

Spotlight

PROFESSIONAL AEROSPACE UNION



Voting counts – More than 65 members helped the Northwest Tellers Committee to validate and count more than 18,000 votes Feb. 19 at the SPEEA headquarters. Shown here (from left) are **Tina Marie**, member, **Bill Barrett**, Area Rep, **David Silleroski**, Northwest Council chair, **Shannon Qualls**, Area Rep, and **Vanessa Venturella**, member. The Tellers oversee union elections and contract votes.



Shown above: **Stan Russell**, Area Rep, and **Gordon Yip**, Council Rep.

Profs accept offer

Negotiations continue for Techs

SEATTLE – The day after Techs voted to reject the latest contract offer, the SPEEA Tech Negotiation Team contacted the Federal Mediation and Conciliation Service (FMCS) to coordinate the next round of talks with The Boeing Company.

The Techs rejected the offer by a vote of 52.8% to 47.2%, and 64.3% granted strike authorization. Although Prof also members voted to grant strike authorization (56.2%), accepting the offer concludes their negotiations.

The SPEEA Negotiations Teams were heartened to see that both units granted strike authorization.

The SPEEA Tech team also planned a survey of

all available Tech members to assess priorities for this next phase of negotiations.

“There are pathways to a negotiated agreement available,” said **Ray Goforth**, executive director. “We can avoid a strike and focus on fixing the problems of the 787 and restoring customer confidence in Boeing.”

The company’s contract offers extended most elements of the 2008 SPEEA contracts, including 5% annual raise pools (giving Profs eight years of 5% wage pools) and no increased employee costs for medical coverage. The ‘poison pill’ was the company’s elimination of the pension for future employees. The company’s replacement – a 401(k) package – slashes the value of the retirement benefit by 41%.

Boeing also refused to ensure existing employees their benefits would not be affected by changes to the Social Security cap on taxable income or raising the Medicare eligibility age. Both are being considered by Congress and would dramatically impact existing retirement packages.

The Prof and Tech Negotiation Teams expressed their gratitude for members’ support over the course of the negotiations. Member activism made a difference, forcing Boeing to significantly improve its Oct. 1 offers. On those initial offers, Profs voted 95.5% to reject and Techs voted 97.2% to reject.

In recent months, thousands participated in lunchtime rallies, infor-

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Remember to vote!

Executive Board ballots due March 13

Votes for three Northwest Region vice presidents are due at either the SPEEA Seattle or Everett hall by noon, Wednesday, March 13. Directions to the halls are available at www.speea.org. If you mail your ballot, allow an extra day for post office processing.



Congratulations to **Earl Carter**, incumbent Midwest vice president, who ran unopposed.

interim negotiations that may occur between formal bargaining sessions.

Candidates for Northwest Region vice president*

- Lynn Burow
- Joel Funfar
- Brent McFarlane
- Ryan Rule
- Dave Baine
- Ronald Shoemaker
- Carrie Rule
- Michael E. Hochberg

Ballot packets, including candidate information, were mailed to Northwest members' homes Feb. 27.

The vice presidents serve on the seven-member Executive Board, which oversees SPEEA through the executive director. In addition, the Board monitors expenses, prepares an annual budget, and members also serve as the team for any

*Names appear in the order they are listed on the ballot based on a random drawing by the Tellers (SPEEA's committee responsible for elections).

Closer look at the budget process - an update



By Bob Wilkerson
SPEEA Treasurer

In my August and December Spotlight articles, I said I would keep you informed of the FY 2013 SPEEA budget preparation status. Here is where we are in the budget cycle:

The Midwest, Northwest and SPEEA Councils have approved their respective budgets with minimal changes. Each Council has identified the funds to successfully pursue their missions.

The approved Council budgets have been incorporated into the main SPEEA budget. The Executive Board has reviewed the overall notional budget and approved sending it to the SPEEA Council, which was provided to the regional Council Representatives in February.

This afforded them time to review, solicit member input and ask questions. At the March 14 SPEEA Council meeting, the entire SPEEA Council will have the opportunity to accept the budget, reject the budget or make line item deletions.

To date, we continue to experience a thorough and measured process.

Prof and Tech

Retention rating appeal process in SPEEA contracts

Prof and Techs at The Boeing Company receive retention rating notices this month, but some may not realize the SPEEA contracts include an appeal process in case of errors.

Article 8.4 in both the Prof and Tech contracts outline the retention rating system that determines the order of layoff if downsizing occurs. The ratings are in skill codes for Profs and skill code plus grade level for Techs.

The contracts also specify a formal appeal process. Requests are subject to review by SPEEA contract administrators because ratings may drop for reasons that aren't subject to appeal,

such as a change in group (due to layoffs, for example), an upgrade (if you're a Tech) and/or new assignments.

To learn more about the requirements and print the appeal request form, go to www.speea.org and click on Member Tools/Career Information/Workforce, then look for the link 'SPEEA retention appeal request form.'

An appeal request (with completed form and attachments) must be sent within 30 days of receiving your rating notification from your manager or it will not be eligible for review.



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Ray Goforth

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By Tom McCarty, SPEEA President

It's not simple, it's not easy and it's not over

I have been listening carefully to our technical unit members' comments on the contract vote. I have heard various forms of "SPEEA failed me, all is lost and we need to re-vote the contract offer." I won't say these members are wrong, but I am going to say I have a different perspective.

I did not get the result that I wanted, but what did happen is each and every member of our union had the opportunity to vote for their choice on contract ratification and strike authorization and we are bound by those results. That's how democracy works. I am not going to go back over the recommendation your negotiation team made and the reasons behind those recommendations. That is now history and not very relevant to the challenge before us.

My view

One thing is clear to me and that is the bargaining leverage of the technical bargaining unit is stronger than ever and everyone should understand that. I am not going to reveal any big secrets that management doesn't know, but I want to get a firm grip on reality and share my view of it with the techs. Although the engineers have accepted their contract, Techs have the ability to shut down the 737 production line. Since that is currently the life blood of the Boeing Commercial Airplane Company (remember no 787s are being delivered for the next few months), management wants you to think your only option is to "move forward together."

My idea is this: Let's move forward to a contract offer that respects the needs of the techs. I am trying to understand why the engineers accepted the same offer that the techs rejected. The only real difference between the units I can determine is that the average salary of the tech workforce is lower than that of the engineers. I believe this made their priorities different than the engineering workforce. Now we need to work even harder to find a solution that will work for our Technical Unit members.

Since the Technical Bargaining Unit rejected the company's offer, their negotiation team wants to

understand what changes the members would consider sufficient to enable them to approve Boeing's proposal. In order to help answer that question, the team is preparing a survey to better understand the tech unit's priorities. If the members come back with "keep the pension," I am going to advise against that as a goal for the tech negotiations at this point. The acceptance of the engineering contract has virtually eliminated any possibility of continuing the pension for new hires in the tech unit.

Challenge ahead

The challenge for all of us in future negotiations is to maintain a retirement plan which will enable employees - who devote their career making Boeing successful - to have some measure of security in retirement. For new employees, that will be much harder. For current employees, keeping what we have is not guaranteed. Although management stated in these negotiations they have no intention of changing the current retirement plans, future leadership may not feel bound by that promise and, as always, "conditions can change."

I've spent a lot of time talking about the Boeing engineering and technical unit contract negotiations. I ask SPEEA members who are not in those units to be patient with me because such a large number of our members have been affected by these negotiations. This certainly doesn't make any of the other negotiations less important.

Spirit Wichita Engineering Unit

I remind everyone that the Wichita Engineering Unit (WEU) at Spirit AeroSystems successfully completed their negotiations. The WEU Negotiation Team deserves special thanks considering they started after the Northwest negotiations and finished before us with a large majority ratification vote.

I wish I could say the more contracts we negotiate, the easier it gets. Reality is quite different. It doesn't get simpler or easier, and it certainly is never over. The Airplane Manufacturing Pilots

Association (AMPA) is now fully engaged in their negotiations with Boeing management, and it is not the least bit easier for them. I will not provide details here, but I will say that I have spoken with the AMPA Negotiation Team and conveyed our support. I reminded them we are ready to provide whatever help they need, and SPEEA is ready to help them succeed in their negotiations.

I conveyed the same message to the Technical Negotiation Team. I know I am speaking for all the engineers when I say we've got your back. I don't say that lightly. I need to repeat that we will do whatever it takes to get a contract offer the Technical Unit can accept. The contract offer that was rejected is much, much better than Boeing's first offer, which was overwhelmingly rejected by the members. The salary pools were increased significantly and Boeing's plan to increase medical contributions was avoided. The down side is we were not able to keep the defined benefit retirement plan in place for employees hired, or rehired, after March 1, 2013.

Critical to success

By the time this Spotlight arrives, the Technical Negotiation Team will have resumed negotiations with Boeing under the auspices of the federal mediators. Obviously, as I write this, I don't know the outcome of those talks. But, I do know that the value the technical workforce brings to The Boeing Company is critical to the success of Boeing, not to mention the rates and deliveries of all commercial aircraft production. Tech members are not abandoned, and they are not alone. Your negotiation team represents your interests in these negotiations. They are doing a GREAT job. If we stick together, we can finish that job.



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Original articles and feedback are solicited.

POSTMASTER: Address changes to The SPEEA SPOTLITE



Council Reps (shown above at SPEEA Tukwila) meet monthly at the SPEEA halls to set policy for the union through Council motions. (Photo archive)

Roles and responsibilities of a Council Rep

SPEEA Council Reps serve as information liaisons between SPEEA, Area Reps and the general membership. They help members stay connected to the union.

SPEEA provides training to help new Council Reps become familiar with their role and responsibilities.

Council Rep responsibilities

- Communicate union news to members in their districts with the help of Area Reps.
- Answer questions in the workplace related to performance management, retention ratings and salary charts as well as other union issues.
- Represent employees called in for disciplinary or investigatory meetings.
- Work with contract administrators on behalf of members with issues related to their contract and/or disciplinary problems.
- Set policy for the union through the Council motions and business.

2000, Schaffer took over the role and remains the CR for R-20 district to this day.

"I have learned a lot about labor," Schaffer said. "Union members need to understand the labor movement as well. It's eye opening and makes you glad that there are unions."

Rhonda Greer

Rhonda Greer, a business systems analyst in the Information Technology department at Spirit AeroSystems in Wichita, has been a Council Rep in district S-4 for eight years, and a SPEEA member for 12 years. Greer got involved as a CR because she felt the union needed more leadership in Kansas.

"I like being the face of SPEEA for members," Greer said. "It's comforting for people to know that they can come talk to a colleague if they have issues or questions, especially when they wouldn't know who to talk to."

Membership is critical to the success of the union and younger members need to get involved and step up in their leadership to ensure the continuing success of SPEEA.

"I am a part of the 50s club looking forward to retirement, as will a lot of other Council Reps," Greer said. "Younger members need to get involved or there will be a union leadership shortage."

[Editor's Note: Heather Buckles worked with SPEEA communications last summer. She graduated from Washington State University (WSU) with a degree in public relations.]

Petitions due March 27

All Council Rep seats up for election

All Council seats are up for election in all bargaining units. Anyone who has been a SPEEA member for at least the past 12 months can run for Council Rep in their work area (district).

Council Reps serve as the frontlines for helping members with questions or concerns about their contract, benefits, salary charts and career-growth opportunities.

In addition, Council Reps meet monthly to set policy for the union through the Council motions and business.

Council Reps also represent employees called in for disciplinary or investigatory meetings and work with SPEEA contract administrators to resolve issues on behalf of members.

Find your district

You need to confirm your district location by going to the 2013-2015 district delineation at www.speea.org (click on the link for SPEEA

Councils). Look for your plant location, and building/floor, to find your district.

How to apply

If you are eligible to run, submit a petition (available for printing at www.speea.org – under Member Tools/Forms and Petitions). The petition requires the signatures of 15 members. Submit the form to the closest SPEEA office by 5 p.m., Wednesday, March 27. You can drop it off, fax it or email the petition to speea@speea.org.

Statements

Also by the March 27 deadline, e-mail your 150-word (max) statement to **Terry Hall** at terryh@speea.org. This will be used in an election packet if more than one candidate submits a valid petition in your district. Ballots will be counted April 24.

All Council Reps will be seated at the May Council meeting.

Why some of your co-workers got involved as Council Reps

By **Heather L. Buckles**
SPEEA communication intern

Council Reps are a vital link between SPEEA and its members. See why some of your Council Reps got involved in SPEEA.

Bruce Liomin

Bruce Liomin, a manufacturing planner at The Boeing Company in Everett, has been the second shift Council Rep in district ES-10 for nine years, and a SPEEA member for 23 years. Liomin got involved as a CR because he enjoys getting people more engaged in their union.

"I got involved because I wanted to make sure all employees were treated fairly," Liomin said. "I wanted to help people, and I like getting people a little more involved in their union."

As the only second shift Council Rep in Everett, Liomin works with SPEEA members in both the

Prof and Tech bargaining units.

"Members need to get involved and know what is going on," Liomin said. "More often than not, it takes something drastic to get people involved. Involvement deals with their future and livelihood."

Roni Schaffer

Roni Schaffer, a Customer Engineering Account Tech specialist at The Boeing Company in Renton, has been a Council Rep in district R-20 for 12 years, and a SPEEA member for 22 years. Schaffer got involved as a CR to serve others.

"Being a CR is all about enlightening people and informing them about news that affects their jobs and lives," Schaffer said. "Over the course of time as a Council Rep and Area Rep, the whole world of labor has become more exposed to me."

Schaffer became an Area Rep in 1998. When her Council Rep developed health problems in

Advocating aerospace issues at Kansas capitol

TOPEKA, Kan. – When members of the Midwest Legislative & Public Affairs (L&PA) Committee met with nearly 30 state lawmakers in Kansas' capitol Feb. 5-7, they crossed party lines and gained ground on behalf of issues important to members.

“We traveled to Topeka during a week of intense debate over public employees' collective bargaining rights,” said SPEEA Midwest L&PA Chair **Debbie Logsdon**. “It was an important time to be there talking through our issues. It showed our legislators that unions can be partners in initiatives supporting economic growth in Kansas.”

For example, **Tom Arpke**, a Republican senator from Salina, and **Jim Ward**, a Democrat representative from Wichita offered to sponsor legislation proposed by SPEEA to develop an ‘Aerospace & Aviation Day.’ By partnering with industries and the communities, this can help introduce K-12 students to the range of career opportunities in the aerospace industries in Kansas.

On the issues related to The Boeing Company's closure of its Wichita facility, SPEEA members emphasized the need to find a buyer for the property that brings living-wage jobs to the area.

The members also urged lawmakers to implement strong “clawback” language in public subsidies. Clawback language ensures the public recovers taxpayer investments if companies fail to produce the economic development promised in exchange for tax breaks and other incentives.

Northwest L&PA members will participate in similar outreach to state legislators in Olympia,



*Kansas State Senate Minority Leader **Anthony Hensley** is shown with **Brenda Reiling**, Midwest Council secretary and member of the Midwest Legislative and Public Affairs Committee (L&PA). This committee initiated a series of meetings with state lawmakers in February. Other L&PA members on the trip included **Earl Carter**, Midwest vice president, **Debbie Logsdon**, Midwest Council chair and chair of the MW L&PA, Council Reps **Donna Lehane** (also vice-chair of MW L&PA) and **Shane Michael**, along with SPEEA Legislative Director **Chelsea Orvella**.*

Wash., March 6. The following week (March 11), SPEEA L&PA members from the Northwest and Midwest will meet in Washington, D.C., with other locals of the International Federation of Professional and Technical Engineers (IFPTE) for a legislative advocacy week.

SPEEA Wichita welcomes new professional staff

WICHITA – SPEEA welcomes **David Glenn** to the Wichita office. His areas of focus as senior organizer/contract administrator will include internal representation.

He brings an extensive background in the labor movement, most recently coming from the California Nurses Association (CNA), AFL-CIO.

When Glenn was growing up, he wanted to become a police officer. He came within a few classes of getting a degree in administration of justice at Washington State University and was planning to take a job with the Pasadena, Calif., police force. Instead, he went to work for the American Federation of Teachers (AFT).

The switch is not so surprising, considering his background. His father was a national field representative with the AFL-CIO, and prior to that, worked at many unions. His mother, who divorced when he was 7, worked two to three jobs at a time as a waitress.

“Everything my father fought for was what my mother was experiencing firsthand in the area of workplace rights and wage equity,” he said.

Instead of law, he pursued another sort of justice, starting with his first union job, which was in the area of health care for AFT.

Glenn also worked at a number of other unions, including Service Employees International Union (SEIU), Graphics Communication International Union (GCIU), and the International Union of Operating Engineers (IUOE).

Glenn is moving with his wife and three children from the Phoenix area, where he was working on a national program for CNA.

Coming to SPEEA has been a positive move for him and his family. He likes the democratic culture of SPEEA.



David Glenn

Wichita member earns two patents in a month



Randy West

WICHITA – Twice in one month SPEEA member **Randy West** heard good news from the U.S. patent office.

First, his patent for a ‘fail-safe aircraft engine mounting apparatus’ was assigned to Spirit AeroSystems. Then he found out about another successful patent application the next week. For that, he was co-inventor on

the ‘truss-shaped engine pylon and method of making same.’

All in a day's work, if you ask West, an Associate Technical Fellow who has been part of four successful patents in the past six months. It truly is part of his work in mechanical engineering on new business acquisitions.

“At our area in Spirit, we make (patent) applications on a fairly regular basis,” he said. That's because his work on requests for proposals requires researching to determine if patents already exist

to ensure their designs don't conflict.

West joined the engineers union 36 years ago when he started at The Boeing Company in Wichita in 1977. At the time, Wichita Engineering Association (WEA) was the engineers union. Members voted to affiliate with SPEEA in 1995.

When asked about his decision to join, he said: “It's better to have a say, than not. If the union bargains for everyone, I should support that activity.”

Science fairs give flight to careers

By Karen McLean
SPEEA publications editor

KENT, Wash. – High school freshmen **Ostap Ben** and **Anthony Rudenko's** experiment with airplane wings for a science fair project last year not only garnered first place awards, they now know they want to become engineers.

"Building, designing and planning the whole thing really inspired me," said Rudenko, who with Ben recently applied to go to Aviation High School. "If not for the science fair, I'd be lost on where I want to go."

That's the kind of life-changing impact a judge can contribute to at this year's Washington State Science and Engineering Fair (WSSEF) April 5-6. See related stories below.

"Judges are instrumental in helping students in many cases realize their potential," said **Michele Chamberlain**, their 8th-grade science teacher at Meridian Middle School in Kent.

Chamberlain took 45 Meridian Middle School students to the state science fair last year, including Ben and Rudenko. The entire group won the honors of best middle school science team in the state. Chamberlain also won the 'Mary Haviland Science Teacher of the Year' award at the state fair last year.

"Teaching science in the classroom is not always going to go far enough to engage students in careers," she said. "The science fairs teach our students that science is the real world. It has applications to their lives, and it shows students that science is not abstract. It's really about problem-solving."

In the Kent School District, cultural and economic diversity are not just buzz words. More than 60% of the students come from families who are living at or below the poverty rate. The number of 'first languages' is greater than 40. Both Ben and Rudenko are first-generation Americans whose parents are Ukrainian.

The science fair judges are giving students good examples, Chamberlain said. "Our students need positive role models."

Fast facts about judging

- Anyone with a desire to promote science and engineering can be a judge. High school judges require more specialized knowledge, while lower grades focus on encouragement.
- New judges are paired with more experienced judges to evaluate projects in an impartial manner while applying WSSEF judging guidelines.



Shown above at Kent Meridian Middle School (from left): **Ostap Ben**, **Michele Chamberlain** (eighth-grade science teacher) and **Anthony Rudenko**. Ben and Rudenko, both high school freshmen, won state science fair honors last year as students in Chamberlain's class. Their project experimented with the efficiency of four types of airplane wing flaps. The students come back to mentor when they can in Chamberlain's weekly science club after school.

- Training is available in person in advance, online or at the fair.
- Judging starts at 4 p.m., Friday, April 5, and continues Saturday, April 6, at 9 a.m. Untrained judges should arrive at 2:30 p.m., if judging on Friday, and 7:30 a.m. for Saturday judging.
- Complimentary meals and refreshments are provided to judges.

To learn more, go to www.wssef.org.

How interest took flight

KENT, Wash. – **Ostap Ben**, 15, and **Anthony Rudenko**, 14, have been friends since second grade. Teaming up for a science fair project last year made sense.

At the time, Ben wanted to be a pilot, so they started looking at projects related to planes.

"We knew something about aerodynamics would be more interesting to us," said Ben. "When looking at the airplane, the most aerodynamic part is in the wings."

When researching a topic, they didn't find a lot of data comparing the efficiencies of trailing edge wing flaps among the four main types (plain, split, Fowler and slotted).

With the help of a borrowed 'demo' wind tunnel, they experimented on which wing flaps would work better. After four months working on the

project, they concluded the split flap works best.

Their efforts led to awards, including first place at their district level and first place in their category in the state junior division, as well as the Pacific Northwest AIAA Award for Excellence in Aeronautics and Astronautics and the Museum of Flight 'Sights of Flight Award.'

"I was into cars before but airplanes are phenomenal," said Rudenko. "Once I got into it and saw how awesome they are, I knew what I wanted to be."

For Ostap, who wanted an airport for Christmas when he was only 5, the science fair project shifted his focus from pilot to either an aerospace or aeronautical engineer. "I learned so much about planes that I realized I'm good at this."

Become a science fair judge



Gary Foss

BREMERTON, Wash. – Mark your calendar to make a difference in a young person's life. Volunteer as a judge for the Washington State Science and Engineering Fair (WSSEF) April 5-6 at Bremerton High School.

Gary Foss, vice president of WSSEF, Associate

Technical Fellow at Boeing and SPEEA member for 32 years, predicts about 600 students this year. To prevent long waits, WSSEF hopes to recruit about 250 volunteer judges. About 180 participated last year.

Foss, a test engineer in structural dynamics at Boeing Test and Evaluation, has been involved in WSSEF for many years. He's also helped with judging at the district level, including Kent School District. That's how he knows **Michele Chamberlain**, eighth-grade science teacher at Meridian Middle School in Kent.

"We couldn't do it (science fairs) without the judges," she said. "People like Gary who believe in science fairs, with his drive and his passion, inspire us teachers."



Ed Wells Partnership

A JOINT SPEEA/BOEING INITIATIVE

EWP webinars help to 'get control'

By Stephanie Mudgett
For Ed Wells Partnership

Does your email inbox need to be de-cluttered? Sign up for the upcoming Ed Wells Partnership (EWP) "Get Control of Email" webinar class (April 8) and learn the following tips and more:

Defeat inbox clutter with the 4D's:

1. Delete by sorting smart
2. "Do it now" for short tasks
3. Defer it by dragging to calendar or tasks
4. Delegate it by transferring to another through the tasks folder

Other tips taught during the webinar – which focuses on email challenges and goals – include learning how to use the following ABC Email Quality Tool to compose email that is clear and concise:

- A: Action moved to the top of the email
- B: Background using bolding and bullets to make key points
- C: Close with the niceties.

This popular class – part of the award-winning training series from the best-selling authors of *The Hamster Revolution*® – offers new ways to reduce incoming, low priority email by 20 to 40%.

Students also can learn how to reduce interruptions and improve task execution, improve email etiquette and business writing skills, and use a new tool to create clear, concise and legally appropriate email.

"This class is a highly interactive class aimed at reducing email overload, boosting the quality of email communication and helping to master a number of key tech tips," said **June Creson**, EWP program administrator and Technical Principal.

"For example, setting up a two-minute delay for your Outbox to deploy an email can help eliminate those embarrassing recalls and attachment-less group emails."

Upcoming webinars include:

- Get Control of Email
- Get Control of Outlook
- Get Control of Meetings
- Get Control Get Organized
- Get Control of Blackberry
- Get Control Zip Tech Tips

For those interested in participating in the Get Control live webinars, watch for the Ed Wells ads or look for them at the Ed Wells site: <http://edwells.web.boeing.com> or contact June Creson (425) 965-3231 for more information.



Pacific Northwest Aerospace Alliance scholarship

SPEEA contributes to the Pacific Northwest Aerospace Alliance (PNAA) scholarship fund to further careers in aerospace. This year's scholarship winner is **Scott Mansfield** (shown above left) with Northwest Vice President **Mike Hochberg** representing SPEEA. Mansfield is pursuing an Associate's in Applied Science degree in the professional pilot program at Green River Community College. Mansfield received the scholarship at the PNAA conference Feb. 13 in Lynnwood, Wash.

Labor History

Union 'myth-busting'

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

A few weeks ago, I found a book recently written by a friendly acquaintance of mine. The author is **Bill Fletcher Jr.** I met him while he was on the staff of the AFL-CIO (that part of it based in Washington, the Colony.) Later, some mates and I had a radio program called Part of the Union. We interviewed Bill about a previous book he'd written – "Solidarity Divided, The Crisis in Organized Labor."

His new one is called "They're Bankrupting Us! and 20 other myths about unions."

Some of these myths are:

- Corporate leaders and their lackeys in the media (ie: Hearst, McClatchy, ABC, CBS, et al) referring to union leaders as union bosses — just a slimy attempt to smear those who at least serve at the will of the members. Some of you may remember the Washington State Republican gubernatorial candidate a few campaigns ago who ran a TV add referring to his opponent being supported by "union bosses" —with the big ashtray and a fat cigar, etc.
- "Unions were good once, but we don't need them any longer." Man is that a load of you know what. These days, even workers who aren't in unions wish to a much higher degree that they HAD a union!
- "The union uses our money for political action, and I have no say in the matter!" To the contrary: Endorsing politicians and issues, in the labor movement, take place within structured and democratic practices. Do you truly believe that WalMart or even Costco, in any way, survey or give a vote to their workers or consumers about what they support? There is no such structure in American corporations. I have a couple hundred shares of Shell Chemical that my dad bought decades ago because my uncle, a Shell entomologist, talked him into it. Annually, I get a list of candidates for some board they have. Never get a vote on new oil digging, though.

That's just a small portion of Fletcher's new book. Published by Beacon Press, one of our nation's most respectable and progressive publishers, it's \$15 in the U.S. Find a copy and read it. If someone you know wants to argue against unions, here's the opportunity to improve your chances of responding effectively to such non-democratic notions.

Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
 15205 52nd Ave S • Seattle, WA 98188, March 2013

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



Training/events

See online calendar for details/RSVP where you plan to attend

Puget Sound

Boeing retirement process

Wednesday, April 17
 SPEEA Everett at 4:30 p.m.

Wednesday, April 24
 SPEEA Tukwila at 4:30 p.m.

SPEEA 101

Thursday, April 18
 SPEEA Everett at 4:30 p.m.

Thursday, April 25
 SPEEA Tukwila at 5 p.m.

Wichita

St. Patrick's Day Bingo at SPEEA

Saturday, March 16
 SPEEA Wichita from 2 to 5 p.m.

Free for members and their families –
 RSVP to vickim@speea.org by March 13.

Hosted by the Midwest Membership
 Activities Committee

IFPTE

scholarship deadline

Applications are due March 15 for the IFPTE annual college scholarship. SPEEA members' children or grandchildren are eligible to apply if they are high school seniors. The winning students from the private, public and federal sector (one per sector) will receive \$2,500 each. Learn more at www.ifpte.org.



Mediation next for lawsuit

On Feb. 19, a federal judge called for mediation in the SPEEA lawsuit for employees denied early retiree 'bridge' benefits when The Boeing Company sold its Wichita commercial division. If mediation doesn't resolve the issues, the case will go to trial before a federal jury in Wichita. SPEEA initiated the lawsuit in 2005 on behalf of hundreds of employees who were 49 to 55 with 10 years of Boeing service. With the 'bridge,' they qualified for early retiree benefits per the SPEEA contracts. Attorneys representing the suit by SPEEA, the International Association of Machinists and plaintiffs are shown here giving an update Feb. 19 in Wichita.

Negotiations continue for Techs continued from page 1

mation meetings, leafleting and marches both inside and outside of company gates.

Those actions took place in an environment of intimidation that prompted SPEEA to file numerous Unfair Labor Practice (ULP) charges with the National Labor Relations Board.

The latest charge, filed Feb. 13, noted company security blocking members from informational leafleting at the Everett factory gates and also noted members' reports of managers holding mandatory meetings with employees to interrogate and intimidate them regarding the contract votes.

Visit www.speea.org for the latest information on negotiations.

Northwest Professional and Technical Units

Contract vote results	Count	%
NW Professional Unit		
Accept	6,483	54%
Reject	5,514	46%
	Do	Do Not
Strike Authorization	6,727	5,249
NW Technical Unit		
Accept	2,868	47.2%
Reject	3,203	52.8%
	Do	Do Not
Strike Authorization	3,903	2,165