

Representing aerospace professionals with competence, integrity and action



At the all-member meeting and voting July 28, the Wichita Technical and Professional Unit (WTPU) Negotiation Team discussed the contract offer from Spirit with several hundred members. Shown above from left: Terri Sullard, Mario Sanders, Brenda Reiling, Earl Carter, Bill Hartig (chair), with Bob Brewer, SPEEA Midwest director and chief spokesperson.

## Spirit contract offer overwhelmingly rejected by WTPU members

### NLRB will decide remaining FSR issues without a second hearing

Edging closer to securing a vote to join SPEEA, the National Labor Relations Board (NLRB) accepted a “stipulated agreement” July 27 between SPEEA and The Boeing Company that allows rulings on two remaining issues without holding a second NLRB hearing.

“This is good news,” said **Joe Goldhammer**, SPEEA’s attorney on the FSR organizing effort. “We weren’t sure if the NLRB would require a second hearing when we filed our new petition July 14, but we needed to take this step to pursue an election for FSRs to join SPEEA.”

In lieu of the hearing, SPEEA’s legal team will revise its brief to focus on the facts that show FSRs have a sufficient “community of interest” with Boeing employees already included in the SPEEA Professional bargaining unit. The team will also continue to assert team leaders are not supervisors.

Both sides’ revised briefs are due Thursday, Aug. 11. For details, go to [www.fsryes.org](http://www.fsryes.org).

WICHITA – Faced with a contract offer that sought large concessions from employees, stagnated wages for a decade and ignored proven methods for harnessing medical costs, SPEEA members at Spirit AeroSystems told management they must do better by voting 96.5% to reject the offer.

Members of the Wichita Technical and Professional Unit (WTPU) voted 684 to reject and 25 to accept the offer by Spirit management July 28.

“This overwhelming rejection should convince Spirit management that more needs to be done in improving their offer,” said **Bill Hartig**, chair of the WTPU Negotiation Team.

SPEEA’s negotiation team and WTPU bargaining unit council each unanimously recommended members reject Spirit’s offer for a new 9.5-year contract.

Negotiations for a new contract for the 2,300 union represented employees started in May. Talks ended July 19 when Spirit abruptly delivered its offer and walked out of negotiations.

“The tragic irony of this lays in the preamble to the management contract proposal which is full of happy talk about having a collaborative and cooperative relationship with their workforce,” said **Ray Goforth**, SPEEA executive director. “Management’s

first reaction to a disagreement with the workforce is to hunker down with the lawyers to explore ways to simply impose their will. That strips the mask off the happy talk and exposes what is truly at stake here.”

Despite union proposals that would have saved Spirit money and provided incentives to employees, the company’s offer called for:

- Doubling medical premiums over the life of the contract
- Expanding Spirit’s ability to keep temporary contract workers instead of recalling employees from layoff
- Locking wages at below-market levels for the duration of the agreement.

With the overwhelming rejection and union membership rapidly increasing, SPEEA expects negotiations to resume and is hopeful Spirit will be ready to negotiate. The contract vote did not include a vote on strike authorization.

“The SPEEA negotiations team worked hard to craft a proposal that would meet Spirit’s stated desires for a long-term contract with market-based compensation and protections for our team going forward,” said Hartig. “We are ready to get back to the negotiations table and come to the fair and equitable resolution that our members deserve and the company desires.”

**WEU-Boeing  
Negotiations – P2**

**Direct deposit  
at Boeing – P4**

**CESO Sentinel  
attached**



## Wichita-Boeing Negotiation Team

Nearly 600 represented engineers at The Boeing Company in Wichita will have their upcoming contract negotiated by the SPEEA members shown above (with support and training from staff and outside experts). The Boeing Wichita Engineering Unit (WEU) Negotiation Team members are (from left): **Kent Weixelman, Rick Ruhmann, Joe Newberry and Andy Stallard**. The SPEEA-Boeing WEU contract expires Dec. 2. Main Table negotiations start Nov. 14.

## Legislative director opening

SPEEA-IFPTE Local 2001 is looking for applicants for a legislative director, who coordinates advocacy and is a point of contact at SPEEA for the larger community of labor, government, environmental and social justice groups and other organizations, at the regional, state and federal level.

Legislative priorities are set in a democratic, member-driven, process. Currently, top priorities include health care, pensions, international trade, workforce development, economic development and industrial policies to reindustrialize the U.S. domestic economy.

The Legislative Director coordinates with other SPEEA staff members who specialize in health care, organizing, workforce development, and other issues, particularly as they relate to public policy.

See details at [www.speea.org](http://www.speea.org). Apply by: Aug. 12. Send resume to **Robin Fleming: [robinf@speea.org](mailto:robinf@speea.org)**.

### Early retiree bridge benefits

## Class-action lawsuit moves ahead

Depositions are scheduled to wrap up later this month, which will conclude the discovery phase of the class-action lawsuit initiated by SPEEA-IFPTE Local 2001 over early retiree 'bridge' benefits.

The Boeing Company took away the contractually negotiated bridge benefits when it sold its Wichita commercial division to Spirit AeroSystems in 2005.

When depositions (testimonies under oath) are complete, SPEEA's legal counsel will file a motion for 'summary judgment.' Then the court will either rule for one side or the other, or send the case to a trial.

SPEEA filed the initial lawsuit in August 2005 on behalf of hundreds of laid-off employees. Under the contract, they were eligible to retire at age 55 with pension and medical benefits if they were at least 49 with 10 years of service when Boeing laid them off.

The International Association of Machinists (IAM) joined the lawsuit in 2006, followed by 26 individual plaintiffs and class representatives.

### President

Tom McCarty

### Executive Director

Ray Goforth

### Executive Board

Jimmie Mathis	Treasurer
Bill Hartig	Secretary
Michael E. Hochberg	NW Regional VP
Ryan Rule	NW Regional VP
Ron A. Shoemaker	NW Regional VP
Earl Carter	MW Regional VP

### SPEEA Council Officers\*

Joel Funfar	Chair
R Matthew Joyce	Treasurer
Theryl Johnson	Secretary

### Midwest Regional Council Officers

Debbie Logsdon	Chair
R Matthew Joyce	Treasurer
Brenda Reiling	Secretary

### Northwest Regional Council Officers

Dave Silkroski	Chair
Carrie Rule	Treasurer
Rebekah Hewitt	Secretary

### SPEEA Publications

Bill Dugovich	Communications Director
Lori Dupuis	Graphic Designer
Rich Kremnetz	Printing/Mail Manager
Karen McLean	Publications Editor

[speea@speea.org](mailto:speea@speea.org)  
[www.speea.org](http://www.speea.org)

## Northwest Council actions – July 14

At their regular meeting, the Council:

- Recognized new Council Reps:
  - E-5: **Kenneth Aphibal**
  - E-16: **Suzanne Kamiya**
  - E-25: **Mo Goshtasebi**
  - E-40: **Tony Slinn** (transferred to new district)
  - K-3: **Theryl Johnson** (transferred to new district)
  - R-1: **Walt Ditlefsen**
- Recognized new members of the Science, Technology, Engineering and Math (STEM) grant review committee:
  - **Saurabh Mehta**
  - **ZaQorae BrownHopkins**
  - **Leonard Ciriaco**
- Voted on the following motions
  - NW11-025 Extension of Training Requirements – For: 61, Against: 13.
  - NW11-026 Printing of Contract Books – For: 64; Against: 10.
  - NW11-027 Membership Activities – For: 61, Against: 12.

### 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

## Negotiation Prep surveys due Aug. 11

More than 700 Negotiation Prep Committee surveys have been turned into the SPEEA Puget Sound halls as of press time. If you're in the Prof or Tech bargaining unit, and haven't already filled out a survey highlighting your contract priorities, talk to your Council Rep or Area Rep. Surveys are due by Thursday, Aug. 11.

## WAC offsite invite

Members are invited to join the Northwest Women's Advocacy Committee (WAC) for an offsite meeting from 1 to 3 p.m., Saturday, Aug. 27, at a member's home in Everett. If you'd like to attend, send an email to **Frank Guglielmo**, WAC staff focal, at [frankg@speea.org](mailto:frankg@speea.org).

## Battle of the Bands Aug. 13

SPEEA-IFPTE Local 2001 teamed up with the International Association of Machinists (IAM) District 751 for an event that literally rocks and rolls for charities, Saturday, Aug. 13, at the IAM Everett hall and parking lot.

It's a joint 'Steel and Wheel' car show and 'Battle of the Bands for Unity and Charity.' The car show runs from 10 a.m. to 3 p.m. and 'battle' runs from 1 to 5 p.m.

Proceeds benefit Guide Dogs of America and SPEEA Cares, for members facing financial emergencies. For more information, contact **Lori Dorsey** at the IAM at (425) 355-8821.

## Executive Board mini-minutes - July 7

**Attendees:** Tom McCarty, Jimmie Mathis, Ryan Rule, Mike Hochberg, Ron Shoemaker

**Excused:** Bill Hartig, Earl Carter

**Council:** Joel Funfar, Matthew Joyce

**Guests:** Judy Mogan, Maria Nelson

**Staff:** Pauline Tamblyn, Steve Spyridis, Bob Rommel, Frank Guglielmo, Susanne Murphy, April Rebollo, Martin Pascual, Hillary Beveridge, Bill Dugovich

At their regular meeting, the Board:

- Approved the procurement of a Nikon D5100 W/18-55 WR Kit and accessories.

## WEB/TECH support opening

**T**UKWILA – SPEEA is seeking a web content coordinator/technical support person to support the SPEEA Communications department, and provide Information Technology (IT) back-up support to the offices. Deadline to apply: Monday, Aug. 15.

The ideal candidate will have experience writing web content in addition to technical skills working with Access, Adobe Creative Suite 5 (especially Dreamweaver) and MS Word.

Other skills and experience include installation of printers and software, video projector set up and computer connections, understanding network topology and the ability to troubleshoot problems.

Send resume, cover letter and work examples by Aug. 15 to Robin Fleming at [rob-inf@speea.org](mailto:rob-inf@speea.org).

## Northwest Teller vacancy

**S**PEEA is seeking applicants for a vacancy on the Northwest Tellers Committee because a member recently resigned. Deadline to apply: Noon, Tuesday, Sept. 13.

The Tellers are responsible for union elections.

To apply, print a petition available at [www.speea.org](http://www.speea.org) (link under Member Tools/Forms and Petitions). The petition requires 15 members' signatures and a separate statement (150-word max) to be used in a ballot package if an election is necessary.

For questions, contact Terry Hall: [terryh@speea.org](mailto:terryh@speea.org).

## UPCOMING TRAINING/EVENTS

(See online calendar for details – remember to RSVP)

### Puget Sound

#### Boeing retirement process overview

Tuesday, Aug. 9

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

### Union Solidarity Night at Everett AquaSox baseball

Tuesday, Aug. 9, game starts at 7:05 p.m.

Everett Memorial Stadium

(Free tickets at Puget Sound SPEEA halls)

### 4th Annual Alison's Angels golf tournament

Saturday, Aug. 27, Sumner Meadows

Register by Monday, Aug. 15

### Battle of the Bands/ car show

Saturday, Aug. 13, from 10 a.m. to 5 p.m.

IAM Hall Everett, 8729 Airport Road

Hosted by SPEEA/IAM for charity

### End-of-career retirement planning seminar

Wednesday, Aug. 24

SPEEA Seattle, from 5 to 7 p.m.

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

### SPEEA 101

Tuesday, Aug. 30

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

Wednesday, Aug. 31

SPEEA Seattle, from 5 to 7 p.m.

### Wichita

#### SPEEA-Spirit pension/retirement overview

Wednesday, Aug. 10

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

### Wichita Wingnuts baseball and tailgate party

Saturday, Aug. 20

Lawrence-Dumont Stadium

Discount tickets and free barbecue/tailgate

## Executive Board mini-minutes – June 23

**Attendees:** Jimmie Mathis, Ryan Rule, Mike Hochberg, Ron Shoemaker, Bill Hartig, Earl Carter

**Excused:** Tom McCarty

**Council:** Joel Funfar, Dave Silkroski

**Staff:** Ray Goforth, Robin Fleming, Pauline Tamblyn, Steve Spyridis, Martin Pascual, Frank Guglielmo, Bob Rommel, Matt Kempf

At their regular meeting, the Board:

- Approved SPEEA time for Council Reps **Joanne Yoho** and **Pat Clough** to observe the SPEEA Wichita Technical and Professional Unit (WTPU) main table negotiations with Spirit AeroSystems as training for future negotiations.
- Approved the revised Organizing Reserve Fund Policy.
- Approved the procurement of additional tricolor static window stickers for members' car windows.

## CPI – June

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 June is 222.5. On a 1967=100 base, the June index is 662.8. This is a 0.2% decrease from May, and a 4.1% increase from June 2010.

## Direct deposit at Boeing

Members have asked about The Boeing Company's recent announcement to switch to direct deposit of paychecks for all employees as of Aug. 31. This affects about 350 in the SPEEA-Boeing Puget Sound bargaining units.

If you get questions, please note:

1. This complies with SPEEA-Boeing contracts ratified in 2008.

2. This does not violate Washington state law.
3. If members have concerns about security, or related issues, they can set up a parallel bank account to be used only for this payroll deposit. After the deposit, the employee can transfer the money into another account.

Instructions for establishing direct deposit through Total Access were sent to all affected employees.

## Boeing layoff notices – July 22

On July 22, The Boeing Company issued 60-day notices of layoff (effective Sept. 23) to eight SPEEA-represented engineers in Washington state and three engineers in Wichita. All were in Boeing Defense, Space and Security Systems (BDS).

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 Aug. 19.

## Comment period on NW proposed bylaws

The Northwest Council voted to publish the Northwest bylaws for members to review and make comments before the Northwest Council votes to approve the bylaws. The bylaws are available online at [www.speea.org](http://www.speea.org).

If you have comments or questions, send an email to [steves@speea.org](mailto:steves@speea.org) by Wednesday, Aug. 31.

Sign up for home email at [www.speea.org](http://www.speea.org)

## UPCOMING MEETING SCHEDULES

### NORTHWEST MEETINGS (ALL TIMES PST)

#### Week of August 8, 2011

Monday, Aug. 8	5:00 p.m.	New Hire Committee
Tuesday, Aug. 9	4:00 p.m.	SPEEA Governing Documents Subcommittee
Tuesday, Aug. 9	4:30 p.m.	History Committee
Tuesday, Aug. 9	5:30 p.m.	Tellers Committee
Wednesday, Aug. 10	5:00 p.m.	Membership Activities Committee
Thursday, Aug. 11	4:30 p.m.	Council Meeting

#### Week of August 15, 2011

Monday, Aug. 15	4:00 p.m.	SPEEA Legislative & Public Affairs
Tuesday, Aug. 16	4:30 p.m.	Organizational Planning
Tuesday, Aug. 16	4:30 p.m.	Tellers Committee
Wednesday, Aug. 17	4:00 p.m.	SPEEA Governing Documents
Wednesday, Aug. 17	5:30 p.m.	NW Governing Documents
Thursday, Aug. 18	4:00 p.m.	Executive Board

#### Week of August 22, 2011

Monday, Aug. 22	4:30 p.m.	Facilities
Monday, Aug. 22	5:00 p.m.	NW Legislative & Public Affairs
Tuesday, Aug. 23	4:00 p.m.	SPEEA Governing Documents Subcommittee
Tuesday, Aug. 23	5:00 p.m.	NW Women's Advocacy Committee
Thursday, Aug. 25	4:00 p.m.	Diversity Committee

### MIDWEST MEETINGS (ALL TIMES CST)

#### Week of August 8, 2011

Monday, Aug. 8	5:00 p.m.	MW Membership Recruitment
Tuesday, Aug. 9	6:00 p.m.	SPEEA Governing Documents Subcommittee
Thursday, Aug. 11	4:30 p.m.	Council Meeting

#### Week of August 15, 2011

Monday, Aug. 15	6:00 p.m.	SPEEA Legislative & Public Affairs
Wednesday, Aug. 17	4:00 p.m.	MW Governing Documents
Wednesday, Aug. 17	6:00 p.m.	SPEEA Governing Documents
Thursday, Aug. 18	11:00 a.m.	Young Professionals
Thursday, Aug. 18	4:30 p.m.	MW Legislative & Public Affairs
Thursday, Aug. 18	6:00 p.m.	Executive Board

#### Week of August 22, 2011

Tuesday, Aug. 23	6:00 p.m.	SPEEA Governing Documents Subcommittee
------------------	-----------	--



This newsletter is approved for posting on SPEEA Bulletin Boards