



Spotlight

PROFESSIONAL AEROSPACE UNION

**BR&T/CAS
work move**
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IFPTE Scholarship WINNER

Grateful for value of a union

By *Karen McLean*
SPEEA publications editor

If there's such a thing as a typical teenager, **Toby Dunkelberg** would likely fit the description. He just graduated from Ballard High School where he participated in numerous team sports, including tennis, mountain biking and Ultimate Frisbee. He joined his high school robotics program for two years and mentored grade school students in the precursor to robotics – the Lego League of For Inspiration and Recognition of Science and Technology (FIRST). He's also a member of the National Honors Society.

Like many other 18 year olds, he's planning to go to college (in his case, the University of Washington), but isn't too sure about his major. He's leaning toward computer science and bioengineering but would like to take other classes, such as economics.

He's already worried about college debt and how he's going to pay for it. That's how the scholarship he recently won from the IFPTE will help. "It keeps options open that would otherwise be closed," he said.

In other ways, he's not as similar to his peers. He knows what it's like to be raised in a union family (the subject of his scholarship winning essay). And he recognizes the value unions provide.

That's not because his parents, both union engineers at one time, talked much about it. "They talked a lot about their jobs, but not about their contracts."

He does, however, remember spending extra time with his dad, SPEEA member **Ken Dunkelberg**, when Toby was only 4 years old. That was in 2000, when SPEEA went on strike for 40 days, and Ken, a member since starting at Boeing in 1981, walked out as well.

One of things he did while on strike involved building a special table for Lego projects

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Toby Dunkelberg, 18, left, wrote an award-winning scholarship essay for IFPTE about what it means to be in a union family. His father Ken Dunkelberg, right, is a SPEEA member and Associate Technical Fellow in propulsion.

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Scholarship winner grateful for value of a union

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with his two youngest sons, Toby, 4, and Zach, 2. After reflecting on the IFPTE scholarship application essay question ('what being a member of union family means to me'), Toby recognized the stability that his father's contract provided for the family – with guaranteed wage increases and health care benefits secured, for example. "Unions typically operate under the radar. It's a good thing," Toby said, "because it means unions are doing their job."

Member since 1981

Ken, an Associate Technical Fellow in propulsion, is also an Authorized Representative for compliance with the Federal Aviation Administration (FAA). Coming from Texas, a right to work state,

Ken was surprised to find he was in a union when he started at Boeing in 1981, but joined right away. "I thought it was the right thing to do," he said.

Toby's brother, **Joel Dunkelberg**, is a propulsion engineer and a SPEEA member, too.

Ken is reminded of the advantage of union representation when he works with engineers from other companies who don't get overtime, for example.

"In a perfect world, we wouldn't need them (unions). However, we're just not there." Referring to his work at Boeing as an honor, Ken adds, "I'm glad SPEEA is a part of it."

Essay: What being a member of a union family means to me

By Toby Dunkelberg

One of my very first memories as a kid is making a LEGO table with my dad. Our whole family was, and for the most part still is, filled with LEGO maniacs. So naturally we needed a space other than the living room floor where we could make a collective effort at our own little LEGO utopia. Even though I was only three or four, I still vividly remember picking out the wood at Home Depot and the entire week spent fighting through the often overwhelming smells of glue and paint as the project drew to a close. That table has long since gone but to this day I can draw it as accurately as an architect can draw a building.

It was a long time until I finally understood that he was home because his engineering union was on strike, and thus that innocent childhood memory was my first exposure to the concept of a union. As a kid, it's hard to fully understand what they are because when they're at their best, you don't even know that they're there. They ensure that workers are safe and that they are treated fairly so when all is well they fade into the background. They let us live our lives without having to worry about what ifs, because if those ifs end up happening, we know that everyone's got each other's back.

As I get older, the value of a union gets clearer and clearer. With all the turmoil going on with jobs and unions in Washington state, it's comforting to know that a huge group of people are nearby and ready to stand opposed to the wills of giants such as Boeing. I'm only just beginning to realize that the stability that has existed throughout my life has been hard fought for. It's not just that my parents thought

Seattle was a fun place to live, their jobs and their decision to stay working with the same company for over 30 years was because of the stability that was negotiated.

That stability has been crucial in my life. I often get quizzical looks when I tell people that I've been living in the same house my whole life. Or that I've never had to transfer schools and that I still go to school with the same people that I went to preschool with. In fact, some of my best friends were in my kindergarten class. I've been friends with these people for more than three quarters of my short life, and those are friendships that will truly stand the test of time because we've been around each other for so long and gotten to know each other so well. But that understanding takes time and it's because of the stability that my parents' unions ensured that I was able to develop those deep friendships.

Their story is much the same as mine, and I know that there are hundreds of thousands of us. Unions are a great stabilizing force that fights for the rights of people in a time when the whole world tells them to simply roll over and let it happen. Hundreds cry that these kinds of consolidations are necessary in the new global economy, but unions know what the individuals themselves sometimes lose track of, that workers are valuable and their lives matter. Knowing that there is a force behind my parents that ensures they get fair deals that accurately reward them for their tremendous work, day in and day out, is what being a union family is. And the stability that ensures in my life is what being in a union family means to me.



Volume 58, Number 7, July 2014
ISSN 0194-8687

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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

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Original articles and feedback are solicited.
Subscription rate: \$2.00 per year. \$2.00 of the annual membership dues is paid as a year's subscription to the SPEEA SPOTLITE.

POSTMASTER: Address changes to: The SPEEA SPOTLITE, 15205 52nd Ave S, Seattle WA 98188.

Periodicals Postage Paid at Seattle, Washington

SEATTLE HALL

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By Ryan Rule, SPEEA President

It takes everyone to keep SPEEA running smooth

The process of working members' issues often goes unnoticed. Sometimes it is simply a Council Rep providing advice or answering a question. Other times, one member's issue ends up being something that requires the full resources of our union and more to work.

Typically, a member has a question, notices a contract violation or experiences something that just does not "seem right" and pays a visit to the appropriate Area or Council Representative. Frequently, the Council Representative can resolve the issue in short order. If they cannot, the issue usually ends up going to SPEEA staff for further work.

Depending on the nature of the issue, a variety of staff experts, legal counsel and company officials can become involved. When an interim change in the terms of a contract is involved, the issue will eventually reach the Executive Board and appropriate regional Council officers.

Working all the processes can take time. When a member in California asked something along the lines of "why isn't the new employee next to me part of SPEEA" back in August of 2000, no one imagined it would take 14 years to resolve the issue.

Similarly, Boeing sold the Wichita commercial division in 2005 and the bridge-benefit lawsuit is still being worked. Each of these issues involved every part of SPEEA, from the members who first brought it to our attention, multiple staff members, legal counsel, our Councils and the Executive Board.

Part-time holiday pay

As another example of how long even simple matters can take, the topic of part-time holiday pay came up in 2010 and the company refused to resolve it until negotiations were completed in early 2013. The result is that the 2012 Prof and Tech contracts include an improvement regarding holiday pay for part-time employees, and it is retroactive to October of 2012. Even though this was explicitly negotiated, it was still several months after contract ratification before Boeing provided the back holiday pay which was finally received in June of 2013.

We have a small staff compared to other unions. As a result, we rely on our experienced activists to work many matters quickly and turn more complicated issues over to contract administrators who work for SPEEA.

At times, it is unfortunate that every Council Representative and SPEEA Executive Board member (myself included) also has a regular day job at Boeing, Spirit, or Triumph. We squeeze

SPEEA activity and problem solving in on the side, so we are simply unable to dedicate all our time to resolving issues. At the same time, by continuing to do our regular job, we are better able to keep up with what is going on in the workplace.

Integral part

Whenever members bring an issue forward, they remain an integral part of the process to seek resolution. Whether providing information, attending meetings, testifying at a hearing or checking with SPEEA about the issue, it is important to stay engaged.

The vast majority of questions and issues that come from members to SPEEA get worked and resolved without notice. But, bumps do occur. A Council Representative may change jobs in the middle of an issue. A company contact may get sick or retire. Another issue may take precedence. And, occasionally, issues may get stuck in the process at the company or our union.

When we all work in concert, SPEEA achieves remarkable things for members. The \$47 million Edwards/Palmdale arbiter's award is a shining example of a large win that helped hundreds of employees. There are many, many more that may not have impacted hundreds, but were just as significant for the individual member involved.

Of course we always strive for improvement. As president, I want to hear about your experiences and ideas for improving our processes. If you had an issue that got stuck, I would like to hear about that, too. Use the special email address president@speea.org to let me know of specific issues where the resolution did not loop back to you.

Spirit rumors

WICHITA – At press time, Spirit AeroSystems remained silent on SPEEA's formal data request seeking answers regarding the many rumors at the plant. Efforts to address the concerns of members continue.

For the latest information, visit the SPEEA website at www.speea.org and the biweekly SPEEA News.



Everett Council Rep elected to interim VP seat

Congratulations to **Brent McFarlane**, an Everett Council Rep, who was elected to fill the Northwest Region vice president vacancy on the Executive Board. He fills the unexpired term of former VP, **Ryan Rule**, who was elected SPEEA president in March.

The Northwest Council voted in a special meeting June 6, following the regularly scheduled SPEEA Council meeting.

In submitting his petition to run for this office, McFarlane submitted a statement, which included the following:

In solidarity, we make a difference advocating for aerospace careers, good benefits and helping to promote new opportunities for our current and future members.

He also provided the following qualifications:

- 2008 and 2012 SPEEA NW Negotiations
- SPEEA Legislative and Public Affairs Committee chair
- SPEEA Council Rep in Everett - 10 years
- NW Joint WorkForce Committee - five years

More details will be posted at www.speea.org in the 'About Us' section – see drop down for Executive Board.

Wichita lawsuit

SPEEA-IFPTE Local 2001 is releasing the following statement regarding the Wichita class-action divestiture lawsuit:

"The parties to the lawsuit have reached a tentative settlement, subject to approval by the federal court. Pursuant to the terms of the court-ordered mediation process, the terms of the settlement remain confidential, pending notifications being mailed to class members in the coming weeks."

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Work move discussion

About 80 came to the work move discussion at SPEEA Tukwila May 29 (shown above). At the meeting, SPEEA Executive Board members and staff discussed members' concerns and answered questions. Another session, which includes **Matt Kempf**, SPEEA benefits director, will be held at SPEEA Everett, Monday, July 14, at 4:30 p.m.

BR&T/CAS

SPEEA taking action on work movement

Members continue to ask questions and seek clarity regarding The Boeing Company's decisions to move work out of Puget Sound locations.

Those announcements include sending most of its Commercial Aviation Services (CAS) work to California and dispersing about half of its research and technology division (BR&T). Presently, about 2,000 employees in the Professional and Technical bargaining units are affected. However, indications are the number could go higher.

Council Reps are hosting meetings in the workplace with SPEEA leaders and staff to discuss concerns, issues and impact on contract benefits in more detail. SPEEA is also hosting after-work meetings at the Puget Sound halls, including a session scheduled for Monday, July 14, at the SPEEA Hall in Everett.

For the next available workplace meeting, talk to your Council Rep or go to the online calendar at www.speea.org.

Below is an overview of SPEEA actions. To find out more, attend an informational meeting.

- Filed an Unfair Labor Practice with the National Labor Relations Board over Boeing's refusal to provide information on the transfer and relocation of work.
- Investigating legal avenues, including age discrimination.

"Our legal team is actively reviewing the data and members should expect a significant announcement soon," noted **Ray Goforth**, SPEEA executive director.

- Pursuing additional information to corroborate what SPEEA is hearing from whistleblower managers.

- Holding member meetings – including standing-room only crowds with SPEEA Executive Board members, officers and staff subject matter experts.

- Meeting with lawmakers to urge them to reevaluate the \$8.7 billion aerospace tax incentive package passed last year to ensure clear performance conditions (i.e. job creation and wage provisions) are included. (*Read related story on outreach efforts in Legislative Corner p5.*)

- Supporting resume and career workshops through Ed Wells Partnership, a SPEEA contract benefit.
- Assisting members and planning actions to raise awareness and pressure Boeing to honor its commitments to employees and thoroughly evaluate the implications of moving work.

"Go out and talk to your co-workers, your neighbors," said IFPTE President **Greg Junemann** at the SPEEA Convention. "Inform them, engage them and get them to question what Boeing is doing.

"As union members, we believe in partnership," he added. "We believe in working together. But, if Boeing wants to wrestle in the mud, we can do that too."

What you can do

- Notify SPEEA about work moving from your site and related workplace anomalies (*send an email to feedback@speea.org from a non-work email*)
- Take advantage of Ed Wells Partnership career workshops and classes
- Complete the work movement survey at www.speea.org (Member Tools – Surveys)
- Look for a new job within Boeing
- Contact your legislators about the need to amend the 777X tax package to protect jobs and wages
- Talk to your co-workers, families and friends to inform them that the 777X tax package did not protect jobs or wages
- Stay connected with SPEEA by signing up for home email, visiting the website and becoming a "Friend of SPEEA" if you leave Boeing

Know someone who left SPEEA?

Ask them to become a "Friend of SPEEA."

Look for the icon on the SPEEA website. Participants receive a monthly email to keep them connected to the professional aerospace community.

Aerospace tax breaks need to focus on jobs

By Chelsea Orvella
SPEEA Legislative Director

Appalled by the movement of engineering and pilot jobs outside of Washington and the extensive layoffs at Boeing and Spirit in Wichita, SPEEA leaders took important steps at last month's Leadership Conference to push the issue of corporate accountability in tax subsidy programs.

Tax incentives have economic value when they support well-paying jobs in the local community. It is unfathomable that companies should benefit from massive public tax breaks only to lay off thousands of skilled workers.

The SPEEA Council passed a motion in June formalizing the union's position that industry tax breaks must be contingent on creating living-wage jobs in local communities.

Northwest leaders also signed an open thank you letter to Washington state elected officials who share SPEEA members' frustration over jobs leaving the state. Many lawmakers have expressed urgency to add employment conditions to the state's \$8.7 billion aerospace tax preference measure, which is SPEEA's key legislative issue.

The intent of the legislature to maintain and grow Washington's aerospace workforce is clearly stated in the aerospace tax bill (SB 5259) passed last November in a rushed special session. However, there are currently no requirements for companies to do so while benefiting from the largest state tax break in U.S. history.

Efforts to close the loophole

SPEEA is working closely with the Machinists' union (IAM 751), elected officials and community partners on efforts to pass an Aerospace Tax

Incentives Accountability Act to close loopholes in the tax measure and ensure the public's interests are paramount. It will likely be a top priority for labor when the legislature reconvenes.

Personalized messages from SPEEA members to Washington lawmakers are raising the pressure to stop subsidizing jobs leaving the state. We expect a time will come for online campaigns. Now, however, lawmakers need to continue hearing directly and personally from their tax-paying constituents that the multi-billion dollar investment in aerospace must create well-paying jobs in Washington.

Visit www.speea.org to find contact information for state lawmakers and forward feedback from your lawmakers to speea@speea.org.



The Denuski family, from left: Luke, Stacey, a SPEEA member, Ryan, and Marat.

SPEEA member to serve on Kenmore City Council

When the Kenmore, Wash., City Council meets, SPEEA member **Stacey Denuski** sits at the table as the interim member of the Council.

The Council recently chose Denuski, a flight test engineer at The Boeing Company in Seattle, to fill an interim vacancy for Deputy Mayor **Glenn Rogers**, who is taking a medical leave of absence for up to six months.

"I have volunteered in many ways over the years," Denuski said, "and would like to expand my commitment to the city as a councilmember. I would like to help Kenmore reach its goals and shape the city's future in a way that allows all citizens to be heard, acknowledged, and respected."

Denuski served as project leader for the Kenmore Elementary Playground Restoration Project, with a \$100,000 budget, and that led to getting even more involved, including volunteering as focal for Kenmore's Kaboom/Playful City, part

of a nationwide effort.

She's also a Social Service focal for the Kenmore Elementary School, with project management for crisis support programs, for example. In addition, she is the Social Service focal for Kenmore Junior High where she focused on grant writing for breakfast and lunch funds for students who cannot afford it but don't qualify for the free meal program. In addition, she's a task force member for Northshore Community Kitchen and Northshore Nourishing Network.

She started at Boeing as a summer intern while studying electrical engineering at the University of Arizona. She accepted a full-time job at Boeing after graduating and became a SPEEA member right away.

"I never considered not joining SPEEA," Denuski said. "SPEEA has done a great job bargaining for wages and benefits for all of us, and I greatly respect their hard work on our behalf."



Solidarity Night at the Mariners

SPEEA members, their families and friends bought discount tickets for the Seattle Mariners baseball game against the New York Yankees June 11 at Safeco Field. Shown here from left: **Nina Razeto**, her father, **Bill Razeto**, a SPEEA Area Rep, and **Mike Hochberg**, SPEEA Northwest vice president. More than 250 SPEEA tickets were sold, and about 900 total tickets were sold for Union Solidarity Night at the Ball Park.

Raise pools set at Spirit

WICHITA – Spirit AeroSystems set its selective salary adjustment (raise) pools for 2014, per article 12 of the SPEEA-Spirit contracts. Raises will appear in paychecks July 31 (retroactive to July 11).

- **Wichita Engineering Unit (WEU)** – 4.12% fund. For 2014 promotional and out-of-sequence raises, 0.5% of this year's total salary fund will be set aside.
- **Wichita Technical and Professional Unit (WTPU)** – 3.5% fund with 0.5% coming from unspent funds in the 2013 promotional and out of sequence funds. For 2014 promotional and out-of-sequence raises, 0.5% of this year's total salary fund will be set aside.

Planting the seeds of 'str

If you're a member in the workplace and a Council Rep or other SPEEA activist strikes up a conversation, they may have been inspired by the annual Leadership Conference and SPEEA Council Convention last month.

With the theme of 'Strength Through Unity,' IFPTE President **Greg Junemann** challenged the 160-plus activists who participated to set a goal of bringing in one new activist within two months to SPEEA to help members get more engaged in the union.

"As proud as we are of SPEEA, go out and talk it up – make them aware there are people on your side," he said. "All you have to do is talk about what SPEEA does – SPEEA solves problems."

At the convention, where the Northwest and Midwest Council Reps meet face to face once a year, they also discussed the vision of SPEEA. Many pointed to the need to engage members in their union.

Also during the convention, several leaders reported on issues, such as work moving, as well as celebrating victories, including the \$47 million payout to "make whole" those employees denied union representation while working in Palmdale and/or Edwards Air Force Base in California.

"Leaders," noted Junemann, "have a responsibility to make change when they see injustice."

SPEEA leaders and the Council Reps who were recognized for their perfect attendance in the last year at Council meetings (either attending or sending a designated alternate) are shown here at the SPEEA Convention Council meeting.



Council Reps, Executive Board and other leaders are shown here at a Leadership Conference workshop.

Leadership workshop topics included:

- Representing Your Members in Interviews by Management (Weingarten Right to representation) – **Tom Buescher**, labor lawyer
- Leadership Qualities and Skills –**Sarah Laslett**, director of the Washington State Labor Education and Research Center
- Value of a 401(k) vs. Value of a Pension – **Matt Kempf**, SPEEA benefits director
- How to Build Unity to Create a Stronger Union – **Simma Lieberman**, leadership coach
- Labor History in Aerospace – **Will Brucher**, PhD., Labor Educator, Washington State Labor Education and Research Center
- High Impact Communication Skills – **Dondi Scumaci**, instructor, Ed Wells Partnership and international performance consultant
- Labor on the Move – Panel of speakers including **Jonathan Rosenblum**, campaign director for Working Washington, **Leonard A. Smith**, director of organizing, strategic campaigns for Teamsters Local 117 and staff
- Legislative and Public Advocacy – **Matt Biggs**, IFPTE legislative director, and **Chelsea Orvella**, SPEEA legislative director, and **Stan Sorscher**, SPEEA labor rep

Interested in learning more? Talk to your Council Rep. Find your Council Rep's contact information at www.speea.org (see link for Member Tools/Find Your Council Rep).



*Kent Council Rep **Andy Mittal**, left, and Renton Council Rep **Dan Sergent**.*



*SPEEA Council Treasurer **Gordon Yip**, left, and **Jake Rosenfeld**, lunchtime guest speaker, author and associate professor of Sociology at the University of Washington.*

Strength through unity'



Leadership Conference guest speaker

Think your way to greatness – 'Turn the Ship Around'



IFPTE President **Greg Junemann** at the SPEEA Convention.

L. David Marquet, the SPEEA Leadership Conference keynote speaker, always wanted to become a U.S. Navy nuclear submarine captain, and after working his way up through the military ranks, his dream came true. He trained for 12 months to become captain of the U.S.S. Olympia.

After that intense training, Marquet knew the U.S.S. Olympia inside and out because as captain, he would need to know his way with his eyes closed to keep a crew of 135 headed in the same direction.

While he was focused on learning every switch and circuit breaker on that submarine, he recalls his classmates making fun of another nuclear sub called the Santa Fe, which had the worst record and lowest retention rate of the Navy fleet of 50 nuclear submarines.



L. David Marquet, retired U.S. Navy captain, and author of 'Turn the Ship Around,' gave the keynote presentation at the Leadership Conference.

up?' We wake up to do greatness," said Marquet. In turning around the Santa Fe's worst performance and retention record, he encouraged his crew to think like the captain and take ownership of decisions based on knowing the answers.

"Greatness comes when you stop giving orders – acts of greatness are about other people," he said.

Encouraging a culture focused on taking action and creating an environment where "people can do great things," he noted "there's no 'they' on the Santa Fe." This submarine became the top performing sub of the fleet and achieved a 100% retention rating. Ten of his officers trained to be captains of their own submarines as a result of Marquet's 'bottom up' leadership approach.

"You can't change personalities, but you can change the environment – where people can be great just the way they are," he said. "You can change the environment so people can do great things."



Kent Council Rep **Tony Hickerson**, left, and Executive Board Secretary **Jimmie Mathis**.

Imagine the shock when he discovered, soon after graduating from the training, the U.S.S. Olympia would no longer be his next assignment. He was going to the Santa Fe.

Marquet was suddenly placed on board a submarine he knew nothing about but was expected to give orders based on a thorough understanding of how the submarine worked.

"The world we came from, the boss gave an order (question) and knew the right answer," Marquet said. "I could have pretended I knew the answer, but I didn't do that. I said I don't know either."

With that story, Marquet launched into a discussion on how he 'Turned the Ship Around,' the title of his book, by training himself and his crew to think, not just follow orders.

"What human being wakes up and thinks 'I can't wait to go to work and not screw

Everett Council Reps **Tami Reichsamer**, left, and **Shannon Moriarty**, who is also SPEEA Council chair. Reichsamer was recognized at the convention for receiving the Pezzini Helping Other People Excel (HOPE) award.



L. David Marquet, keynote speaker, with Everett Council Rep **Sandy Hastings**.



Joe Goldhammer, one of the nation's top labor and employment law attorneys, is retiring.

On the eve of retirement, Goldhammer gets fired up

By Bill Dugovich
SPEEA Communications Director

Joe Goldhammer sat quietly and listened intently as he waited for his turn to talk as part of the “Labor on the Move” panel at the SPEEA Leadership Conference.

Then it was his turn. The normally reserved Goldhammer let the fire out.

“We need to quit thinking of Boeing as a Washington company,” said Goldhammer. “Boeing is going to other places and we need to follow and be there for the workers.”

As part of the law firm Buescher, Goldhammer, Kelman & Perera, P.C., Goldhammer has worked with SPEEA for the past six years. Goldhammer, 67, is retiring this summer.

“Most of our people make more than a living wage, but we must never forget that our destiny is tied to the very same things as the people fighting for \$15 an hour,” he said.

Recognized as one of the nation’s top labor and employment law attorneys, he was a key part of SPEEA negotiations and recent organizing efforts. Praising SPEEA and our members for standing up for and helping co-workers, he advised those in the room not to rely on any one method for holding employers accountable.

“You need to use lawyers in a different way – maybe even use them less,” said Goldhammer. “The middle class is getting killed in this country, and if we don’t join together and become part of a social movement to stop it, labor will

Thank you to SPEEA for STEM grant support

Letters To The Editor

My name is Douglas Ferguson, and I teach 5th grade at Martin Sortun Elementary. We’ve benefited greatly from SPEEA grants two years in a row now. I am writing to follow up and let you know what a wonderful resource that funding has been to our classroom and after-school program. We’ve been able to use the funding to help purchase two robotics kits and a supplemental parts kit as well as help pay for part of our FIRST (For Inspiration and Recognition of Science and Technology) Lego League’s (FLL) competition fees. Our demographic is very low income, so this funding was critical to enabling our students to participate in this kind of STEM-related activity. I am happy to report that we now have several “future engineers” in our classroom as a result. Additionally, all of our students have an increased awareness and appreciation for math and science via robotics.

I want you to know that all of our student FLL calendars that have been sent home include a “Sponsored by SPEEA” note in the upper right-hand corner, as do calendars provided to our after-school

Boeing employee volunteers. Additionally, when our students presented at the Kent Technology Expo sponsored by Boeing, one of our PowerPoint slides included information about SPEEA sponsoring our program and the SPEEA logo. Our competition robot is also informally named “SPEEA Bot.”

We really appreciate the funds provided via the SPEEA STEM grant program and want to do our part to help grow this program for the future.

Editor’s Note: See additional ‘donor thank you’ from Martin Sortun below.

Thank you for your sponsorship of our classroom project. These kits [LEGO Robotics Mindstorms NXT 2.0] do an amazing job of exciting student interest regarding math and science. The fact that students are designing, building, and programming actual robotics gets them excited about possibilities they never before considered.

I am especially excited for the change in confidence I’ve seen in female students who had previously assumed



Students at Martin Sortun Elementary School in Kent are shown above working on a project that was funded in part by a grant from the SPEEA Northwest Council for science, technology, engineering and math (STEM) outreach. If you’re interested, STEM grant applications are due Aug. 15. See www.speea.org for details.

that science and engineering were only for boys. Watching these students realize – as they construct the robots – that math and science careers hold real promise for them is very rewarding.

Of course, I am excited for the change in all of our students as they engage in academic areas they were not interested in before working with the robotics kits. In addition to the classroom, we are using the robotics kits for our First Lego League robotics team.

This is only possible with your support. Thank you so much for supporting our students. You made a real difference in their lives!”

Sincerely, Mr. Ferguson,
National Board Certified Teacher (NBCT)

Northwest Council STEM grant application due Aug. 15

If you’re a member involved in a STEM*-related program for students, you may be eligible to apply. See details at www.speea.org. Deadline for grant applications: Aug. 15.

*Science, Technology, Engineering and Math (STEM)

A closer look at 777 and 787 as case studies

By Stan Sorscher
SPEEA Labor Rep

We're struggling to understand how Boeing perceives the value of its engineering and technical workforce in relationship to the success of the company.

One question near the center of any engineering discussion is: "What works?"

Consider the 777 and 787 programs.

The theme of the 777 was "Working Together." Teams of workers focused on productivity,

quality and process improvement, while balancing the interests of all stakeholders.

The 777 introduced composite materials into primary structure and was the first digitally designed Boeing commercial airplane. It had the "best learning curve in the industry." Rigorous testing on that program demonstrated very high reliability before entry into service.

In contrast, the 787 uses a different business model, emphasizing global suppliers. In this new business philosophy, most productivity comes from supply chain management and by

extracting gains from all major stakeholders.

So, what works? To our credit, both the 777 and 787 meet expectations for range, fuel economy and other measures.

Another measure of "what works" is profit - selling airplanes for more money than it costs to build them. Boeing's financial statements report accounting measures that are not perfect but are intended to give investors enough insight to make decisions.

Figure 1 uses inventory data, as reported to investors, to estimate or infer the 787 learning curve, up to September 2011, when deliveries started. At that point, unit costs were just under \$300 million, while the selling price was closer to \$100 million, as estimated by industry observers.

Another accounting measure is called "deferred production." It represents the cost to build airplanes in excess of the average cost over the initial block of airplanes.

Figure 2 shows costs, in excess of the average cost of the first block of 787s. A fair estimate of the average cost per unit is roughly \$80 million, which allows a 20% profit at the selling cost of \$100 million. In that case, the cost per unit, estimated from deferred production as of late 2011, roughly matches the cost trend from inventory costs in the previous quarter, as shown in Figure 1.

Somewhat more startling is the accumulated costs of all the units produced so far, as reported to shareholders. That trend is shown in Figure 3 on the next page.

By comparison, excess costs reported for the 777 program were much lower than what we see for the 787, even after adjusting for inflation. Furthermore, the 777 cost curve leveled out and headed down, as 777 unit costs dropped quickly.

Estimated unit costs for the 787 are dropping slowly, but rate is increasing, bringing to mind the old joke from the retail industry that we are losing money on each unit and trying to make up for it on volume.

The 787's excess costs are approaching \$25 billion with no break in slope so far. For the program to make a profit, we need to make enough on future units to pay off billions in developmental costs, plus losses on the first couple hundred units, plus penalties to customers, and costs related to the fleet grounding when Boeing had to deal with 787 battery issues.

On past programs, productivity came from

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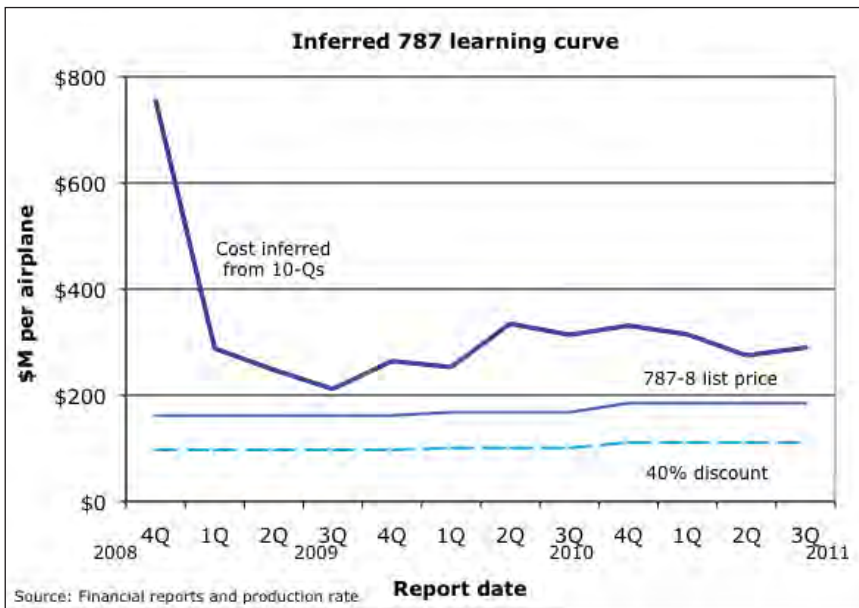


Figure 1. Learning curve for the 787, inferred from financial reports.

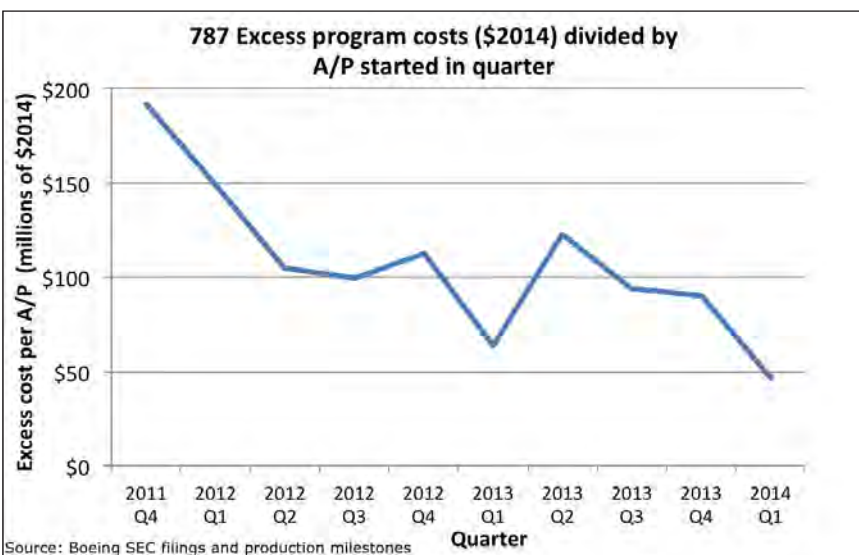


Figure 2. Learning curve for 787, inferred from "deferred production," as reported to shareholders (adjusted for inflation to 2014 dollars).

A closer look at 777 and 787 as case studies

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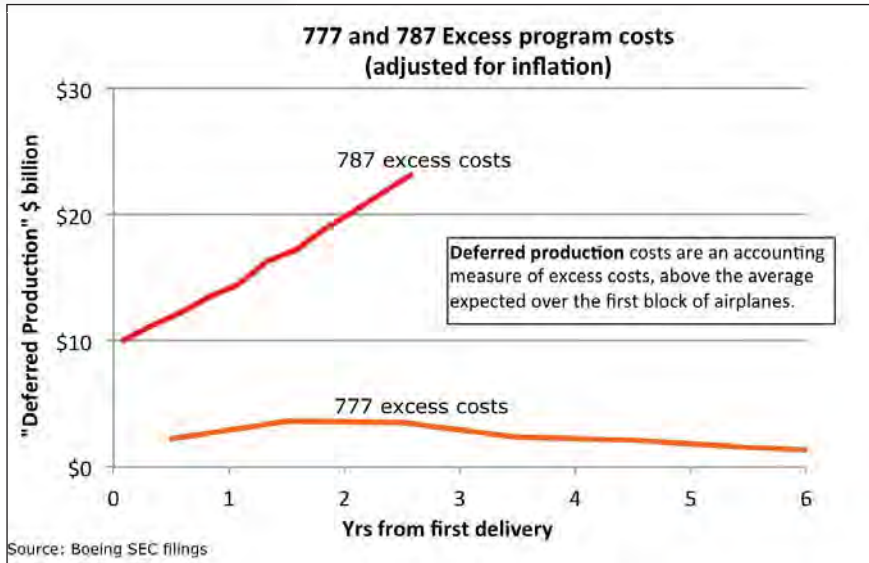


Figure 3. Cumulative excess program costs for the 777 and 787 programs.

countless improvements, large and small, proposed by production and engineering workers engaged in a problem-solving high-productivity culture. That worked.

BR&T organizations were at the center of

that activity, which touched everyone on the program.

We're still struggling to see "what works" to drive the 787 program down its learning curve.

Connect with labor community as a delegate

If you're interested in learning more about SPEEA and the labor movement in general, consider applying as a Labor Council delegate.

Labor Councils advocate on issues important to social justice, as well as community outreach and support for efforts to secure living wages and benefits.

You only have to be a SPEEA member for at least one year to be eligible to apply.

To apply, send your contact information, the council you want to apply for (see list below) and a brief description about why you are interested to apply@speea.org. Deadline: Thursday, July 17.

SPEEA labor delegate openings

- Washington State Labor Council
- Martin Luther King County Labor Council
- Pierce County Central Labor Council
- Snohomish County Labor Council
- Spokane County Labor Council (Triumph Composite Systems)
- Northwest Oregon Labor Council (Boeing Portland)
- Los Angeles County Federation of Labor (includes Edwards Air Force Base and Palmdale, Calif.)

Avoid 'just-in-time' solidarity

"It's important to be a labor delegate to build solidarity between SPEEA and other labor organizations. We will be calling on the state and county Labor Councils for support during Prof and Tech negotiations in 2016. We want to continue to build relationships within the labor movement at large to avoid 'just-in-time' solidarity."



Rebekah Hewitt

Rebekah Hewitt, SPEEA Northwest Council officer and chair of Labor Delegates Committee

SPEEA-Boeing

Question on PM Interim Review

Prof and Tech members have recently asked about ratings at the Performance Management (PM) Interim Review related to the employees' Business Goals and Objectives (BG&O) and Performance Values (PV) at The Boeing Company. This hasn't been done consistently in the past.

For those who ask if it's allowed per the contracts – the answer is yes – Article 4.1(b)(3): "Assessment results from each review shall be recorded in the Company Performance Management record system."

What you can do

Steve Spyridis, SPEEA contract administrator who conducts PM trainings, advises members to use this scoring as an opportunity to discuss with your manager the steps needed to make sure you are on track to meet or exceed the manager's expectation.

"Where there are obstacles, talk about that with your manager," he said. "You can have more than one interim review."

If your manager is scoring the BG&Os and PVs without a conversation, schedule a follow up meeting to discuss this in more detail. If there is still resistance by the manager, talk to your Council Rep (find your Council Rep contact information at www.speea.org – Member Tools/ Find Your Council Rep).

You can also take training on PM offered by Spyridis at the SPEEA halls [schedule below]. He can present at a lunchtime meeting hosted by your district's Council Rep upon request.

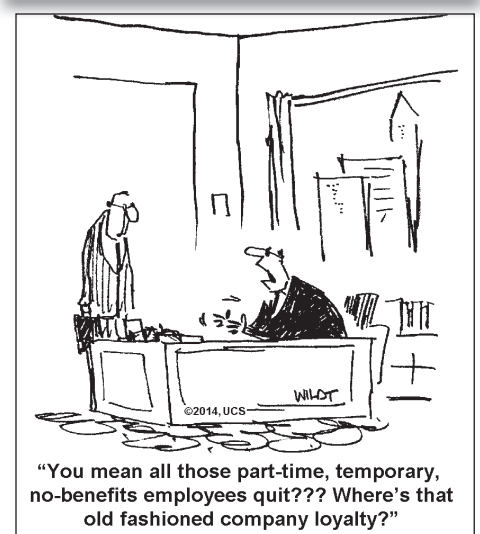
PM Interim Review overview

Wednesday, July 9 at 4:30 p.m.

SPEEA Everett – RSVP: justinl@speea.org

Tuesday, July 15 at 5 p.m.

SPEEA Tukwila – RSVP: sheilam@speea.org





Over 40? Get hired! Job search guidance offered at Ed Wells Partnership

By *Stephanie Mudgett*
For Ed Wells Partnership

It's a whole new ball game out there for baby boomers facing a flood of competition. You need the very best job search guidance you can get. Sign up for a class with best-selling author **Robin Ryan** as she outlines her proven methods from her book: "Over 40+ You're Hired," used by thousands to land high-paying jobs, promotions, or new career opportunities.

Attendees will learn:

- How to tap into the hidden job market
- How to use social media to expand your network
- Secrets to writing a winning resume and cover letter
- Answers to tough interview questions
- Tips for salary negotiation
- Tools, inspiration and motivation necessary to foster your job search success!

"Attendees will walk away with strategies specific for this age group on the most effective ways to job hunt, prepare to interview successfully and create winning resume and cover letters," said **Michelle Kelley**, Ed Wells Partnership program administrator.

Two sessions are offered this month. All attendees will receive a copy of Robin Ryan's book.

- ♦ **Tuesday, July 29**, 5-7:30 p.m. (Renton)
- ♦ **Thursday, July 31**, 4:30-7 p.m. (Everett)

Come learn, grow and take flight with the Ed Wells Partnership (edwells.web.boeing.com).



Robin Ryan
Career counselor
and best-selling author



Whitewater rafting draws SPEEA crowd

A capacity crowd enjoyed the SPEEA-BEWET whitewater rafting weekend in June on the Wenatchee River in Washington state. Several newer members and interns also took part. Shown above is the BEWET president, **Josh Modrzynski**, a SPEEA member, sitting in the back of the boat as a guide. Special thanks for organizing the trip go to SPEEA member **Nate Confer**, the trip leader for BEWET, a Boeing employees club. The Northwest Membership Activities Committee coordinated with BEWET and provided some visibility items.

Discount comedy tickets in Wichita

WICHITA – Join SPEEA members in Wichita for laughs with **Todd Rexx**, a comedian, performing at the Loony Bin Saturday, July 26.

The Midwest Membership Activities Committee (MAC) arranged for half-price tickets (only \$6 each with discount) – available for purchase at the SPEEA Wichita office. Note: Cash only for tickets and must be 21 and over.

Rexx is known for his impersonations and crowd interaction. He's worked with many other professional comedians, including **Jerry Seinfeld**, **Bernie Mac** and **David Alan Grier**. He's also appeared on Def Comedy Jam on HBO.

Deadline to purchase tickets: July 17.



Booth at ECF Fun Run

SPEEA volunteers, including **Reagan Roth**, (blue T-shirt) and **Rod Siders**, in red T-shirt behind table, took part in the Employees Community Fund Fun Run May 31 in Everett, Wash. They are both Everett Council Reps. **Shannon Moriarty**, SPEEA Council Chair, who served on the Everett ECF Leadership Team as a SPEEA liaison, helped organize the booth. Everett Council Rep **Sean Peters** also helped at the event, which included a 5K run and walk. More than 1,000 participated. SPEEA, the International Association of Machinists District 751, Boeing Fitness, Boeing Well Being, and Everett site leadership for The Boeing Company were co-sponsors. SPEEA's logo was prominently displayed on the back of red T-shirts handed out at the race.

North Bend, Wash.

New hire/intern hike July 26

New hires and interns are going to 'take a hike' near North Bend, Wash., with SPEEA New Hire Committee members Saturday, July 26. They will hike the four-mile (roundtrip) Denny Creek trail.

The New Hire Committee will provide lunch and a day pass for park access with carpooling from the SPEEA Everett and Tukwila halls to the trailhead off of I-90.

RSVP by July 11 to amberm@speea.org.

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

MOVING? Please correct your address

New Address

City State Zip Code

POSTMASTER: Send address changes to:
THE SPEEA SPOTLITE • 15205 52nd Ave S • Seattle, WA 98188

Training/events

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

Puget Sound

SPEEA 101 and salary charts overview

Monday, July 7 at 4:30 p.m.
SPEEA Everett

Tuesday, July 8 at 5 p.m.
SPEEA Tukwila

Performance Management Interim Review

Wed, July 9 at 4:30 p.m.
SPEEA Everett

Tuesday, July 15 at 5 p.m.
SPEEA Tukwila

BR&T / CAS work move benefits discussion

Monday, July 14 at 4:30 p.m.
SPEEA Everett

New Hire Committee hike to Denny Creek

Saturday, July 26 at 8 a.m.
Carpool from SPEEA Everett and Tukwila

Wichita

Loony Bin Comedy Club*

Saturday, July 26 at 7:30 p.m.
Purchase tickets (cash only)
at Wichita office by July 17

SPEEA Tailgate at Wingnuts baseball*

Saturday, Aug. 16
Free tailgate and discount tickets

ICT-SOS Race for Freedom

Saturday, Sept. 6
Volunteers needed for SPEEA booth
Email vickim@speea.org

*Midwest Membership Activities Committee



Panelists, members and guests are shown above at SPEEA Everett for the discussion with participants at SPEEA Tukwila.

Promoting 'Pride at Work'

In recognition of Lesbian, Gay, Bisexual, Transgender Pride month, the SPEEA Diversity Committee hosted a panel discussion June 12 with community leaders and members to discuss 'What Pride at Work Means to Me.'

About 30 took part in a lively discussion between the SPEEA Everett and Tukwila halls (via televideo), including Washington State Sen. **Marko Liias**, one of two openly gay state senators.

"At some point, we all have to stand up," Liias said. "We are so much more, but thousands of kids are bullied at school because they're gay. I'm openly gay because I want to help. When that's done, we'll all go back to being all of those other wonderful things," he said.

A former Council Rep, **Ken Aphibal**, who recently left The Boeing Company, talked about not sharing too much about his personal life when he first started. After four years, when he put a photo on his desk of someone he was dating, people expressed genuine interest. As he started to share, he started to generate stronger relationships with co-workers.

"It's about relationships – about working with people interested in your life," said Aphibal, who organized a successful petition to secure pension survivor benefits for same-sex couples in SPEEA-Boeing contracts. "Give them the opportunity to ask those questions."

However, when and how you share that is very personal, he added. "When is the time right? You have to know your environment and stay safe," he said.

Everett Council Rep **Rebekah Hewitt**, another panel speaker, talked about Pride at Work from her perspective, including her role on the board of the Boeing Employee Association of Gays and Lesbians and Friends (BEAGLES) as an ally.

"I take a lot of pride in creating an environment where people feel they can contribute and feel heard," Hewitt said. "We all have multiple identities."

Other SPEEA panel speakers included **Mike Andrew**, Pride@Work, AFL-CIO, **Debbie Carlsen**, LGBTQ Allyship, and **Tami Reichersamer**, SPEEA Council Rep.

SPEEA members also took part in the Out and Equal Northwest Regional Summit in Seattle the next day.

Join the Diversity Committee

If you're interested in learning more or joining the SPEEA Diversity Committee, attend an upcoming meeting the last Thursday of the month at 4 p.m. at the SPEEA Tukwila or Everett hall. RSVP where you plan to attend. See the online calendar at www.speea.org for details.