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A crowd gathered for a lunchtime meeting at the Developmental Center in Seattle Jan. 28. Prof and Tech negotiation team members discussed the issues and answered questions at nearly 40 workplace lunchtime meetings.

Prof & Tech Negotiations

Teams recommend rejection – Ballots due Feb. 19

In response to The Boeing Company's offer which puts retirement benefits at risk, the Prof and Tech Negotiation Teams issued a recommendation to reject the offer. Ballots are going in the mail Feb. 5 and are due at SPEEA Feb. 19.

The Northwest Council Reps were scheduled to vote Jan. 31 on their recommendations and the issue of including strike authorization on the contract ballot. The votes took place at Prof and Tech Bargaining Unit Councils (BUC) after this newsletter was printed.

Although Boeing's contract offers (Jan. 17) extend parts of the existing contract, which maintain medical benefit costs and raise pools of 5%, the negotiation teams unanimously recommended rejection.

While recognizing considerable improvement was made since the resumption of talks with Boeing after the holidays, the teams emphasized the significant takeaways and long-term impact of the offers on current and future members. Company negotiators refused to include safeguards to protect members' benefits from changes to the Social Security earnings cap and raising the Medicare eligibility age.



Members came to the SPEEA Tukwila (above) and Everett halls to meet with negotiation team members and ask questions Jan. 29 at an open house.

The Bargaining Unit Council Reps met Jan. 22 to discuss the teams' recommendation, and agreed to spend time evaluating the offers and meeting with members before issuing a BUC recommendation.

Lunchtime meetings with Prof and Tech negotiation team members have been standing room only from Puget Sound to

Eight to run for three NW VP seats

Eight SPEEA activists are running for three Northwest region vice president openings on the Executive Board.

Midwest Vice President **Earl Carter** ran unopposed for another term.

NW Region VP candidates (as they will appear on the ballot)

- Lynn Burow
- Joel Funfar
- Brent McFarlane
- Ryan Rule
- Dave Baine
- Ronald Shoemaker
- Carrie Rule
- Michael E. Hochberg

The Tellers validated petitions and determined the order of the names on the ballots in a random drawing following the petition deadline Jan. 23.

Ballot packages, including candidate statements and responses to questions, go in the mail to Northwest members' homes by Feb. 27. Ballots will be due by noon, Wednesday, March 13.

All Executive Board vice-presidents start their two-year terms March 27.

Portland. Council Reps organized nearly 40 lunchtime meetings (and an open house at the SPEEA Puget Sound halls) for members to learn more about the contracts and ask questions.

SPEEA will mail voting packages, including a letter from the Negotiation Team and summary of Boeing's offer, to members the week of Feb. 4.

A schedule of lunchtime meetings, the complete contract offers (with changes in red), a summary of the offers and more are at www.speea.org.

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AMPA-SPEEA begins negotiations – P4

Letters To The Editor

Newer member speaks out on 401(k) vs. pension

I hired into Boeing two years ago. I hear a lot of casual talk about young people not caring about retaining their pensions in my area. They are agreeing to what (Boeing Commercial Airplanes Engineering Vice President Mike) Delaney said the other day about the younger generations preferring a 401(k).

I have seen no data to back this up, and I have not heard one person say they would like to give up their pension for a 401(k). I have not checked a survey box myself on this subject and so assume it's a false claim to encourage a favorable vote.

As a newer employee to Boeing, I want my pension. I don't want a 401(k). I plan to stay here for a very long time, and if I do leave the company early, like everyone else who would make that decision, I accept the consequences of my actions alone.

We need to experience and see SPEEA, and all those who represent SPEEA, willing to fight for our newer employees as they would for those approaching retirement. Otherwise, what's the point?

My father (a Tech) is currently working for Boeing and has been employed with Boeing for more than 40 years. My two older sisters (Techs) and my husband (MRB Eng) currently work for Boeing as well. With the exception of my father, we all plan to be here a very long time. My family and I are invested in this, and all, regardless of retirement date, need representation by our union.

Mary Parker
Technical analysis
SPEEA member

Negotiation Team testimonials

CR's video background tied to labor

Once you know two things about **Darry Kurpisz**, an Everett Council Rep, then you have a better idea why he wanted to produce short video testimonials for the SPEEA Negotiation Teams.

- 1) He grew up in the broadcasting industry because his father worked for a television station.
- 2) He grew up in Poland and his father was one of the founders of Solidarity (a Polish trade union that advocated nonviolence against the Soviet party.)

"That's why we had to get out of Poland," said Kurpisz, a designer tech who has worked at The Boeing Company since 1989.

Kurpisz joined the union right away, having witnessed firsthand his father's efforts on behalf of workers' rights and economic justice. "You have to organize – united we stand and divided we fall."

Kurpisz, who was an Area Rep for many years before becoming a Council Rep, recently approached the Negotiation Teams about shooting video. "We get bombarded with written messages every day – I thought

a 30-to-60 second video might help the team get more attention."

See the videos at www.speea.org.

Higher education

SPEEA testifies at state capitol

OLYMPIA – On behalf of SPEEA, **Stan Sorscher** testified before the Washington state House of Representatives' Higher Education Committee Jan. 22.

In Sorscher's testimony at the hearing, which focused on industry needs, he emphasized balancing cyclical employer demands with the interests of workers and their families who invest in education.

"We have a responsibility to students – we're making them a promise that they should go into these careers," he said in the hearing. "Employers need to fulfill that promise with jobs in our communities."

SPEEA NEWS

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Honoring King's legacy

SPEEA members, retirees and staff (shown l-r): Brent McFarlane, Jessica Bonebright, Judy Mogan, John Repp and Dave Westman took part in the Martin Luther King Jr. march in Seattle Jan. 21.

Boeing set to fix same-sex survivor pension issue

SEATTLE – While still locked in contract negotiations for engineers and technical workers, The Boeing Company and SPEEA have tentatively agreed on contract language that grants same-sex couples the same pension survivor benefits available to heterosexual married couples.

The agreement comes after SPEEA Benefits Director **Matt Kempf** recognized, and made an issue of, a loophole in contract language that allowed Boeing to deny pension survivor benefits to same-sex couples.

“I started looking at this several years ago when a dying member came in to ask about passing on his earned pension benefit to his partner of 30 years,” Kempf said. “We couldn’t help them, and it just seemed so very wrong.”

When Washington state voters approved marriage equality in November, SPEEA negotiators again brought up the issue of same-sex survivor pension benefits during contract talks with Boeing.

Hearing the company was still denying same-sex couples this earned benefit, SPEEA Diversity Committee member and Everett Council Rep **Ken Aphibal** started a petition on the progressive website Change.org. The petition flooded Boeing CEO **Jim McNerney** with more than 79,000 emails and drew support from other unions, community groups and Washington state Congressional leaders.

With Boeing agreeing to grant same-sex pension survivor benefits to SPEEA-represented workers in its contract offer, Aphibal said he is hopeful the company will extend the same benefit to its other 150,000 employees.

Supporters of SPEEA's push for pension equality

- Congressman Adam Smith
- Congressman Norm Dicks
- Congressman Jim McDermott
- Congresswoman Susan DelBene
- Alaska Airlines – Association of Flight Attendants, CWA
- United Food & Commercial Workers
- New York Working Families Party
- Equal Rights Washington
- LGBTQ Allyship

E-Board mini-minutes – Jan. 17

Attendees: Bob Wilkerson, Jimmie Mathis, Mike Hochberg, Earl Carter

Excused: Tom McCarty, Ron Shoemaker, Ryan Rule

Council: Matthew Joyce, Theryl Johnson, Brenda Reiling

Guest: Shane Michael, Richard Greene

Staff: Robin Fleming, Martin Pascual, Pauline Tamblyn

At their regular meeting, the Executive Board:

- Approved contributing \$300 to the University of Washington United Students Against Sweatshops.
- Approved replacing the CESO Committee with the Legislative Action Committee which oversees and recommends to the Board legislative actions to implement based on Council legislative recommendations. Consisting of vice presidents with a

UPCOMING TRAINING/EVENTS

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

Puget Sound

Performance Management 'Define'

Monday, Feb. 4

SPEEA Tukwila at 5 p.m.

Monday, Feb. 11

SPEEA Everett at 4:30 p.m.

Pension and retirement seminar

(with SPEEA Benefits Director Matt Kempf)

Wednesday, Feb. 13

SPEEA Everett at 4:30 p.m.

Wednesday, Feb. 27

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

minimum of one vice president from each region and the secretary and a budget for legislative activities. SPEEA secretary is chair of this committee.

- Approved \$10,000 to support and advertise at the 2013 Seattle Regional FIRST Robotics Challenge, \$500 to support and advertise at the Spokane Regional FIRST Robotics and \$1,000 to support and advertise at the Kansas BEST Robotics.
- Approved the procurement of AMPA-SPEEA visibility items.
- Approved membership in the Los Angeles County Federation of Labor at full membership and authorizes a request for strike sanction in support of the Puget Sound negotiations. (SPEEA represents engineers and techs at Edwards Air Force Base and Palmdale Boeing facilities in Los Angeles County).

The next meeting is Feb. 7.



Negotiations begin for pilots

SPEEA members of the Airplane Manufacturing Pilots Association (AMPA) negotiation team are shown above preparing for bargaining with The Boeing Company, starting Jan. 31. The negotiation team of pilots and simulator flight instructors has been gathering member input through meetings and surveys to prepare for negotiations.



WEU joint committees to launch

WICHITA – Congratulations to the following Wichita Engineering Unit (WEU) SPEEA members who were selected to serve on joint committees with representatives from Spirit AeroSystems.

- Performance Management collaboration committee – **Randy Allenbach, Joe Heng, Raleigh Hinman, Matthew Joyce** and **Brian Stewart**. This committee will work with Spirit management to blend the retention criteria into the PM process.
- Gain Share committee – **Mike Boehne, Keith Covert, David Damasauskas, Joe Heng** and **Matthew Joyce**. This committee will work to establish the target performance goals for the 2013 plan year.

Pension worth saving, member says

When **Lynn Burow**, a SPEEA Tech member, started at The Boeing Company, she was only 23.

“I wasn’t thinking about retirement back then. I didn’t even know if I would be at Boeing more than a couple years.”

Now at Boeing for 35 years, she’s starting to look more closely at her retirement benefits and was shocked to find out recently how much she lost by taking a non-union job at a very specific time.

On Jan. 1, 1999, Boeing transferred all non-union heritage Boeing Company Employee Retirement Plan (BCERP) benefits to the

Pension Value Plan and drastically changed the way the heritage benefits grow.

The minimum benefit matches the SPEEA BCERP basic formula conversion factor, but the penalty for early retirement changed from 2% per year for each year under age 60 to 4% per year for each year under age 65.

“That makes the pension payout worth a lot less,” said Burow, who returned to SPEEA in 2008.

Boeing’s current contract offer eliminates the pension for new hires, replacing it with a contribution to their 401(k) that is worth

about 40% less than the pension benefit in the current contracts.

She’s concerned members may think their pension is safe because it’s covered by a contract.

“With Boeing trying to take the pension away from new hires, it’s just the beginning of what they’re going after – a long-term push to eliminate pensions completely.”

[Lynn Burow, a quality assurance investigator in Everett, is a designated alternate Council Rep and vice chair of the Women’s Advocacy Committee (WAC)].

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PST)

Week of February 4, 2013	
Monday, Feb. 4	4:30 p.m. Tellers Committee
Tuesday, Feb. 5	5:00 p.m. Leadership Development & Training
Wednesday, Feb. 6	4:30 p.m. BUNS Meeting
Wednesday, Feb. 6	6:00 p.m. ACT Committee
Thursday, Feb. 7	4:00 p.m. Executive Board
Week of February 11, 2013	
Monday, Feb. 11	4:00 p.m. New Hire Committee
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

MIDWEST MEETINGS (ALL TIMES CST)

Week of February 4, 2013	
Tuesday, Feb. 5	7:00 p.m. Leadership Development & Training
Thursday, Feb. 7	4:00 p.m. MW Membership Activities Committee
Thursday, Feb. 7	4:30 p.m. SPEEA Midwest Council
Thursday, Feb. 7	6:00 p.m. Executive Board
Week of February 11, 2013	
Thursday, Feb. 14	11:35 a.m. MW Young Professionals
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



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