

Representing aerospace professionals with competence, integrity and action



Shown above at a lunchtime meeting in Auburn are (l-r): Negotiation Team member **Joel Funfar** (also SPEEA Council secretary), Director of Strategic Development **Rich Plunkett**, Auburn Area Rep **Judy Mogan** (also chair of Northwest Legislative and Public Affairs Committee), Negotiation Team member **Sharon Moats** (also Northwest vice president) and Auburn Council Rep **Alton Folks**.

## Negotiations on schedule, but delays in data requests

The SPEEA negotiations teams continue to meet to press for a fair contract with no takeaways. One of the latest issues is the lack of data Boeing is willing to share – despite numerous, detailed requests by SPEEA. The data requests focus on comparable salaries, medical/dental and contract labor. Boeing has stalled for months on some of these specific requests.

At the negotiation joint steering committee meeting Sept. 17, the purpose was for Boeing management to ask questions about SPEEA's initial contract proposal for Puget Sound Prof and Tech bargaining units. The company negotiators failed to ask a single clarifying question about the proposal. Instead, the company gave carefully worded statements that outlined what they want employees to give up in the next contract.

“Boeing presented a platform that articulated their intent to pursue takeaways in benefits, remove the pension for new hires and outsource more work,” said **Ray Goforth**, SPEEA executive director and chief union spokesman for negotiations. “During a time when the company is making record profits and securing record orders, they should be talking about sharing that success with the employees who make it possible.”

Boeing negotiators also declined to discuss

the issue of Utah engineers in the bargaining unit. The company said it maintains the employees should be cut from the Puget Sound contract.

“Our expectation was that Boeing would sit down and want to talk about the issues, but we are seeing no interest in having a real discussion,” Goforth said. “This was a missed opportunity to engage in substantive negotiations. This is the same approach to negotiations that led Boeing to the IAM strike.”

## WEU contract proposal

The Wichita Engineering Unit (WEU) sent its contract proposal to members Sept. 24, with a meeting set for Sept. 26 between the SPEEA negotiations team and Boeing counterparts at Integrated Defense Systems (IDS) Wichita.

## Negotiations 2008

## We ‘CAN’ do it!

SPEEA's negotiations teams want to remain in close contact with members throughout negotiations to keep everyone informed about the issues, how they can support activities and next steps/key dates.

As part of this effort, the Bargaining Unit Negotiations Support (BUNS) committee kicked off the Communication Action Network (CAN). This network is based on, but not limited to, the Council and Area Representatives who help share accurate and timely information to members.

CAN activities include:

- Help collect orders for Solidarity T-shirts and distribute them in your work area.
- Help schedule/host a lunchtime meeting for negotiations.
- Help communicate negotiations information/activities to others in your work area.

If you want to ensure good communication in your area throughout negotiations, step up and become a member of the CAN, and join others in your building doing the same.

For more information, check out the sign-up form at [www.speea.org](http://www.speea.org) or e-mail [aprilr@speea.org](mailto:aprilr@speea.org).

## Red shirt Wednesdays!

### Wear your SPEEA solidarity T-shirt

Don't have one? Ask your SPEEA Rep or contact the SPEEA hall nearest you.



**Charge against Spirit – P2**

**SPEEA advocate dies – P2**

**New union welcome - P3**

## Charges filed against Spirit over ETO mandate

**W**ICHITA – When Spirit management announced a shorter workweek for exempt and non-exempt, the calls flooded into the SPEEA Wichita office.

Prior to the strike at The Boeing Company, SPEEA advised management to keep employees on a regular schedule. Instead, Spirit put many of its direct employees on a shorter workweek within 48 hours of the International Association of Machinists (IAM) strike.

“Spirit anticipated this for weeks but we didn’t find out until members called to ask if this was allowed by the contract,” said **Bob Brewer**, SPEEA Midwest director. “It’s not allowed without prior negotiations.” SPEEA filed an Unfair Labor Practice (ULP) charge.

Spirit management changed their mandate to a request after SPEEA intervened. Some managers, however, threatened retaliation if exempt employees didn’t use their sick days and vacation to make up for the shorter week. Non-exempt employees were told they were eligible to sign up for unemploy-

ment with the state’s Work Share program.

Fair Labor Standards Act (FLSA) requires companies to pay exempt employees for 40 hours per week whether they are working or not, because they do not get paid for working overtime.

“Although the company is allowed to do this to non-union employees, SPEEA’s collective bargaining agreement protects represented employees from this cynical effort to trick employees into funding their own pay cuts,” said **Ray Goforth**, SPEEA executive director. “If (Jeff) Turner needs money this bad, then I suggest that we start passing the hat around the plant to collect spare change for him.”

Contract labor is another problem where Spirit is violating the contract because contract labor continues to work while direct employees are working three days a week.

“The people who work directly for Spirit are being unfairly punished,” Brewer said. “Removal of contract labor will free up money and float the payroll for direct employees to work more hours.”

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## Council Rep vacancy in Everett

**C**ouncil Rep **Steven Bish** resigned his Council position, effective Sept. 23, which leaves a vacant seat for District E-6 (representing Techs in the 40-87 building in Everett).

If you reside in the E-6 District, meet the minimum one-year SPEEA membership qualification and are interested in serving your co-workers as their union rep, please complete and return your petition\* by noon, Tuesday, Oct. 7. You can deliver the petition to the SPEEA Union Hall in Tukwila or fax to: (206) 248-3990.

If you have questions, contact **Terry Hall** at (206) 433-0995, x130 or email: [terryh@speea.org](mailto:terryh@speea.org). An extensive training course is provided to the new Council Rep.

\*The 2007-2009 Council rep petition can be downloaded at [www.speea.org](http://www.speea.org). (Click on “Forms and Petitions” tab and then click on the link in the table on the right.

**Sign up for home e-mail at [www.speea.org](http://www.speea.org)**

## Craig Lewis, ATF and SPEEA advocate, dies



Craig Lewis

**Craig M. Lewis**, an Associate Tech Fellow, died Sept. 5. As an Area Rep for SPEEA for many years, he was a strong advocate for members in his district at Commercial Aviation Services (CAS).

“He was one of SPEEA’s most devoted supporters,” said **Laura Anderson**, SPEEA contract administrator who worked with him on resolving members’ issues.

Lewis was a leader on the CAS Partnership forum and a member of the SPEEA/Boeing Partnership Leadership team for two years.

“He always supported a better ‘working-together’ relationship between SPEEA and Boeing,” said **Maria Nelson**, SPEEA co-director of Ed Wells Partnership (EWP).

Lewis was a presenter for Tech Excellence Hours, hosted by EWP. In addition, he took an active role as a mentor and advisory board member with Opportunities for New Engineers (ONE). *See an article about this in the October SPEEA Spotlight.*

A memorial to his life will be held at 2 p.m., Sunday, Sept. 28, at Floral Hills Chapel, Lynnwood. An online memorial is at [www.mem.com](http://www.mem.com).



## New union welcome here

Shown above are members of the recently chartered Local of the American Federation of Government Employees (AFGE) who began meeting at SPEEA's Seattle hall. The Transportation Security Administration (TSA) Local represents all the transportation security officers at the Sea-Tac International Airport. This meeting shown here was the first general membership meeting and an opportunity for the members to meet the Local officers.

*Above and beyond the call*

## A special thanks to Mark Worden

By Mark Moshay  
SPEEA Contract Administrator

EVERETT, Wash. – As a contract administrator, one of my most gratifying rewards is to work with some of the best representatives I've ever had the chance of serving.

Our Council Reps are super people. Not only do they fulfill their role as employees, but they also make time to help represent their fellow employees.

Recently, **Mark Worden** (E-25) has gone way above and beyond in his efforts to represent SPEEA members. For starters, he is one of two Prof Council Rep in the factory. There are currently four vacancies in that area. For the past year or so, he has covered multiple districts to represent Profs with a wide range of issues.

As if that wasn't enough, Mark has taken on a couple of very time-consuming cases involving Equal Employment Opportunity (EEO) allegations and a Notice of Remedial Action (NORA). He has made my job very easy by providing thorough notes, copies of documents, and his own



Mark Worden

analysis.

His handling of a NORA has truly impressed me. The employee has many years with the company, and it seemed clear that management was not using the NORA as it was intended. They seemed to be looking for a way

to ensure the employee failed. Because of Mark's determination in holding management accountable to the process, we expect the employee to successfully complete the NORA. NORA can be a very traumatic experience because a failure often results in the discharge.

Obviously, the employee was very appreciative of Mark's efforts – for literally helping to save the employee's job.

For me, it's another reminder of how committed Mark is to his role as a Council Rep.

There are many others, like Mark, who go above and beyond the call for our members. It's just another reason why I look forward to coming to work each day!

## Executive Board mini-minutes – Aug. 21

**Attendees:** Cynthia Cole, Sharon Moats, Larry Marrell, Walt Ditlefsen, Bill Hartig

**Excused:** Jimmie Mathis, Earl Carter

**Council:** Steve Spyridis, Joel Funfar, Roger Pullman, Sandy Hastings

**Guests:** Kurt Schuetz, Ron Smith, Dale Shifflett, Gail Evert, Mark Worden, John Allen

**Staff:** Ray Goforth, Robin Fleming, Mark Moshay, Bob Rommel

At their regular meeting, the Board:

- Approved additional funding to buy more T-shirts and tickets supporting SPEEA Solidarity Night at the Mariners.
- Approved money to support the IAM strike at Hawker Beechcraft in Wichita.
- Approved sending the newsletter with negotiation content to all members from September until the final contract is approved.
- Approved SPEEA time for SPEEA Council Chair **Steve Spyridis** to go to Irving for a member meeting.
- Approved SPEEA time for members to attend the September meeting of Council of Engineers and Scientists Organization (CESO).
- Approved funding for a sponsorship at the Jerry Beckendorf Scholarship Bowling Tournament per the Northwest Council request.
- Approved purchase of polo shirts to all SPEEA Council Representatives for visibility.
- Authorized signing an IFPTE 17 solidarity request with input from the NW Legislative and Public Affairs (L&PA) committee.
- Approved SPEEA time for members to attend the Spirit of Snohomish County United Way breakfast.
- Recommended **Ugur Mehmet Koku** to the NW Council officers to be on the advisory committee at Bellevue Community College, instead of Highline Community College.

## NW Council actions – Sept. 11

At the Northwest regional meeting, the Council:

- Recognized new Council Reps **Ryan Rule** (Plant II – P-5) and **Duane Skipworth** (Renton R-60).
- Recognized new Northwest Teller – **Barbara Moore**

Approved the following motions:

- NW08-060 – Questions for Northwest vice president election.
- NW08-061 – Support for the Red Cross Real Heroes breakfast.
- NW08-062 – Extension for Council Rep training requirement.

## CPI – August

The U.S. City Average all-items Consumer Price Index (CPI) for urban wage earners and clerical workers (CPI-W) on a 1982-84=100 base for August 2008 is 215.3. (On a 1967=100 base, the August index is 641.2). This is a 0.5% decrease from July and a 5.9% increase from August 2007. For more details, go to the U.S. Department of Labor's Bureau of Labor Statistics web site at [www.bls.gov](http://www.bls.gov).

## CR one of the few, the proud...

By Frank Guglielmo  
SPEEA Contract Administrator



Richard Greene

**W**ICHITA – You hear about the few, the proud, the Marines, and you may think it's just a slogan – empty words. I got to see it in action with Council Rep **Richard Greene**, a U.S. Marine.

The incident took place earlier this summer at the SPEEA Solidarity Night with the Wichita Wranglers baseball game. A group of us took our seats at the game after helping to host the SPEEA tailgater party in the parking lot. In the stands, I couldn't help but notice a group of about 10 boys sitting behind me – bringing back memories of when I was their age (about nine) and first falling in love with baseball.

As the game was starting, one of those boys in the group started to turn white and bob his head – classic signs of heat stroke given the 90+ temperatures. Several from our SPEEA group joined other adults nearby to help cool the boy off while the chaperone went for a bag of ice. But it was too late – the boy was not recovering.

Without hesitation, Greene sprang into action. Despite severe back pain (he's had numerous surgeries), he jumped over rows of seats to carry the boy in his arms up the bleachers to seek first aid. With that help, the boy later returned to the game.

## United Way kicks off in Wichita

**A**t the United Way of the Plains campaign kick-off breakfast, SPEEA was there with a total of more than 150 years of giving among them.

Among the representatives of SPEEA were the Midwest Council officers: **Donna Castaneda**, **Debbie Logsdon** and **Rhonda Greer**, as well as Council Reps **Chris Black**, **Pat Clough**, and **Ruth Ann Mullhatten**, members: **Ronda Cockrell** **Greg Blencoe**, **Harold Evans**, a longtime SPEEA activist who sits on the United Way board, and **Earl Carter**, SPEEA Midwest vice presi-

dent. Also in attendance were SPEEA staff: **Bob Brewer**, **Vicki McKenna** and **Debbie Shepard**. Associate SPEEA members **George** and **Rhonda Anthony** and **Sheree Kennedy** came to the event, too.

Representatives came from other unions as well, including Plumbers & Pipe Fitters, Sheet Metal Workers, Postal Workers, the teachers' union and a number of the IAM Locals. "This was a great opportunity to network with other labor unions as well as show our union support for this important work," said Castaneda.

## Shorter workweek starts at BAE

**I**RVING, Texas – As a result of the strike at The Boeing Company, BAE Systems announced a shorter workweek for non-exempt staff. The shorter week started Sept. 22. The International Association of Machinists (IAM) District 751 went on strike Sept. 6.

SPEEA Midwest Contract Administrator **BJ Moore**, MW Vice President **Earl Carter** and SPEEA Council Chair **Steve Spyridis** talked with members at a lunchtime meeting hosted by Irving Council Reps **Redge Thompson** and **Tom Jensen** the week before.

As at Spirit AeroSystems in Wichita, the non-exempt in Irving qualify for unemployment in the state's unemployment pro-

gram called Work Share to offset wages lost from two days off a week. Most of SPEEA-represented employees are affected (there are no exempt represented employees). The IAM bargaining unit at BAE is also on a shorter week.

At BAE, contract labor is not an issue like it is at Spirit. "Our biggest concern is whether someone else (non-represented) is doing SPEEA work when we're not there," said Moore. Members said they would cover each other during absences to ensure this doesn't happen.

SPEEA leaders also attended the monthly labor-management meeting at BAE. This is the first time Spyridis and Carter traveled to Irving to meet members.

Like other Council Reps, Greene has a passion for service. He took it a step further at the game by taking care of that boy even when he shouldn't have because of his

back. When I hear the slogan for Marines, I think of it in a whole new way and am proud to know him.

## UPCOMING MEETING SCHEDULES

### NORTHWEST MEETINGS (ALL TIMES PDT)

Week of September 29, 2008	
Monday, Sept. 29	4:00 p.m. Council Officers Meeting
Wednesday, Oct. 1	5:00 p.m. Health & Wellness
Thursday, Oct. 2	4:00 p.m. Executive Board
Week of October 6, 2008	
Tuesday, Oct. 7	5:00 p.m. Leadership Development & Training
Thursday, Oct. 9	TBD SPEEA Council meeting
Week of October 13, 2008	
Monday, Oct. 13	4:00 p.m. New Hire Committee
Wednesday, Oct. 15	5:00 p.m. SPEEA Governing Documents
Thursday, Oct. 16	4:00 p.m. Executive Board

### MIDWEST MEETINGS (ALL TIMES CDT)

Week of September 29, 2008	
Thursday, Oct. 2	6:00 p.m. Executive Board
Week of October 6, 2008	
Tuesday, Oct. 7	4:30 p.m. MW Membership Activities Committee
Thursday, Oct. 9	TBD SPEEA Council meeting
Week of October 13, 2008	
Thursday, Oct. 16	4:30 p.m. MW Legislative & Public Affairs
Thursday, Oct. 16	6:00 p.m. Executive Board



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