

Representing aerospace professionals with competence, integrity and action



At the National Labor Relations Board union-election hearing in Seattle, **Paul Creighton**, Field Service Representative (FSR) on the organizing committee, testifies before **Janet Little**, the hearing officer for the Board. SPEEA seeks to add FSRs to the Prof bargaining unit through an election.

Field Service Representative

Election hearing ends after 12 days of testimony

The National Labor Relations Board (NLRB) hearing ended Feb. 3 for SPEEA-IFPTE Local 2001's petition to represent domestic Field Service Representatives (FSRs) at The Boeing Company.

"Every one of our witnesses did a fantastic job on the witness stand," said **Joe Goldhammer**, attorney for FSRs and SPEEA-IFPTE Local 2001. "FSRs showed they are not only important employees, they showed they are professional employees who exhibited professionalism in the way they testified."

FSRs at Boeing work directly with customers to provide expert advice and assistance for fleet service maintenance and repairs. The domestic FSRs sought SPEEA representation to gain respect and the long-term benefits of collective bargaining.

At the hearing, the company focused on preventing FSRs from voting to join the SPEEA Professional unit. Through testimony and more than 139 exhibits (thousands of pages), the company asserted

FSRs are not professional employees. The company also tried to assert FSRs in different roles/assignments need to show a 'community of interest' with employees in the SPEEA Professional unit.

In addition, the company tried to keep FSRs out of the Professional unit by calling the Armour/Globe election an obscure and seldom-used process that is not appropriate under federal law. However, Armour/Globe was created by the NLRB to allow groups such as FSRs to join an existing bargaining unit like the SPEEA Professional unit.

After briefs (written arguments) are submitted to the Board Feb. 24, the NLRB will consider all the material to make a decision regarding the union representation election. That decision should include an election date and a determination if the Armour/Globe process can be used.

Additional information and ongoing updates are posted on the website at: www.fsryes.org.

Ballots coming for VP election

SPEEA will soon mail ballots and election information to all Northwest members' homes. For those who receive the packet, please take the time to familiarize yourself with the NW vice president candidates and pick three members to represent you on SPEEA's Executive Board.

Videos of the candidates' speeches are also available at www.speea.org to help you get better acquainted with the members who want to serve on SPEEA's top governing body. They were filmed at the Northwest Council meeting, Feb. 10. Each candidate had a maximum of two minutes.

Congratulations to **Earl Carter**, Midwest incumbent vice president, who ran unopposed for a second term.

Mail your vote early to ensure delivery by NOON, Wednesday, March 9, or you can drop off your ballot at the SPEEA Seattle or Everett hall by the deadline.



Take part in NATIONAL Engineers Week

In recognition of National Engineers Week, Feb. 20-26, members at The Boeing Company will participate in various activities to inspire and celebrate the engineering profession. To find out more, check out Boeing's intranet site at <https://eweek.web.boeing.com>.

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Shown above are Council Reps and SPEEA President **Tom McCarty** at a recent training on The Boeing Company's disciplinary policies and procedures (Employee Corrective Action Policies and Requirements).

SPEEA training for Council Reps

SPEEA-IFPTE Local 2001 provides ongoing training opportunities for Council Reps, who serve as labor representatives in the workplace.

Part of their role is outlined by Weingarten Rights, a U.S. Supreme Court ruling that grants union representation during any interview that may result in discipline.

To see other training opportunities, check out the upcoming events section of the SPEEA News (Page 3) or go to the online calendar at www.speea.org.

Interested in becoming a workplace advocate? Run for Council Rep in your area. Petitions due April 6.

Executive Board mini-minutes – Jan. 20

Attendees: Tom McCarty, Jimmie Mathis, Walt Ditlefsen, Ryan Rule, Earl Carter, Bill Hartig

Council: Mike Hochberg, Roger Pullman, Joel Funfar

Guests: Alan Rice

Staff: Ray Goforth, Bob Rommel, Robin Fleming, Pauline Tamblyn, Matt Kempf, Steve Spyridis, Bill Dugovich, Bob Brewer

At their regular meeting, the Board:

- Approved up to \$3,500 and SPEEA time for one member and one staff member to attend the National Air Traffic Controllers Association (NATCA) Aviation Safety Conference on March 21 – 23.
- Approved the purchase of up to 10,000 engineering notebooks for visibility purposes.
- Approved Everett Council Rep **Alan Rice's** request to use the Everett Hall, Saturday, March 5 for a family function.
- Authorized the procurement of 250 Post-It-Note cubes for visibility purposes and waived Executive Board Policy and Procedure 2.7.

Executive Board mini-minutes – Feb. 3

Attendees: Tom McCarty, Jimmie Mathis, Walt Ditlefsen, Ryan Rule, Earl Carter, Bill Hartig

Council: Roger Pullman, Joel Funfar, Debbie Logsdon

Staff: Ray Goforth, Bob Rommel, Robin Fleming, Pauline Tamblyn, Matt Kempf, Steve Spyridis, Bill Dugovich, Bob Brewer, Stan Sorscher, Frank Guglielmo

At their regular meeting, the Board:

- Approved SPEEA's membership in the International Labor Communications Association (ILCA) and accepted the terms and conditions of being in the ILCA.
- Approved SPEEA time for NW WAC members **Shannon Moriarty** and **Barbara Campbell** to attend the Feb. 24-27 Coalition of Labor Union Women (CLUW) National Executive Board (NEB) meeting in Atlanta.
- Approved SPEEA time for Everett Council Rep **Jennifer MacKay** to advocate on behalf of SPEEA while in Washington, D.C., to attend the National Association of Workforce Boards Conference Feb. 5-8.
- Authorized the SPEEA executive director to advertise for two intern positions at the Tukwila office and to hire two interns with the approval of the SPEEA executive officers.

President

Tom McCarty

Executive Director

Ray Goforth

Executive Board

| | |
|----------------|----------------|
| Jimmie Mathis | Treasurer |
| Bill Hartig | Secretary |
| Walt Ditlefsen | NW Regional VP |
| Ryan Rule | NW Regional VP |
| Vacant | NW Regional VP |
| Earl Carter | MW Regional VP |

SPEEA Council Officers

| | |
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| Joel Funfar | Chair |
| Renee Jarvi | Treasurer |
| Rebekah Hewitt | Secretary |

Midwest Regional Council Officers

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| Debbie Logsdon | Chair |
| Matthew Joyce | Treasurer |
| Brenda Reiling | Secretary |

Northwest Regional Council Officers

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| Roger Pullman | Chair |
| Michael Hochberg | Treasurer |
| Carrie Rule | Secretary |

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M-Th, 8:30 am to 5 pm • Fri, 8 am to 4:30 pm
Phone: (316) 682-0262



Shown above at the February Council meeting (from left): Everett Council Reps **Jack Liu** (E-11) and **Carolyn Wilson** (E-7) next to Kent Council Rep **Richard Ogden** (K-3). They took part in the annual Council guest night, held at the Teamster Hall to accommodate the larger crowd.

Council actions – Feb. 10

At a special session of the SPEEA Council, the Council Representatives (CRs) voted to pass the following motion:

- **M11-003 Oppose Trade Agreements** – It is moved that: The SPEEA Council opposes ratification of the three trade agreements negotiated between the U.S. and Korea, Colombia and Panama. The SPEEA Council also opposes the Trans-Pacific Partnership as long as it conforms to the NAFTA model. The Council authorizes SPEEA staff and delegates to lobby in Congress to reject the agreements. *This motion passed.* For: 71; Against: 13; Abstain: 1.

At the regular meeting of the Northwest Council, the CRs:

- Recognized new Council Rep **Raymond Davis** (Everett District E-16).
- Witnessed the signing of the official agreement bringing the Airline Manufacturing Pilots Association (AMPA) into SPEEA-IFPTE Local 2001.
- Heard speeches from the candidates for Northwest Region vice president positions on the Executive Board.
- Voted on the following motions:
 - **NW11-004 Revision of NW Policy VII-D** – It is moved that: The following changes be implemented to SPEEA Northwest Policy VII-D. (The changes were necessary to coincide with the Council of Engineers and Scientists Organizations (CESO) calendar. To see the changes, look for the Council agenda link at www.speea.org). *This motion passed.* For: 55; Against: 15.
 - **NW11-005 Sponsor EOI Annual Banquet** – It is moved that: The Northwest SPEEA Council approves sponsoring the Economic

Opportunity Institute (EOI) banquet and budgets \$2,500 toward that event going forward. *This motion failed.* For: 25; Against: 45.

- **NW11-006 Sponsor IAM – SPEEA – EOI Aerospace Recruitment** – It is moved that: The NW SPEEA Council approves participating with IAM District 751 and the Economic Opportunity Institute for a proposal to recruit new employers for the industry cluster in Washington state, with a total cost to SPEEA of \$3,333. *This motion failed.* For: 32; Against: 30; Abstain: 1. (Failed because legislative or public affairs motions require a 60% majority of votes cast to pass.)
- **NW11-007 Robert's Rules of Order** – It is moved that: The NW Council revise the Northwest Policy Manual to require that the Northwest Regional Council chair attend at least four hours of training in Robert's Rules of Order within the first 90 days of his or her first term of office. If the chair is re-elected, he or she will be required to take two hours of refresher training within 90 days of that election. All such training will be conducted by a certified parliamentarian. The Northwest Regional Council chair may, at his or her discretion, attend refresher training during the second year of his or her term. The Northwest Regional Council budget shall include a line item for this training. Cost will be limited to \$600 per year. Other Northwest Council officers or SPEEA Council officers may attend this training by their choice. *This motion failed.* For: 23; Against: 40.

UPCOMING TRAINING/EVENTS

(See online calendar for details – remember to RSVP)

Puget Sound

*Understanding NORAs

Thursday, Feb. 24
SPEEA Everett, 4:30 to 6 p.m.

Movie night – The Coca Cola Case

Thursday, Feb. 24, at 5:30 p.m.,
at SPEEA Seattle.

Enjoy the movie with free pizza and popcorn. Sponsored by the NW Membership Activities Committee.

*What's inside your contract

Wednesday, March 2
SPEEA Seattle, from 5 to 6:30 p.m.

Tuesday, March 22
SPEEA Everett, from 4:30 to 6 p.m.

Discount hockey tickets

Seattle Thunderbirds vs. Everett Silvertips
Saturday, March 5, at the Kent ShoWare
Arena, game starts at 7:05 p.m.

Everett Silvertips vs. Portland Winterhawks
Friday, March 11, at the Comcast Arena,
game starts at 7:35 p.m.

To purchase, see link in the online calendar at www.speea.org. Sponsored by the Northwest Membership Activities Committee.

Wichita

*Salary Charts

Thursday, Feb. 24
SPEEA Wichita, at 4:30 p.m.

*Family Medical Leave Act (FMLA)

Thursday, March 3
SPEEA Wichita, at 4:30 p.m.

*Approved for Council Rep
training requirement.

St. Patrick's Day bingo

Saturday, March 12
SPEEA Wichita, from 2 to 5 p.m.

Free for members and their families. Snacks and prizes. Sponsored by the Midwest Membership Activities Committee.

SPEEA CA earns master's degree



Frank Guglielmo, SPEEA contract administrator in the Everett office, recently earned a master's degree in labor studies from the University of Massachusetts (Amherst).

"This was a goal of mine for more than a decade," said Guglielmo, who holds a bachelor's degree in labor studies.

The program, which he pursued while working full time, emphasizes the relationships and struggles between labor unions and management. His thesis focused on the rise of white-collar labor, unionization and disputes in the growing global economy.



Spotlight on SPEEA history

During a videotaping session, **Ross Rieder** (left), labor historian, interviewed **Dick Ferguson** and others to archive SPEEA's oral history. The interviews are part of the work of the SPEEA history project. Ferguson, who is now active in the Engineering Retirees Society (ERS), served as SPEEA president for several terms in the 1970s and 80s.

New deadline for LTP briefs

Legal briefs (written arguments) for the Learning Together Program (LTP) arbitration are due Feb. 22. The briefs were originally due Feb. 14. A decision is expected to take weeks.

This arbitration is part of a three-pronged strategy SPEEA adopted in response to The Boeing Company's unilateral cuts to LTP in October 2009.

See the March SPEEA Spotlite for a closer look at the gains achieved through SPEEA's effects bargaining.

Help laid-off members

Donate to NW banquet silent auction

If you have an item for the silent auction at the Northwest Recognition Banquet, please take it to the SPEEA Seattle or Everett hall by Friday, March 4.

Every dollar spent at the auction goes directly to the SPEEA Holiday Outreach fund, which brings holiday cheer to laid-off members by distributing gifts to their children.

If you don't have something to donate, consider asking your favorite local business.

This is a tax-deductible donation that gives exposure to about 200 members and guests.

For more information, contact **Frank Guglielmo**, SPEEA contract administrator, at (425) 355-2883.

Sign up for home email at www.speea.org

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PST)

Week of February 21, 2011

Monday, Feb. 21 3:00 p.m. SPEEA Leadership Development & Training
 Monday, Feb. 21 5:00 p.m. New Hire Committee
 Tuesday, Feb. 22 4:00 p.m. SPEEA Governing Documents Subcommittee
 Tuesday, Feb. 22 5:00 p.m. Women's Advocacy Committee

Week of February 28, 2011

Monday, Feb. 28 4:30 p.m. Facilities Committee
 Monday, Feb. 28 5:00 p.m. NW Legislative & Public Affairs
 Tuesday, Mar. 1 4:00 p.m. SPEEA Governing Documents Subcommittee
 Tuesday, Mar. 1 5:00 p.m. Leadership Development & Training
 Wednesday, Mar. 2 4:30 p.m. ACT Committee
 Wednesday, Mar. 2 5:00 p.m. Health & Wellness
 Thursday, Mar. 3 4:00 p.m. Executive Board

Week of March 7, 2011

Tuesday, Mar. 8 4:00 p.m. SPEEA Governing Documents Subcommittee
 Tuesday, Mar. 8 4:30 p.m. History Committee
 Tuesday, Mar. 8 5:30 p.m. Tellers Committee
 Wednesday, Mar. 9 4:00 p.m. Negotiation Prep
 Wednesday, Mar. 9 5:00 p.m. Membership Activities Committee
 Thursday, Mar. 10 5:00 p.m. Council Meeting

MIDWEST MEETINGS (ALL TIMES CST)

Week of February 21, 2011

Monday, Feb. 21 5:00 p.m. SPEEA Leadership Development & Training
 Tuesday, Feb. 22 6:00 p.m. SPEEA Governing Documents Subcommittee
 Wednesday, Feb. 23 4:30 p.m. MW Membership Activities Committee

Week of February 28, 2011

Tuesday, Mar. 1 6:00 p.m. SPEEA Governing Documents Subcommittee
 Thursday, Mar. 3 6:00 p.m. Executive Board

Week of March 7, 2011

Monday, Mar. 7 5:00 p.m. MW Membership Recruitment
 Tuesday, Mar. 8 6:00 p.m. SPEEA Governing Documents Subcommittee
 Thursday, Mar. 10 4:00 p.m. Council Meeting



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