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## MAC scores with Wichita Wingnuts tailgate

About 100 members, families and friends enjoyed a SPEEA tailgate party at the Wichita Wingnuts game June 27. The Midwest Membership Activities Committee organized the free tailgate barbecue as well as discount tickets for the game. The Wichita Wingnuts beat the St. Paul Saints in a shutout. Overall, it was a great event, said **Chris Black** of the MAC committee. "The food was terrific, and the friendships we rekindled made the time together very memorable." Congratulations to **Bob Hill** and **Jana Hubbard** who won round trip plane tickets to Las Vegas that night courtesy of the Wingnuts.

## SPEEA engineers to vote on Spirit contract offer

**W**ICHITA – SPEEA members of the Wichita Engineering Unit (WEU) at Spirit AeroSystems will soon vote by mail on a contract offer that provides inclusion in the Spirit bonus plan and selective salary wage pools in years two and three of the contract.

After lengthy negotiations and review following the final negotiations July 2, the majority of the Wichita Engineering Unit (WEU) Negotiation Team recommended accepting the offer for a new 3½ year contract.



Shown above: SPEEA Wichita members attend a Contract Action Network meeting with the Spirit WEU Negotiations Team.

### The contract offer:

- Gains full entry into the Spirit m/s Variable Pay Plan by the end of the contract.
- Awards a guaranteed bonus of at least 2% for 2011.

- Provides the opportunity for salary increases from funds of up to 3% in 2011 and 2012.
- Establishes a no-cost dental benefit.

In a letter shared with engineers in the SPEEA bargaining unit at Spirit, the team noted: "As with all negotiations, this offer is not everything we wanted. Our team pressed Spirit management hard to reduce shortcomings. We also debated the issues internally at length."

The offer has trade-offs – particularly in the area of medical benefits and overtime pay.

The contract offer increases medical premiums and co-pays in one plan but reduces them in another. It also requires employees to work four hours of unpaid time before receiving extra pay for overtime. However, the premium jumps from \$6.50 to \$10 after 58 hours per week. All hours more

## Labor Council delegate vacancies

SPEEA is recruiting members to apply for labor delegate in the county, region or state where they live. If you've ever wanted to know more about the labor movement and other unions, this is a great opportunity.

SPEEA delegates attend meetings with other labor union representatives to advocate for labor issues through political education on laws that protect workers. The councils also support community service outreach.

Most councils meet in the evenings once or twice a month. SPEEA delegates volunteer to attend and serve two-year terms that are staggered.

If you've been a member of SPEEA for one year, you are eligible to apply for a labor council. To apply, e-mail [robinfo@speea.org](mailto:robinfo@speea.org) with the name of the Council you're interested in and why you'd like to be a delegate. Deadline: Aug. 18.

### SPEEA delegate vacancies:

- Martin Luther King County
- NW Oregon Labor Council
- Oregon AFL-CIO
- Pierce County
- Snohomish County
- Washington State Labor Council (only meets twice a year)

than 40 are paid if an employee works 20 or more hours of overtime in one pay period.

The SPEEA Negotiation Team plans to attend workplace lunchtime meetings to discuss the offer and answer questions. Ballots will be mailed to members and will be counted July 23.

By mutual agreement, the existing contract has been extended until July 24.

The complete offer from Spirit AeroSystems is posted on the SPEEA website: [www.speea.org](http://www.speea.org)

The SPEEA Spirit Negotiation Team includes **Chris Black**, **Matthew Joyce**, **Cheryl Beasley**, **Joe Heng**, **Shane Michael** and SPEEA staff.

**H-1B tuition breaks – P2**

**Rafting swag a hit – P3**

**Tech Excellence changes – P4**

## Workers gain union rights in NC

TAR HEEL, NC — Five thousand workers at Smithfield, the world's largest pork processing plant, have their first union contract. Members of UFCW Local 1208 will join more than 10,000 other Smithfield workers in the UFCW.

"This contract will completely transform our workplace," said **Orlando Williams**. "This is the biggest four-year wage increase Smithfield workers have ever had, and it will make a real difference for our fam-

ilies and in this community. We could never have gotten that increase without a chance to bargain with the company. We will finally have a sense of security on the job because, through our union, we can make sure we have a safe place to work, and everyone's treated fairly."

The United Food and Commercial Workers International Union (UFCW) represents more than 1.3 million workers, primarily in the retail and meatpacking, food processing and poultry industries.

## How NOT to build our economy

By Stan Sorscher  
SPEEA staff

The Washington state legislature passed a bill giving foreign workers at Microsoft a huge tuition subsidy at state universities. The governor signed it.

The bill (HB1487/SB 5405) lowers the waiting period for in-state tuition from three years to one year for foreign workers, their spouses and children. Tuition at the University of Washington is about \$6,800 per year for in-state students, and about \$23,200 for out-of-state students, so the tuition reduction is a windfall of more than \$16,000 per year.

All other out-of-state students must still wait three years to gain in-state status. That means that the governor and legislature granted special status to families with H-1B, L-1 and E-3 visas, while demanding higher tuition from families moving here from California, Oregon, Texas, Iowa and elsewhere in the U.S.

### This is not about foreign workers

SPEEA recognizes a valid purpose for foreign worker programs. SPEEA members participate in these programs, and in my experience, they are hard working, capable, professional, and likeable employees. The problem is NOT the foreign workers. This is really a policy issue.

### Microsoft could afford this

Microsoft insisted it needed this subsidy to attract and retain foreign workers. Curiously, Microsoft is able to attract and retain employees from Illinois, Arizona and other locations in the U.S., without securing this tuition break for domestic workers or their families.

Of course Microsoft could have solved this problem by paying its foreign employees more. Cheap tuition is a perk for foreign

employees. If Microsoft needs a perk, it should provide it. That's how the labor market is supposed to work. Instead, Microsoft externalized this cost to the taxpayers.

Last year, Microsoft's revenues were about \$60 billion. Microsoft made over \$16 billion in profit. Tax revenues for Washington state were about \$30 billion, and we have a \$6 billion shortfall, which we closed by cutting budgets, throwing people out of our state health care programs, and many other very painful steps.

Tuition at state universities is going up 30% over the next two years. Long-time Washington state residents are paying more to educate our own children. This is not the time to subsidize Microsoft's foreign workers.

### Emergency?

When Microsoft said jump, elected leaders in Olympia asked 'how high?' Microsoft's foreign workers not only got their windfall, but the bill declared:

*"This act is necessary for the immediate preservation of the public peace, health, or safety, or support of the state government and its existing public institutions, and takes effect July 1, 2009."*

While this language is incomprehensible on its face, it raises an interesting question. What, exactly, did taxpayers get from this?

### Quid pro quo

Public resources are often used to attract and retain business that will provide good jobs and build stronger communities. Every state does that. It is good policy and common sense to get something in return for a subsidy. It is bad policy and poor judgment to hand over scarce public resources for nothing.

In this case, we got nothing.

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## SPEEA 'swag' a hit on rafting weekend

From interns to activists, the SPEEA members who went on the white-water rafting trip June 27 and 28 with BEWET, a Boeing employee recreation club, had a ball. The Northwest Membership Activities Committee (MAC) with help from **Sheila Martinez**, SPEEA staff, coordinates the trip with BEWET, which provides the guides, the boats and other equipment along with a camping spot near Leavenworth, Wash. They raft the Wenatchee River.

This year's swag (aka stuff we all get) included SPEEA water bottles, T-shirts and mugs. About 60 total participated on this trip – filling several rafts and kayaks each day.

For more information go to [bewet.org](http://bewet.org)

### What members had to say about the trip:

"I had an absolutely wonderful time. I appreciated the free SPEEA mugs (as I was in need of a mug for work), T-shirt, and water bottles (which everyone used for the rafting trip)!" **Brenton Clamor**

"I wanted to thank SPEEA for a wonderful trip river rafting this weekend! It was great fun. I also would like to give a special thanks to Sheila and **Randy Daly** (SPEEA member and BEWET trip leader) for all their help and attention to detail to make this a very memorable trip. What a great club." **Barbara Campbell**

"My family and I had a great trip and hope to participate again in the future. Thanks, too, for the water bottles." **Josh Little**

## Executive Board mini-minutes - June 18

**Attendees:** Cynthia Cole, Jimmie Mathis, Ryan Rule, Larry Marrell, Walt Ditlefsen, Bill Hartig, Earl Carter

**Council:** Joel Funfar, Roger Pullman, Debbie Logsdon, Carrie Rule, Rebekah Arnold, Mike Hochberg

**Guests:** Lynn Burow

**Staff:** Ray Goforth, Bob Rommel, Robin Fleming, Pauline Tamblyn

At their regular meeting, the Executive Board:

- Approved SPEEA time and travel for a member to attend the NAACP Centennial Convention.
- Approved SPEEA working with the IAM to produce and place an ad in the upcoming 787 Special section of the Everett Herald newspaper highlighting the contribution of SPEEA and IAM members to Boeing.
- Approved changes to the SPEEA Executive Board Policy and Procedures manual for business travel, regarding

per diem allowance for meals.

- Approved making staff exempt from the above policy change.
- Approved waiving the repayment of a March loan (equivalent to monthly union dues) for the duration of members' shorter workweek at Spirit AeroSystems.
- Approved funding for SPEEA ad in the IFPTE convention booklet.

## Contracts at the printer

The SPEEA-Boeing Prof and Tech contracts are coming soon. When the printing is done, the contracts will be addressed and mailed to all represented employees' homes. The contracts are available online at [www.speea.org](http://www.speea.org).

## UPCOMING EVENTS

### Boeing retirement process overview

Wednesday, July 15

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

RSVP: (425) 355-2883 or  
e-mail [speea@speea.org](mailto:speea@speea.org)

*SPEEA Seattle will host this same seminar Aug. 12.*

### SPEEA Cruise for a Cure

Scenic motorcycle ride to benefit  
Cystic Fibrosis Foundation

Saturday, July 18

Registration: \$30

Starts at 8:30 a.m.

Renton Harley Davidson-RMC

*(Northwest Membership Activities Committee)*

### Solidarity Day with Tacoma Rainiers

Sunday, July 26

Cheney Stadium, Tacoma

Gates open at noon. Game at 1:30 p.m.

Tacoma Rainiers vs. Las Vegas 51s.

*Limited number of free general admission tickets at SPEEA Seattle.*

### Solidarity Night with Everett AquaSox

Wednesday, Aug. 5

Everett Memorial Stadium

Gates open at 6 p.m. Game at 7:05 p.m.

Everett AquaSox vs. Boise Hawks

*Limited number of free general admission tickets at SPEEA Everett.*

### Seattle Storm basketball - Women of Inspiration Night

Saturday, Aug. 22

Key Arena, Seattle

Discount tickets at

[www.elizabethgregoryhome.com](http://www.elizabethgregoryhome.com)

*(Northwest Women's Advocacy Committee)*

# Boeing downsizes Technical Excellence program

The Boeing Company recently announced changes to its Technical Excellence program – essentially downsizing the opportunities that Profs have to further their career on a technical track.

Those interested in pursuing Associate Technical Fellow must wait a year and those interested in pursuing the Technical Fellow or Senior Technical Fellow need to have their application packages done in August. Other changes narrow the list of eligible applicants and make an already difficult application process even more challenging.

“We’re disappointed in the direction this takes the program and the process used to make the changes,” said **Laura Anderson**, SPEEA contract administrator. The Technical Excellence program’s management team made the changes without input from SPEEA or members.

A Boeing webcast on the Technical Fellowship selection process changes was scheduled for July 10. For more information about the program, go to Boeing’s intranet site at: <http://techex.web.boeing.com>

## Changes to the Tech Fellow program include:

- Areas of technical expertise are now limited specifically to business

objectives only (not restricted before).

- Selection process moves to every other year instead of every year.
- Candidates must be at level 5 for ATF or TF and Level 6 for STF (no minimum level required before).

## Timeline

- Technical Fellow and Senior Technical Fellow: Managers nominate candidates July 21-Aug. 6. Application packages accepted: Aug. 6-26
- Associate Technical Fellows (ATF): Application process in 2010



## Success

# Layoff monitoring restores rights

SPEEA contract administrators recently helped five people at The Boeing Company who lost some of their contractual rights due to errors.

In all five cases, the represented employees were reinstated to be eligible for priority recall in case of layoff. They all received R3 retention ratings.

Four of the people received a ‘designation’ rating this year which made them ineligible for priority recall status. The SPEEA contract requires anyone with a designation to receive an Improvement Action Plan (IAP) from his/her manager. For those four, Boeing did not issue an IAP, which would have outlined expectations. This failure by their managers disqualifies the employees’ designation status.

For the other person, Boeing claimed the IAP rolled over from the previous year. If Boeing issues a designation a second year in a row, a new IAP is required to help the employee know what is expected. Without the new IAP, the designation was not allowed.

SPEEA contract administrators monitor the layoff data to ensure the contracts are followed so employees maintain their rights.

“When we saw the errors, we worked with the company to have the designations immediately removed,” said Contract Administrator **Frank Guglielmo**.

**Wichita Boeing salary charts online**  
[www.speea.org](http://www.speea.org)

# UPCOMING MEETING SCHEDULES

## NORTHWEST MEETINGS (ALL TIMES PDT)

<b>Week of July 13, 2009</b>	
Monday, July 13	4:30 p.m. Tellers Committee
Tuesday, July 14	4:30 p.m. ACT Committee
Tuesday, July 14	4:30 p.m. MAC Committee
Wednesday, July 15	5:00 p.m. SPEEA & NW Governing Documents
Thursday, July 16	4:00 p.m. Executive Board
<b>Week of July 20, 2009</b>	
Monday, July 20	3:00 p.m. SPEEA L&PA
Tuesday, July 21	4:30 p.m. Organizational Planning
Thursday, July 23	5:00 p.m. Labor Delegates
<b>Week of July 27, 2009</b>	
Monday, July 27	4:00 p.m. Council Officers
Monday, July 27	5:00 p.m. Facilities
Monday, July 27	5:00 p.m. NW L&PA
Tuesday, July 28	5:00 p.m. Women’s Advocacy Committee

## MIDWEST MEETINGS (ALL TIMES CDT)

<b>Week of July 13, 2009</b>	
Thursday, July 16	4:30 p.m. MW Legislative & Public Affairs
<b>Week of July 20, 2009</b>	
Wednesday, July 22	4:00 p.m. MW Governing Documents
<b>Week of July 27, 2009</b>	
No Meetings Scheduled	



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