

Representing aerospace professionals with competence, integrity and action

SPEEA Day takes off



Gordon Gee, a member of SPEEA who works Boeing Commercial Airplanes, came with his daughter, **Christine**. He was excited to show her the wing 'bones' on the cut-away plane in the Great Gallery. He's also a fan of the flight simulator and is a 'frequent flier' as a museum member, too.

About 1,500 SPEEA members and their families enjoyed SPEEA Day at the Museum of Flight Oct. 24, the opening day of the museum's new exhibit on Amelia Earhart, a record-breaking pilot.

A number of SPEEA activists volunteered as greeters and hosts at information tables representing SPEEA committees. The Action and Communication Taskforce (ACT) committee coordinated the event to also recognize Area Reps who act as liaisons to Council Reps and SPEEA.

Hundreds of people of all ages wandered the museum with SPEEA goodie bags of pocket protectors, pens, mugs, red Solidarity T-shirts and fliers about their union and opportunities to get involved.

Victor Riley, Associate Tech Fellow (ATF) at Boeing and SPEEA member, gave a guest lecture on design-related human error and automation (as it applies to the cockpit, autopilot and our ever-changing technology).



Cecilia Bailey, 9, loved watching the planes take off from the observation deck, while her brother, **Samuel**, 9, loved everything - particularly the flight simulator. They were with their father, **Paul Bailey**, a SPEEA member.

'Frequent flier' discount

If you had fun at the Museum of Flight - JOIN! Get a 10-20% Boeing discount annual membership (individual or family) for as many admission-free trips as you can fit in a year. With so much to see and explore, you don't have to pack it into one day - make repeat trips.

Boeing to compound problems with second line in South Carolina

The Boeing Company's decision to place the second 787 production line in South Carolina will hurt a program that is already stretched to its limit. "We are astounded that Boeing has chosen to compound the problems of the 787 program by further fragmenting the supply chain," said **Ray Goforth**, SPEEA executive director. "There is no credible business case for this decision."

A number of SPEEA-represented engineers

and technical workers are already in South Carolina. Goforth said the union will follow members and the work as Boeing expands operations in Charleston for the new 787 line.

Many members were asking whether SPEEA was approached by Boeing for a 10-year "no strike" pledge to keep the 787 line in Everett, Wash.

"The answer is NO, Boeing never even hinted at wanting anything from SPEEA

as part of its decision," said Goforth.

SPEEA has repeatedly let Boeing corporate know of our willingness to work with them on the 787 and other programs.

"Many observers are interpreting the failure of Boeing to approach all the major labor unions to mean that Boeing was never serious about their demands from the International Association of Machinists (IAM)," said Goforth in a message to Council Reps. "Your interpretation may vary."

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Spirit AeroSystems

Outsourcing: Workers 'hurt, frustrated and angry'

WICHITA – For 37 SPEEA-represented employees, Spirit AeroSystems' outsourcing cost them their livelihood on Oct. 30, their last day in Information Technology (IT) at Spirit.

"I've had people tell me they're going to lose their home because they're going to be making \$38,000 less per year," said **Debbie Logsdon**, IT professional at Spirit, who is also SPEEA Midwest Council chair.

"They (management) said this wasn't about the money," she said, "it was about having staff with 'global' skills, but they never said what those skills were. They never gave anyone an opportunity to even try."

Some of the workers received offers to transfer to other jobs at Spirit, with pay cuts of 25% to 50%. Others took cuts in benefits and followed their outsourced jobs to IBM or Manpower Inc. Worldwide. Interestingly, Boeing CEO Jim McInerney was named to the IBM Board of Directors just days before the Spirit IT workers were released.

"In some cases, they have 20 to 25 years of experience in the IT world, and then they're told to go to work in riveting or sheet metal," said **Bob Brewer**, SPEEA Midwest director. "They're hurt, frustrated and angry."

Through meetings with Spirit management, SPEEA staff worked to sustain as much as possible in the way of benefits



Fall Fest full of 'punkins'

The Wichita Fall Family Festival was a hit again this year with kids of all ages and their families. The Midwest Membership Activities Committee (MAC) hosted the free barbecue, games, a bounce house and slide, plus raffle prizes for all ages Oct. 17. About 125 participated, and everyone appeared to have a ball, according to **Pat Clough**, MAC chair and SPEEA Wichita Council Rep at Spirit AeroSystems. Shown above: **Nevaeh Cooks-Brown**, the goddaughter of **Sherri Johnson**, SPEEA Area Rep.

and salary for affected employees.

SPEEA support includes:

- Ensuring a cash-out option at their IT salary for Earned Time Off (vs. cashing in ETO at the lower-wage jobs they were offered at Spirit).
- Protecting unemployment benefits for those who left Spirit as a result of the outsourcing.
- Holding the company accountable for the two weeks notice of layoff (per the contract) if outsourced employees choose not to transfer.
- Securing retirement benefits by clarifying the outsourced jobs as reduction in force (layoff).
- Working with the state to file paperwork for financial assistance with additional retraining (Trade Act).
- Holding a meeting at SPEEA for affected employees to ask questions about the contracts and benefits of SPEEA and International Association of Machinists (IAM) for those transferring to other work at Spirit.

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

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

Some of the outsourced work is going to India, Argentina and other low-wage countries. More than 150 Spirit IT non-managerial jobs are targeted for outsourcing in the next wave early next year.

Logsdon worked with SPEEA and IFPTE leaders to send a letter to state and federal lawmakers to pressure Spirit management. Spirit received taxpayer-funded incentives to keep living-wage jobs in the community and state. "They're building jobs," Logsdon noted, "they're just in other countries."

Recruitment incentive program ends

The Executive Board voted Oct. 15 to end a program awarding points for membership recruitment. The incentive program ends Jan. 31. SPEEA will send a notice to those who have points for reimbursement.

SPEEA NEWS

IFPTE LOCAL 2001 AFL-CIO, CLC

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Ray Goforth

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SPEEA assists IFPTE with engineering association affiliation effort

A one-company union is in a fight for survival to continue representing approximately 3,000 engineers, scientists and technicians at power plants in seven states. That's why the membership voted for affiliation with an AFL-CIO union.

Union leaders at the Tennessee Valley Authority (TVA) Engineering Association (EA) conducted a thorough review of five international unions and decided IFPTE was the best fit for members to vote to join. Ballots were recently mailed.

EA leaders asked IFPTE to visit worksites to answer members' questions. SPEEA sent representatives to join these meetings.

The EA seeks affiliation to broaden its network of legislative support to gain legal standing under the National Labor Relations Board (NLRB) or Federal Labor Relations Authority (FLRA). Unions at TVA are currently excluded, which has become a critical issue now that management is threatening to dissolve EA.



Shown above are elected leaders from the Tennessee Valley Authority Engineering Association (TVA EA), including President **Gay Henson** (left) along with SPEEA's **Jean Ray**, a former TVA union leader.

SPEEA sent a former TVA worker/union leader who is now active in SPEEA. **Jean Ray**, former SPEEA Teller chairman and now Judicial Review Committee member, was president-elect of the TVA Association of Professional Chemists and Chemical Engineers (which later consolidated with EA). She left TVA 21 years ago due to a major downsizing.

Ray joined another former EA member, **Burgin Towe**, for the IFPTE worksite meetings. Towe is now president of IFPTE Local 386, U.S. Army Corps of Engineers.

Mark Nelson, IFPTE eastern states federal vice president, and IFPTE Secretary Treasurer **Paul Shearon** also joined the group talking with hundreds of EA members the week of Oct. 19.

IFPTE represents about 80,000 engineers and technical workers in North America, including several thousand engineers, scientists and other professionals in the electricity industry in the U.S. and Canada.

LTP cuts do not apply, but Boeing won't fix web

The Boeing Company recently gave written notification to SPEEA that the Learning Together Program cuts for non-union employees do not apply to SPEEA-represented employees. However, management refused to fix its website requiring 'voluntary agreement' to cuts in the program.

SPEEA urged management to fix the website reference. In response, management sent written notice the new rules that apply to non-union employees won't be enforced against SPEEA members despite their "voluntary agreement" to those rules. The notice states, in part:

"Please be assured of this: when a SPEEA member now agrees to the participation form, they are agreeing to the terms of the pre-October 12 program."

"SPEEA has been working with the company to get this problem fixed," said **Ray Goforth**, SPEEA executive director in a message to Council Reps for distribution. "Unfortunately, TBC decided in its wisdom that it doesn't need to fix the website. This

is quite frustrating. Fixing the webpage is a simple coding change. It's not that they can't fix it. They've simply chosen not to."

Represented employees should register online for LTP as if nothing has changed, because this benefit is covered by the 2008-2012 contract, Goforth said. "If the company breaches the promise quoted above, we will pursue it at that time."

Online survey

More than 1,500 responded to SPEEA's online survey regarding LTP. Of those who responded, more than 92% supported SPEEA's strong stand on the issue.

- More than half were not currently enrolled.
- About 80% planned to enroll.
- Almost 75% said that LTP was a factor in their decision to accept Boeing's job offer.
- More than 60% said any changes to LTP (like what Boeing implemented for non-union) would be a reason they would look for jobs elsewhere.

UPCOMING EVENTS

See online calendar at www.speea.org for details

SPEEA 101 – an overview of your union

Tuesday, Nov. 3 – SPEEA Seattle (5 p.m.)

RSVP: (206) 433-0991

Thursday, Nov. 5 – SPEEA Everett (4:30 p.m.)

RSVP: (425) 355-2883

(Organized by the Northwest New Hire Committee)

Boeing retirement process overview

Wednesday, Nov. 4 – SPEEA Seattle (4:30 p.m.)

RSVP: (206) 433-0991

Rock Band – the Beatles

Thursday, Nov. 19 (5 p.m.)

Rock out at SPEEA Everett hall – big screen/big sound/food/drink

RSVP: (425) 355-2883

(Organized by the Northwest New Hire Committee)

Reminder - lunchtime meetings

Want to know more about open enrollment or performance evaluation/close-outs? SPEEA staff have lunchtime presentations on each subject and can answer your questions. Ask your Council Rep for details.

Wichita

Veteran's Day Parade

11 a.m., Saturday, Nov. 7

Join SPEEA's float – call the SPEEA office at 682-0262 for details

(Organized by the Young Professionals Committee)

Holiday Lights bus tour

Friday, Dec. 5 - \$2 donation

RSVP by Dec. 1 (Seating limited)

(Organized by the MW Membership Activities Committee)

Bowling with Santa

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

RSVP by Dec. 8

Free bowling and hotdog meal, gifts for the kids

For members and immediate family

(Organized by the MW Membership Activities Committee)

Federal Trade Act retraining benefits for laid-off workers

Laid-off Boeing commercial airplane workers in Puget Sound and Portland, Ore., can now apply for federal aid for worker retraining, job search assistance and other support. This is known as Trade Adjustment Assistance or Trade Act.

On Oct. 19, the Department of Labor signed approval of a Trade Act petition prepared jointly by SPEEA, IFPTE Local 2001, the International Association of Machinists (IAM) District 751 and the Washington State Labor Council (WSLC) on behalf of all laid-off workers at those locations.

The petition included Integrated Defense Systems (IDS) at Boeing in both states, but the DOL has not yet announced a decision on those workers.

The assistance covers layoffs occurring between May 22, 2008 and Oct. 19, 2011. For more information, go to www.doleta.gov/tradeact/.

Seattle Plus 10 - WTO

Nov. 27-Dec. 3

www.seattleplus10.org

The World Trade Organization (WTO) in Seattle in 1999 brought together labor, environmental and social justice groups. The 10th anniversary brings many of them back together for a week of special events, workshops and keynote speakers. The SPEEA NW Council endorsed the 10th anniversary event, and encourages members to become involved.



Members, their families and staff joined a work party (shown here Oct. 24) to start building the SPEEA entry in the Wichita Veterans Day parade. The Young Professionals Committee members spearhead the annual SPEEA float.

Wichita

Contest winners 'float' ideas for parade

WICHITA - The Wichita Young Professionals Committee recruited help with this year's Veteran's Day parade float by starting with a contest for float ideas.

The committee recently announced the winners and their prizes:

- First: **Mark Vittorini** (gift card for gasoline)
- Second: **Pat Clough** (four movie tickets at Warren Theater with concession gift card)
- Third: **David Marriott** (two movie tickets at Warren Theater with concession gift card)

This year's theme for the parade is "Remembering the 65th Anniversary of D-day at Normandy and all of our World War II Veterans." Thanks to all of those who participated in the contest.

The Young Professionals Committee entered an award-winning float last year based on the contest winner's idea of the flag-raising at Iwo Jima.

Join the parade

You can help build the float and/or walk in parade. To find out more, call the SPEEA Wichita office at (316) 682-0262 or talk to one of the members of the Young Professionals committee: **Aaron Kitterman**, (chair), **Cheryl Beasley**, **Jason Greer**, **Sherri Johnson**, **Tim McMahan**, **Mitchell Morley**, **Adam Finkeldei**, **Brian Sweeney** and **Rachel Spencer**.

Wichita Veteran's Day parade

Saturday, Nov. 7

11 a.m.

For details, call (316) 682-0262

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PST)

Week of November 2, 2009
 Monday, Nov. 2 4:00 p.m. Council Officers
 Tuesday, Nov. 3 4:00 p.m. SPEEA Governing Documents Sub-Cmte
 Tuesday, Nov. 3 5:00 p.m. Leadership Development & Training
 Wednesday, Nov. 4 4:30 p.m. ACT Committee
 Wednesday, Nov. 4 5:00 p.m. Health & Wellness
 Thursday, Nov. 5 4:00 p.m. Executive Board

Week of November 9, 2009
 Tuesday, Nov. 10 4:00 p.m. SPEEA Governing Documents Sub-Cmte
 Wednesday, Nov. 11 5:00 p.m. Membership Activities Committee
 Thursday, Nov. 12 5:00 p.m. Council Meeting

Week of November 16, 2009
 Monday, Nov. 16 3:00 p.m. SPEEA Legislative & Public Affairs
 Monday, Nov. 16 5:00 p.m. New Hire Committee
 Tuesday, Nov. 17 4:00 p.m. SPEEA Governing Docs Sub Cmte
 Tuesday, Nov. 17 5:00 p.m. Organizational Planning
 Wednesday, Nov. 18 5:00 p.m. SPEEA & NW Governing Documents
 Wednesday, Nov. 18 5:00 p.m. Tellers Committee
 Thursday, Nov. 19 4:00 p.m. Executive Board

MIDWEST MEETINGS (ALL TIMES CST)

Week of November 2, 2009
 Thursday, Nov. 5 6:00 p.m. Executive Board

Week of November 9, 2009
 Thursday, Nov. 12 4:30 p.m. Council Meeting

Week of November 16, 2009
 Wednesday, Nov. 18 4:00 p.m. MW Governing Documents
 Thursday, Nov. 19 4:30 p.m. MW Legislative & Public Affairs



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