

Representing aerospace professionals with competence, integrity and action

Spirit WTPU says YES to SPEEA

WICHITA, KS – Technical and professional represented employees at Spirit Aerosystems, Inc., voted to re-certify SPEEA-IFPTE Local 2001 by more than 200 votes, Aug. 17.

“This was a solid win that allows us to put this issue to rest,” said **Bob Brewer**, SPEEA Midwest Director. “Employees recognized the value union representation brings to the facility and to maintaining the quality jobs for our careers, family and the Wichita communities.”

A total of 1,431 voted out of a total of 1,819 employees eligible to vote in the Wichita Technical and Professional Unit (WTPU) bargaining unit. A total of 58% of the voters said yes to SPEEA representation and the current contract with Spirit.

“Now we can get on with our jobs and help Spirit grow into the company we want it to be for Wichita,” said SPEEA Midwest Council Chair **Debbie Logsdon**.

Midwest Executive Board Vice President **Bill Hartig** said the vote shows that over time people do realize the benefits SPEEA brings to the workplace. “The more people see the

union working, the more people realized voting ‘yes’ is the right thing to do,” he said.

Only the WTPU-represented employees at Spirit were eligible to vote, because the recertification did not apply to the SPEEA-represented engineers at Spirit and employees represented by SPEEA at Boeing-IDS Wichita.

IFPTE staff assisting in Wichita included President **Greg Junemann** and staffers **Karen Bellamy Lewis**, **Carl Webb** and **Jon Wright**. **Paul Shearon**, SPEEA director of organizing, spent several weeks in Wichita, as well, as well as other staff, including **Charles Bofferding**, SPEEA executive director and **Bill Dugovich**, SPEEA communications director. They supported the SPEEA Midwest staff of Brewer, **BJ Moore** and **Deb Shepard**, both contract administrators, and **Sandy Early**, office administrator.

Bargaining unit members negotiated and ratified a new contract in July with Spirit, which purchased the commercial airplane division from Boeing in May. Re-certification keeps the contract in place.



Jayne Ashley, a member of SPEEA Wichita Technical and Professional Unit (WTPU), holds one of several signs greeting employees on the morning of the re-certification vote.

SPEEA President **Jennifer MacKay** spent the morning after the vote in the workplace thanking represented employees for the support.

“We appreciated their support,” she said, “we wouldn’t be here without them.”

Negotiations 2005

Training, member input helps teams finalize proposal

The Northwest Prof and Tech Negotiations teams are gearing up for additional training as they begin to finalize the contract proposal. They will join members of the Wichita Engineering Unit (WEU) in training with a negotiations specialist Aug. 30 and 31. The three teams will also review the draft contract proposal in a separate daylong meeting Aug. 29.

In the past two months, the Negotiations team members gathered input from SPEEA members through lunchtime meetings and phone surveys by the Wilson Center for Public Research.

The results of the survey and the comments from lunchtime meetings contribute to the contract proposal and communication planning.

The teams also plan to conduct one more

round of phone surveys through the Wilson Center prior to Main Table, Nov. 1.

“We want to have other opportunities to make sure we’re on track with the proposal,” said **Tom McCarty**, chair of the Prof Negotiations Team. “We want to be prepared.”

About 75 Area Reps recently came to SPEEA Halls for training, which included an emphasis on negotiations and the role that Area Reps serve in communicating with the members.

The team expects to present the contract proposal in mid September. The Bargaining Unit Negotiations Support committee is planning workplace events for members to show support for the contract.

“We’re depending on our members to visibly support negotiations,” said **Sharon Moats**, chair of the Tech Negotiations

team, “so The Boeing Company understands the needs of our members.”

See the September *SPEEA Spotlight* for more coverage, including an overview of the work by the SPEEA subcommittees and an overview on Boeing’s two pension plans.

Question or comment?

E-mail: Negotiations@speea.org

Key dates* to remember

- Sept. 16 – SPEEA contract proposal ready
- Nov. 1 – Main Table begins
- Nov. 15 – Offer lifted from Main Table
- Nov. 21 – Packet mailed to members
- Dec. 1 – Prof and Tech contracts expire
- Dec. 5 – WEU contract expires

*Some dates subject to change

**SPEEA at
IAM rally ... P3**

**Labor at
crossroads ... P6**

**Celebrate
'Labor' Day ... P7**

BY CHARLES BOFFERDING

Notes from the Executive Director

It's what we do



The International Association of Machinists (IAM) has gotten a lot of attention with their negotiations. Hopefully, they will conclude on schedule, and they will get everything they want, need and deserve.

In a traditional sense, we are next. Our Main Table negotiations are scheduled for Nov. 1 – 15 to allow us to mail out a summary packet to members and count ballots before our contracts expire on Dec. 1 for Profs and Techs and Dec. 5 in Wichita.

However, thinking of negotiations as an event misses the biggest point. Negotiations are part of a larger, ongoing process – an interaction between employees and management to decide, and influence on a continuing basis, what is best for The Boeing Company. Management has one view and employees have theirs. In many areas, employees' views overlap and in some they conflict. This is not a bad thing – in fact, it is a good thing.

Employees and management know a company needs both profits and good people to succeed. However, management favors profit over people and unions value people over profit. This is obvious when downturns occur. Management wants to cut people to save profit while unions want to cut profit to save people. In the end, a balance of interests is the key to helping the company move forward in positive ways. And that balance is best developed and maintained with healthy, vigorous interaction between unions and management. Formal negotiations are the most obvious part of that ongoing interaction.

People vs. profits

As we move forward into negotiations, it is clear that both management and unions are putting out their perspective – that is what each does. Management has been spreading information about how expensive medical benefits are and suggesting that we should be happy with less – they are trying to condition us to either accept less or not demand more. We are reporting that Boeing is in about the best financial shape we have ever been in and the company can afford to provide the best aerospace workers the best medical package in the industry (something we DON'T have now). Again, which is more important – profits or people. As a unionist, I acknowledge that companies need to make profits, but I am steadfast in my conviction that people are more important than profits. I believe this because sacrificing profit to get good employees will lead to future profits while sacrificing people to get good profits leads to a destructive downward spiral. And that is why we need to stand strong in these negotiations – to help Boeing be the best company it can be.

Formal negotiations are upon us. Management and unions are NOT sworn enemies. However, we do each have a unique perspective, and we will each advocate very strongly for what we think is right – that is what we do. And unions do it best with the visible support and involvement of members. Thanks to our strong and vibrant membership, I believe we can be successful in our negotiations. It won't be easy – negotiations never are – however, together we can help make the right things happen.

Training for committee officers

Officers of SPEEA and NW committees came together for a special training session Aug. 16. They reviewed their roles and responsibilities and the interrelationships with the Council officers, Executive Board and SPEEA staff.

Every two years (to coincide with Council Rep elections), every committee is re-formed, and the members elect new officers. All committees are always looking for new members. As the governing documents state: "Any SPEEA regular member can be a member of any SPEEA committee."

To find out more, contact a committee officer or check the *SPEEA News* for upcoming meetings.

Training for Midwest committee officers will be scheduled after officers are elected.

Newly elected officers for the SPEEA and NW committees can be found at www.speea.org.

SPEEA NEWS
 IFFTE LOCAL 2001 AFL-CIO, CLC

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Jennifer D. MacKay

Executive Director

Charles Bofferding

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David Patzwald	Secretary
Larry Marrell	NW Regional VP
Cynthia Cole	NW Regional VP
Alan Rice	NW Regional VP
Bill Hartig	MW Regional VP

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Judi Hurd	Treasurer
Mark Schuetz	Secretary

Midwest Regional Council Officers

Debbie Logsdon	Chair
Lloyd Bonham	Treasurer
Rhonda Greer	Secretary

Northwest Regional Council Officers

Bob Wilkerson	Chair
Paul Wojciechowski	Treasurer
Joel Funfar	Secretary

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WICHITA HALL

973 S Glendale St • Wichita, KS 67218
 M-F, 8:30 am to 5 pm
 Phone: (316) 682-0262



Attending the IAM rally to show SPEEA's support were, from left, Bob Boys, Richard Greene, Joel Funfar, Jessica Bonebright, Bill Dugovich, Mark Schuetz and Kurt Schuetz.

SPEEA shows support for IAM 751

SEATAC, Wash. – With Main Table negotiations taking place, the International Association of Machinists (IAM) District 751 attracted more than 3,000 members and supporters to a rally at Angle Lake Park, Aug. 21. The group of members, families and supporters included seven members and staff from SPEEA who made the march with fellow union members to show support for the IAM and their negotiations with The Boeing Company.

At the event on behalf of SPEEA-IFPTE Local 2001 were **Bob Boys, Richard Greene, Joel Funfar, Mark Schuetz, Kurt Schuetz** and SPEEA staff members **Jessica Bonebright** and **Bill Dugovich**. King

County Executive **Ron Sims** and Seattle Mayor **Greg Nickels** were among the dignitaries at the event.

At the rally, IAM 751 President **Mark Blondin** updated members on negotiations progress, stating that the union and Boeing are still apart on the key issues of health care, pensions and job security. The IAM 751 contract expires Sept. 2. The IAM set Sept. 1 as the date for a vote on a contract offer from Boeing. The ballot will include strike authorization.

SPEEA attendees at the rally remarked about the good turnout by IAM members and family at the event. "It was an impressive rally," said **Kurt Schuetz**. "The members showed their support."

Upcoming events

What's happening at your SPEEA Hall?

This is part of the ongoing training and learning opportunities that SPEEA will provide to members in the coming year. To see the full calendar, go to www.speea.org, or check out the September SPEEA Spotlight.

Health care costs – **Faraz Kahn**, researcher with IPTE, has been looking at the rising health care costs and the implications and changes in the health care industry. The workshop will look at the data and ask participants to give their own experiences about potential changes in health care.

- Sept. 20 – Everett (5 to 6:30 p.m.). RSVP: (425) 355-2883
- Sept. 22 – Seattle (5 to 6:30 p.m.). RSVP: (206) 433-0991

Building your team in your district – SPEEA staff will work with Council Reps to design a communication and action strategy so all members of their district are informed and have the opportunity to participate in their union. Skills to be discussed: Relationship building, building an effective Area Rep network, building a process to hold team members accountable and planning an event.

- Sept. 27 – Everett (5 to 6:30 p.m.). RSVP: (425) 355-2883
- Sept. 29 – Seattle (5 to 6:30 p.m.). RSVP: (206) 433-0991

SPEEA launches pilot for members 'chained to a tube'

By **Ted Nykreim**
Chair of the SPEEA NW Health and Wellness Committee

The SPEEA Northwest Health and Wellness Committee mission statement is: "Encourage members to make informed health and wellness decisions." Recognizing that most SPEEA members sit in front of a computer all day (i.e., "chained to a tube"), the SPEEA Health and Wellness Committee began studying the health-decision making utility of Body Mass Index (BMI) over a year ago. BMI relates a person's height and weight. BMI, along with waist measurement, allows people to rate themselves to the national average. Studies show the direct correlation between the three measurements and significant (and preventable) health risks.

The Health and Wellness Committee began discussions with Sound Health Solutions (SHS). SHS is a medically managed nutri-

tion, fitness and lifestyle-changing program. Initially, this was a clinic-based program (located in the Puget Sound) with a hugely successful outcome. "However, we did not know if members would take the time to visit the clinics in Seattle and Redmond," said **Steve Conrad**, secretary of the Health and Wellness Committee.

In a sedentary individual, blood sugar drops significantly over a two-hour period, producing hunger. Chained to the tube, members all have e-mail – thus the vex of the day needed to become the tool of choice. Committee members took the Outlook calendar function and entered a personal appointment as a recurring meeting at 90-minute intervals to walk to a blood pressure machine located a 10-minute round trip away.

When Sound Health Solutions informed the Health & Wellness Committee that they were piloting a web-based program, we connected the dots to the Outlook calendar feature.

SPEEA launched the initiative to try the web-based program in July with a motion passed at the NW Council meeting. An e-mail to Council Reps called for volunteers who wanted to lose a significant amount of weight. SPEEA's Executive Board approved the contract with SHS in August.

The Health and Wellness Committee gave presentations to about 20 SPEEA members and spouses/partners to explain the Outlook calendar and the eSoundHealth.com tools. Participants began signing up, with the official kickoff set for Sept. 1.

Our committee believes this will be a significant tool for all members. We hope to provide meaningful data to members on the importance of taking control of their health through a balance of diet, exercise and time management. In the end, it could drive down health care costs for everyone.

For more details, go to www.esoundhealth.com.

Everett Council Rep vacancy

Council Rep **Brent McFarlane's** move to District E-14 created a vacancy in E-12 (Tech) Bldgs 40-30, 40-31, 40-32, 40-33, 40-53. McFarlane was seated in his new district at the August Northwest Council meeting.

If you work in District E-14 and have paid SPEEA dues continuously for the past 12 months, you are eligible to apply. Petitions are available at www.speea.org (see link for SPEEA Councils). For more details, send an e-mail to terryh@speea.org.

Other new Council Reps seated at the August Council meeting include:

- **Walt Ditlefsen**, who represents District R1 (Prof) bldgs: 10-13, 10-16, 10-18, 10-20
- **Jim Dibble**, who represents District D-1 (Prof) bldgs: 9-50, 9-90, 9-96, 9-98, 9-120.

Solidarity Night at ball park

EVERETT – Join fellow union members at a special Solidarity Night with the Everett Aquasox baseball team, Wednesday, Aug. 31. Free tickets are available (in advance only) at the SPEEA Everett Hall. Gates open at 6 p.m., and game starts at 7:05 p.m. at Everett Memorial Stadium. SPEEA will host a table with visibility items. Other unions will also have tables set up. Call SPEEA Everett at (425) 355-2883 for more details.

Compensation lawsuit update

More than 20,000 women filed claims in the Beck v. Boeing gender class-action compensation lawsuit. Settlement Services, Inc., the independent claims administrator, anticipates sending claim checks in January 2006.

SPEEA members have asked about the lawsuit payment timeline – and how many people filed. About 28,000 women were affected by pay disparity and overtime issues, according to the settlement.

For more information about the lawsuit, go to www.beckvboeing.com.

Labor leader discusses impact of AFL-CIO split

By *Karen McLean*
SPEEA Publications Editor

EVERETT – SPEEA Northwest Council Reps heard a front-row seat summary of the recent AFL-CIO convention when **Rick Bender** spoke at the August NW Council meeting.

Bender, president of the Washington State Labor Council (WSLC) shared his impressions of the convention in Chicago, where two of the biggest labor unions split from the AFL-CIO. A third left right after the convention.

"It's unfortunate that they didn't choose to stay and engage in a healthy debate," Bender said, noting the impact that this will have on the labor movement.

"We're under attack at the national level," Bender said. "If there were ever a time to stick together, that time would be now."

Bender outlined the key reasons for the unions to split: 1) concern about union density, 2) seeking mergers among unions from about 60 internationals to about 15 to 20 internationals, 3) giving AFL-CIO dues money back to the locals to spend on organizing and 4) change in leadership. At this convention, delegates elected incumbent **John Sweeney** to a second term as AFL-CIO president.

Although the AFL-CIO split may not seem like it has much impact on SPEEA members, it dramatically affects the labor movement at the state and local level, Bender said.

Because of the split, Teamsters, SEIU and UFCW members can no longer pay dues to the Washington State Labor Council and the county councils. Without the dues, which represent about a one third of the total membership, these councils face significant budget cuts and will be forced to layoff staff, he said.

The Labor Councils represent labor interests at the state capitol and at the county level, Bender said. The WSLC focuses on four key areas – and two are specific to legislation and political support.

"We work very hard to support the candidates who support us," said Bender.

Although most candidates tend to be Democrats, the WSLC crosses party lines to focus on labor issues. "If Republicans support us, we support them."

In terms of who receives WSLC support, Bender said the state's 500 labor delegates decide through the Committee on Political Education (COPE) program.

On legislation, the WSLC works on behalf of labor on issues such as worker safety and rights, transportation, which is critical to drawing business to the state, and outsourcing, which is critical to both blue and white-collar workers, Bender said.



Rick Bender, Washington State Labor Council (WSLC) president, is shown here with Kristin Farr (left), SPEEA legislative director and WSLC Executive Board vice president, and SPEEA President Jennifer MacKay. Bender was the featured pre-meeting speaker at the August Northwest Council meeting.

A third branch of the WSLC is communication to members. The WSLC web site has links to labor-related news throughout the country. And the fourth is support for organizing, he said. "Although we don't have the resources to organize, we can support our affiliates in organizing, in lock-outs, and strikes. It's about union members helping members."

During the question and answer period, Bender talked about AFL-CIO support for legislation in the U.S. Senate and House to protect pensions from 'strategic bankruptcy.' "There's no question that there is a crisis in this country on pensions," Bender said.

In response to questions about the AFL-CIO split, Bender said this would make it harder for state and local councils to raise the voice of labor. Although several compromises had been discussed, no agreements had been reached at the time Bender spoke. "We're going to have to wait and see how it all plays out," he said.

Northwest Council highlights – Aug. 11, 2005

Pre-Meeting Speaker: **Rick Bender**, president of the Washington State Labor Council, spoke about the work of labor councils and the impact of the recent AFL-CIO split on state and local councils. (See story on page 4)

Business of NW Council Recognition

Walt Ditlefsen (R-1) is a new Council Rep and **Brent McFarlane** (E-12) moved to a new district. Also recognized were **Ron Mathes** (D-6) and **Dave Landress** for their service as Executive Board members.

Pre-submitted new business

- The Northwest Council PASSED a motion to support Jobs with Justice South Sound expansion.
- The Northwest Council FAILED a motion to oppose future grant type funds.

New business

- The motion to acknowledge the recent election of **Greg Junemann**, IFPTE president, as AFL-CIO vice president was presented and discussed. **Bob Wilkerson** (NW Council Chair and R-50) stated that this motion would be submitted at the next Council officers meeting.

Good of the union

- **Joel Funfar** (Northwest Council Secretary and P-2) stated that the IAM begins Main Table negotiations with Boeing soon (Aug. 15) and there was a rally Aug. 21. He asked Council Reps to attend to show support to the IAM.
- **Mark Moshay** (SPEEA contract administrator) stated Wednesday, Aug. 31, is Solidarity Night in Everett. All are welcome to attend a free ball game and show solidarity for unions. He asked for a Council Rep to assist at a SPEEA table. He also stated that Saturday, Sept. 10, is "Adopt a Street" in Everett and invited all to attend. **Sharon Marrell** (E-8) has invited the senior managers of the Boeing Everett site to help SPEEA volunteers in picking up trash at the 'Adopt a Street' event.
- **Richard Greene** (RS-10) stated that recently, one of our members had a heart attack. He asked for all representatives to send best wishes to her family. He stated that if it weren't for our members who performed CPR and first aid that afternoon, she wouldn't be with us. Wilkerson recognized those members. He asked the Council to agree in extending an Exemplary Membership Award to those who assisted.

Partnership Report

Maria Nelson, co-director, Ed Wells Initiative/SPEEA-Boeing Partnership, shared a PowerPoint presentation reviewing joint programs and survey results.

Labor Council convention

Funfar, **McFarlane** and **Judy Mogan** (NW Legislative and Public Affairs Committee chair) reported on the Washington State Labor Council convention. Some of the biggest issues were pension and Social Security. They also reported briefly on the split with the AFL-CIO, and how everyone felt they were still brothers and sisters, and that we would work around those issues.

NW officers' announcements

- The Ombudsman Committee has elected **Dave Silkroski** (D-5) as chair and **Michelle Cooper** as the vice chair.
- The July Northwest regional vice president election has been challenged and the Tellers Committee was deliberating.

NW treasurer's report

Paul Wojciechowski (NW Council Treasurer and E-30) reported that the Council is currently under budget; however, some of the committees are overspending in areas such as food.

Negotiations Support

Kurt Schuetz (E-1) stated that on Sept. 16, the Prof and Tech Negotiations teams will release their proposal to the company and the following week, a number of events will be set up. He added that if you'd like to participate, contact SPEEA staff, **MaryJo Shannon** or **Mark Moshay**.

SPEEA reports

SPEEA treasurer's report

Tom McCarty reported that LM-2s are expected to be furnished to any member who asks for it. He stated that he believes it is disingenuous the way this report is reported as some of the members may be caused embarrassment by what is reflected. He asked the Council if they wanted to continue to receive the Treasurer's Report by both email and in their packet. The council voiced wanting to continue receiving it by email as well. Any questions the council has can be addressed to him directly regarding these financial reports.

Executive director's report

Written report submitted

Executive Board report

President **Jennifer MacKay** reported that she attended the negotiations kick off meeting with the Prof and Tech negotiations teams and many Boeing leaders. She stated that she was pleased that our negotiation teams did an outstanding job indicating where we are going in these negotiations. She stated that she would be in Wichita on Aug. 17 for the recertification.

Midwest Council highlights – Aug. 11, 2005

Election of Kansas AFL-CIO delegates: **Hoyt Hillman** was unanimously elected to serve another two-year term. Because there were no volunteers for the second position, **Lloyd Bonham** was later nominated and elected to serve the secondary position by an e-mail poll of the MW Council Reps.

CESO delegate for September meeting in Washington D.C. – MW Council Rep **Chris Black** was elected by written ballot to attend the Sept. 12-16 meeting.

Midwest Council motions

- The Midwest Council FAILED a motion to send one MW Council Rep to the Jobs with Justice annual meeting in St. Louis, Mo., Sept. 23.
- The Midwest Council PASSED a motion to send written thanks to IFPTE President and AFL-CIO Vice President **Greg Junemann** for his continued support of SPEEA, and his efforts to bring SPEEA's issues to a broader audience.

MW treasurer's report

MW Council Treasurer **Lloyd Bonham** reported that income is currently below expenses by approximately \$75,000. He encouraged the Council to be more careful with managing expenses.

Running for public office

If you are a SPEEA member running for public office, please send your name and the office you are running for via e-mail to karenm@speea.org.

Remember to vote in the Sept. 20 primary in Washington state. Kansas will hold its next state and national primary and elections in 2006.

Executive Board mini-minutes – Aug. 18, 2005

Attendees: Jennifer MacKay, Tom McCarty, Dave Patzwald, Cynthia Cole, Larry Marrell, Bill Hartig (by phone from Wichita). Excused: Alan Rice

Members: Jean Ray, Keith Neal, Ted Nykreim

Staff: Robin Fleming, Stan Sorscher, Rich Plunkett

At their regular bi-monthly meeting, the Executive Board:

- Heard a report from **Jean Ray**, chair of the Tellers Committee, that the auditors found the SPEEA accounting control is in good order.
- Passed a motion to spend \$35,500 for video conferencing workstations at the SPEEA offices in Everett, Seattle and Wichita.
- Re-allocated funds for the King County Labor Council Labor Day picnic, at the request of **Jessica Bonebright**, SPEEA staff focal for the picnic, to also provide \$150 towards radio broadcast of the event and \$50 for rental of a popcorn popper.
- Discussed extending the new hire medical coverage to the Spirit and Triumph employees. An action item was given to determine the additional cost.
- Passed a motion from NW Council to support the Jobs With Justice (JWJ) expansion in the South Sound with a grant of \$10,000. This will be divided into four payments subject to progress reports from JWJ to the Northwest Council.
- Passed a motion for a \$500 grant to the joint SPEEA and IAM Spokane Labor Day picnic.
- Passed a motion to approve a contract between **ESoundHealth.com** and SPEEA for a Health and Wellness committee pilot program for weight loss.
- Passed a motion from the Northwest Council to send a letter of congratulations and support to IFPTE President **Greg Junemann** on his election to the AFL-CIO Executive Board as a vice president.
- Passed a motion to provide \$500 to sponsor a lane and two bowlers at the 2nd annual Jerry Beckendorf Bowling Tournament fund-raiser for college scholarships for students with a parent in a labor union.
- Motion passed to fund travel for SPEEA President **Jennifer MacKay** to attend the SPEEA Wichita all-member picnic Aug. 27.

The next Executive Board meeting is scheduled from 4 – 8 p.m., Sept. 1, at the SPEEA Seattle Hall. All SPEEA regular, retired and associate members are welcome to attend.

Washington State Labor Council

Delegates discuss 'Labor at a Crossroads'

SPOKANE – SPEEA sent seven delegates to the Washington State Labor Council Convention in Spokane, Aug. 4-6 – where they joined about 400 people representing labor unions across the state of Washington.

With the convention appropriately named: "Labor at a Crossroads," the recent AFL-CIO split was the big news. Because the labor councils are affiliated with the AFL-CIO, they can no longer include locals of the Teamsters, SEIU and UFCW. At the state level, the three unions represent about one-third of the membership.

This year's conference also featured many state and federal lawmakers, including Gov. **Christine Gregoire**, Sen. **Maria Cantwell** (D-WA) and U.S. Rep. **Jay Inslee** (D-1st district).

Delegates to the state convention also represent SPEEA at the local and state labor council level. They are: **Joel Funfar**, **Brent McFarlane**, **Judy Mogan**, **Dave VanTine**, and **Chris Glenn**, an associate SPEEA member, and SPEEA staff, **Jessica Bonebright**, a trustee on the King County Labor Council, **Kristin Farr**, a vice president at large on the WSLC Executive Board, and **Charles Bofferding**, SPEEA executive director.

Member highlights

"What came out of it for me was a feeling of urgency within the labor community," said **McFarlane**, Everett Council Rep. "Even with the split and the ensuing challenges we face in organizing and growing our membership, we are all still part of the larger labor community. There was a great feeling of solidarity and lots of positive energy moving forward."

"There are many challenges facing the labor movement with the withdrawal of SEIU, Teamsters and UFCW," said **Glenn**, a longtime SPEEA activist. "Most of the discussion centered on the missing 30% per capita that the three resigned unions would not be contributing and possible changes

for the state labor council and central labor councils. There is a lot of work to do to figure out how we will all mend fences and operate in the new environment."

Although the split was the big news, the delegates also attended a large array of workshops. **Mogan**, chair of the Northwest Legislative and Public Affairs Committee, talked about what she learned from **Barbara Flye**, chair of the "No on Initiative 330/ Yes on Initiative 336" campaign. Initiative 330 would hurt victims with legitimate medical malpractice

cases. "This is something we should get up to speed on," Mogan said.

"The main focus at the convention was the split," Mogan said. "Most everybody there emphasized that we're still sisters and brothers."

Funfar, Northwest Council secretary, noted the value of the workshops, including the meeting with legislative staffers for the Senate and House of Representatives and the discussion on the Central American Free Trade Agreement (CAFTA), which recently passed Congress despite strong opposition from labor.

Funfar also talked about a presentation by **Doug Orr**, an Eastern Washington University professor, who gave a brief history of pensions and described labor's critical role in protecting pensions from "strategic bankruptcy."

VanTine, Council Rep at Triumph in Spokane commented that each year the WSLC convention plays a big part in uniting unions together to discuss labor issues and listen to speakers who help support many of labor's issues.

"Labor needs these discussions and members need to be part of these discussions," he said. "Labor unions are the people, not the leadership of the unions. We (the union members) need to be a united voice that directs our leadership to provide for the members and families, not for their own personal gain. People together can make a difference."



SPEEA delegates went to the Washington State Labor Council (WSLC) convention. Shown here (from left): **Charles Bofferding**, **Kristin Farr**, **Judy Mogan**, **Brent McFarlane**, **Chris Glenn**, **Dave VanTine**, **Joel Funfar**, **Jessica Bonebright**, **Rick Bender**, **WSLC president**, and **Alan Link**, WSLC secretary-treasurer.

SPEEA ride – a good time and a good cause

SPEEA raised more than \$3,000 for the Cystic Fibrosis (CF) Foundation at the second annual SPEEA motorcycle ride. That's about \$1,000 more than was raised last year.

The SPEEA Northwest Membership Activities Committee (MAC) organized this event with help from **Rich Plunkett**, SPEEA contract administrator, and his family. His daughter, Alison, 9, has CF. Several SPEEA members and staff also volunteered.

Bill Barrett, a motorcycle enthusiast, started the ride in 2004 as an event to draw SPEEA members together for a good time and a good cause. Barrett mapped out a 100-mile route through scenic farmlands and foothills of the Cascades.

The participation grew this year to about 50 motorcyclists and passengers. The number of prizes grew, too.

"I've been amazed at the number of people who want to contribute prizes because CF has touched their lives in some way," said Barrett, who is chair of the NW MAC and a SPEEA Council Rep in Auburn.

By collecting points at designated stops, riders competed for three grand prizes – a gift certificate for one night's stay at Whistlin' Jack Lodge at Cliffdell, Wash., one day rental of a Harley from Destination Harley



*SPEEA ride organizers **Rich Plunkett**, left, and **Bill Barrett**, join **Alison Plunkett**, who has cystic fibrosis. The ride raised money for the Cystic Fibrosis Foundation.*

Davidson and four tickets to a Mariners' baseball game, donated by the law firm of Rinehard and Roblee, with which SPEEA consults as needed.

Thanks to Barrett, the MAC gave away several prizes for raffle drawings. People won T-shirts, caps, gloves, socks, sunglasses, and about 35 certificates for area restaurants. All the prizes added together represented more than \$1,000.

The ride started at Tully's Coffee in Auburn (with free coffee and pastries) and ended with grilled hamburgers, chips and soda hosted by Enumclaw Suzuki Kawasaki.

"The ride was a success," Barrett said, because of the money raised and the camaraderie between members with a common interest. "This was about cystic fibrosis and outreach to our members and the communities we live in. We want to show that SPEEA is a union that cares."

Join SPEEA at Labor Day picnics

Seattle – Monday, Sept. 5, from 11 a.m. to 4 p.m., at Lower Woodland Park Shelters 1-3, N. 50th Street and Woodland Park Ave. N., Seattle. SPEEA volunteers will pass out ice cream and host games with prizes for the children. For details, contact **Jessica Bonebright**, SPEEA staff, at (206) 433-0991.

Spokane – Friday, Sept. 1, from 11 to 11:45 a.m., near the Triumph facility. SPEEA and IAM will co-host a picnic with grilled hotdogs and the fixings. For details, contact **Dave VanTine**, SPEEA Council Rep, at (509) 623-8589.

Wichita – Sunday, Sept. 4, from noon to 4 p.m., SPEEA members are welcome at a Labor Day picnic at the IAM Hall, 3830 S. Meridian.

SPEEA 'Adopt a Street' in Everett

EVERETT – SPEEA volunteers will once again be sprucing up along Airport Road for the 'Adopt a Street' program, from 10 a.m. to 1 p.m., Saturday, Sept. 10. Thanks to the City of Everett, the team will have the litter grabbers, gloves, and bags. Meet at the Everett SPEEA Hall, at the corner of Airport Road and 106th St. SW. For more details, contact **Mark Moshay**, SPEEA contract administrator, at (425) 355-2883 for more details.

SPEEA files ULP for Utah

SPEEA filed an Unfair Labor Practice (ULP) charge Aug. 8 on behalf of Utah SPEEA-represented employees, based on management's recent change in travel expense reimbursement.

Management recently stated that government per-diem rates are to be used to determine reasonableness for travel expenses (reference "R. E. Schankel Memo: Aug. 3, 2005).

This is in direct violation of the established practice for reimbursement as documented in both PRO-33 and the "Boeing General Travel and Business Expense Policy Handbook," and represents a genuine unilateral change in working conditions.

These references describe the Boeing travel policy for staying at one of the hotels listed in the preferred directory and eating reasonably priced meals. These documents expressly state the government per-diem rates are *not* to be used as a measure of reasonableness.

Boeing management rebuffed efforts by SPEEA to work this issue, which led to SPEEA filing the ULP. Management is forbidden, by federal law, from any form of retribution. For more details, contact the SPEEA office at (206) 433-0991.

Vacancy on NW Tellers Committee

The Northwest Tellers Committee currently has a vacancy due to the resignation of **Lonnie Dotson**. An interim Teller will be elected at a Northwest Council meeting.

The Northwest Tellers Committee is responsible for overseeing regional SPEEA elections.

If you are interested in becoming a Teller, you can find more information at www.speea.org.

Please note that members of the Tellers Committee may not be a member of the Judicial Review Committee, nor the Ombudsman Committee.

The Tellers wish to thank Dotson for his service on the committee.

Guest column

Just because you can, should you?

By Alan Rice
SPEEA member

There are a lot of things in life that I have learned to have a high tolerance of and a slow-burning fuse. The mistreatment of people is NOT one of them! It is a flashpoint for me.

It seems inescapable that despite all the best-stated intentions and principles to the contrary; The Boeing Company just can't seem to help itself when it comes to disregarding the reasonable and fair treatment of its employees.

There is a constant trickle of news and events from around the globe where Boeing management has the opportunity to step up and demonstrate their commitment to their employees – and fail to do the right thing. Is it really so hard to do? Is the pressure to perform for the stockholders so great that it overcomes their commitment to balance the interests of employees with those of the company and financial community?

One recent example is with our brothers and sisters in Australia, where the national laws differ slightly from our own here in the United States. It was reported that Boeing chose to ignore a legal request from their employees to bargain collectively for a contract. *Why* did they do this? To quote Australian Prime Minister John Howard, "The company was within its rights to refuse to negotiate."

In other words, they did it because they *could*!

The real question is then, does that make it *right*?

As a child being raised by two very principled and humane parents, it was a basic lesson to follow the golden rule and the definition of *integrity* was pounded into my psyche: "Do the right thing – even

when nobody is watching."

It is my observation then that Boeing has been operating with an absence of, or at best inconsistent, integrity. In fact, I would describe the behavior as that of a bully – one that not only doesn't do the right thing but doesn't care who sees them. WHY? Because they *CAN*!

If there was a real balance of power – or if the company *truly* valued and respected its employees, then bargaining and doing the right thing would be a foregone conclusion.

Since neither of these are the case, who will stop them? If the law allows it, who will stand up to the corporate decision-makers to demand justice and hold them accountable for their actions and commitment to live up to their stated principles?

I say it is all of us, collectively! Remember: "**United we bargain, divided we beg.**" Now is not the time for apathy, nor is it the time for division. It is a time for unity and solidarity. I know that it begins with me, one voice, one will. I am taking a stand to defend YOU and others who have been wronged or who merely want to exercise their legal and moral rights to be treated fairly by their employer.

I know I will not be there alone on that crusade, but what I really want to know is *will YOU be there with me?* If not, what will it take? If not you, who? If not now, when? Will it take the wolf being at *your* door? If so, will you defend yourself alone or expect others to come to *your* aid? The cause of freedom and fairness is a constant vigil – not an *event*.

[Editor's Note: Do you feel strongly about an issue related to SPEEA? Send an e-mail to karenm@speea.org]

Gainsharing pays in Spokane

Spokane, Wash. – All employees at Triumph Composite Systems in Spokane received their first gain-sharing payout in a program created by union and management participation.

Gain sharing distributes a portion of the company's cost savings generated by the employees to the employees as an incentive to further improve the company's performance, said **Jon Cady**, a SPEEA member. He participates on the team that created and audits the gain-sharing program.

The gain-share "payout" to each employee is governed by exceeding targeted goals for scrap reduction, shop supplies, safety expenses, material utilization and productivity, he said.

The program recently completed its first quarter and produced a payout of \$354 to the employees in July.

Letters To The Editor

In response to the *SPEEA News* article by Executive Director **Charles Bofferding** (Aug. 12) "More powerful than a fight," I offer a timeless quote from a famous American who knew all about branding and framing:

"Power concedes nothing without a demand. It never did and it never will." - Frederick Douglass

Brent McFarlane
Council Representative
Everett

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PDT)

Wednesday, Aug. 31	5:00 p.m.	Health & Wellness
Thursday, Sept. 1	4:00 p.m.	Executive Board
Tuesday, Sept. 6	5:00 p.m.	Leadership Development & Training
Thursday, Sept. 8	5:00 p.m.	Council Meeting
Monday, Sept. 12	5:00 p.m.	Facilities committee
Monday, Sept. 12	5:00 p.m.	BUNS
Wednesday, Sept. 14	5:00 p.m.	Labor Delegates
Thursday, Sept. 15	4:00 p.m.	Executive Board
Thursday, Sept. 15	5:00 p.m.	SPEEA Legislative & Public Affairs

MIDWEST MEETINGS (ALL TIMES CDT)

No Meetings Scheduled	
Tuesday, Sept. 6	4:00 p.m. MW Membership Activities Committee
Thursday, Sept. 8	4:00 p.m. Council Meeting
Tuesday, Sept. 13	5:00 p.m. MW Women's Advocacy Committee
Thursday, Sept. 15	4:30 p.m. MW Legislative & Public Affairs

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