

Representing aerospace professionals with competence, integrity and action

SPEEA files charges after members illegally banned from leafleting

SEATTLE – The Boeing Company was charged Feb. 13 with new Unfair Labor Practices (ULP) after company security, acting on management orders, banned engineers and technical workers from leafleting at the Everett factory. The actions are in addition to reports of managers holding mandatory meetings with employees to interrogate and intimidate them regarding the current contract votes by SPEEA, IFPTE Local 2001.

“We are extremely disappointed in the company’s misconduct,” said **Ray Goforth**, SPEEA executive director. “Boeing’s contract proposals should pass or fail on their merits. This illegal intimidation must cease immediately.”

The National Labor Relations Act (NLRA) protects employees’ rights to engage in concerted (union) activity and prohibits employers from interfering in these activities.

Filed at the Seattle office of the National Labor Relations Board (NLRB), the new

charge reads: “The employer has interfered with, threatened and restrained its employees, members of the Charging Party’s bargaining unit, in the exercise of their Section 7 rights by, among other things, interrogating employees about how they are voting on the proposed contract and preventing employees from passing out leaflets related to the upcoming vote.”

These charges are in addition to earlier charges (filed Jan. 2) after company personnel photographed SPEEA members marching at its Everett factory to support efforts to negotiate new labor contracts. Employer surveillance of union activities has consistently been ruled illegal because it has a tendency to intimidate employees into not exercising their rights to engage in union activities.

An earlier charge by SPEEA filed in October, and now waiting action by the NLRB, relates to Boeing seizing employee cameras and photographs of the protected union marches, along with videotaping the events.



Everett Council Rep **Shannon Moriarty** and Area Rep **Brian O’Connell** are shown here at an information/visibility table for negotiations.

Contract ballot count Feb. 19

Prof and Tech members’ contract ballots are due at SPEEA no later than 5 p.m., Tuesday, Feb. 19. The Tellers and volunteers will count the ballots that night and results will be reported at www.speea.org as soon as the Tellers validate and finalize the totals.

The Bargaining Unit Councils voted Jan. 31 to join the teams in recommending members reject the contract offer and grant strike authorization. (See vote totals on page 2 of this issue of SPEEA News).

Attorneys to give update on Wichita lawsuit Tuesday

WICHITA - SPEEA-represented employees are invited to a meeting to hear more details about the class-action lawsuit over retirement bridge benefits at 5 p.m., Tuesday, Feb. 19, at the International Association of Machinists (IAM) District 70 hall in Wichita.

SPEEA’s attorneys will give an update and answer questions. The attorneys have a meeting scheduled earlier that day with the federal judge who will preside at trial.

In SPEEA contracts, bridge benefits provide early retirement medical and pension benefits for laid-off employees who are 49 to 55 years old with 10 years of Boeing service. Boeing denied these benefits to hundreds of union-represented employees who were laid off from Boeing as a result of the 2005 sale to Spirit AeroSystems.

SPEEA initiated the lawsuit in 2005. The IAM joined the suit, which also involves

class-action claims brought by named plaintiffs on behalf of hundreds affected by the loss in benefits.



Aerospace Alliance scholarship winner

On behalf of the Pacific Northwest Aerospace Alliance (PNAA), Northwest Vice President **Mike Hochberg** presented a scholarship to **Scott Mansfield**, a student at Green River Community College who wants to become a pilot. SPEEA funds one of the PNAA scholarships to further careers in aerospace. Mansfield received the scholarship at the PNAA conference Feb. 13 in Lynnwood, Wash.



Topeka outreach – P2

Members’ strike survival – P3

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Member outreach at Kansas state capitol

Members of the Midwest Legislative and Public Affairs (L&PA) are shown at the state capitol building in Topeka. While there, they held meetings with key state lawmakers to discuss issues including the promotion of careers in aerospace at the K-12 level, the recent closure of Boeing's Wichita facility, and the importance of strong 'clawback' language in public subsidies. See more details in the March Spotlight. Shown here are L&PA members who participated (from left): **Donna Lehane** (Council Rep), **Debbie Logsdon** (MW Council chair), **Brenda Reiling** (MW Council secretary), **Shane Michael** (Council Rep), **Earl Carter** (MW vice president) and **Chelsea Orvella** (SPEEA legislative director).

IFPTE scholarship application deadline March 15

Is your family member going to college this fall? Check out the IFPTE Dominick D. Critellie Jr. annual scholarship. Applications must be postmarked by March 15.

Last year, SPEEA member **Anthony G. Nguyen's** daughter, **Katarina**, won the \$2,500 scholarship awarded to a member's child or grandchild in the IFPTE private sector unions. IFPTE also grants a scholarship to a family member in both the federal and public sectors.

Students must be high school seniors planning to attend a college, university, community college or technical institute in the fall.

The application includes a 500-word (minimum) essay on 'What Being a Member of a Union Family Means to Me.' Winners will be chosen on the basis of their essays, academic achievement, and school and community activities.

For details, including an application form, go to www.ifpte.org.

NW Council actions – Jan. 31

The Northwest Council Reps met Jan. 31 for the Bargaining Unit Councils (BUC) to vote on recommendations and strike authorization related to contract offers from The Boeing Company.

The Tech Bargaining Unit Council voted on the following motions:

- **NW13-003 Strike Authorization Vote.** The vote was unanimous.
- **NW13-004 Recommend Rejection of Contract Offer.** The vote was unanimous.

- **NW13-005 Recommend Acceptance of Contract Offer.** Stricken – since the vote to reject was unanimous.

The Prof Bargaining Unit Council voted on the following motions:

- **NW13-006 Strike Authorization Vote.** For: 71, against: 1. Motion carried.
- **NW13-007 Recommend Rejection of Contract Offer.** For 69, against: 1. Motion carried.
- **NW13-008 Recommend Acceptance of Contract Offer.** Stricken – since the vote to reject passed.

Engineers Week

You be the judge at science fair

If you value your engineering or technical career, consider helping a student pursue their passion in science, technology, engineering or math (STEM). In honor of Engineers Week, Feb. 17-23, which promotes careers in STEM, sign up to become a volunteer judge at the Washington State Science and Engineering

Fair (WSSEF) April 5 and 6 in Bremerton, Wash.

With more than 600 students anticipated this year (another 20% jump in attendance), the fair will need even more judges (about 250 to 300). To learn more and sign up, go to www.wssef.org.



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Member 'survived' strike and learned power of solidarity

When SPEEA members went on strike for 40 days in 2000, **Bruce Kennedy** was fairly new on the job and didn't know what to expect.

"I'd never been in a union or experienced a strike before and hadn't really prepared my family," Kennedy said, but when about 19,000 other engineers and techs walked out at 9 a.m., Feb. 9, he did too.

Although his wife had a job, the strike was a financial challenge for their family, including five children, who were from 4 to 17 years old at the time.

"We learned we could survive and could have gone even longer before hitting a crisis," he said.

What helped:

- Reviewing finances with the family – "we talked about what we needed to do to get by."
- Working with creditors and mortgage lender – "they were a big help."
- Going to the SPEEA food bank – "when I told them I was trying to feed my family of seven, they gave me extra bags. It made my wife feel better."



Bruce Kennedy brought each of his four older children to the picket line for at least one shift each. "I felt it was important for them to see what we did for a fair offer." Shown above (from left) are his daughter, **Katrina**, and a family friend, **Brandon Richison** in 2000.

- Looking for work – "Other unions were circulating job postings to help – that was a real morale booster."
- Friday nights with his brother – "he fed our whole family dinner once a week."
- SPEEA Cares for emergency help with bills – "I didn't need it, but it was nice to know it was there."

Kennedy, an Associate Technical Fellow on IT infrastructure design and architecture for Engineering Operations and Technology, remembers signing up to join SPEEA at new-hire orientation in 1998.

"I looked at it as a perk of working at Boeing to have access to a union advocating for my pay and benefits," he said. "If I was going to benefit, I wanted to do my part."

He signed up to become a Renton Council Rep last March when he learned there was a vacancy in his district. "It's been a good education."

UPCOMING TRAINING/EVENTS

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

Puget Sound

Pension and retirement seminar

(with SPEEA Benefits Director Matt Kempf)

Wednesday, Feb. 27

SPEEA Tukwila at 5 p.m.

Boeing retirement process

Wednesday, April 17

SPEEA Everett at 4:30 p.m.

Wednesday, April 24

SPEEA Tukwila at 4:30 p.m.

SPEEA 101

Thursday, April 18

SPEEA Everett at 4:30 p.m.

Thursday, April 25

SPEEA Tukwila at 5 p.m.

Wichita

St. Patrick's Day Bingo at SPEEA

Saturday, March 16

SPEEA Wichita from 2 to 5 p.m.

Free for members and their families – RSVP to vickim@speea.org by March 13.

Hosted by the Midwest Membership Activities Committee

Many ways to weather a strike if needed

If SPEEA is forced to go on strike against The Boeing Company, the first thing to remember is that no member is alone. SPEEA members pulled together to wage the largest white-collar strike against a private employer in U.S. history, and we can do it again if necessary.

Below are some tips for preparing in case of a strike.

Borrowing

Take a closer look at expenses and available cash. Determine where you can borrow funds if needed. Home-equity loans or borrowing from Boeing retirement accounts are two avenues available. Line up credit now. Remember, the loans are short term. Strikes are short-term events. Use loans as such, to carry you through until the paycheck starts again.

Utility Payments

Ask your provider about budget payment plans. Often, these plans can reduce electrical and gas payments during the heavy-use winter months.

Mortgage, loan and credit card payments

Contact creditors before you get behind in payments. They are usually much easier to work with when you let them know about your situation before you fall behind on payments. You may qualify at your bank or credit union for the 'skip payment' option when a strike disrupts regular cash flow. Call your lender and inform them of your situation. Finance charges and interest accrue, but lenders know the situation is temporary and are usually willing to work with account holders. Some lenders, like Union Plus, have strike provisions built into their accounts.

SPEEA Cares Fund

Started during the 40-day strike of 2000, the SPEEA Cares Fund continues to provide emergency assistance to members in need. The fund is administered by the Puget Sound Labor Agency. Applications for assistance are reviewed and assistance provided on a case-by-case basis. Financial help is available for food, medical and housing costs. SPEEA also intervened on members' behalf to help with landlords and creditors.

Health care

Health care benefits remain in effect through the end of the first month of a strike. Couples may be able to receive coverage on a partner's policy. Employees will also have the option to access COBRA rates to continue their health care coverage if the strike persists.

For more information, go to www.speea.org.

Executive Board mini-minutes – Feb. 7

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

Council: Matthew Joyce, Theryl Johnson, Dave Silkroski, Rebekah Hewitt, Carrie Rule, Joel Funfar

Guest: Brent McFarlane, Dave Baine, Keith Neal, Judy Mogan

Staff: Ray Goforth, Robin Fleming, Martin Pascual, Pauline Tamblyn, Bob Rommel, Bob Brewer, Matt Kempf, Bill Dugovich, Frank Guglielmo

At their regular meeting, the Board:

- Approved SPEEA time and expenses for Ryan Rule to attend a membership meeting in Portland, Wash., on Jan. 29 to support negotiations.
- Approved SPEEA time for Debbie Logsdon, Brenda Reiling, Donna Lehane, Joanne Yoho, Shane Michael and Earl Carter to present legislative positions Feb. 5-7 in Topeka, Kan.
- Approved SPEEA time and expenses for Rebekah Hewitt, Joel Funfar and Mike Coker to attend a meeting in

Washington, D.C., in February.

- Approved incorporating the line items for the specified purpose into the SPEEA budget with the following changes:
 - Northwest Area Women’s Summer School \$2,600.
 - Council of Labor Union Women (CLUW) Convention \$8,360.
 - Washington State Labor Council per cap \$219,000.
 - ML King County Labor Council per cap \$74,600.
 - NW Oregon AFL-CIO \$922.
 - Pierce County Central Labor Council \$5,000.
 - Snohomish County Labor Council \$56,500.
 - Spokane Regional Labor Council \$421.
- Appointed Marc Murphy as a delegate to the Snohomish County Labor Council and the Washington State Labor Council for the 2012-2014 term.

The next meeting is Feb. 21.



Shown above (from left): Recently trained Council Reps Darry Kurpisz, Mike Studebaker, Tony Hickerson and Judy Mogan. They participated in new Council Rep training Jan. 4 at the SPEEA headquarters.

2013-2015 Council Rep PETITION coming soon

All Council Rep seats are up for election next month. A petition for those interested in running will be available later this month.

The Tellers are finalizing the redistricting process, which defines the areas for each district. When this is final, the district delineation will be posted along with a 2013-2015 petition.

Anyone who has been a member for at least the past 12 months can run for Council Rep. Look for the petition (which requires 15 members’ signatures supporting your effort to become a Council Rep) at www.speea.org.

Council Rep petitions are due at the nearest SPEEA office by 5 p.m., Wednesday, March 27.

Northwest VP election

Executive Board ballots in the mail Feb. 27

Vote for three VPs by Wednesday, March 14

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PST)

Week of February 18, 2013

Monday, Feb. 18	4:00 p.m.	SPEEA Legislative & Public Affairs
Tuesday, Feb. 19	4:30 p.m.	Tellers
Wednesday, Feb. 20	4:00 p.m.	SPEEA Governing Documents
Wednesday, Feb. 20	5:00 p.m.	Membership Activities Committee
Wednesday, Feb. 20	5:30 p.m.	NW Governing Documents
Thursday, Feb. 21	4:00 p.m.	Executive Board

Week of February 25, 2013

Monday, Feb. 25	4:30 p.m.	Facilities Committee
Monday, Feb. 25	5:00 p.m.	NW Legislative & Public Affairs
Tuesday, Feb. 26	5:00 p.m.	Women’s Advocacy Committee Meeting
Thursday, Feb. 28	4:00 p.m.	Diversity Committee

Week of March 4, 2013

Tuesday, Mar. 5	5:00 p.m.	Leadership Development & Training
Wednesday, Mar. 6	4:30 p.m.	BUNS Meeting
Wednesday, Mar. 6	6:00 p.m.	ACT Committee
Thursday, Mar. 7	4:00 p.m.	Executive Board Meeting

MIDWEST MEETINGS (ALL TIMES CST)

Week of February 18, 2013

Monday, Feb. 18	6:00 p.m.	SPEEA Legislative & Public Affairs
Wednesday, Feb. 20	4:00 p.m.	MW Governing Documents
Wednesday, Feb. 20	6:00 p.m.	SPEEA Governing Documents
Thursday, Feb. 21	4:30 p.m.	MW Legislative & Public Affairs
Thursday, Feb. 21	6:00 p.m.	Executive Board

Week of February 25, 2013

No meetings scheduled

Week of March 4, 2013

Thursday, Mar. 7	4:30 p.m.	MW Membership Activities
Thursday, Mar. 7	6:00 p.m.	Executive Board