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Prof & Tech Negotiations

About 500 Renton members went on a 'walkabout' for SPEEA solidarity Sept. 26. At least 500 came to a lunchtime hot dog rally at the Developmental Center (DC) Sept. 25.

Members show support for 'voting NO' on offer

By Karen McLean
SPEEA publications editor

Throughout the Puget Sound, Oregon and Utah, thousands of members showed solidarity with the SPEEA Prof and Tech Negotiation Teams. More than 5,000 participated in different events in the week leading up to the vote count, Monday, Oct. 1.

About 30 SPEEA events (including lunchtime meetings) were held in one week.

Everett members conducted walkabouts which drew crowds as large as 2,500 on Sept. 26. In Renton the same day, about 500 went on a walkabout chanting SPEEA – Vote NO. Other sites held rallies drawing several hundred to discuss the contract offer in more detail and answer questions.

Ballots were due at the SPEEA halls for counting Oct. 1. Results will be at www.speea.org when validated by the SPEEA Northwest Tellers.

Both the Professional and Technical unit negotiation teams recommended members reject the offers. On Sept. 17,

the Professional and Technical Bargaining Unit Councils (BUCs) joined the teams with unanimous votes to recommend rejection.

“For a company experiencing record profits, orders and financial success, this proposal fails at every level to recognize our contributions or respect the professionalism and dedication we bring to work each day,” the teams said in a statement to members.

Contract vote

- Ballots due by 5 p.m., Monday, Oct. 1, at either SPEEA hall (Tukwila or Everett).
- Tellers and volunteers count ballots that night.
- Tellers validate results which will be posted at www.speea.org.
- If members reject it, SPEEA continues negotiations with Boeing.

SPEEA posted summaries of Boeing’s offers, along with the full offer from the company and an annotated copy of the company offer with notes from the SPEEA Negotiations Teams.

The teams chose not to include strike authorization in the ballots sent to members’ homes, but instead sought a strong ‘NO’ vote to bring the company back to the table for more substantial negotiations.

The contract, set to expire Oct. 6, would continue until members vote to approve a new offer. See questions members are asking at www.speea.org.



About 150 joined the walkabout at the Thompson site (shown above) Sept. 26. About 400 joined a walkabout the same day at the DC.

Deep cuts to skills training

Boeing proposed a \$200,000 per year increase in its offer to SPEEA members, but does not address a \$600,000 per year shortfall created earlier this year when Boeing switched accounting procedures affecting Ed Wells Partnership (EWP).

“At the time, we were assured the accounting change would not cut our programs in any way,” said **Maria Nelson**, SPEEA co-director of Ed Wells Partnership. “Now we need an extra \$400,000 in our budget above Boeing’s offer per year just to cover the accounting change.”

With inflation and increasing costs, EWP sought an increase of \$800,000 per year to maintain the programs it currently offers and to meet student demand.

During the most recent contract (2008-2012), more than 42,000 students took part in EWP training, professional development, and conference grants. Without the addition-

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al money, EWP would need to cut 11,000 classroom seats over the years.

Boeing cuts to members on military leave

At a time when the United States is engaged in the longest running conflict in its history, The Boeing Company wants to eliminate the ability of engineers and technical workers on military leave to buy important disability and life insurance coverage at the company's discounted rates.

The company's offer deletes an entire document that covers a wide variety of medical, insurance and other benefits. Boeing wants to use Summary Plan Descriptions (SPD) to address the benefits and items. SPDs can be changed at any time by the company without informing the union.

After close examination, SPEEA discovered the SPDs remove the ability for individuals on military leave to buy and/or extend their Boeing long-term disability or basic life insurance after three months.

Retirees picket Boeing

Retirees picketed in front of Boeing's Seattle corporate offices Sept. 26 to protest the company's contract offer which threatens early retiree medical coverage.

Boeing wants the ability to cancel early retiree medical insurance for employees who already retired. The benefit could end even if they are already enrolled in the early retiree medical plan.

During negotiations earlier this year over the closure of Boeing's Wichita facility, the com-



About 400 took part in a rally to hear an update from the Negotiation Team at the Duwamish site.

Contract offer impact calculator shows impact

SPEEA added a new **Contract Impact Calculator** to the materials available to help members see exactly how Boeing's offers would cut the buying power of their paychecks.

When you insert your annual income and fill in the other variables, the calculator applies your personal situation to the terms of the contract and compares compensation and benefits for Boeing's cuts to your paycheck if the current contract was extended.

pany discussed cancelling medical insurance for retirees. The union contracts prohibit that action for retirees. Now, in negotiations for Puget Sound engineers and technical workers, Boeing is proposing to insert language that eliminates protections that retirees have had for decades.

"With no mention of the change during the past six months of negotiations, Boeing slipped these language changes into its proposal without ever explaining why they wanted them," said **Ray Goforth**, SPEEA executive director. "These proposed changes serve no purpose except to grant Boeing the authority to cancel retiree medical coverage. Boeing has explicitly refused to guarantee that they won't use this authority if they get it."

Below: Past SPEEA president **Cynthia Cole**, who retired from Boeing in 2010, joined the picket line in front of Boeing's Seattle corporate offices. "We diverted salary for years to gain this benefit," she said.



Above: Nearly 1,500 took part in one walkabout at Everett and nearly 2,500 participated the following Wednesday, Sept. 26.



SPEEA NEWS

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EVERETT HALL

2414 106th St. SW
Everett, WA 98204
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

Executive Board mini-minutes – Sept. 6

Attendees: Tom McCarty, Bob Wilkerson, Ryan Rule, Ron Shoemaker, Mike Hochberg, Earl Carter

Excused: Jimmie Mathis

Council: Joel Funfar, Carrie Rule, Dave Silkroski

Staff: Ray Goforth, Robin Fleming, Bob Brewer, Rich Plunkett, Bob Rommel, Martin Pascual, Susanne Murphy, Matt Kempf

At their regular meeting, the Executive Board:

- Approved SPEEA time and expenses for SPEEA Vice President **Mike Hochberg** and SPEEA Secretary **Jimmie Mathis** to attend the Fall Festival membership appreciation in Wichita.
- Approved SPEEA time for **Joe Abbott, Daryl Doshier, Matthew Joyce, Joe Newberry, Dan Ryan, Panolar Washington,** and **Joanne Yoho** to

attend the United Way of the Plains kickoff breakfast in Wichita Sept. 6.

- Approved the purchase of SPEEA reusable visibility bags.
- Approved the memorandum of understanding negotiated between the Wichita Technical and Professional Unit (WTPU) and Spirit AeroSystems.
- Approved the purchase of additional SPEEA Solidarity Night at the Mariner tickets.
- Approved a three-year service agreement with Cox to increase the SPEEA Wichita office network bandwidth and to waive Board policy 2.7.
- Approved SPEEA time to support negotiations.
- Approved SPEEA Council Rep **Dave Baine's** attendance (registration and SPEEA time) at a labor history class.

UPCOMING TRAINING/EVENTS

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

Puget Sound Boeing Retirement Process overview

Monday, Oct. 1

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

Tuesday, Oct. 30

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

Pension and retirement seminar

with SPEEA Benefits Director **Matt Kempf**

Wednesday, Oct. 24

SPEEA Tukwila at 5 p.m.

Tuesday, Nov. 20

SPEEA Everett at 4:30 p.m.

Wichita

Spirit salary charts online

WICHITA - Salary charts reflecting 2012 raises for the SPEEA-represented employees at Spirit AeroSystems are online at www.speea.org.

The WEU raise pool for 2012 was market (3.7%). The WTPU raise pool for 2012 was market (2.9%).

Charts are also available online for SPEEA bargaining units at The Boeing Company.

NW Council actions – Sept. 13

At their regular meeting, the Northwest Council:

Recognized newly seated Council Reps:

- Judy Mogan (Auburn – A-10)
- Michael Studebaker (Everett – E-1)
- Tony Hickerson (Kent – K-2)

Voted to pass the following motion:

- NW12-020: Distribution and Disbursement of Science, Technology, Engineering and Math (STEM) Grant Funds (to increase from \$10,000 to \$20,000). For: 48, against: 35.

Wichita

Fall Festival/ Karaoke at the park

Hosted by the MW Membership Activities Committee (MAC) and Young Professionals

Saturday, Oct. 6

O.J. Watson Park (Shelter 1), from 12:30 to 5 p.m.

RSVP by Oct. 1 to vickim@speea.org.

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Contract Q/A

See questions members are asking about the contract offers and vote on-line at www.speea.org



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SPEEA and the machine

S P E E A member
Mark Best, a
Principal Tech



Designer at Boeing, created this SPEEA sign on his home plasma cutter.

“Boeing’s contract offer inspired me to show my support for SPEEA,” said Best, a SPEEA member for more than 30 years. The system can handle 3/8 inch thick steel up to 2 by 4 feet in size. The gantry has an accuracy of 0.003.”

Best picked up this system last year as a way to learn Computer Numerically Controlled (CNC) functions at his own pace.

About the bottom line

Boeing thinks our members will be quite happy being compensated in the median range when compared to our peers. Business is good, the order backlog is good, and anyone who works here and reads Boeing’s internal news also knows that Boeing is attempting to produce our products as economically as possible. Efficient manufacturing is a good business practice and our members enthusiastically contribute in this effort. Boeing seems to think we’d be just as anxious to contribute to the bottom line by taking a contract inferior to the last contract. It is easy for me to make up my mind when offered such a contract: Vote No on the contract.

Bob Weiss
SPEEA Council Rep
787 Landing Gear Systems (Everett)

Prof & Tech Negotiations



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September 17, 2012
12-347

Gene Woloshyn
The Boeing Company
100 N. Riverside Plaza
MC 5002-9562
Chicago, IL 60606

Dear Gene;

Throughout the course of these negotiations, the Boeing negotiating team has repeatedly expressed the opinion that the SPEEA negotiating team did not actually speak for the SPEEA membership.

Beyond words, this mistaken belief repeatedly manifested itself at the bargaining table with a refusal to engage in substantive dialog and the overt characterization of union concerns as “whining.”

The management negotiating team’s open dismissal of the mandate of the SPEEA negotiating team is clearly evident in the counter proposal delivered on September 13th.

At a time when Boeing is posting record profits, management proposes the lowest wage pools since 1975.

At a time when the United States is fighting the longest war in American history, management proposes to strip disability and life insurance benefits from SPEEA members called to serve their country.

At a time when retirement security is increasingly at risk for all Americans, management proposes to cut the retirement benefit for future hires by 40% and make significant cuts in the benefit growth for existing employees.

Moreover, management proposes to eliminate guarantees throughout the collective bargaining agreement....making almost every key element subject to unilateral change by the company.

The scope of disrespect for the engineering and technical workforce evident in this counterproposal is breathtaking.

Given management’s utter disregard for the interests and concerns expressed by the SPEEA negotiating team, we have decided to simply submit your proposal directly to the members to vote upon. We will inform you of the results when balloting is complete.

Sincerely,

SPEEA 2012 Technical and Professional Unit Negotiation Teams

Joel Funfar *Sandra Hastings* *Brent McFarlane* *Roger Pullman* *Ron Shoemaker*
Rebekah Hewitt *Rick Hoffman* *Tom McCarty* *John McLaren* *Ryan Rule*

society of professional engineering employees in aerospace
 on the web: www.speea.org | email: speea@speea.org

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PST)

Week of October 1, 2012	
Tuesday, Oct. 2	4:00 p.m. Council Officers Meeting
Tuesday, Oct. 2	5:00 p.m. Leadership Development & Training
Wednesday, Oct. 3	6:00 p.m. ACT Committee
Thursday, Oct. 4	4:00 p.m. Executive Board Meeting
Week of October 8, 2012	
Monday, Oct. 8	4:30 p.m. New Hire Committee
Wednesday, Oct. 10	5:00 p.m. Membership Activities Committee
Thursday, Oct. 11	TBD Council Meeting
Week of October 15, 2012	
Monday, Oct. 15	4:00 p.m. SPEEA Legislative & Public Affairs
Tuesday, Oct. 16	4:30 p.m. Tellers Committee
Wednesday, Oct. 17	4:00 p.m. SPEEA Governing Documents
Wednesday, Oct. 17	5:30 p.m. NW Governing Documents
Thursday, Oct. 18	4:00 p.m. Executive Board Meeting

MIDWEST MEETINGS (ALL TIMES CST)

Week of October 1, 2012	
Tuesday, Oct. 2	6:00 p.m. Council Officers Meeting
Thursday, Oct. 4	6:00 p.m. Executive Board
Week of October 8, 2012	
Monday, Oct. 8	11:00 a.m. MW Membership Recruitment
Thursday, Oct. 11	11:00 a.m. MW Young Professionals
Thursday, Oct. 11	TBD Council Meeting
Week of October 15, 2012	
Monday, Oct. 15	6:00 p.m. SPEEA Legislative & Public Affairs
Wednesday, Oct. 17	4:00 p.m. MW Governing Documents
Wednesday, Oct. 17	6:00 p.m. SPEEA Governing Documents
Thursday, Oct. 18	4:30 p.m. MW Legislative & Public Affairs
Thursday, Oct. 18	6:00 p.m. Executive Board



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