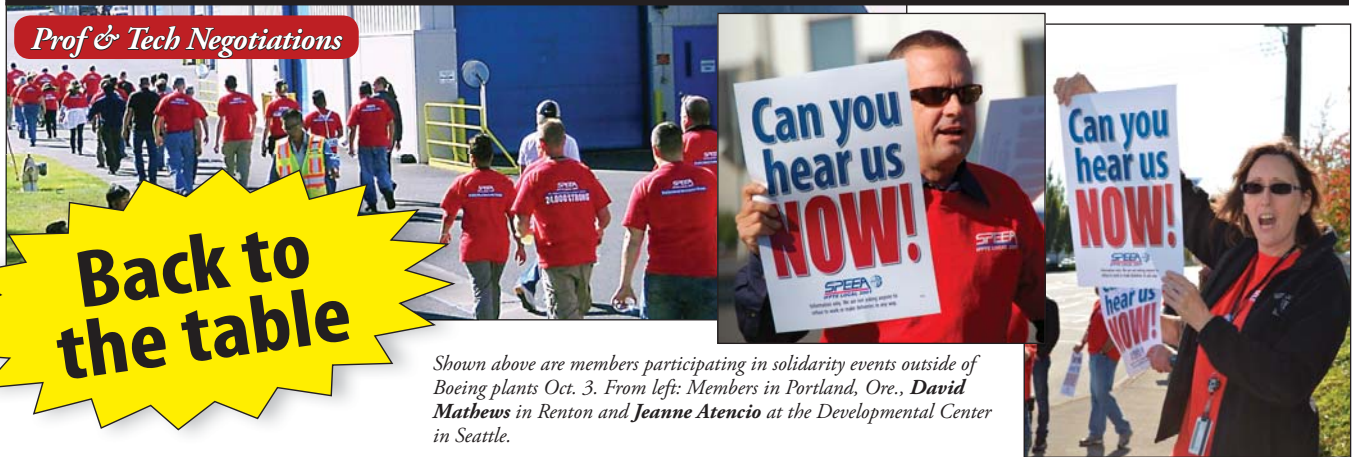


Representing aerospace professionals with competence, integrity and action

Prof & Tech Negotiations



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Shown above are members participating in solidarity events outside of Boeing plants Oct. 3. From left: Members in Portland, Ore., **David Mathews** in Renton and **Jeanne Atencio** at the Developmental Center in Seattle.

Negotiations resume after members overwhelmingly reject Boeing offers

SPEEA Prof and Tech unit negotiation teams met with The Boeing Company Oct. 10 to continue negotiations. They spent about two hours starting to go through each area of the Prof and Tech contracts.

SPEEA reiterated concerns and requests for more information in many areas. Boeing took the questions and both sides are working on scheduling the next meeting.

This meeting followed a briefer meeting Oct. 2, the day after engineers and technical workers voted overwhelmingly to reject Boeing's contract offers.

"We hope the vote results clear away the nonsense and allow us to begin sub-

Contract vote results

Northwest Prof Unit	Total	Percentage
Accept	454	4.44%
Reject	9,770	95.56%
Northwest Tech Unit		
Accept	154	2.81%
Reject	5,327	97.19%
Total ballots authorized	21,842	
Total ballots cast	15,705	71.90%

stantive negotiations," said **Ray Goforth**, executive director. "Until now, meaningful discussions have eluded us because the

Boeing negotiating team was convinced they understood the members better than the SPEEA negotiating team. With this question resolved, our expectation is that everyone can focus upon getting a mutually acceptable agreement."

Boeing's initial offers put raises at or below the rate of inflation, significantly increased employees' share of medical costs, eliminated the pension for future employees and were sprinkled with language that allowed Boeing to change important provisions at any time.

"The offer Boeing tendered was unsalvageable," said Goforth. "It amounted to an evisceration of the collective bargaining agreement."

A friend of SPEEA since visiting members during the historic 40-day strike in 2000, AFL-CIO President **Richard Trumka** called on Boeing to start respecting employees.

"The AFL-CIO stands with the engineers and technical workers of Boeing – the hard-working men and women who make Boeing work," said Trumka. "It's a shame that a company as successful as Boeing would offer its workers a contract that pads the pockets of those at the top, while imposing disastrous cutbacks on its employees. The SPEEA Professional and Technical workers have shown a lot of courage. They deserve better. We hope Boeing got that message and is prepared to negotiate seriously for a future that includes both profitable business success and hard work properly rewarded."

For more details and upcoming negotiation updates, go to www.speea.org.

Wichita Engineering Unit

SPEEA membership climbing

WICHITA – SPEEA members are now in the majority at Spirit Aero Systems.

"Experience proves higher membership helps our team secure a better contract," said **Matthew Joyce**, WEU engineer at Spirit and chair of the SPEEA WEU Negotiation Team. "Engineers recognize the strength in our numbers."

SPEEA and Spirit management have been meeting in subcommittees to negotiate on non-economic issues. At Main Table negotiations, starting Oct. 29, they will focus on the final aspects of the contract offer, including salary pools and health-care benefits.

Newer members are signing up in support of SPEEA, Joyce said. "They're sending a strong signal to the company that they want their voice heard."

ULP charges – P2

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Wichita Fall Fest – P4

Prof & Tech Negotiations



Thousands of SPEEA members walk around the Everett Boeing factory in support of their negotiating team. At left, a standing ovation for the vote results announced Oct. 1, when members resoundingly rejected Boeing's contract offers. About 40 helped with the vote count, including Council Reps and Area Reps. Negotiation Team members were observers.

SPEEA NEWS
IFPTE LOCAL 2001 AFL-CIO, CLC

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Debbie Logsdon	Chair
R Matthew Joyce	Treasurer
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ULP charges against Boeing for intimidation at solidarity events

SEATTLE – SPEEA filed Unfair Labor Practice (ULP) charges Oct. 5 against The Boeing Company for videotaping union members engaged in solidarity marches supporting negotiations and seizing employees' cameras to delete photos of the activities.

SPEEA received complaints from members at multiple Boeing locations. Boeing surveillance and/or camera seizing occurred during lunchtime solidarity events by members in Portland and Everett. Photos were confiscated from members with Boeing photo permits.

The National Labor Relation Act (NLRA) protects employees' rights to engage in

concerted (union) activity and prohibits employers from interfering in these activities.

"Taking video of employees on a lunchtime march is nothing more than intimidation and harassment," said **Ray Goforth**, SPEEA executive director. "The company has no legitimate reason to confiscate cameras and delete photos."

SPEEA continues to gather information about the surveillance and photo seizing and is asking members to document and report incidents to **Carrie Blackwood**, SPEEA staff, at carrie@speea.org.

See more details at www.speea.org.

State and federal candidate Q/A online

Check out the candidate questionnaire online at www.speea.org. Nearly 80 federal and Washington state candidates' responses are organized by district (with a 'find your district' link included).

The SPEEA and Northwest Legislative and Public Affairs Committee members created the questionnaires to show where the candidates stand on issues such as overtime for IT professionals and foreign-worker visas.

For those who enjoy diving deeper, tune into TVW, Washington state's cable and

online network station. You can watch 'gavel to gavel' coverage of state government in action. TVW covers all three branches – legislative, executive and judicial – at www.tvw.org.



AR recognition month

Area Reps respond to survey

For Area Rep recognition month, SPEEA surveyed the ARs to gauge their needs on training, to better understand the communication network with their Council Reps and to get their shirt size for a SPEEA AR polo.

More than 80% of the 620-plus Area Reps responded by the time this newsletter was printed. The Council Reps were briefed on the results at the SPEEA Council meeting Oct. 11.

Area Reps communicate SPEEA news and answer questions for a smaller group of

members in each Council Rep's district.

The survey results showed:

- The majority volunteered to fill an information gap in their area.
- They are particularly interested in training on contracts and AR responsibilities.
- The two largest groups had served as ARs two to five years or 10 to 20 years.

To apply or recruit a new Area Rep, look for the petition form at www.speea.org (SPEEA Councils/Forms and Petitions).

State/Federal elections

Respect the right to vote – cast your ballot Nov. 6



By *Sandra M. Hastings*
Women's Advocacy
Committee chair

In 1920, women won the right to vote in all U.S. elections. Now is not the time to fight for the right to vote, but the time to vote for your rights.

I remember when it was my first time to vote, after Pres. **John F. Kennedy** was shot. It was like learning to drive or wearing makeup – I was so excited. As my mom and I were going to the polls together for my first time, she remembered her mom telling her what it was like when she was not allowed to vote

because women didn't have the right at the time.

It is very important to vote for what you believe in and always vote. Women in the United States had a very long, hard road to get the legal right to vote in 1920. At times, they were beaten and thrown in jail. As prisoners, some of them held a hunger strike and were force-fed through a tube until they vomited. It sounded like a third-world country.

I raised my children to respect everyone and also to respect the right to vote. I also pointed out to my daughter about the hard times facing women who tried to gain the right to vote. To this day, my daughter has always voted her own way every vote.

Openings for state labor VP and committees

SPEEA is looking for candidates interested in representing all IFPTE locals in Washington state on the Washington State Labor Council (WSLC), AFL-CIO Executive Board. IFPTE is entitled to one vice president position.

Deadline to apply: Nov. 12 (see below).

The board includes the president, secretary-treasurer and 20 vice presidents. The board meets quarterly and establishes policies and programs between annual conventions.

In addition, SPEEA is looking for members who care about issues affecting the labor movement to apply for one of the WSLC committee openings.

Committees discuss issues and help develop policy recommendations to the WSLC. These committees typically meet in the Seattle area on a quarterly basis. The terms are for three years.

Committee openings

- Community Services Committee
- Diversity
- Economic Development and Transportation Committee
- Education, Training and Apprenticeship Committee

UPCOMING TRAINING/EVENTS

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

Puget Sound

Pension and retirement seminar

with SPEEA Benefits Director **Matt Kempf**

Wednesday, Oct. 24
SPEEA Tukwila at 5 p.m.

Tuesday, Nov. 20
SPEEA Everett at 4:30 p.m.

Boeing Retirement Process overview

Tuesday, Oct. 30
SPEEA Tukwila, 4:30 to 6:30 p.m.

Wichita

Boeing only - pension and retirement seminar

with SPEEA Benefits Director **Matt Kempf**

Tuesday, Nov. 27
SPEEA Wichita at 5 p.m.

Save the date

- Holiday light tour – Dec. 6
- Bowling with Santa – Dec. 8

You have the right to vote so exercise your right.

[Editor's note: **Sandra Hastings** also serves on the SPEEA Tech Negotiations Team and is an Everett Council Rep.]

To be eligible, you must live in Washington state, have a working knowledge of SPEEA and be a member for at least one year.

SPEEA's Executive Board interviews candidates and sends nominations to the Northwest Council officers for final approval.

How to Apply

Email robinf@speea.org with your name, contact information, the name of the position you are seeking, and a brief statement why you are interested by Nov. 12.

For more information about WSLC and the committees, go to www.wslc.org.



Wichita Fall Fest and karaoke a hit

About 100 participated in SPEEA's annual Fall Festival with their families Oct. 6. This year's festival included games such as the pumpkin roll (with a broom) and hula hoop toss along with karaoke. SPEEA Executive Board members took part, including Midwest Vice President **Earl Carter**, Northwest Vice President **Mike Hochberg**, and Secretary **Jimmie Mathis**. The Midwest Membership Activity Committee and Young Professionals committee jointly hosted the event for all SPEEA-represented employees and their families. Shown at top: **Mike Hochberg** (left) and Council Rep **Dan Ryan** with his wife, daughter and grandchildren. 'Bar' boy **Ivan Miller**, 5, is the grandson of SPEEA member **Mike Killough**. SPEEA member **Rachel Bocobo** (left) and her husband, Ivan, are some of the many who took the stage for karaoke.

E-Board mini-minutes – Sept. 20

Attendees: Bob Wilkerson, Jimmie Mathis, Ryan Rule, Ron Shoemaker, Mike Hochberg, Earl Carter

Excused: Tom McCarty

Council: Joel Funfar, Theryl Johnson, Dave Silkroski, Rebekah Hewitt

Guests: Steve Pitre (UnionWare), Tony Hickerson (Council Rep)

Staff: Ray Goforth, Robin Fleming, Bob Brewer, Bob Rommel, Martin Pascual, Steve Spyridis

At their regular meeting, the Executive Board:

- Approved the purchase of one Konica Bizhub BH283, one Konica Minolta Bizhub C654 and one Konica Minolta Bizhubpro 950 and DocRec document management software from Pacific Office Automation and surplused the existing two photocopiers and printers.

- Approved SPEEA time to support negotiations hot dog rally.
- Waived SPEEA Executive Board policy 5.5(A) for the Midwest Young Professionals committee for a duration of one year.
- Approved increasing Science, Technology, Engineering and Math (STEM) 2012-2013 funding from \$10,000 to \$20,000.
- Approved submitting Area Rep **Bill Hartig** (former Executive Board officer) to the SPEEA Council to fill the position of Judicial Review Committee member for 2012-2015.
- Approved three IFPTE vice presidents and five members experienced with legislative education to participate in the March 2013 IFPTE Legislative Week and to sponsor a hospitality suite.

- Recommended **Juan Barreto** to the Washington State Labor Council Worker Center as a labor representative to the Renton Technical College Engineering Design Technology Advisory Committee.
- Approved SPEEA time for Midwest Vice President **Earl Carter** and Wichita Council Rep **Donna Lehane** to attend the Central States IFPTE meeting Oct. 27.
- Authorized SPEEA time for members to support negotiations.
- Approved SPEEA Negotiation Team member **John McLaren's** travel to Portland for a lunchtime meeting with members.
- Approved **Ryan Rule** and **Rebekah Hewitt** (SPEEA Negotiation Team members) to travel to Utah.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PST)

Week of October 15, 2012	
Monday, Oct. 15	4:00 p.m. SPEEA Legislative & Public Affairs
Tuesday, Oct. 16	4:30 p.m. Tellers Committee
Wednesday, Oct. 17	4:00 p.m. SPEEA Governing Documents
Wednesday, Oct. 17	5:00 p.m. NW Membership Activities Committee
Wednesday, Oct. 17	5:30 p.m. NW Governing Documents
Thursday, Oct. 18	4:00 p.m. Executive Board
Week of October 22, 2012	
Monday, Oct. 22	4:30 p.m. Facilities Committee
Monday, Oct. 22	5:00 p.m. NW Legislative & Public Affairs
Tuesday, Oct. 23	5:00 p.m. Women's Advocacy Committee
Thursday, Oct. 25	4:00 p.m. Diversity Committee
Week of October 29, 2012	
Thursday, Nov. 1	4:00 p.m. Executive Board Meeting

MIDWEST MEETINGS (ALL TIMES CST)

Week of October 15, 2012	
Monday, Oct. 15	6:00 p.m. SPEEA Legislative & Public Affairs
Wednesday, Oct. 17	4:00 p.m. MW Governing Documents
Wednesday, Oct. 17	6:00 p.m. SPEEA Governing Documents
Thursday, Oct. 18	4:30 p.m. MW Legislative & Public Affairs
Week of October 22, 2012	
No Scheduled meetings	
Week of October 29, 2012	
Thursday, Nov. 1	4:30 p.m. MW Membership Activities Committee
Thursday, Nov. 1	6:00 p.m. Executive Board