continued on page 12



Dick Ferguson holds a 1982 article about tough SPEEA contract negotiations. Ferguson, SPEEA president at the time, said in the article: "If the company feels you're weak, they're going to treat you that way."



SPEEA recognition (the sequel) at the Northwest Council

At the Northwest Council meeting, April 14, Regional Council Chair **Roger Pullman** presented recognition awards to those who weren't able to attend the banquet in March. Shown here (left), Pullman gives an award for special leader to **Ryan Rule**, Northwest region vice president. Rule also picked up the same award for NW Council Secretary **Carrie Rule**, his wife, who is on maternity leave.

This was Pullman's last meeting as regional Council chair. New regional Council officers will be elected at the May 12 meeting, when all Council Reps begin new two-year terms.

New slate of Council Reps start in May

On May 12, more than 100 Council Reps will begin new two-year terms. They are stepping up to serve as workplace liaisons for aerospace professionals represented by SPEEA-IFPTE Local 2001 in six states.

Some are new, others are incumbents. They will all go through training to better represent peers in their district.

Elections

In nine districts, the number of petitions exceeded the number of available Council Rep seats. The Tellers conducted elections in those districts (eight in the Northwest and one in the Midwest). Ballots were sent only to members in those districts. Ballots were due by April 27. See www.speea.org for election results.

Vacancies

In the Northwest, 32 open seats remain. Some vacancies are in larger districts with more than one Council Rep. In the Midwest, two districts have open seats. One district is newly created to represent second and third shifts at Spirit AeroSystems.

District openings

The following are the districts with openings. The number in parentheses indicates the number of CR vacancies. The odd-numbered districts represent the Prof unit, even-numbered districts represent the Tech unit or Wichita Technical and Professional Unit (WTPU) and numbered districts ending in zero represent combined Prof/Tech districts.

- Auburn: A-30 (1)
- California: C-10 (1)
- Developmental Center (Seattle): D-2 (1), D-5 (1)
- Everett: E-5 (1), E-7 (1), E-8 (1), E-11 (2), E-13 (1), E-14 (1), E-15 (2), E-16 (2), E-17 (1), E-21 (1), E-25 (2), E-50 (1)

- Kent: K-3 (1)
- Oregon: O-10 (2)
- Pilots: Pilots (1)
- Plant II (Seattle): P-1 (2), P-3 (1)
- Renton: R-1 (1), R-50 (2)
- Second shift: ES-10 (1), RS-10 (1), S-32 (Spirit AeroSystems) (1)

How to apply

If you reside in a district with a Council Rep vacancy, meet the minimum one-year SPEEA membership qualification and are interested in serving your co-workers as their union rep, please complete and return a Council Rep petition by noon, Tuesday, May 10.

To check your district and get a petition, go to www.speea.org and look under Contact Us/SPEEA Councils/Council information.

Corrections

- Washington State Rep. **Mark Hargrove** (R-47th district) was incorrectly identified in the April Spotlight, page 8. He was correctly identified as a Boeing manufacturing pilot, who is a member of SPEEA-IFPTE Local 2001.



Rep. Hargrove

- The dates for upcoming sessions of the Boeing retirement process overview at the SPEEA halls were incorrectly identified in the April Spotlight, page 9. The overview on April 20 was held at the SPEEA Everett hall. The same overview will be repeated at the SPEEA Seattle hall at 4:30 p.m., May 10.

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President's Corner

By Tom McCarty, SPEEA President

Failure is not an option in negotiations

Gene Kranz never said 'failure is not an option' during the Apollo 13 mission, but he liked the way the line reflected the attitude of mission control, so he used it as the title of his autobiography in 2000. As I look at the challenge ahead of us in the next few years, I have also come to the realization that failure is not an option.

We are going to negotiate four important contracts in the next two years. I am planning for success in each and every one of those negotiations, and that is what all the members I have talked with expect.

If I read one more statement by some company official explaining how his or her initiative will be key to maintaining deliveries in the event of a future strike, I think I will throw up.

When we hear management discuss strike contingencies, it does nothing to foster the trust necessary to conduct meaningful and good faith negotiations. Trust is fundamental for success.

I cannot count how many times I have heard statements to the effect that "the company wants a strike so the suppliers can catch up," or "they are so late, they need a strike so we won't have to pay a late-delivery penalty." These statements don't reflect good-faith bargaining to avert strikes. Instead, they clearly show just how little trust exists between management and labor.

Not the enemy

That lack of trust is carrying over into the debate we're hearing in Washington State, Kansas and the rest of the country – where the collective bargaining rights of public-sector workers are under attack. Some public officials want to remove the rights of workers to bargain over wages, benefits and working conditions. But without that right, society will not benefit from the experience and commitment of the public workers. These workers are not servants, they are a skilled and capable workforce upon whom we rely to educate our children, maintain our infrastructure and provide safety and security for all citizens. These public-sector employees are not the enemy, nor are they responsible for the economic problems we face in today's economy.

These are the workers we need to have actively engaged with management in their workplace to develop more efficient ways to deliver the services we count on in our communities.

I think this lack of trust is reflective of the increasing anti-labor rhetoric, which is becoming more noticeable in today's discourse, not just for government workers. The attempt to demonize working men and women is demeaning and counter-productive. The only thing it accomplishes is to polarize opinion and inhibit honest attempts to find solutions that build up America's shrinking manufacturing industry. The health of all other sectors depends on a solid foundation of manufacturing. In terms of economic output, no other sector provides as much wealth creation as manufacturing.

I would like to think that most of this anti-worker sentiment is caused by frustration over the recent recession, with its loss of jobs and lingering unemployment. However, the solution for increasing health-care costs is not to reduce health care. The solution for more expensive retirement costs is not to reduce retirement plans. The solution to the loss of American manufacturing jobs is not to outsource even more work. The solution for the economic recession is to develop confidence in our economy and institutions, so we can put workers back to work.

Largest wealth creator

I am going to repeat my argument that the industry giving us the biggest bang for the buck is manufacturing. Manufacturing is the largest wealth creator.

We all work in the aerospace industry. This term, industry, is widely used and misused today. Historically, an industry created value by taking raw materials and creating something much more valuable. In the aerospace industry, we start with things like aluminum, steel, titanium, copper, chrome, nickel, molybdenum, silicon and carbon to name a few. When these are combined in an artful way, it can become a marvelous thing, such as a 737 jetliner, or a 747 freighter. These are among the most complex machines ever built, and while there are certainly

other amazing things – these fly.

Other "industries" are focused on providing essential services that tend to redistribute wealth rather than create it. These industries are essential to our modern society. But they are zero sum games in that the total economic wealth is a constant. This is also recognized by the term "job-multiplication factor." The positive effects of a healthy industrial sector spread far beyond manufacturing itself. Reports from the National Association of Manufacturing (NAM) indicate each dollar's worth of manufactured goods creates another \$1.43 of activity in other sectors, twice the \$0.71 multiplier for services. Also, two thirds of U.S. research and development capacity is concentrated in manufacturing. Manufacturing has long been a dynamic economic sector, registering remarkably sustained productivity growth.

Constructive good-faith bargaining

The best way to achieve and maintain a competitive advantage is to engage and enable the workforce that designs and builds the products we deliver to our customers. Union-represented workers do this through collective bargaining, which is the productive process where parties can resolve their differences on a basis of mutual trust and respect. We will not be successful in solving today's problems by refusing to talk to each other. Management's desire to unilaterally dictate to workers does not result in getting the best use of our resources or labor. Constructive good-faith bargaining has the best chance of finding the right solutions to today's problems.



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Original articles and feedback are solicited.

POSTMASTER: Address changes to The SPEEA SPOTLITE

'People need resources to succeed'

SEATTLE – As a baby, **Cole Hardman** had a 40% chance of survival. Spending the first nine months of his life in a hospital left him severely developmentally disabled in addition to physical handicaps. Today, he's a college graduate working full time for the United Way of King County.

"People need resources to succeed," said Hardman, referring to the gratitude he felt for the United Way to support the Kindering Center, which helps infants and children with special needs. "That intervention at such a young age really helped me to reach my potential," he said.

Hardman shared his story at the April Northwest Council meeting to boost awareness for the Employee Community Fund (ECF) at The Boeing Company. The annual awareness campaign runs through May. Through ECF, employees can use payroll deduction to donate to charities.

Puget Sound Labor Agency

Many in SPEEA use ECF to donate to Puget Sound Labor Agency (PSLA), which runs a food bank where demand is outpacing supply. In addition, PSLA provides wheelchair ramps for those in need and operates hardship funds for unions, such as SPEEA Cares.

"I wanted to thank everybody for their support," said PSLA's **Steve Fox**, PSLA executive director, at the Council meeting. "Our food bank is serv-



May is awareness month for charitable payroll deductions, also known as the Employee Community Fund (ECF) at The Boeing Company and Good Neighbor Fund (GNF) at Spirit AeroSystems. Representatives from United Way, King County, said ECF is the single largest contributor. Shown above are (from left): **Erica Wiley**, **Cole Hardman**, both with the United Way of King County and **Steve Fox**, with the Puget Sound Labor Agency (PSLA).

ing 300 to 350 a day, compared to 125 to 150 just two years ago." Of those in need, the number of union members went up 21%, he said.

SPEEA Cares fund

SPEEA Cares fund provides emergency assistance for members and their families who are struggling because of layoffs or other issues in both the Northwest and Midwest. For approved requests, the fund pays up to \$500 for a one-time-only bill related to housing or utilities and can also provide gas or grocery gift cards to help.

SPEEA staff forward eligible requests to the Puget Sound Labor Agency (PSLA), which arranges for direct payment of the bill to the appropriate creditor or utility. Thanks to PSLA, 100% of the funds go directly to help members in need.

How to use ECF

You can designate payroll giving to PSLA, SPEEA Cares and/or United Way through your ECF contribution. Go to Total Access, select 'my community giving,' then 'Boeing Employee Community Involvement Programs,' and follow the steps to designate the charity of your choice.

Good Neighbor Fund at Spirit AeroSystems

WICHITA – SPEEA members are also active in the Good Neighbor Fund at Spirit AeroSystems. Like ECF, the Good Neighbor Fund (GNF) allows employees to give to the charity of their choice through payroll deduction. The campaign runs throughout the month of May as well. To donate, go to the Spirit intranet site and click on the link for the Good Neighbor Fund.

The following SPEEA activists serve on the GNF Board: **Rhonda Cockrell**, **Debbie Logsdon**, **Matthew Joyce**, and **Jo Miklos**.

Interested in becoming a Technical Principal?

For those who want to grow their careers in the Tech bargaining unit at The Boeing Company, you have an alternative to the management track. You can apply for the Technical Principal program.

To join this elite group of technical specialists requires a rigorous application process. You need both a supporting manager and a coach (someone already in the Technical Excellence Program) before you can complete the first step – "intent to apply." That deadline is May 13. The application package and letters of recommendation are due July 1.

Those who are recognized as Technical Principals are known as outstanding specialists who provide expertise, leadership, and technical contributions. For more information, look for the Technical Principal program on the Boeing intranet site.

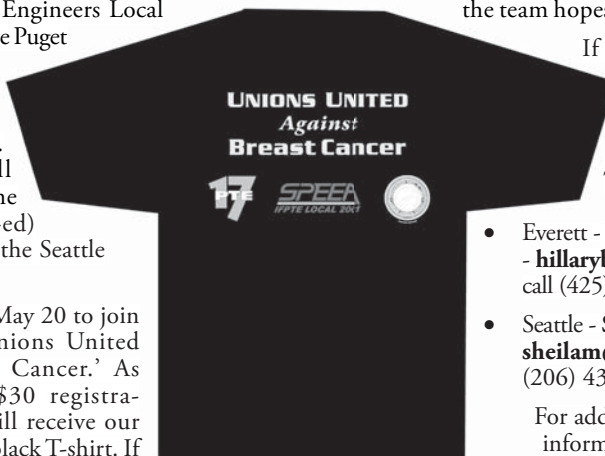
Unions United

SPEEA joins 'race for the cure'

SEATTLE - SPEEA-IFPTE Local 2001 is teaming up again with PTE Local 17 and Operating Engineers Local 286 to support the Puget

Sound Susan G. Komen for the Cure event, Sunday, June 5. The team will participate in the 5K family (co-ed) walk starting at the Seattle Center.

Sign up before May 20 to join our team - 'Unions United Against Breast Cancer.' As part of your \$30 registration fee, you will receive our Unions United black T-shirt. If you can't join us, you can still get the T-shirt for a donation of \$30 or more.



Last year, the 60-plus members of the Unions United team raised about \$7,000. This year, the team hopes to raise \$10,000.

If you're interested in joining the Unions United team, or want to donate (and get a T-shirt), contact:

- Everett - **Hillary Beveridge** - hillaryb@speea.org or call (425) 355-2883
- Seattle - **Sheila Martinez** - sheilam@speea.org or call (206) 433-0991

For additional event information, go to www.komenpugetsound.org.

SPEEA to seek review of NLRB election ruling

SEATTLE – After reviewing and considering options, SPEEA-IFPTE Local 2001 and the Field Service Representative (FSR) Organizing Committee are requesting a formal review of the National Labor Relations Board (NLRB) decision stating FSRs are not professionals.

Prepared by union attorneys and filed in April, the request asks the NLRB in Washington, D.C., to review and overturn the “Decision and Conditional Order” issued April 13 by Region 19.

“Boeing raised the objection that the FSRs are not professional employees,” said **Ray Goforth**, executive director of SPEEA. “Unfortunately, in evaluating Boeing’s objection, the NLRB had the task of sifting through thousands of pages of documents and testimony and simply got it wrong.

“In a related matter, Boeing Technical Customer Support Vice President **Peter Weertman** has caused some confusion by sending mass emails claiming that Boeing isn’t trying to stop FSRs from voting,” Goforth continued. “The facts are that Boeing has consistently declined to allow international FSRs any vote at all and made legal arguments that the team leaders should be blocked from voting (page 83 of the Boeing brief). Mr. Weertman is well aware of the facts. His public claims to the contrary are bewildering.”

The NLRB partial decision fails to recognize FSRs acquire a wealth of advanced knowledge through non-engineering advanced degrees and on-the-job experience solving complex technical problems for Boeing customers.

If the NLRB agrees to review the decision, new legal briefs outlining why the original decision was in error will be filed. Boeing can also file new legal briefs. While the NLRB usually gives decision reviews priority, the process could take several months.

If the review overturns the Region 19 decision and rules FSRs are professionals, the NLRB will then rule on whether FSRs share a community of interest with employees in the SPEEA Professional Unit. Additional information on the process and the FSR organizing effort is available at: www.fsryes.org.

Sign up for home email at www.speea.org



Members of the IFPTE Central States met in Chicago in April. Shown above (back row, from left): **Donna Lehane** (SPEEA-IFPTE Local 2001), **Steve Harsch** (Local 137), **Mike Rudolf** (Local 92), IFPTE Midwest Vice President **Larry Chojnacki** (Local 92) and **Bill Miller** (Local 137). Front row (from left): **George Gammad** (Local 99), **Patricia Sibley** (Local # 153), **John Kannaby** (Local 777), **Terry Antisdell** (retired Local 81) and **Chris Black** (SPEEA-IFPTE Local 2001). Not shown: **Chris Piper** (Local 92)

Common ground at IFPTE regional meeting

CHICAGO - Central States IFPTE delegates met April 2, in Chicago, to share updates from the international and local levels. SPEEA sent two Midwest representatives, Wichita Council Reps **Chris Black** and **Donna Lehane**.

“Even though we are from various unions, companies and states,” Lehane said, “we all shared the same concerns about increasing membership, contract issues, federal and state law changes, and wanting to know who was working for the middle-class workers.”

Among the reports from other IFPTE locals were the following struggles:

- The Chicago Park District employees at IFPTE Local 153 are facing an uphill battle with the Chicago Park District superintendent, who is feigning amnesia over contract

agreements concerning furlough days, and other pay issues.

- Local 137 in Fort Wayne, Ind., is facing significant downsizing due to corporate restructuring of the physical worksite. This Local may fully disappear in time as a result.
- SPEEA shared what happened to members in Irving, Texas, where several hundred layoffs have practically emptied the building.

“I took away from this meeting that our union’s achievements attained over the past decades are not laurels on which we may so easily rest,” said Black, who is also the IFPTE Central States secretary. “We need to keep organizing, organizing, and organizing, if we are to survive the long haul.”

Spirit AeroSystems

WTPU contract proposal ready

WICHITA – After months of member input, detailed analysis and training, the Wichita Technical and Professional Unit (WTPU) negotiation team finalized a contract proposal and presented it to members and company officials in April.

The contract proposal is at www.speea.org. Members are encouraged to ask their Council Rep for a lunchtime meeting with WTPU negotiation team members to discuss the proposal in more detail.

Next steps

SPEEA team members began meeting in sub-committees with Spirit representatives to reach ‘tentative agreement’ on non-economic issues. Both sides will meet for final negotiations (including salary adjustment funds and other compensation issues) at Main Table starting June 20.

Look to the SPEEA website and SPEEA news for the latest information.

SPEEA-Boeing salary

Detailed salary charts for the Prof, Tech and Wichita Engineering Unit (WEU) at The Boeing Company are now online at www.speea.org with updated 2011 selective salary adjustments.

SPEEA-IFPTE Local 2001 prepares the charts as a tool for members to see how their careers are progressing and to help with conversations about performance and career management. Members can access salary charts using their BEMSID and last name.

Salary charts for the WEU and Wichita Technical and Professional Unit (WTPU) at Spirit AeroSystems will be published after salary adjustment data becomes available.

Promotional and out-of-sequence

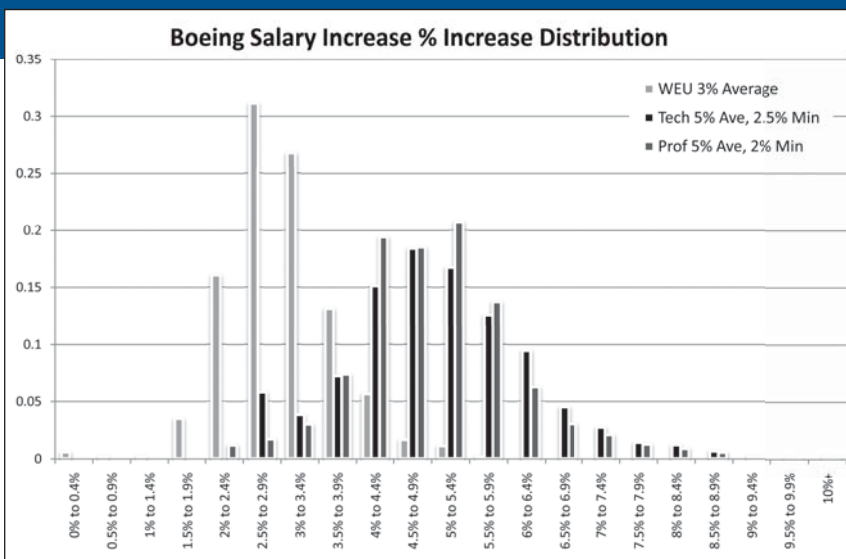
Salary adjustments since the 2010 annual salary review and prior to the 2011 salary review are summarized below. For data specific to individual jobs codes, see the SPEEA salary charts

at www.speea.org.

The online charts, E and F, include the number of reclassifications/promotions and other out-of-sequence (OOS) increases by level as well as average increase amount. The minimum promotional increases are \$2,500 for Techs and \$3,500 for Profs.

Note: The below figures reflect data for individuals eligible for the salary exercise. The OOS figures reflect only the OOS events that occurred since the last salary exercise.

Bargaining Unit	Count of Individuals	Average Old Base Salary	Average New Base Salary	OOS Dollars Spent	OOS As % of old base	# of OOS	% of OOS	Avg OOS incr.
Prof	13,920	\$102,793	\$107,942	\$11,654,108	0.81%	1,334	9.58%	\$8,736
Tech	6,549	\$76,076	\$79,885	\$2,930,164	0.59%	650	9.93%	\$4,508
WEU	549	\$97,829	\$100,760	\$246,454	0.46%	100	18.21%	\$2,465



Salary adjustment distribution

SPEEA monitors the salary data to ensure the terms of the contracts are met. Boeing exceeded the minimum requirements for all bargaining units during the 2011 salary exercise.

The Prof and Tech contractual salary review adjustment funds were 5%, with minimums for all eligible employees of 2% for Profs and 2.5% for Techs. Actual funds spent were 5.009% for Profs and 5.007% for Techs. In addition to the salary review adjustment funds, the Prof and Tech contracts guarantee at least 0.5% to be spent on reclassifications/promotions and other out-of-sequence increases.

The WEU contractual salary review adjustment fund (including out-of-sequence) was 3%. Actual funds spent were 3.46%.

The chart (left) shows the population distribution by salary adjustment percentage for all three SPEEA bargaining units at Boeing.

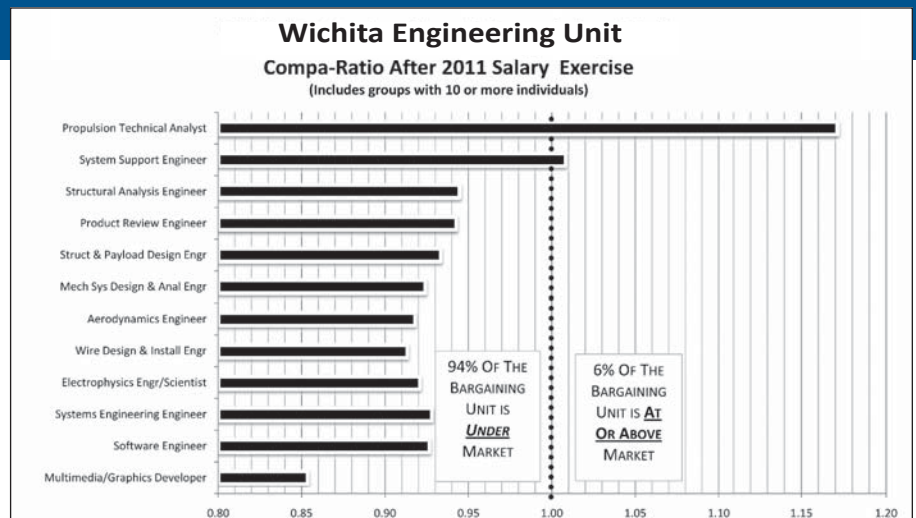
Finding your salary chart

If you're a SPEEA member at The Boeing Company, you can access salary data for your job code and other areas at www.speea.org. Look for the link in the 'Member Tools' drop-down menu.

Because the charts are in a protected area of the web site, you will need to enter your BEMS ID with your last name for validation. The charts are accessible to SPEEA members only.

When you go online, you will see more detailed instructions and links to the salary charts for each bargaining unit.

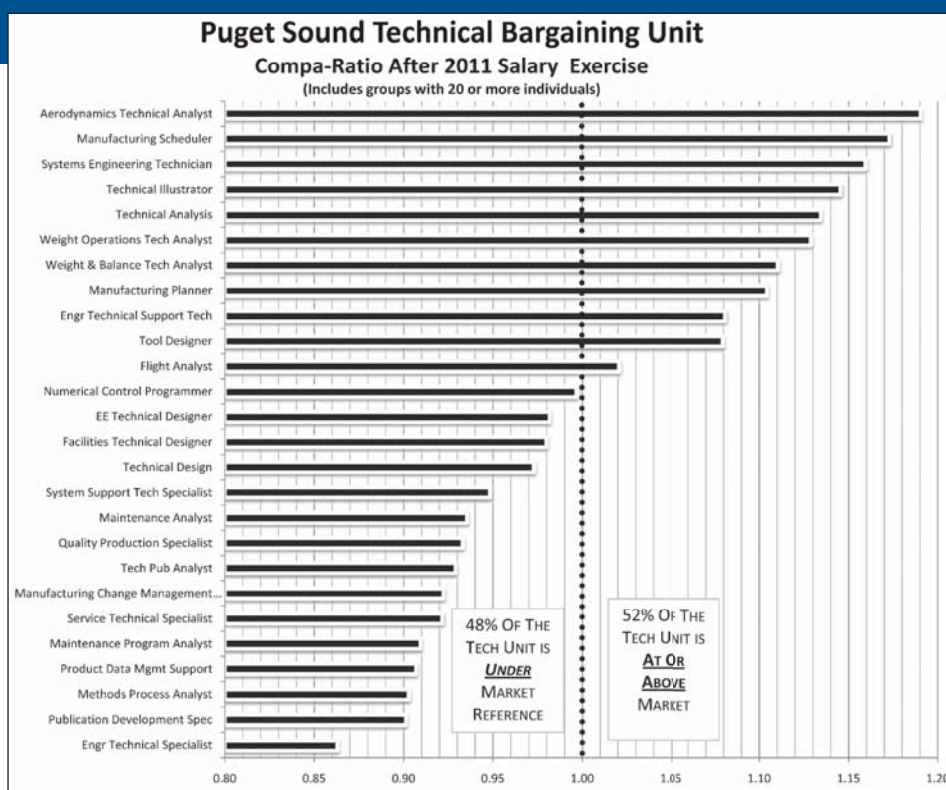
A summary table provides tabular data for every populated occupation, job family and skill management code (SMC). In addition, it indicates the chart number on which salaried job classification (SJC) is displayed.



charts now available

About the online charts

For the 2011 charts, salary charts were developed for every unique combination of bargaining unit, job family and occupation with more than 10 eligible individuals. In addition, each skill management code (SMC) with more than 25 individuals eligible for the salary exercise received their own additional salary chart.



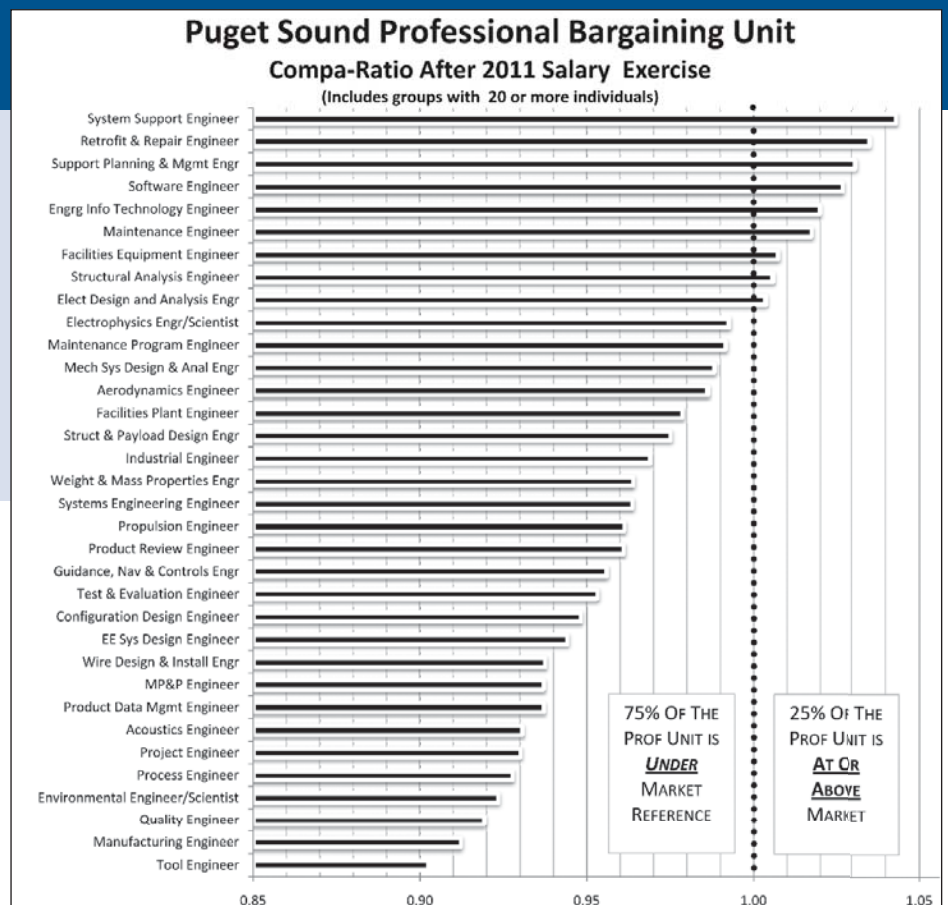
Salary Reference Table Changes

For 2010, the Puget Sound area SRTs were increased 3.5% due to a geographical adjustment. For 2011, the Puget Sound area SRTs were increased again, approximately 3.4%, making the two-year (compounded) SRT increases due to geographical adjustments equal to 7%.

In addition to the geographical adjustments to the Puget Sound region, Boeing implemented fairly significant changes to approximately half of the 2011 SRTs. The changes to SRTs may be found by comparing this year's SRT found on the first page of a member's salary chart to the same page on last year's chart.

Compa-Ratio

The Compa-Ratio is the ratio of an employee's salary to the Salary Reference Table (SRT) market reference *middle* value for the employee's job family and level. Employees having a Compa-Ratio greater than one indicates they are paid more than the market reference. Conversely, a Compa-Ratio less than one shows that salary is less than the market reference. The Compa-Ratio is calculated before the application of the 2011 salary increase for these charts.





During the 6th annual IFPTE Legislative Advocacy Week, activists from Washington state and Kansas met with lawmakers to discuss key issues. Shown above are (from left): SPEEA representatives **Alan Rice**, **Jim Gillan**, **Jimmie Mathis**, U.S. Rep. **Norm Dicks** (D-WA, 6th District), holding a Boeing 767 tanker, **Kristin Farr** (SPEEA legislative director), **Brent McFarlane** and **Joel Funfar**.

The other Washington – a newcomer’s view of IFPTE Legislative Advocacy Week

By **Jim Gillan**
Area Rep

(Editor’s Note: Jim Gillan, an active member of the Legislative and Public Affairs (L&PA) Committees and Labor Delegates, joined 11 other SPEEA L&PA members and staff at the 6th annual IFPTE Legislative Advocacy Week, April 4-8 in Washington, D.C.)

WASHINGTON, D.C. – I knew what a privilege it was for me to represent SPEEA-IFPTE Local 2001 at the Legislative Week, but as a rookie I didn’t yet know how much work it was going to be.

The beginning of the week was full of pep talks, from presentations to panel discussions. Listening to Pres. Obama’s administration officials and IFPTE staff outline the opportunities for organized labor, along with the camaraderie of fellow IFPTE unionists, were the joyous experiences of the trip. While legislators were wringing their hands on Capitol Hill over what appeared to be an imminent shutdown, we were clapping our hands in recognition of our union brothers’ and sisters’ recent accomplishments.

We also heard presentations by IFPTE Secretary-Treasurer **Paul Shearon**, a former SPEEA leader, and U.S. Rep. **Jay Inslee** (D-WA, 1st District). I wouldn’t understand how candid Rep. Inslee was with us until the end of the week – following numerous visits with other lawmakers and their legislative aides.

Inslee lauded America’s technical workforce and said “our new source of energy is between the ears.” He praised our intellectual capital that his colleagues in the nation’s capitol appear to

undervalue.

After Rep. Inslee’s talk, our SPEEA group set our preliminary schedule for the rest of the week. We soon realized our best-laid plans would get even more perplexing, as the craziness of the potential shutdown meant legislators’ office calendars were sacrificed to random voting calls on Capitol Hill.

In addition to visiting about 40 lawmakers’ offices (we split into smaller groups), **Stan Sorscher** planned office visits with policy analysts who navigate the deepest waters of the “think tank.” The term ‘perplexing’ could also work here

on a few occasions. Nearly half a dozen interviews concerning trade and national competitiveness issues had us talking to – but most often listening to – academics and beltway insiders.

I sat in on two of those sessions and was enormously challenged to keep up with the theory behind the policy discussions. But I sensed our hosts were pleased and maybe a little surprised that we made the effort to appeal to them on their own terms. This appears to

be Bridge Building 102 if we want our concerns to be part of the big picture in the future.

I would say Bridge Building 101 was the fact that we were there in the first place. There is no substitute for reading the body language of an elected official when you give a pointed question face to face. One Washington congressman lurched forward in his seat and raised his voice a few octaves as he responded to a remark from one of us well-prepared amateur lobbyists.

I sensed the government professionals we were there to talk to respect our honesty and loyalty to a group that we belong to (aerospace profes-

sionals) as well as represent. In other words, we weren’t paid lobbyists.

While having breakfast with another IFPTE member representing engineers at the Navy shipyard in Philadelphia, we were overheard by a fellow who just so happened to have drafted the legislation for the Immigration Bill of 2005, a feature of my talking point on H-1B workers visas. He knew everything, and then some, and was happy to share his knowledge – and opinions – with us. He gave me a business card and insisted I stay in touch.

This exchange was typical of the daily routine that week. It reminds me of the remark from some guy in the 1942 movie, ‘Casablanca,’ that goes like this: “I think this is the beginning of a beautiful relationship.”

[Jim Gillan works in the Reliability, Maintainability and Testability (RMT) group in Customer Aviation Services at The Boeing Company.]

SPEEA representatives in DC

SPEEA representatives at IFPTE Legislative Advocacy Week included: **Brenda Carlson**, L&PA member (Everett), **Earl Carter**, Midwest Region vice president (Wichita), **Kristin Farr**, SPEEA legislative director, **Joel Funfar**, SPEEA Council Chair (Plant 2/Seattle), **James Gillan**, L&PA member (Everett), **Rick Hoffman**, NW L&PA secretary (Renton), **Debbie Logsdon**, SPEEA L&PA vice chair/Midwest Council chair (Wichita), **Jimmie Mathis**, IFPTE vice president/SPEEA treasurer (Plant 2), **Brent McFarlane**, SPEEA L&PA chair (Everett), **Judy Mogan**, SPEEA L&PA secretary (Auburn), **Joe Newberry**, IFPTE vice president/Council Rep (Wichita), **Alan Rice**, IFPTE vice president/Council Rep (Everett).

Interested in learning more? Plan to attend one of three monthly L&PA meetings (one national and two regional). Look for the schedule at www.speea.org or email kristinf@speea.org.

SPEEA talking points

- Reduce the negative impact of trade agreements without enforceable worker protections.
- Continue Trade Adjustment Assistance which benefits workers who lose their jobs because of outsourcing.
- H-1B and L-1 visa reforms need to include worker protections.
- Industrial policy should be coordinated to rebuild our domestic industrial base.

Proposed changes address 'pro/con' statements

At the last SPEEA Council meeting, Council Representatives voted to publish proposed changes to the bylaws. Members can review and offer input to their Council Rep prior to the next SPEEA Council vote (June 10).

Background

The SPEEA Governing Documents Committee drafted and approved the proposed changes to the SPEEA Bylaws, Section 14.2, on processing referendums and constitutional amendments' "pro" and "con" statements.

The proposal substitutes "for" and "against" statements with rebuttals for the "pro" and "con" statements. The intention is to simplify the process. The timeline is changed under this proposal. One other clarification is on the requirement for written statements.

(Added text shown underlined. Deleted text ~~struckthrough~~.)

SPEEA bylaws (proposed revisions)

14.2. Processing

Each referendum submitted for the vote of the membership shall be accompanied by "Pro" and "Con" statements compiled by interested Council Representatives unless, by specific action, a majority of Council Representatives voting removes the requirement of including "Pro" and "Con" statements with a particular referendum. If this requirement for "Pro" and "Con" statements is removed, each such referendum must have the following note appearing with it: *"The Council waived Pro/Con statements for this Referendum."*

- 1) The complete text of the referendum;
- 2) Written statements of no more than 250 words in length advocating the members' approval of the referendum and advocating the members' rejection of the referendum;
- 3) Written statement of no more than 75 words in length rebutting the statement advocating approval and the statement advocating rejection of the referendum;
- 4) A listing of the names of the committee members composing the written statements; and
- 5) If the referendum was initiated by a resolution of the Executive Board, SPEEA Council, or Regional Council, the total number of votes cast for and against the resolution

The Council Representative compilers shall be appointed by the SPEEA Council Officers are required within 5 days after the receipt of the initiating document to appoint a committee to prepare the statement advocating approval of the referendum, and a committee to prepare the statement advocat-

ing rejection of the referendum. Chairman at the Council meeting at which the Council authorizes the referendum or at the first Council meeting subsequent to authorization of the referendum by other than the Council. If the authorized referendum is not to be sent to the membership until a later date, the compilers may be appointed at a subsequent Council meeting provided that meeting is not less than two months prior to mailing of the referendum.

- 1) The SPEEA Council Officers shall appoint the initial two members of each committee. In making these committee appointments, the officers shall consider Council Representatives, sponsors of the referendum, and other interested groups known to support or oppose the referendum issue.
- 2) The initial two members may select up to four additional members, and the committee shall elect a chairperson.
- 3) Each committee will be allowed 5 days after selection of the initial two members to prepare the written statements advocating approval or rejection of the referendum.
- 4) The SPEEA Council Officers will gather the written advocating statements and make them available to both committees.
- 5) Each committee will be allowed 3 days after receiving the written advocating statements to prepare written statements rebutting the statement advocating approval or the statement advocating rejection of the referendum.
- 6) The SPEEA Council Officers will gather all written statements for inclusion into the referendum package.

Referendum initiated by a resolution of the Executive Board, SPEEA Council, or Regional Council may have the requirements for written statements removed by a vote of the initiating Board or Council as long as the following conditions are met

- 1) The referendum issue does not initiate a recall from office, affiliation, merger, or borrowing against fixed assets.
- 2) The vote must remove all requirements for written statements.

The SPEEA Council Officers are responsible for gathering the votes cast totals for any referendum resolution for inclusion into the referendum package.

A minimum of three Council Officers, acting as a Review Committee, shall be responsible for verifying the truth of these statements and have the authority to request back-up data from the

author(s) and to delete any portions (as little as one word) of the statement(s) which cannot be validated. A copy of the quoted text bearing an original signature of the author shall accompany all statements attributed to other than the authors.

A maximum of two representatives for both the Pro and the Con positions will be permitted to attend the Review Committee meeting, to explain/question both statements, to make minor word changes to overcome objections, and to provide any needed back-up data. All Review Committee meetings shall be conducted according to Robert's Rules of Order (most recent revision).

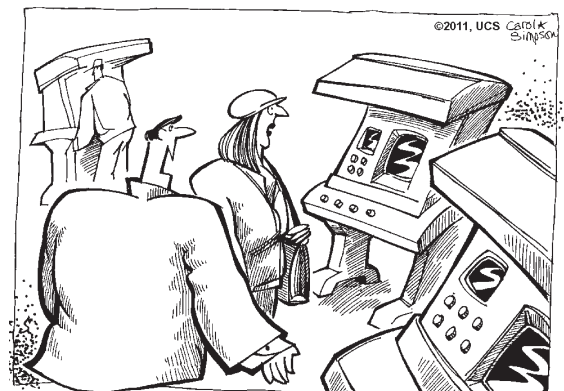
"Pro" and "Con" representatives shall be permitted at least two full work-days to provide any back-up data required by the Review Committee, but not available at that meeting. The Review Committee shall specify to whom, at what time, and at what location such back-up data will be delivered for verification of the statements.

Each "Pro" and "Con" statement published shall have the following note: *"Per SPEEA By-Laws, this statement has been reviewed by the SPEEA Review Committee, which is composed of Council Officers."*

If deletions are made to any "Pro" or "Con" statement, the following shall be added to the note specified above: *"Portions of the original statement have been deleted by the Review Committee due to lack of verification."*

The maintenance of the SPEEA Constitution is the responsibility of the SPEEA governing documents committee. The committee shall obtain a current copy from the certified electronic copy for markup. The committee will prepare the document revision and a non-incorporated revision sheet describing the sections revised and the description of the revision and the authorizing authority.

The committee Chairman or designee will certify the revised document prior to distribution. The SPEEA Constitution will include the endorsements (signatures) of the Committee Chairman and the SPEEA Secretary.



"You're in luck. We have two openings, so I'm hiring you for both of them."



Members turn out for 'We Are One' rally

Shown above are SPEEA members and staff who took part in a rally in Olympia, April 8, organized by the Washington State Labor Council (WSLC). From left: SPEEA Area Rep **Mimi Boothby**, former Council Rep **Doug Bell** (retired), **Rich Plunkett**, SPEEA director of strategic development, **Jessica Bonebright**, program administrator at Ed Wells Partnership, **Tom McCarty**, SPEEA president and **Mark Proulx**, Area Rep. Proulx took a vacation day to attend the rally that drew several thousand. "I'm sick of seeing working people get blamed," for wanting to make a living wage, he said.

Staff close up

Each month, the Spotlight will highlight a couple of staff members from SPEEA-IFPTE Local 2001. This month features Contract Administrator **Mark Moshay**, who recently transferred to SPEEA headquarters from the Everett Hall, and **Ann Eaton**, who also works in Tukwila.

Mark Moshay – contract administrator



In addition to working 11 years as an Everett contract administrator, Mark Moshay's union background includes serving as president of IFPTE Local 6 – Planners-Estimators, Progressmen and Schedulers (PEPS). He served in that role for the last eight years of his 25-year career at Puget Sound Naval Shipyard.

SPEEA start date: May 8, 2000

Education: Defense Information School for Journalism and Broadcasting, Associate of Technical Arts (ATA) – electrical, and paralegal certificate

Professional designations/affiliations: Former vice president of the Kitsap County Central Labor Council, past Executive Board member for the United Way of Kitsap County.

Summary of responsibilities:

- Contract administrator supporting Kent, Wash., and Portland, Ore.
- Joint Workforce Committee focal
- Joint Partnership Council focal
- SPEEA Health and Safety Committee focal
- SPEEA History Committee focal

Ann Eaton – Billing/accounts, staff support



Ann Eaton has more than 30 years experience in billing. Prior experience includes Oak Harbor Freightlines billing and Totem Equipment Company billing, payroll, warranties and invoices for three branches.

SPEEA start date: March 9, 2001

Education: Paralegal and accounting courses at Highline Community College

Summary of responsibilities:

- Account billing and accuracy for Agency Fee (member and non-member fees)
- Classifying and maintaining Beck and religious objector records
- Yearly SPEEA audit report mailing
- Staff support

Attend a SPEEA meeting and get a notebook

Apply for the STEM grant review committee

If you're interested in helping SPEEA-IFPTE Local 2001 support extracurricular activities regarding science, technology, engineering or math (STEM), apply for the committee reviewing grant requests.

To apply for the SPEEA STEM Grant Review Committee, send an e-mail to speea@speea.org with your name, contact information and the school district where you live. **Deadline: Wednesday, June 15.**

The Northwest Council will elect four members to serve on this committee, based on a recommendation by the NW Council officers.

Last year, the Northwest Council approved requests from 11 schools based on the review committee's recommendations. Most are for robotics teams in the competition called Foundation For Inspiration and Recognition of Science and Technology (FIRST).

The schools included: Aviation High School, Ballard High School, Franklin High School, Jackson High School, Lewis and Clark High School, Lynnwood High School, Mountlake Terrace High School, Newport High School, Puyallup High School, Tahoma Senior High School, and the University of Washington.

If you're a member involved in a STEM project, you can apply for a grant on behalf of the students. Look for details at www.speea.org. Deadline to submit grant request: Aug. 15.

Congrats to robotics teams

Congratulations to area high schools for their efforts (and in many cases successes) in the regional robotics competition. Many SPEEA-IFPTE Local 2001 members are involved as parents, mentors or coaches, with SPEEA sponsoring their teams through grants.

Nine Puget Sound teams earned a spot at the national robotics championship of Foundation for Inspiration in Science and Technology (FIRST) held last month in St. Louis.

The Puget Sound schools that qualified include: Arts and Technology High School, Marysville, Aviation High School of Des Moines, BE Aerospace & Arts & Technology High School in Tulalip, Bellarmine Prep of Tacoma, Highline High School of Burien, Interlake High School of Bellevue, Lindbergh High School of Renton, Puyallup High School, and Tahoma High School of Maple Valley.



Ed Wells wants you!

Rotational assignments bring new ideas to EWP, new skills to engineers and techs 'on loan'

By Dina Weiss
For Ed Wells Partnership

Each month, SPEEA Spotlite features a story about the programs and services offered by Ed Wells Partnership (EWP). This month, the focus is on the people who make that happen.

"To ensure our programs and services reflect the needs of SPEEA-represented employees, we recruit a broad spectrum of engineers and techs to work at Ed Wells and help us identify the right courses to offer," said **Maria Nelson**, SPEEA co-director.

"They bring unique perspectives from their particular functional areas," added **Jose Font**, EWP Boeing co-director. "They contribute with fresh ideas about what course offerings are relevant to the technical and engineering workforce at Boeing."

The majority of the program administrator positions at the EWP are developmental/rotational assignments for about two years. Some engineers and techs return to their home organization when the rotation is complete, but many go on to new opportunities within Boeing.

Jeff Jones, who recently worked as a program administrator on loan, is a good example. He's moving on to the NewGen tanker program as a lead engineer responsible for design and integration of Section 41. He's glad for the experience he had at EWP.

'Widened my perspective'

"Leading the entire development of some new classes along with working with suppliers and

internal subject matter experts to offer training in technical, professional, and business skills has widened my perspective and strengthened my own skill base as a lead design engineer," Jones said.

Another former EWP program administrator, **Kristina Preedy**, currently works as a project engineer with the BCA flammability safety and airworthiness group. When asked what attracted her to the position at EWP, she said it was the need to do something new.

"I was in a 'mid-career crisis,' and the rotation seemed like it would give me a chance to take a break from technical work and see what else was out there," she said. "At EWP, I was able to expand my network. I definitely have a greater appreciation for the wide range of projects, activities and technologies available at Boeing."

How did she find her new job once her rotation was complete? "Somewhat serendipitously, but directly due to my experience at EWP, I discovered the project engineer skill code and not only moved into that code in my new job, but got an upgrade at the same time," said Preedy. "It feels like a really good fit for me, and I certainly don't feel like I'm in a mid-career crisis anymore!"

If you're interested in working for EWP or would like to get more information, visit the website: edwells.web.boeing.com/jobopening.cfm.

About Ed Wells Partnership

Ed Wells Partnership provides technical skill training and professional development through classes, career coaching and conference grants. SPEEA negotiated \$24.8 million for this benefit in the 2008-2012 SPEEA Prof and Tech contracts. This contract benefit also applies to the Wichita Engineering Unit (WEU) at Boeing.

May labor history happenings

By Ross K Rieder, president
PNW Labor History Association

As I view my 2011 labor history calendar, I am reminded that on May 2, 1933, Nazi Germany abolished trade unions. It occurs to me that this action could have been more memorable if taken a day earlier - on International Labor Day.

With irony I am reminded from today's news that Governor Walker of Wisconsin recently signed legislation that basically does the same for public workers in that state. And, then, as noted in the New York Times, a governor named Kasich in Ohio signed a similar bill, with one major difference: the Ohio bill not only limits public employee collective bargaining rights, it totally strips them from 360,000 police and firefighters.

Back to May, here's a look at some of the other attacks on labor that occurred to remind us of how far we've come and how far we have to go.

- On May 4, 1886, someone set off a bomb at a workers' rally in Chicago, setting off a police riot.
- Forty five coal miners in Roslyn, Wash., died disastrously on May 9, 1892.
- Several thousand grocery store workers in the Puget Sound area hit the bricks for 81 days on strike on the 11th of May, 1989. Ask me to get you a copy of **Roger Yockey's** new book *PEOPLE ARE #1* so you can read about it. Roger was a staff member at then Local 1105 United Food and Commercial Workers (King and Snohomish County).
- On Memorial Day, 1937, workers at Republic Steel in Chicago were rallying in support of their new union, the Steelworkers, and were attacked and beaten, with some injuries and deaths, by Chicago policemen.

grant three days of paid time off (bereavement leave) if *all* sick leave and vacation hours have been depleted.

"This is an example how the contract language helps members who have unfortunately exhausted their paid time off to care for an ill loved one," Guglielmo said.

Success story

SPEEA member thankful for contract benefit

When a SPEEA member was denied bereavement leave by her management, she became concerned. Her mother passed away in March, and she needed to take time off to arrange and attend the funeral.

Most of her sick leave and vacation hours were used to care for her ill mother during the previous months. To seek a solution, she contacted SPEEA. Contract Administrator **Frank**

Guglielmo notified the Boeing Employee Relations department about the issue.

About a week later, she received payment from the company for the three days of bereavement leave. The member originally used leave without pay for the time off.

As a result of collective bargaining, the SPEEA Prof and Tech contracts state the employer must

Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
 15205 52nd Ave S • Seattle, WA 98188, May 2011

MOVING? Please correct your address

New Address _____

City _____ State _____ Zip Code _____

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



UPCOMING training/events

(See online calendar for details)

Puget Sound

***Drug and Alcohol PRO-388**

Monday, May 9

SPEEA Everett, from 4:30 to 6 p.m.

*Approved for Council Rep training requirement.

Boeing retirement process overview

Tuesday, May 10

SPEEA Seattle, from 4:30 to 6:30 p.m.

SPEEA end-of-career retirement planning

Wednesday, May 25

SPEEA Seattle, from 5 to 7 p.m.

Save the date – Race for the Cure

Sunday, June 5, at the Seattle Center

Join SPEEA on the Unions United team to walk or run in the fundraiser to fight breast cancer. See article on page 4.

Wichita

SPEEA's got talent

Saturday, May 7, at O.J. Watson Park, from noon to 5 p.m.

All SPEEA-represented employees are welcome to cheer for your favorite talent! RSVP: (316) 682-0262 or email vickim@speea.org for lunch. Plan to bring a can of food for the local food bank.

Sponsored by the Midwest Young Professionals, Membership Recruitment and Membership Activities Committee (MAC).

Save the date – Zoo Day

Saturday, June 18, at the Sedgwick County Zoo

Get 50% off your admission – for SPEEA members and their immediate families.



SPEEA keeps notebooks in members' hands

Kent Council Rep **Richard Ogden**, shown here (left) with Seattle Council Rep **Kerth Downs**, holds a newly created union-made engineering notebook, free to members who attend a union meeting (training or information session) at one of the SPEEA halls or in the workplace. Ogden proposed the idea of SPEEA notebooks after The Boeing Company stopped providing them.

A lifetime achievement

Former SPEEA president wanted stronger union, despite anti-union roots – continued from pg 1

always in defense. Prior to Boeing, he worked as a radio serviceman at a logging camp in Aberdeen, served in the Navy as a radar electrician on aircraft carriers, and earned an electrical engineering degree from Oregon State University.

While in the Navy, Ferguson met his wife, Mary. They were both stationed at Alameda Naval Air Station in San Francisco Bay. They married in 1947 and raised three boys and a girl. One of his sons, Kevin, went to work for Boeing, and was part of the SPEEA Prof unit. Kevin took early retirement, with benefits that improved from negotiations during his father's years on the Board.

'Give union teeth'

Negotiations are a touchy subject for Ferguson, reflecting on tense contract talks during his leadership years. In a 1982 article in The Herald of Everett, with a headline that reads 'Leader wants to give union teeth,' he noted *SPEEA today is caught in the dilemma of not having the membership support it needs to make the kind of bargaining gains that would garner more membership support.* That was said about the lessons learned from the 1980 round of negotiations, with a contract that only passed by 52%. About 1,000 members quit, but there wasn't the strike fund or strike prep to do more, Ferguson said in the article.

He is proud of the strength and resolve SPEEA

showed during the 40-day strike of 2000. He recalls spending almost every day at the hall to help support the picket lines.

After retiring from SPEEA in 1989, he became involved in the Engineering Retirees Society (ERS), which a group of SPEEA retirees started in 1982. Ferguson served in leadership roles in ERS, and still serves on the steering board.

He continues to come to the SPEEA headquarters (which he was instrumental in building) for monthly committee meetings. He belongs to the Northwest and national Legislative and Public Affairs Committees (L&PA) and Governing Documents. On this committee, he provides historical perspective. In 1971, he brought together a committee to revise SPEEA's constitution and bylaws. He also attends the History Committee meetings.

His advice to others in SPEEA – get involved. "If people are represented by a union, they need to be involved in their union, so they can be part of its direction. If you're involved, you have much more of a say."

His kindest words for SPEEA are for a small group who organized and negotiated the first contract, approved by 86% of the engineers in 1946. "Those first guys – they had a lot of foresight ... and courage."