

Representing aerospace professionals with competence, integrity and action



Shown above (from left) are: IFPTE Secretary Treasurer **Paul Shearon**, SPEEA President **Tom McCarty**, **Scott Hamilton**, aerospace analyst, SPEEA Executive Director **Ray Goforth** and NW Council Chair **Roger Pullman**. Hamilton spoke at the Northwest Recognition Banquet.

## Banquet focuses on 'expanding opportunities'

At the annual recognition banquet, **Scott Hamilton**, aerospace analyst, addressed about 150 activists and guests, March 26, at the SeaTac Hilton Hotel.

The banquet also featured a silent auction,

raising more than \$2,100 for the SPEEA-IFPTE Local 2001 Holiday Outreach fund.

See more banquet coverage on page three. A complete list of award recipients is on the inside of the mailer and is in the April Spotlight.

At Hamilton's request, SPEEA donated his speaker fees to the Pacific Northwest Aerospace Alliance scholarship fund. Hamilton noted his ties to SPEEA, because his wife's father was a SPEEA member.

## Layoffs violated AMPA contract, Boeing ordered to pay back pay

SEATTLE – An arbitrator ruled The Boeing Company violated the collective bargaining agreement of five manufacturing pilots when it laid them off in 2009 but retained non-union pilots to train customer pilots in flight simulators.

The decision, issued Jan. 31, is a big win for the Aircraft Manufacturing Pilots Association (AMPA), now part of SPEEA – IFPTE Local 2001, said Council Rep **David Whitacre**.

"This is an important win," said Whitacre, president of AMPA when the independent union joined SPEEA. "As far as changes at Boeing, that remains to be seen, but it's surely good for the long-term morale of our bargaining unit."

Boeing originally announced in May

2009 that it planned to lay off 10 AMPA pilots. Five pilots were eventually laid off. Subsequently, Boeing hired other pilots to serve as flight simulator-only instructors. While the AMPA contract allows Boeing to hire contract pilots, it specifically says the company cannot lay off union pilots and then hire contractors to do the work.

In the decision, the arbitrator said: "The evidence proves that AMPA pilots were laid off as a result of their work being assigned to simulator-only instructors." It went on to say that: "The company's layoff of grievants violated clear and unambiguous contract language."

"Sometimes reasonable people can disagree over a set of facts, and it requires a neutral third party to render a decision and bring

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### Week of Solidarity Actions

## We Are One – Put People First

SPEEA-IFPTE Local 2001 stands with the Washington State Labor Council (WSLC) in support of the 'Week of Action' for collective bargaining rights.

The week of events culminates Friday, April 8, with union members across the state showing solidarity with public worker unions in Washington state and across the country.

### Week of Action events include:

- **Monday, April 4 – 5:30 - 7 p.m. at MLK Memorial Park, Seattle.** This rally occurs on the same day Martin Luther King Jr. was killed in 1968 in Memphis, Tenn., where he was supporting sanitation workers.

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**WTPU negotiations – P2**

**Road closures – P4**

**SPEEA internships – P6**



## WTPU negotiation team finalizing contract proposal

The SPEEA Wichita Technical and Professional Unit (WTPU) negotiation team continues to meet weekly (shown above). They are finalizing the SpiritAeroSystems contract proposal that will be ready by mid April. Once it's available, members are encouraged to schedule a lunchtime meeting with their Council Reps to review the proposal with members of the negotiation team. The team will attend an interest-based bargaining training April 22 to prepare for the Main Table negotiations June 20.

## Celebrating tanker success

SPEEA leaders recently joined state and federal lawmakers in celebrating The Boeing Company's successful bid for the U.S. Air Force refueling tanker.

SPEEA attended Washington State Gov. **Christine Gregoire's** event, March 22, at the governor's mansion, and attended a rally at the 767 assembly line with Boeing Commercial Airplanes CEO **Jim Albaugh** and U.S. Rep. **Norm Dicks**, March 25.

SPEEA President **Tom McCarty**, Executive Director **Ray Goforth**, and Council Reps attended both events.



SPEEA President **Tom McCarty** is shown at the podium at the governor's mansion for a tanker celebration, along with Boeing executives, federal lawmakers, and Gov. **Christine Gregoire**.

## Council Rep interim vacancies

With the election of Council Reps **Michael Hochberg** and **Ron Shoemaker** to the Executive Board as Northwest region vice presidents, there are Council vacancies in their districts.

- Auburn – District A-20 (representing both Profs and Techs) Buildings: 17-06, 17-07, 17-10, 17-12, 17-239.
- Kent – District K-1 (representing Profs) Buildings: 18-41, 18-42, 18-43.

If you reside in one of these districts, meet the minimum one-year SPEEA membership qualification and are interested in serving your co-workers as their union rep, please complete and return a Council Rep petition

by noon, Tuesday, April 12. You can deliver the petition to the SPEEA hall in Tukwila or fax to (206) 248-3990. Once seated, an extensive training course is provided.

### Two petitions

This is an interim position that ends in May. SPEEA is looking for candidates to run for all Council Rep seats for two-year terms starting in May. If you are interested in running for both the interim and the two-year term, you need to submit two separate petitions. For the 2009-2011 petition, contact **Terry Hall** ([terryh@speea.org](mailto:terryh@speea.org)) and for the 2011-2013 petition, go to [www.speea.org](http://www.speea.org).

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Ray Goforth

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Walt Ditlefsen	NW Regional VP
Ryan Rule	NW Regional VP
Vacant	NW Regional VP
Earl Carter	MW Regional VP

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### Northwest Regional Council Officers

Roger Pullman	Chair
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[www.speea.org](http://www.speea.org)

### SEATTLE HALL

15205 52nd Ave S • Seattle, WA 98188  
M-Th, 8 am to 5 pm • Fri, 8 am to 4:30 pm  
Phone: (206) 433-0991

### EVERETT HALL

2414 106th St. SW  
Everett, WA 98204  
M-F, 8 am to 4:30 pm  
Phone: (425) 355-2883

### WICHITA HALL

973 S Glendale St • Wichita, KS 67218  
M-Th, 8:30 am to 5 pm • Fri, 8 am to 4:30 pm  
Phone: (316) 682-0262

**Recognition banquet**

# Guest speaker: 'Unions are saving Boeing's bacon'

*Council Rep John Klym at the silent auction.*

to build the next airplane. We know they'll be successful. They've already demonstrated that success."

On behalf of the Northwest Council officers, **Roger Pullman**, chair, elaborated on the theme of the banquet – 'expanding opportunities.'

"As labor activists in the arena with outsourcing, a company wanting to cut employee benefits and wages under attack, we cannot look at these as challenges," Pullman said. "For us, they can only be expanding opportunities."

Those attacks are occurring nationwide, not just in Wisconsin, noted IFPTE Secretary Treasurer **Paul Shearon**, who told of 700 New Jersey workers represented by IFPTE who stand to lose their jobs to outsourcing.

"This is not an issue of politics, it's an issue of representation, the right to sit down with



**SEATAC**, Wash. – At the annual Northwest recognition banquet, aerospace analyst **Scott Hamilton** noted how the experienced union workforce is fixing the problems with outsourcing on the 787.

"The unions are saving Boeing's bacon," he said, noting the company's plan to ramp up production on the 737, 787 and tanker in the Puget Sound.

Despite the production increases that are possible because of the experienced workforce, the company is shopping for perks from other states to build a new super-assembly site.

"Boeing chooses poorly when it says unions have to earn that right," Hamilton said. "You all have earned that right already."

SPEEA President **Tom McCarty** concurred in his speech at the banquet. "I can't imagine they are even asking – after the disaster of the 787 outsourcing, and still not delivering airplanes. These people earned the right

*Council Rep Jeff Stone and his daughter, Michelle.*

employees and negotiate wages and benefits," Shearon said.

The Northwest Council recognized nearly 30 activists for their efforts on behalf of SPEEA and the labor movement. After the banquet, activists received engineering notebooks specially produced by SPEEA, and their guests each received a rose in appreciation.

*Council Rep John Kampsen and his guest, Susan Draughon.*

## Layoffs violated AMPA contract, Boeing ordered to pay back pay

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the matter to finality," said **Ray Goforth**, SPEEA executive director. "However, in this case the arbitrator found Boeing's arguments to be without merit and questioned the credibility of those who testified on behalf of the company."

Moreover, this is not the only issue of credibility within the Training & Flight Services (T&FS) group, said Goforth. SPEEA has identified nepotism within T&FS and repeatedly expressed alarm that T&FS contracted out pilot placement to an offshore shell corporation run by a person the United States Senate Committee on Homeland Security and Government Affairs identified as facilitating insider trading, circumventing anti-money laundering laws, and tax evasion.

"It's concerning that such a rogue operation is being tolerated by Boeing corporate," said Goforth.

## We Are One – Put People First

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tion workers on strike for wages and working conditions.

- **Wednesday, April 6 – Noon at the Capitol.** Washington Community Action Network will bring together hundreds of community activists and students.
- **Thursday, April 7 – Olympia.** Health care unions, led by Service Employees International Union (SEIU), will mobilize health care workers in Olympia to raise concerns about cuts to long-term care workers' hours, training, and health care.
- **Friday, April 8 – Noon at the Capitol Steps.** Join thousands of public and private-sector workers from all trades as we stand together as one and demand lawmakers put people first!

Other events included a rally at the Canadian border (Peace Arch Park in Blaine, Wash.), April 2, and on April 3, a Solidarity Night at "Billy Elliott: The Musical," which features a union cast and crew at the Paramount, Seattle.

## What's at stake in the state capitol?

- Safety net services that have been cut to the bone.
- Tax loopholes that gave away \$3 billion in the past 10 years.
- Wisconsin-style attacks on public workers' collective bargaining rights, including Senate Bill 5870.

# UPCOMING TRAINING/EVENTS

(See online calendar for details – remember to RSVP)

## Puget Sound

### \*Investigatory Issues, Special Edition

**Wednesday, April 6**

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

**Tuesday, April 26**

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

### \*Understanding NORAs

**Monday, April 11**

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

**Monday, April 18**

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

\*Approved for Council Rep training requirement.

### Boeing retirement process overview

**Wednesday, April 20**

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

### SPEEA end-of-career retirement planning

**Wednesday, April 27**

SPEEA Seattle, from 5 to 7 p.m.

### Movie night – The Coca Cola Case

**Thursday, April 28**, at 5:30 p.m., at the SPEEA Hall in Seattle.

## Wichita

### SPEEA's got talent

**Saturday, May 7**,

at O.J. Watson Park, from noon to 5 p.m.

**Deadline to register:** April 22.

Call **Vicki McKenna** at (316) 682-0262 or email [vickim@speea.org](mailto:vickim@speea.org).

## CPI – February

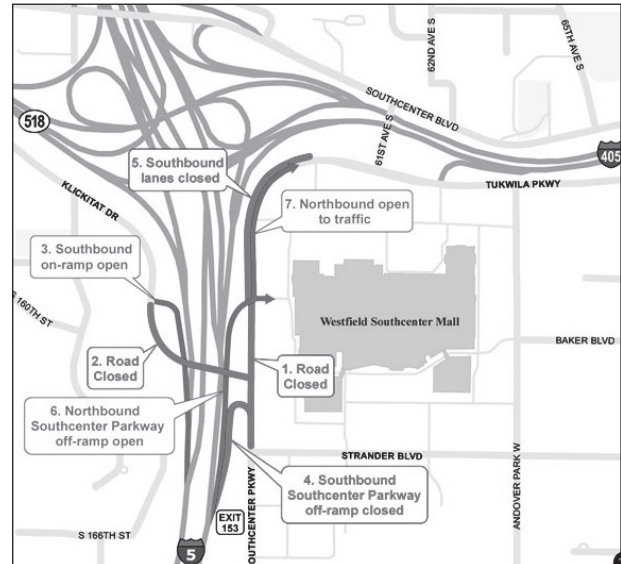
The U.S. City Average all-items Consumer Price Index (CPI) for urban wage earners and clerical workers (CPI-W) on a 1982-84=100 base for February is 217.5. On a 1967=100 base, the February index is 647.9. This is a 0.5% increase from January, and a 2.3% increase from February 2010.

# ROAD CLOSURES near SPEEA headquarters hall

**T**UKWILA – Remember to allow extra time for your commute when visiting the SPEEA hall in Tukwila for the next several months. Be prepared for traffic delays and detours due to road closures near the Westfield Southcenter Mall.

The “Southcenter Access” construction project began March 28 with road closures on Southcenter Parkway, Klickitat Drive, and a few of the I-5 ramps. The roads are expected to re-open in November.

The purpose of the project is to improve traffic flow on Southcenter Parkway and reduce congestion at the intersections near I-5 access ramps in the area.



For more information, detour maps, or status updates on the construction project, visit [www.southcenteraccess.com](http://www.southcenteraccess.com).

## Paul Robeson, a great American

By **Ross K. Rieder**, President Pacific NW Labor History Association

**P**aul Robeson, one of the greatest Americans of the last century was born April 9, 1898. He was a Shakespearean actor, all-American football player from Rutgers University, a law school graduate, and one of the most moving bass-baritone vocalists I've ever heard.

One of my favorite images of Robeson took place after our country returned his passport to him in the early 1960s. In the image, he's singing for the workers who built the Sydney Opera House in Australia.

Robeson was the first major concert star to popularize the performance of Negro spirituals and the first black actor of the 20th century to portray Shakespeare's Othello on Broadway. Robeson's run in the 1943-45 Othello production holds the record for the longest-running Shakespeare play on Broadway.

In line with Robeson's vocal dissatisfaction with movie stereotypes, his roles in both the American and British film industries were some of the first parts ever created that displayed dignity and respect for the African American film actor, paving the way for **Sidney Poitier** and **Harry Belafonte**.

When I was a young music teacher in Everett, Wash., one Saturday in the early 1960s, I visited the Volunteers of America store on Lombard Street to find a sport coat as part of my teacher uniform. On a side table, I found recordings of Paul Robeson on 78rpm. I remember thinking, "I know I've heard of this guy and should know his music." For 79¢ (the gray herringbone sport jacket was \$10), I took the records home and played them on my stereo — yes, the late 1950s stereo had 78rpm on the turntable. Upon hearing the most moving voice I'd ever heard sing, my first impulse was tears.

When I was doing a stint as director of the Seattle Labor Chorus, the 50th anniversary of Robeson's concert at the Peace Arch at Blaine, Wash., was commemorated. It was held there in 1952 because our government had taken Robeson's passport away due to his criticisms of the government for its oppression and injustice. The Mine Mill and Smelters Union wanted him to sing at their Vancouver, B.C., convention. Blaine was as close as he could get.

You can go to YOU TUBE and check out his singing of Joe Hill, the famous song by **Earl Robinson**, a Seattle boy.



Paul Robeson, far left.

**SPEEA bylaws****Proposed changes address 'pro/con' statements**

At the SPEEA Council meeting March 10, Council Representatives voted to publish proposed changes to the bylaws. Members can review and offer input to their Council Rep prior to the next SPEEA Council vote (June 10).

**Background**

The SPEEA Governing Documents Committee drafted and approved the proposed changes to the SPEEA Bylaws, Section 14.2, on processing referendums and constitutional amendments' "pro" and "con" statements.

The proposal substitutes "for" and "against" statements with rebuttals for the "pro" and "con" statements. The intention is to simplify the process. The timeline is changed under this proposal. One other clarification is on the requirement for written statements.

(Added text shown underlined. Deleted text ~~struckthrough~~.)

**SPEEA bylaws (proposed revisions)**

## 14.2. Processing

Each referendum submitted for the vote of the membership shall be accompanied by "Pro" and "Con" statements compiled by interested Council Representatives unless, by specific action, a majority of Council Representatives voting removes the requirement of including "Pro" and "Con" statements with a particular referendum. If this requirement for "Pro" and "Con" statements is removed, each such referendum must have the following note appearing with it: *"The Council waived Pro/Con statements for this Referendum."*

- 1) The complete text of the referendum;
- 2) Written statements of no more than 250 words in length advocating the members' approval of the referendum and advocating the members' rejection of the referendum;
- 3) Written statement of no more than 75 words in length rebutting the statement advocating approval and the statement advocating rejection of the referendum;
- 4) A listing of the names of the committee members composing the written statements; and
- 5) If the referendum was initiated by a resolution of the Executive Board, SPEEA Council, or Regional Council, the total number of votes cast for and against the resolution

The Council Representative compilers shall be appointed by the SPEEA Council Officers are required within 5 days after the receipt of

the initiating document to appoint a committee to prepare the statement advocating approval of the referendum, and a committee to prepare the statement advocating rejection of the referendum. Chairman at the Council meeting at which the Council authorizes the referendum or at the first Council meeting subsequent to authorization of the referendum by other than the Council. If the authorized referendum is not to be sent to the membership until a later date, the compilers may be appointed at a subsequent Council meeting provided that meeting is not less than two months prior to mailing of the referendum.

- 1) The SPEEA Council Officers shall appoint the initial two members of each committee. In making these committee appointments, the officers shall consider Council Representatives, sponsors of the referendum, and other interested groups known to support or oppose the referendum issue.
- 2) The initial two members may select up to four additional members, and the committee shall elect a chairperson.
- 3) Each committee will be allowed 5 days after selection of the initial two members to prepare the written statements advocating approval or rejection of the referendum.
- 4) The SPEEA Council Officers will gather the written advocating statements and make them available to both committees.
- 5) Each committee will be allowed 3 days after receiving the written advocating statements to prepare written statements rebutting the statement advocating approval or the statement advocating rejection of the referendum.
- 6) The SPEEA Council Officers will gather all written statements for inclusion into the referendum package.

Referendum initiated by a resolution of the Executive Board, SPEEA Council, or Regional Council may have the requirements for written statements removed by a vote of the initiating Board or Council as long as the following conditions are met

- 1) The referendum issue does not initiate a recall from office, affiliation, merger, or borrowing against fixed assets.
- 2) The vote must remove all requirements for written statements.

The SPEEA Council Officers are responsible for gathering the votes cast totals for any referendum resolution for inclusion into the referendum package.

A minimum of three Council Officers, acting as a Review Committee, shall be responsible for verifying the truth of these statements and have the authority to

request back-up data from the author(s) and to delete any portions (as little as one word) of the statement(s) which cannot be validated. A copy of the quoted text bearing an original signature of the author shall accompany all statements attributed to other than the authors.

A maximum of two representatives for both the Pro and the Con positions will be permitted to attend the Review Committee meeting, to explain/question both statements, to make minor word changes to overcome objections, and to provide any needed back-up data. All Review Committee meetings shall be conducted according to Robert's Rules of Order (most recent revision).

"Pro" and "Con" representatives shall be permitted at least two full work-days to provide any back-up data required by the Review Committee, but not available at that meeting. The Review Committee shall specify to whom, at what time, and at what location such back-up data will be delivered for verification of the statements.

Each "Pro" and "Con" statement published shall have the following note: *"Per SPEEA By-Laws, this statement has been reviewed by the SPEEA Review Committee, which is composed of Council Officers."*

If deletions are made to any "Pro" or "Con" statement, the following shall be added to the note specified above: *"Portions of the original statement have been deleted by the Review Committee due to lack of verification."*

The maintenance of the SPEEA Constitution is the responsibility of the SPEEA governing documents committee. The committee shall obtain a current copy from the certified electronic copy for markup. The committee will prepare the document revision and a non-incorporated revision sheet describing the sections revised and the description of the revision and the authorizing authority.

The committee Chairman or designee will certify the revised document prior to distribution. The SPEEA Constitution will include the endorsements (signatures) of the Committee Chairman and the SPEEA Secretary.

**SPEEA-Boeing****SALARY CHARTS**

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

in late April

## SPEEA at labor-management fundraiser

SEATTLE – SPEEA-IFPTE Local 2001 staff participated in a labor-management lunch hosted by the International Brotherhood of Teamsters Joint Council 28 (representing Washington state and Alaska). The SPEEA representatives are members of Teamsters Local 763. The lunch, March 17, featured guest speakers such as Seattle Mayor **Mike McGinn**, King County Executive **Dow Constantine** and King County Prosecuting Attorney **Dan Satterborg**. The annual gathering raises money for the Catholic Seaman's Club in Seattle, a place for cargo and cruise ship workers to go when in port.

## Two internships at SPEEA

SPEEA is accepting applications for two interns this summer – one each in communications and law. Deadline: April 29.

Eligible applicants need to be college students studying law or communications. These are full-time, paid positions for 10 weeks. The interns will be based at SPEEA headquarters in Tukwila.

To apply, send a resume and cover letter expressing interest to SPEEA-IFPTE Local 2001, 15205 52<sup>nd</sup> Avenue S., Tukwila, WA 98188.

## Executive Board mini-minutes – March 17

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

**Council officers:** Roger Pullman, Joel Funfar, Mike Hochberg

**Guests:** Ron Shoemaker

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

At their regular meeting, the Board:

- Approved Comcast Cable Network access at the Everett and Tukwila offices. Further, the Board approved, with Firstline, three firewalls for the Tukwila, Everett and Wichita offices and a three-year maintenance agreement.
- Approved **Stan Sorscher** to attend the Aerospace Industry Association of Canada (AIAC) outsourcing conference, May 30.
- Approved SPEEA time for **Brenda Carlson, Earl Carter, Joel Funfar, James Gillan, Rick Hoffman, Debbie Logsdon, Brent McFarlane and Judy Mogan** to participate in the IFPTE

Legislative Week April 4-8.

- Approved SPEEA time for SPEEA IFPTE Vice Presidents **Jimmie Mathis, Alan Rice** and **Joe Newberry** to participate in the spring IFPTE Executive Council meeting.
- Approved SPEEA time for five SPEEA delegates and representatives to attend the May 2011 Council of Engineer and Scientist Organizations (CESO) meeting. They are: SPEEA President **Tom McCarty**, Northwest Vice President **Ron Shoemaker**, Midwest Vice President **Earl Carter**, and SPEEA Council Reps **Joe Newberry** and **Jennifer MacKay**.
- Approved up to five SPEEA members to attend the Washington State Labor Council (WSLC) Emerging Leaders conference, May 20-22.
- Approved one member of the Wichita Technical and Professional Unit (WTPU) negotiation team to attend the Washington State Collective Bargaining and Arbitration conference.

The next meeting is April 7.

## Boeing layoff notices – March 18

On March 18, The Boeing Company issued 60-day notices of layoff (effective May 20) to four SPEEA-represented Profs. All are in Boeing Defense Systems (BDS). Three are in Utah and one is in the Puget Sound.

SPEEA will continue to monitor the layoff activities and support those who receive notices. More layoff information and help for those with WARN notices can be found at [www.speea.org](http://www.speea.org). The next 60-day notices of layoff were expected April 22.

# UPCOMING MEETING SCHEDULES

### NORTHWEST MEETINGS (ALL TIMES PST)

Week of April 4, 2011	
Monday, Apr. 4	4:00 p.m. Council Officers Meeting
Tuesday, Apr. 5	4:00 p.m. SPEEA Governing Documents Subcommittee
Tuesday, Apr. 5	5:00 p.m. Leadership Development & Training
Wednesday, Apr. 6	4:30 p.m. ACT Committee
Wednesday, Apr. 6	5:00 p.m. Health & Wellness
Thursday, Apr. 7	4:00 p.m. Executive Board
Week of April 11, 2011	
Monday, Apr. 11	5:00 p.m. New Hire Committee
Tuesday, Apr. 12	4:00 p.m. SPEEA Governing Documents Subcommittee
Tuesday, Apr. 12	4:30 p.m. History Committee
Tuesday, Apr. 12	5:30 p.m. Tellers Committee
Wednesday, Apr. 13	4:00 p.m. Negotiation Prep
Wednesday, Apr. 13	5:00 p.m. Membership Activities Committee
Thursday, Apr. 14	5:00 p.m. Council Meeting
Week of April 18, 2011	
Monday, Apr. 18	4:00 p.m. SPEEA Legislative & Public Affairs
Tuesday, Apr. 19	4:00 p.m. SPEEA Governing Documents Subcommittee
Tuesday, Apr. 19	4:30 p.m. Organizing Planning Committee
Wednesday, Apr. 20	4:00 p.m. SPEEA Governing Documents
Wednesday, Apr. 20	5:30 p.m. NW Governing Documents
Thursday, Apr. 21	4:00 p.m. Executive Board

### MIDWEST MEETINGS (ALL TIMES CST)

Week of April 4, 2011	
Tuesday, Apr. 5	6:00 p.m. SPEEA Governing Documents Subcommittee
Thursday, Apr. 7	6:00 p.m. Executive Board
Week of April 11, 2011	
Tuesday, Apr. 12	6:00 p.m. SPEEA Governing Documents Subcommittee
Thursday, Apr. 14	11:00 a.m. MW Young Professionals
Thursday, Apr. 14	4:30 p.m. Council Meeting
Week of April 18, 2011	
Monday, Apr. 18	6:00 p.m. SPEEA Legislative & Public Affairs
Tuesday, Apr. 19	6:00 p.m. SPEEA Governing Documents Subcommittee
Wednesday, Apr. 20	4:00 p.m. MW Governing Documents
Wednesday, Apr. 20	6:00 p.m. SPEEA Governing Documents
Thursday, Apr. 21	4:30 p.m. MW Legislative & Public Affairs
Thursday, Apr. 21	6:00 p.m. Executive Board



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