

Happy  
Holidays

# Spotlight

PROFESSIONAL AEROSPACE UNION

## Negotiations in action



Members of the Prof and Tech Negotiations Teams meet internally prior to a joint session.

**NW/WEU negotiations pages 4 & 5**



Renton Council Rep **Orlando De Los Santos**, is chair of the Bargaining Unit Negotiations Support (BUNS) committee.



Area Reps **Diana Erwin** and **Jim Moran** pick up SPEEA visibility items after a negotiations update during an Area Rep recognition luncheon in Everett.

## Executive Board

# Seeking candidates for regional vice presidents

SPEEA is looking for candidates to run for three Northwest vice president positions and one Midwest vice president position to serve on SPEEA's Executive Board.

Petitions to run for vice president will be due Jan. 23. See timeline for details.

## About the Executive Board

The seven-member Board directs SPEEA's activities through the executive director, prepares the annual budget and monitors expenses.

Board members also serve as the team for any interim negotiations that may occur between formal bargaining sessions.

## About the application process

If you meet the minimum qualification of continuous SPEEA membership for at least two years and are interested in helping to lead your union, consider applying.

- Print a petition and complete application instructions (available at [www.speea.org](http://www.speea.org))

after Dec. 13).

- Submit a platform statement of 250 words or less.
- Provide a separate 25-word or less qualification statement.
- Respond in writing to questions voted on by the regional Councils (limited to a total of 1,000 words).

Details are at [www.speea.org](http://www.speea.org).

## 2013 election timeline

- Earliest date to turn in a petition – Jan. 9
- Deadline for petitions – 5 p.m., Jan. 23
- Deadline for candidate statements – 5 p.m., Jan. 28
- Ballots to be mailed by Feb. 27
- Ballots counted March 13
- New E-board members begin two-year terms March 27

# Time for an update on the SPEEA budget process



By Bob Wilkerson  
SPEEA Treasurer

In my August Spotlite article, I said I would keep you informed of the FY 2013 SPEEA budget preparation status. This is an update on where we are in the budget

cycle.

The Midwest and Northwest Council officers received inputs from their respective committees and are finalizing the budget numbers in preparation for the December regional Council meetings where the budgets will be approved.

I expect some spirited discussions leading to both regional Council budgets passing with perhaps some changes. Same for the SPEEA Council budget to be voted on by the Council Reps in January.

The goal is for the SPEEA and regional councils (and respective committees) to be funded to successfully pursue their missions.

The approved Council budget information will be incorporated into the main SPEEA budget, and the Executive Board will review the overall budget.

A preliminary overall draft of the SPEEA budget will be provided to the regional councils at the February regional Council meetings. This should

afford Council Representatives sufficient time for review, member input and questions.

At the March SPEEA Council meeting, the entire SPEEA Council will have the opportunity to accept the budget, reject the budget or make line-item deletions.

So far, we have experienced a thorough and measured process. Be sure to look for a budget process update in a future article.



"You're temps. You don't get benefits."

# SPEEA

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Tom McCarty

### Executive Director

Ray Goforth

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### Northwest Regional Council Officers

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## President's Corner

By Tom McCarty, SPEEA President

# It's all about negotiations - still

I hoped I would be reflecting on the successful conclusion to the Puget Sound contract negotiations and the lessons learned by this time. Not only can't I do that, but now, I can't even report that the Wichita Engineering Unit (WEU) negotiations are on track. It looks like soon I will be wondering why the SPEEA Aircraft Manufacturing Pilots Association (AMPA) negotiations are stalled.

I am writing this a little earlier than usual because of the holidays. Maybe by the time you read this, all of our difficulties will be resolved – probably not.

### Wichita engineers' negotiations

The WEU negotiations are having problems because of some expensive missteps Spirit AeroSystems management is trying to extricate themselves from at the expense of the engineering workforce. Management has also insisted on a 10-year contract with SPEEA. Based on their poor performance, I would not be very enthusiastic about their ability to forecast the future.

If Spirit management can get a good grip on the present, I think they could negotiate a fair contract with the WEU engineers. The engineers want Spirit to get back on track. Their customers are counting on them and there is a growing backlog of parts and assemblies that will provide work for decades. I hope management will recognize the talented workforce dedicated to Spirit's success, and let them get back to work rather than leave WEU engineers wondering how they are being treated.

### Pilots' negotiations

I also want to briefly update everyone on the challenges facing our SPEEA-represented pilots. The AMPA bargaining unit just completed a very exciting year. Even before they reached their second anniversary of joining SPEEA, they have more than doubled their size.

AMPA pilots and instructors will negotiate a new contract in 2013 that will fully integrate the new members in the contract. The AMPA negotiation team, elected by the members, is preparing

for negotiations. Unfortunately, it already looks like they have challenges similar to our other bargaining units in negotiations -- an apparent lack of understanding by management of the value they bring to the company. The pilots have already conducted a "no confidence" vote in their management.

These are not isolated instances. There seems to be a pattern of disregard for our contractual agreement. Five pilots, improperly laid off, were returned to work with full back pay plus interest. But management wants to continue giving AMPA pilot work to contractor pilots while fully qualified AMPA pilots are idle.

### Root cause

I believe all of this has a common root cause. Management thinks we are a commodity. Management thinks we are interchangeable, and therefore our work can be outsourced to any place with workers who have basic required skills. Management also appears to believe inexperienced workers can produce the same output in the same amount of time as us. So if they have a lower labor rate, then the work will be done cheaper and a big savings will result.

I have heard a manager say that the delay and cost overruns of the 787 program due to outsourcing are an urban legend. What I have observed when management takes work away from the people who demonstrated their commitment to excellence because the other workers have a lower labor rate, the result is always the same. It takes longer and costs more to accomplish the same work. Management's ability to hide this fact is legendary. This is where creative cost accounting can really work for you. The simplest solution is to ignore the rework costs, including additional management costs, and voila – the part built in 'Faroffistan' is way cheaper than the one built in Everett. And it was 'worth the wait.'

### Value of experience

Boeing initiated a provision in the new non-union healthcare plans directly related to what I have been talking about. If you need heart surgery, Boeing will fly you to the Cleveland

Clinic. Why would Boeing offer that? It's really simple – the outcome. I didn't understand at first. I thought it was because they must be super cheap in Cleveland. I asked my wife, a physician, and she replied: "Oh yes, they are terrific at heart surgery. Because they do so many procedures, they are very experienced and get much better outcomes." You see where this is going. Boeing understands the significance of experience and the higher probability for a better outcome. I think I have made my point.

When we came back after the 40-day strike in 2000, a member asked me if I thought we might have to strike again. I said to him "not if we're smart, but I'm not so sure about management." I am going to do everything I can to avoid a work stoppage in 2013. But that will take a commitment from Boeing management to recognize the interests of their workforce. We can reach an agreement, but it will require management recognizing our SPEEA negotiations teams have seen no compelling evidence to convince us engineers and techs are a commodity which should settle for what management thinks is the watered-down market rate for our work.

My advice to everyone is don't accept any contract offer unless you truly believe it demonstrates management's commitment to recognize the value you bring and the success you have created for the company. You can vote NO, and we can continue the pressure. We can get the contract we have earned, if we stick together and stand up for what's right.

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### published monthly by:

Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC  
15205 52nd Ave S • Seattle, WA 98188 • (206) 433-0991

Volume 55, Number 12, December 2012  
ISSN 0194-8687

Subscription rate: \$2.00 per year

\$2.00 of the annual membership dues is paid as a year's subscription to the SPEEA SPOTLITE.

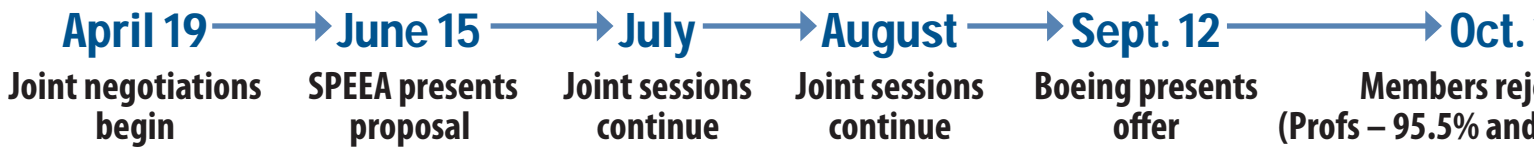
Periodicals Postage Paid at Seattle, Washington

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# Prof and Tech negotiat



## Prof and Tech Negotiations

# At the table, frustration over economic

After the members overwhelmingly rejected the company's initial offer (95.5% and 97%), Boeing stalled any movement on wages, benefits, retirement and vacation for nearly two months.

"Your teams have worked incredibly hard to try and get a deal that respects your contributions to the company's success," said **Ray Goforth**, SPEEA executive director. "The Boeing negotiation team has been fixated on pay and benefit cuts."

Boeing continues to score significant orders worth billions, including \$4.9 billion worth of 737s in one day last month. The record profits delivered double-digit salaries and bonuses equal to a year's salary for executives and a 4.8% increase to the stock dividend.

Meanwhile, the company negotiators insist across-the-board pay and benefit cuts are appropriate reward for engineers and techs. Boeing's pension is 100% funded and earning a 10% return on its investments, but the company insists on cancelling it as a part of these negotiations. Boeing is



also insisting on simultaneously increasing medical costs while cutting wage growth.

"Boeing believes your labor is a commodity it purchases like wire bundles or bulk toilet paper. The amount of profit you generate for the company is decoupled from what they are willing to pay you," Goforth said.

"If they can move the work to Russia or India to get it done cheaper, they expect SPEEA members to accept cuts in a bid to keep their jobs," he added. "This completely ignores the lessons from

the 787 outsourcing debacle."

Boeing was scheduled to present economic and health care proposals Nov. 20 after the deadline for this issue of *Spotlite*. Look for updates and sign up for home email delivery of the latest negotiations news at [www.speea.org](http://www.speea.org).

## NW members take action for respect

Throughout the Prof and Tech bargaining units, members are taking action to support contract negotiations. Many are stepping up to new roles and levels of

action.

"They are sending a message that SPEEA is united in our efforts to get a contract that respects the contributions of technical workers and engineers," said Goforth. "Boeing needs to see tangible metrics of members' dissatisfaction to persuade them to be realistic and get this deal done."

In addition to wearing red shirts on Wednesdays, or creating SPEEA zones in their work areas with

## Wichita Negotiations

# WEU hits roadblocks with Spirit AeroSystems

WICHITA – Facing roadblocks over wages, benefits and job security, the SPEEA Wichita Engineering Unit (WEU) continued to meet internally during a two-week break from Main Table talks with Spirit AeroSystems.

"While these roadblocks are significant, Spirit leadership has the ability to address each and every one of them," said the SPEEA team in a message to the bargaining unit. "Our team remains focused on securing an agreement that meets the needs of members and all stakeholders."

The SPEEA WEU team noted some of the road

blocks they are facing:

- **Medical costs** – Spirit leadership wants engineers to pay more than any other employee group at the Wichita facility for medical coverage for the worse medical plans at Spirit.
- **Compensation** – Conversations on wage pools have not come close to addressing the significant recruiting and retention issues at Spirit.
- **Performance management (PM)** - Spirit leadership believes 70% of engineers are rated too high in general and

scores should automatically be lowered regardless of actual performance.

- **Outsourcing and job security** – Spirit leadership wants the ability to replace higher-level engineers with lower-level (lower-cost) engineers. In addition, leaders want to expand outsourcing while laying off Wichita engineers.

Prior to the break, the SPEEA team submitted a counter-proposal and data request. The SPEEA team was still awaiting a formal counter response from Spirit. Talks were scheduled to resume following the Thanksgiving holiday.

# ions timeline

1 —→ October —→ November —→ December

ect offer  
Techs – 97%)

Thousands at  
solidarity events

Joint sessions  
continue

?

## c issues

desk tents and buttons, members are working with Council and Area Reps to take action as a group.

Some are participating in a boycott of voluntary overtime while others are pursuing other 'work-to-rule' activities to send a message to Boeing. SPEEA's legal counsel, **Tom Buescher**, presented training to Northwest Council Reps to discuss members' legal rights in a work-to-rule campaign.

SPEEA also started lunchtime negotiation sessions to discuss the fundamentals of labor law regarding the right to negotiate and build leverage.

In addition, Authorized Representatives attended debriefings on negotiations from team members at the SPEEA halls. The Prof and Tech team members also answered questions and discussed options for supporting negotiations.



*Christine Dimm says her favorite SPEEA button from the past 20-plus years speaks to her passion for encouraging newer members to get involved.*

## Vintage SPEEA button still speaks volumes

**E**VERETT – Of all the SPEEA buttons Area Rep **Christine Dimm** hung on to over the past 23 years, one of her favorites is so old it has the SPEEA logo of a slide rule embedded in an atom. It says simply: *Your contract, your career.*

"It's an older pin, but in so many ways it applies to the newer people," Dimm said, because they're not as familiar with their contract benefits or how SPEEA can help them grow their career, through Ed Wells Partnership, for example.

"For many of them, this is their first round of contract negotiations. I get millions of questions from newer employees about the contract. For my small part, I try to educate people."

A few months ago, Dimm decided to display her extensive button collection on the back of her cubicle wall to show support for current Prof and Tech negotiations, along with her Area Rep sign, inviting members to ask her about SPEEA.

"I've always had some buttons up," said Dimm, a technical designer in Environmental Control Systems (ECS), "but when negotiations started, I thought it was time to dig out all of my buttons and show support so everyone can see."

## Staying connected

Dimm, a former Council Rep, has been at Boeing long enough to remember working at drafting tables side-by-side with other techs and engineers. These days, she talks to a lot of coworkers (in her work as an ECS project manager on the 787) who don't know anyone outside of their work group.

Getting to know other Area Reps and Council Reps are one of the steps newer members can take to broaden their horizons and better understand the benefits of a union.

"My advice to newer members is to get connected," she said. "You should know more people than just those in your (cubicle) row. Be involved and make connections with other people in other groups."

## SPEEA on state aerospace boards

**S**PEEA President **Tom McCarty** is representing labor on a groundbreaking new aerospace Research and Development Center co-facilitated by the University of Washington and Washington State University for students at all state universities.



*Tom McCarty*

McCarty was appointed by Gov. **Christine Gregoire** to serve on the center's Board of Directors along with leaders of aerospace firms and the deans of engineering at both the UW and WSU. The board was scheduled to hold its initial meeting last month to begin developing a business plan for the center.

The SPEEA Northwest Legislative and Public Affairs (L&PA) committee worked to gain a designated labor seat on the board to ensure the new center balances the needs of the students and the workers with industry needs and overall competitiveness.



*Ken Atkinson*

to better coordinate aerospace curriculum with industry needs.

Atkinson, a former SPEEA Negotiations Team member at Triumph Composite Systems in Spokane, also joined the group's subcommittee focused on course descriptions aligning with job descriptions.

The 2012 Washington state legislature adopted legislation creating the R&D Center board and the pipeline committee. Both resulted from the Accenture aerospace competitiveness study, conducted by the state with support from SPEEA.



## SPEEA wins back pay and benefits for hundreds of Boeing employees in California

Employees of The Boeing Company who worked in Palmdale and Edwards Air Force Base, Calif., are due back pay and benefits that could total in the millions, according to an arbitrator.

The Nov. 1 ruling said the company for years wrongly denied the engineers and technical workers the better pay and benefits of employees represented by SPEEA.

The ruling rejected every Boeing argument and culminates a near 12-year effort by SPEEA to reestablish union representation for the now more than 550 employees Boeing denied coverage under SPEEA Professional and Technical collective bargaining agreements going back to 1999.

“It’s ethically deplorable that Boeing disregarded the plain language of these contracts, imposed its own interpretation and denied these employees the pay and benefits they were entitled to,” said **Rich Plunkett**, SPEEA director of strategic development. “This is not a technical violation. It’s a violation that took money out of employees’ paychecks and benefits away from their families.”

The arbitrator ordered Boeing to “make whole” all engineering and technical employees who worked at the sites in job classifications represented by SPEEA since March 5, 2001. Stating: “Clearly, the employees who were wrongfully excluded from the professional and technical bargaining units suffered a loss due to the time value of money,” the arbitrator also ordered Boeing to pay each employee 10 percent interest on the back pay. Boeing must also pay SPEEA back dues for the affected employees and cover the cost of arbitration.

Since 1976, engineers and technical workers at the sites were recognized as being covered under the SPEEA Puget Sound Professional and Technical contracts. However, starting in 2000, SPEEA learned Boeing was listing and filling engineer and technical positions at Edwards Air Force Base and Boeing Palmdale as non-union positions. The company’s action resulted in employees receiving lower pay and reduced benefits than called for in the union contracts.

Taking action to remedy the issue, SPEEA filed a grievance against Boeing in March 2001. With Boeing fighting and appealing every step of the way, the issue resulted in a National Labor Relations Board (NLRB) decision for SPEEA in 2006. Boeing appealed that decision, bringing on a whole new series of actions and appeals which finally brought the issue to the arbitrator in May.

Over the years, union membership at Edwards Air Force Base and Palmdale steadily declined

as workers transferred, retired or left Boeing. The arbitrator’s award includes employees hired before and after the grievance was filed.

The full Opinion and Award of the Arbitrator is available on the SPEEA website at: [www.speea.org](http://www.speea.org).

### EAFB/Palmdale grievance timeline

1976 – Profs and techs elect SPEEA representation at Edwards Air Force Base (EAFB).

1989 – Profs and techs elect SPEEA representation at Palmdale.

2000 – Boeing pulls SPEEA representation from transfers and new hires.

2000-2003 – Boeing denies multiple data requests from SPEEA.

2001 – SPEEA files formal grievance.

2004 – District court orders Boeing to go to arbitration with SPEEA.

2004 – Boeing files petition with the National Labor Relations Board (NLRB) to block arbitration.

2006 – The regional NLRB dismisses Boeing’s petition.

2007 – Boeing appeals to the national NLRB, which triggers a rehearing at regional level.

2011 – The regional NLRB dismisses Boeing’s request.

2012 – In November, arbitrator rules in favor of SPEEA.

### Overview of improved benefits for newly SPEEA represented

With hundreds in California new to the SPEEA bargaining units and their contract benefits, SPEEA staff presented an overview, including their benefit options in case they wanted to make changes during open enrollment.

SPEEA Benefits Director **Matt Kempf** joined Director of Strategic Development **Rich Plunkett** and Communications Director **Bill Dugovich** at the meetings Nov. 15 and 16 in both Edwards Air Force Base and Palmdale, Calif.

## December a busy month for labor history

By **Ross Rieder**, president  
Pacific Northwest Labor History Association

For our final month of 2012, we pass briefly over several labor history events.

- Dec. 1, 1930, Kellogg Cereal Company adopted a six-hour day to help keep people at work during the Great Depression.
- Dec. 3, 1910, the Industrial Workers of the World (IWW) formed the Brotherhood of Timber Workers — many of whom became part of that pack of “such a lot of devils” in the 1917 strike of 50,000 Pacific Northwest lumberjacks.
- Dec. 4, 1970, Cesar Chavez was jailed for refusing to end the grape boycott.
- Dec. 5, 1955, the AFL and the CIO merged into the peak body of American labor.
- Dec. 6, 1906, the IWW conducted the first US sit-down strike at GE in Schenectady, NY. They did another sit-down at Studebaker in the mid-teens of the 20<sup>th</sup> century.
- Dec. 9, 1869, the Knights of Labor (KoL) formed. KoL was the first racially integrated union in the U.S.
- Dec. 14, 1890, Seattle letter carriers formed a local of the National Association of Letter Carriers — probably the first public employee union in Washington state.
- Dec. 15, 1906, Seattle Metal Trades Council was chartered. SMTC was a crucial component of the 1919 Seattle General Strike.
- Dec. 23, 1908, American Federation of Labor officers were found in contempt of court for urging a labor boycott.
- Christmas Eve, 1934, Laborers 276 of Bellingham, Washington was chartered.
- Dec. 28, 1879, **Jimmy Duncan** was born. He was leader of the Seattle Central Labor Council in the early 1900s.
- Dec. 29, 1925, Electrical Workers Local 77 was chartered. Actually, the local existed from the late 1890s. The 1925 charter was a “redo” after internal political turmoil settled down. Be advised that such turmoil exists in all institutions, not just unions.



Cesar Chavez

And that’s a few items of our labor history you won’t learn from the History Channel. I wish you all a happy celebration of the change of seasons or whatever you choose to observe. One thing to remember, starting Dec. 21, the days get longer.

## What you need to know for close-out

With the Performance Management 'close-out' under way, keep in mind the following tips from Contract Administrator **Steve Spyridis**, former lead engineer at Boeing. He teaches a lunchtime training that features an overview the process and how it ties directly to salaries and retention ratings.

### Performance management close-out tips

#### Prior to the meeting

- **Be prepared** – Review how you performed on each business goal and objective (BG&O) along with the Performance Values (PV) and honestly assess how you did and why.
- **Check competencies** – Look at the competencies for your level and assess how you did and why.

#### During the meeting:

- **Listen and ask questions** – Make sure you understand the reasons behind your manager's rating of you.
- **Get specific** – If you hear vague generalizations about your performance, ask for specifics and document them.

### Remember – no peer review

Boeing sent a reminder Nov. 1 to managers about the PM close-out, noting the coworker/lead feedback form does not apply to SPEEA-represented Profs and Techs.

If asked by your manager, make him/her aware of the conflict with the SPEEA contract and talk to your Council Rep (or SPEEA staff) as soon as possible.

- **No rating** - SPEEA-represented employees do not *rate* other SPEEA-represented employees.
- **Input only** - Managers can ask SPEEA leads for input on SPEEA-represented employees but cannot ask for, or discuss, specific ratings.
- **Self assessment optional** – Boeing's PM close-out self-assessment form is strictly voluntary. Declining should have no effect on the outcome of your evaluation.

In the reminder, Boeing noted: "Performance Management feedback must be constructive and focused on job related behaviors ... There are no exceptions to the above to ensure compliance with our negotiated SPEEA agreements."

Talk to your Council Rep or contact **Steve Spyridis** ([steves@speea.org](mailto:steves@speea.org)) if you're interested in attending a lunchtime meeting on PM tips.



## AMPA negotiations team seeks member input

In preparation for interim negotiations, the six members elected to the Airplane Manufacturing Pilots Association (AMPA)-SPEEA team conducted an online survey of all members in the bargaining unit.

The team will negotiate language dealing with each newly organized role (standards, technical and safety pilots and simulator instructors), related work rules, scheduling and wages.

Although the interim negotiations are focused on the addition of the recently organized pilots and instructors, the team includes two AMPA legacy members. The SPEEA team is interested in all AMPA members' perspectives on the whole contract.

In addition to the survey, the team plans to host lunchtime meetings to collect input and answer questions about the negotiation process.



### PM planning

## Develop your skills – 2013 classes now available

By **Stephanie Mudgett**  
For Ed Wells Partnership

The new Ed Wells Partnership (EWP) online course catalog is ready for employees to review classes for the first quarter in 2013. The remaining classes for the year will be published after SPEEA and Boeing conclude contract negotiations.

"The catalog for the first quarter has approximately 75 classes – including 50 individual course titles – which can be effective ways for employees to improve their skills, develop their careers and benefit their career advancement," said **Maria Nelson**, SPEEA EWP co-director.

Nelson added that employees should identify courses early and list them in their Performance Management plans.

"By employees and their managers agreeing together on a course which provides skills directly relating to their job or personal development, the employee is more likely to receive approval to attend from their manager if they're selected by EWP for the course," Nelson said.

According to **Jeanne Blue**, Boeing EWP co-director, searching for a class in the online course catalog is user-friendly and straightforward.

"Employees can easily search for technical or professional courses, or look at classes listed month by month. There are also advanced search options that help employees find specific topics or areas of study," Blue explained.

"The catalog provides detailed descriptions, allowing students to know exactly what to expect from the class before they register," Blue said.

Check out 2013's first quarter classes in the course catalog on the home page of the EWP website at [edwells.web.boeing.com](http://edwells.web.boeing.com). Most classes are open for application six weeks prior to the class start date.

Need information on how to develop a business case for adding a EWP class to your Performance Management? Check out last month's **Spotlite** article on the topic at [www.speea.org](http://www.speea.org) – look in the drop-down menu under Communications.

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

**Puget Sound**  
**Photos with Santa at SPEEA**

(Drop by between 10 a.m. and 2 p.m. at either hall)

**Saturday, Dec. 1, SPEEA Everett**  
**Saturday, Dec. 8, SPEEA Tukwila**

Pets welcome from noon to 2 p.m.



**Boeing retirement seminar**

From 4:30 to 6:30 p.m. in both locations

**Wednesday, Jan. 16**  
 SPEEA Everett

**Wednesday, Jan. 23**  
 SPEEA Tukwila

**SPEEA salutes veterans**

Members of the SPEEA Wichita Young Professionals (YP) Committee, their families and other SPEEA members handed out nearly 1,500 American flags to parade-goers in Wichita Nov. 10. The Young Professionals were positioned near the beginning of the parade of more than 50 floats. SPEEA members participating included: **Joe Abbott, Delbert Alt, Earl Carter, Mark Gayer, Ben** (a parade judge) and **Jeff Gibbs, Aaron Kitterman, Tim McMabon, Debbie Logsdon, Peter Perkins, Daniel Ryan, and Katie Byram** (not shown), with their families. (Photo courtesy of Chelle Gibbs)

**Your pension and retirement**

With SPEEA Benefits Director Matt Kempf

**Wednesday, Jan. 30**  
 SPEEA Tukwila

**Planning for retirement?**

As a service to members, SPEEA provides two different types of retirement seminars in the Puget Sound halls. SPEEA Benefits Director **Matt Kempf** presents an overview of retirement planning. The Boeing seminar at the SPEEA halls goes into specifics about the company's process for retiring.

**Boeing retirement seminar schedule**

(Each seminar is scheduled from 4:30 to 6:30 p.m. on Wednesdays)

Everett	Tukwila
Jan. 16	Jan. 23
April 17	April 24
July 17	July 24
Oct. 16	Oct. 23

**Wichita**  
**Holiday Lights Tour\***

**Thursday, Dec. 6**  
 Meet at SPEEA Wichita office at 5:30 p.m.  
 RSVP: [vickim@speea.org](mailto:vickim@speea.org)

**SPEEA retirement planning**

In this session, Kempf discusses how to prepare for retirement. He looks at factors to consider such as pension settlement choices, Voluntary Investment Plan (VIP) withdrawal choices and retiree medical coverage options.

**RSVP**

For any of these retirement seminars, reserve your seat (and dinner) by calling the hall where you plan to attend:

SPEEA Tukwila – (206) 433-0991 (or email [sheilam@speea.org](mailto:sheilam@speea.org))  
 SPEEA Everett – (425) 355-2883 (or email [justinl@speea.org](mailto:justinl@speea.org))

**Bowling with Santa\***

**Saturday, Dec. 8**  
 Derby Bowl, from 1:30 to 4:30 p.m.  
 RSVP: [vickim@speea.org](mailto:vickim@speea.org)

\*Hosted by the SPEEA Midwest Membership Activities Committee (MAC).

**SPEEA retirement seminar schedule**

**SPEEA Tukwila – 5 p.m.,**  
 every last Wednesday of the month (except April)

**SPEEA Everett – 4:30 p.m.,**  
 every second Wednesday of even months

**Happy Holidays**  
**SPEEA offices closed**  
**Dec. 24- Jan. 1**