

Representing aerospace professionals with competence, integrity and action

Candidates for SPEEA Executive Board

Six members are running for three SPEEA Executive Board officer positions.

- Presidential candidates: **Tom McCarty** and **Joel Funfar**
- Treasurer candidates: **Bob Wilkerson** and **Michael Hochberg**
- Secretary candidates: **Franco Pacheco** and **Jimmie Mathis**

Candidates are listed in the order they will appear on the ballot as determined by the Tellers Committee.

SPEEA will print and mail a voter guide, including candidate information, to members' homes by Feb. 29. Deadline for ballots is noon, Wednesday, March 14.

The new two-year terms for Executive Board officers begin March 28.

Teller elections

Congratulations to the members who submitted valid petitions for the regional Teller committees. They ran unopposed and will serve two-year terms.

Northwest

Steve Ellis, Stephen T. Karich, Lynda Maynard, Barbara L. Moore, and Richard J. Wichels.

Midwest

Victor Daniels, David Driver and Jayme Jones.

Each regional committee has two more seats to fill. If you're interested in helping with union elections, see the petition form at www.speea.org.

President



Tom McCarty



Joel Funfar

Treasurer



Bob Wilkerson



Michael Hochberg

Secretary



Franco Pacheco



Jimmie Mathis

SPEEA-Boeing bargaining units

In your contract – raises, retentions and bonus

SPEEA-represented employees at The Boeing Company can count on receiving an annual bonus, a raise and a retention rating from their manager in the coming weeks. All three are a direct result of SPEEA contract negotiations.

Raises - This year's effective date is Feb. 24 for guaranteed and selective wage adjustments for the Prof and Tech units. Both have a salary pool of 5% with a minimum increase of 2% for Profs and 2.5% for Techs.

Boeing managers may assign more for individual raises, but the contract ensures a guaranteed percentage for raises across the units. SPEEA monitors the salary data for contract compliance and publishes salary distribution by occupation and job family at www.speea.org after the data is made available.

The Wichita Engineering Unit (WEU) contract extension calls for a minimum salary pool of 3% with 0.5% guaranteed each year for those who remain on active payroll.

Retentions – If you're in the Prof or Tech SPEEA bargaining unit, your contract also spells out a retention rating process that

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Performance Management

Members gain from SPEEA advice on PM

AUBURN, Wash. – When **Kim Schultz** transferred into the Tech bargaining unit in the Auburn Fabrication Division Quality Material Review Board team last year, she was new to the Performance Management (PM) process. She asked her teammate, Council Rep **Richard Greene**, for help.

"I got a great (PM) closeout because I got some good coaching," said Schultz. "For people who have never done it, I would get

someone who has experience to help you."

To help others like Schultz, Greene hosted a workplace meeting Jan. 30 with **Steve Spyridis**, a SPEEA contract administrator and former Boeing engineer, who teaches PM classes. He focused on the define portion.

"Look at this as a road map for what you are to do in the year ahead," Spyridis said. "Don't assume anything."

He encouraged members to ask their manag-

er questions and get specific, concrete examples of what is expected to meet and exceed expectations on the business goals and objectives and competencies. That will tie directly to raises and retention ratings, he said.

Norm Onorati, another recent transfer, said the class helped him figure out what to ask. "This information was really good."

Spyridis urges members to take ownership of the process, ask questions and offer sug-

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CAR appreciation dinner – P2

PM Define tips – P3

Pilots wait for NLRB – P4



CAR appreciation dinner in Wichita

More than 50 Communication Action Representatives (CARs) attended a SPEEA dinner in their honor Jan. 27. This group actively supported the Wichita Technical and Professional Unit (WTPU) negotiations at Spirit AeroSystems. "They are the core of our activists," said **Bob Brewer**, SPEEA Midwest director, noting the 5 a.m. leafleting and Burma shave signs, and the surge in membership during difficult negotiations. "They were a tremendous help." Shown above (standing) are members of the WTPU Negotiation Team (**Terri Sullard**, **Bill Hartig**, **Brenda Reiling**, and **Earl Carter**. **Mario Sanders** was also on the team, but is not shown above.)

Boeing Wichita Engineering Unit

Effects bargaining to address Boeing plant closure in Wichita

WICHITA – Because of the pending closure of The Boeing Company's Wichita site, SPEEA is preparing for effects bargaining the week of Feb. 20.

The Wichita Engineering Unit (WEU) team which negotiated the contract extension last fall is reviewing the contract to ensure protections are in place for the WEU throughout the transition and following the site closure. SPEEA has identified more than 30 issues to address when bargaining begins.

SPEEA was scheduled to meet with Boeing Feb. 2 for preliminary discussions on the transition plan.

Following effects bargaining, the WEU-Boeing Negotiation Team will host lunch-time meetings to give an update and

answer questions in more depth.

Boeing announced its plans Jan. 4 to close its Wichita site by next year, with the major transition starting this fall. About 550 SPEEA-represented engineers work at this site.



Past SPEEA leader, Joe Gregg, dies

Former Northwest Council treasurer **Joe Gregg** died Jan.

2. He was 61. Gregg joined SPEEA in 1986 and was active until retiring in 2006.

He served as a Council treasurer, Council Rep, Area Rep, member of the Judicial Review Committee (JRC) and also represented SPEEA and labor as an advisor on technical college curriculum and workforce advisory committees.

Gregg was a systems engineer in Kent when he retired. He also spent 31 years with the U.S. Navy and Naval Reserve.

SPEEA Teller **Barbara Moore** remembers how Gregg helped her when she was a new Council Rep. "He really cared about SPEEA," she said.

President

Tom McCarty

Executive Director

Ray Goforth

Executive Board

Jimmie Mathis	Treasurer
Bill Hartig	Secretary
Michael E. Hochberg	NW Regional VP
Ryan Rule	NW Regional VP
Ron A. Shoemaker	NW Regional VP
Earl Carter	MW Regional VP

SPEEA Council Officers

Joel Funfar	Chair
R Matthew Joyce	Treasurer
Theryl Johnson	Secretary

Midwest Regional Council Officers

Debbie Logsdon	Chair
R Matthew Joyce	Treasurer
Brenda Reiling	Secretary

Northwest Regional Council Officers

Dave Silkroski	Chair
Carrie Rule	Treasurer
Rebekah Hewitt	Secretary

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SEATTLE HALL

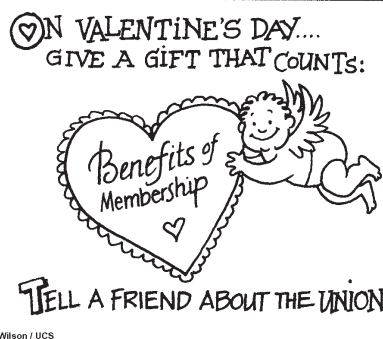
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 M-Th, 8 am to 5 pm • Fri, 8 am to 4:30 pm
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EVERETT HALL

2414 106th St. SW
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 M-F, 8 am to 4:30 pm
 Phone: (425) 355-2883

WICHITA HALL

973 S Glendale St • Wichita, KS 67218
 M-Th, 8:30 am to 5 pm • Fri, 8 am to 4:30 pm
 Phone: (316) 682-0262





Shown above: **Kim Schultz**, Council Rep **Richard Greene** and **Norm Onorati** at a SPEEA class on the Performance Management process. About 15 took the class Jan. 30 in Auburn. Many were recent transfers into SPEEA. To learn more, ask your Council Rep to schedule a training with Contract Administrator **Steve Spyridis**.

Members gain from SPEEA advice on PM

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gestions. "You can remind the manager that you're trying to help both of you succeed."

Performance Management Define tips

For the define portion's two main areas:

- **Business goals and objectives** (BG&O) – Get 'SMART.' That acronym is a reminder for making goals Specific, Measurable, Achievable, Relevant and Time-phased.
- **Performance values** – Get specific. Make sure you understand what each value means to your manager and what they expect.

Competencies – look these up on the Boeing intranet under Salary Job Classification (SJC), for your skill level, and then ask your manager:

- 1) What does that competency definition mean to you?
- 2) How am I doing in relation to your definition
- 3) How can I improve?

In your contract – raises, retentions and bonus

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determines the order of layoff if downsizing occurs.

Managers have from Feb. 29 to March 13 to distribute your retention ratings. The effective date is March 19.

The ratings are in skill codes for Profs and skill code plus grade level for Techs.

SPEEA contracts also include an appeal process to address errors. To learn more about the appeal requirements and print the request form, go to www.speea.org.

The WEU retention exercises are suspended due to the announcement of the plant closure and a closer look at the transition plan.

EIP Bonus – In 2005, SPEEA became the first major union to have successfully negotiated the Employee Incentive Plan (EIP) into its collective bargaining agreements. Boeing started this bonus plan for non-union employees in 2001.

This year's payout, scheduled for Feb. 16, is the equivalent of 15 days pay for Boeing Commercial Airplanes (BCA) and Boeing Defense, Space and Security (BDS) and 16 days for Shared Services Group (SSG) and Engineering, Operations and Technology (EO&T).

CPI – December

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 December is 222.166. On a 1967=100 base, the December index is 661.766. This is a 0.3% decrease from November, and a 3.2% increase from December 2010.

UPCOMING TRAINING/EVENTS

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

Puget Sound

ECAPR and the Seven Steps of Just Cause*

Monday, Feb. 6

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

Monday, Feb. 13

SPEEA Tukwila, 5 to 6:30 p.m.

*Approved for Council Rep training credit

Retirement seminar

with SPEEA Benefits Director **Matt Kempf**

Tuesday, Feb. 21

SPEEA Everett, at 4:30 p.m.

Wednesday, Feb. 22

SPEEA Tukwila, at 5 p.m.

Understanding NORAs and CAMs*

Wednesday, March 7

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

Thursday, March 29

SPEEA Tukwila, 5 to 6:30 p.m.

*Approved for Council Rep training credit

Wichita

Bingo at SPEEA

Saturday, March 10

SPEEA Wichita, 2 to 5 p.m.

Free refreshments and prizes

For members and immediate family

RSVP: March 7 to vickim@speea.org

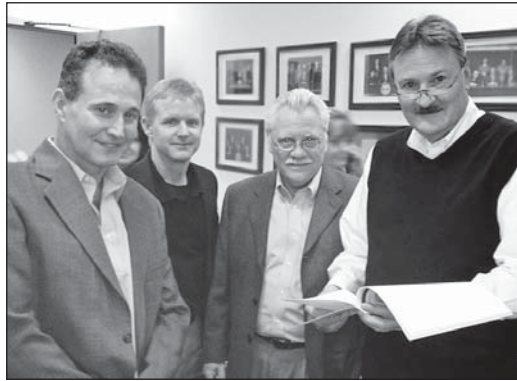
or call (316) 682-0262

Organized by the Midwest Membership

Sign-up for home email
www.speea.org

Pilots wait for NLRB decision

The National Labor Relations Board hearing for standards, safety and technical pilots (ADPX) concluded Friday, Jan. 27 in Seattle. Members of the organizing committee who attended the hearing are, from left, **Robert Botnick, Bill Reed, Mike Coker and Doug Allington**. The NLRB will decide if the group can vote to become part of the Airplane Manufacturing Pilots Association (AMPA) bargaining unit of SPEEA.



Redistricting to cover additional members

Two Council districts grew in size to cover represented employees in additional buildings. The Tellers redistricted E-30 in Everett and K-1 in Kent to ensure members have easy access to a Council Rep to ask questions, raise issues and learn more about their union.

The redistricting resulted from a significant number of transfers/new hires in these areas.

District changes

- E-30 (Council Rep **John Meredith**) – added the 7-334 building for both Profs and Techs.
- K-1 (Council Reps **Gary Gaebler** and **Carrie Rule**) – added the 47-29 building for Profs only.

Boeing layoff notices

On Dec. 16, The Boeing Company issued 60-day notices of layoff (effective Feb. 17) to two SPEEA-represented engineers in the Wichita Engineering Unit (WEU). On Jan. 20, Boeing issued notices to four represented engineers in Washington state, effective March 23.

SPEEA will continue to monitor the layoff activities and support those who receive notices. More layoff information and help for those with WARN notices can be found at www.speea.org. The next 60-day notices of layoff were expected Feb. 3.

CR vacancy – Wichita

WICHITA - Council Rep **Sarah Walters** resigned her Council position in Spirit AeroSystems District S-16, effective Jan. 1. This leaves a vacant seat for District S-16 (representing Wichita Technical and Professional Unit (WTPU) members in the 3-187S, 3-190O, 3-205U, 3-215W, 3-224R, 5-5016, 5-5027 buildings) along with Council Rep **Daryl Doshier**.

If you reside in the S-16 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, March 6. You can deliver the petition to the SPEEA Union Hall in Wichita or fax to: (316) 682-4668.

If you have questions, contact **Vicki**

McKenna at (316) 682-0262 or email: vickim@speea.org

Once seated, an extensive training course is provided.

*The 2011-2013 Council Rep petition can be downloaded at www.speea.org. (Go to the drop down menu for SPEEA Councils, then Forms and Petitions).

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PST)

Week of February 6, 2012

Tuesday, Feb. 7	4:00 p.m.	SPEEA Governing Documents Subcommittee
Tuesday, Feb. 7	5:00 p.m.	Leadership Development & Training
Wednesday, Feb. 8	5:00 p.m.	Membership Activities Committee
Thursday, Feb. 9	4:00 p.m.	Council Meeting

Week of February 13, 2012

Monday, Feb. 13	5:00 p.m.	New Hire Committee
Tuesday, Feb. 14	4:00 p.m.	SPEEA Governing Documents Subcommittee
Tuesday, Feb. 14	4:30 p.m.	History Committee
Wednesday, Feb. 15	4:00 p.m.	SPEEA Governing Documents
Wednesday, Feb. 15	5:30 p.m.	NW Governing Documents
Thursday, Feb. 16	4:00 p.m.	Executive Board

Week of February 20, 2012

Monday, Feb. 20	4:00 p.m.	SPEEA Legislative & Public Affairs
Tuesday, Feb. 21	4:00 p.m.	SPEEA Governing Documents Subcommittee
Tuesday, Feb. 21	4:30 p.m.	Organizational Planning
Tuesday, Feb. 21	4:30 p.m.	Tellers

MIDWEST MEETINGS (ALL TIMES CST)

Week of February 6, 2012

Tuesday, Feb. 7	6:00 p.m.	SPEEA Governing Documents Subcommittee
Thursday, Feb. 9	11:00 a.m.	MW Young Professionals
Thursday, Feb. 9	5:00 p.m.	Council Meeting

Week of February 13, 2012

Monday, Feb. 13	11:00 a.m.	MW Membership Recruitment
Tuesday, Feb. 14	6:00 p.m.	SPEEA Governing Documents Subcommittee
Wednesday, Feb. 15	4:00 p.m.	MW Governing Documents
Wednesday, Feb. 15	6:00 p.m.	SPEEA Governing Documents
Thursday, Feb. 16	6:00 p.m.	Executive Board

Week of February 20, 2012

Monday, Feb. 20	6:00 p.m.	SPEEA Legislative & Public Affairs
Tuesday, Feb. 21	6:00 p.m.	SPEEA Governing Documents Subcommittee



This newsletter is approved for posting on SPEEA Bulletin Boards