

Representing aerospace professionals with competence, integrity and action



After being laid off by The Boeing Company during the past year, the arbitration award will ease some of the financial concerns of, from left, **Jay Williams**, **Charlie Hetner** and **James Tate**.

## Boeing to pay nearly \$47 million in 'make whole' arbitration award

**P**ALMDALE, CA – After a 14-year battle, 484 current and former employees of The Boeing Company are receiving nearly \$47 million in wages and benefits they were denied because the aerospace giant refused to recognize employees at Edwards Air Force Base and in Palmdale were covered by the SPEEA Professional and Technical unit contracts.

“Boeing spent more than a decade and countless dollars trying to break its contracts with these employees,” said **Rich Plunkett**, SPEEA director of strategic development who worked the issue since its start. “It’s disappointing it took so long, but the employees prevailed.”

The 251 current and 233 former employees learn this month what is included in their individual awards granted by an arbitrator’s ruling in January. Awards are based on, among many factors, the length of employment at the facilities. The majority will receive lump-sum payments that range from a few dollars to in excess of \$400,000. Payments must be made by May 21. Many current employees have already received salary increases of up to \$33,000 annually. For the small number of employees covered by the award who are deceased, payments go to their heirs.

The fight with the aerospace giant started with a grievance SPEEA filed in 2001 contesting Boeing’s denial of union representation to a handful of employees working at Palmdale and Edwards Air Force Base in

jobs covered by the union’s contracts. The company denied the grievance and then refused arbitration. With Boeing contesting and appealing every decision, the issue wound through district court, the regional office of the National Labor Relations Board (NLRB) and eventually to the national NLRB. Finally, the only avenue remaining was to let an arbitrator decide.

During the long fight, Boeing continued hiring and transferring employees in and out of the Southern California facilities, all the time refusing to recognize the engineers and technical workers were covered by the union contracts.

Like every ruling before, the arbitrator said Boeing was wrongly denying its workers the better wages and benefits guaranteed by the SPEEA Professional and Technical collective bargaining agreements. The arbitrator’s final ruling and award, issued in January, requires Boeing to “make whole” the employees for everything they should have received under the union contracts and then include 10% simple interest.

“It’s good to see the interest included because these awards represent money that in some cases should have been spread out to the employees over the past 14 years,” said **Matthew Kempf**, CFP®, SPEEA benefits director.

See the press release and details at [www.speea.org](http://www.speea.org).

### Puget Sound

## Urge your lawmakers to preserve jobs

**A**ngered by the recent announcement that The Boeing Company is shifting even more work out of Washington state, SPEEA members are calling their elected officials to rework the aerospace tax incentive package to ensure jobs are protected.

When the Washington Legislature approved the \$8.7 billion in tax breaks last year, they did so with the understanding Boeing planned to grow its Washington workforce. However, once passed, the company announced layoffs in Boeing Research and Technology (BR&T).

Then, on April 10, Boeing announced plans to move Commercial Aviation Services (CAS) from the Puget Sound to

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## BR&T and CAS work move discussion

**S**PEEA will host meetings for represented employees regarding the movement of work in Boeing Research and Technology (BR&T) and Commercial Aviation Services (CAS).

### BR&T / CAS work move discussion

**Thursday, May 29 at 4:30 p.m.**  
SPEEA Tukwila - 15205 52nd Ave S.

RSVP: [sheilam@speea.org](mailto:sheilam@speea.org)

**Tuesday, June 10 at 4:30 p.m.**  
SPEEA Everett - 2414 106<sup>th</sup> St. SW

RSVP: [justinl@speea.org](mailto:justinl@speea.org)

**Kent welcomes new members – P2**

**Robotics in action – P3**

**Letter to editor – P4**



## Kent Council Reps welcome new members

Kent Council Reps **Andy Mittal** and **Tony Hickerson** hosted a lunchtime meeting for new SPEEA members, including **Doug Dalen**, **Brian Goff**, **Beau Maben**, **Benjamin Nguyen**, and **Ruth Sims** who were able to attend.

Kent Council Reps **Gary Gaebler**, **Tom Krogel**, **Larry Stockwell** and Contract Administrator **Mark Moshay** were also on hand at the meeting April 16 to welcome them.

During the meeting, members shared how they came to Boeing. The Council Reps

shared information about SPEEA and the various ways members can take advantage of the benefits provided by SPEEA.

This was part of an outreach effort initiated by two SPEEA committees – the Action and Communication Taskforce (ACT) and New Hire Committee.

“The lunchtime meeting was a great way to welcome our newest members to SPEEA and an opportunity for our Council Reps to connect with them to offer help and information,” said Moshay.

## Urge your lawmakers to preserve jobs

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Long Beach, Calif. The moves will result in more than 2,000 layoffs.

Even the new 777X factory will not bring jobs. Boeing is already testing robotics it will use to create a largely automated production line.

These high-paying jobs support families, communities and the local economy. They also fuel the innovation for future aerospace work in Washington.

SPEEA members are calling on the governor and state legislature to act immediately to ensure their taxpayer dollars keep aerospace jobs in Washington state.

See the link at [www.speea.org](http://www.speea.org) to find contact information for lawmakers. If you vote in Washington state, urge your elected officials to rework the \$8.7 billion tax incentive package to create – not destroy – jobs in Washington!



## SPEEA seeking information

SPEEA is in the process of investigating a number of anomalies in the current Boeing retention process and the movement of work to locations outside of Puget Sound.

Since we’ve had a number of management whistleblowers share information with us, the Executive Board is seeking corroborating information from the general membership.

In particular, the Board is seeking information on the following:

- Where Profs are being told (falsely) that SPEEA agreed to a change in the retention process to allow Profs to be retained by level;
- Where employees have been told that the retentions or work moves are designed to “re-level” the workforce or some other euphemism for replacing an older workforce with a younger one;
- Where employees are being told that a “hold” or other filter has been placed upon their ability to apply for jobs outside of their home organization.

Send your comments to: [surveyresponse@speea.org](mailto:surveyresponse@speea.org) (from a non-work email address).



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 M-Th, 8 am to 5 pm • Fri, 8 am to 4:30 pm  
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*Robotics in action***'Math gets used in cool ways'**

**A**UBURN, Wash. – For a recent robotics competition, Auburn High School's gymnasium rocked like a never-ending basketball game. Screaming fans filled the bleachers, balls were flying on the court, and students were high-fiving between matches.

For those who haven't been immersed in high school robotics, as mentors, or parents of students on the teams, seeing so many young people hyped up about wiring, electronics, physics, math and engineering might seem too good to be true.

Step into the 'pits' and talk to the students gathered around their team's robot with wrenches, or keyboards, or other tools. Each one of them shows genuine enthusiasm for the program called For Inspiration and Recognition of Science and Technology (FIRST), which runs two different high school robotics competitions nationwide, along with a LEGO version of robotics for younger students.

Hundreds of SPEEA members serve as mentors on the teams – transferring their knowledge and experience to students prepping to follow in their career footsteps. The Northwest Council awarded grants last fall to teams competing this spring. SPEEA banners and stickers mark the robots fueled in part by SPEEA grants. Think of it as an investment in future members.



*Paul Bowman, left, is a SPEEA Area Rep and mentor for the Auburn Senior High School robotics team, which SPEEA sponsors. Ryan Hubbard, right, is the student CEO of the team, shown here with their robot at the Auburn district competition.*

Take **Ryan Hubbard**, 18, the CEO of TREAD 3219, the Auburn Senior High School team which joined the district competition March 27-29.

"This helped me connect the dots on what I learn in school about engineering," he said, adding "math gets used in cool ways."

Hubbard acknowledged that building amounts to more than just technology. "It also teaches you to work as a team. Communication is key – how you communicate and strategize to build robots," he said.

**Paul Bowman**, a SPEEA Area Rep and mentor to the Auburn TREAD team, likes that he is learning, too. "My work is kind of compartmentalized – but here you see the broader picture. Plus – you get something done fast and see it in action," he said. "It's like an airplane, but simpler and faster."

*See coverage of the Portland regional championship in the May Spotlight and at [www.speea.org](http://www.speea.org).*

**New Council Rep vacancies**

**S**PEEA is seeking eligible members interesting in filling Council Rep vacancies, including seats recently vacated by **Ken Aphibal** (E-5) and **Gordon Todd** (D-1).

Everett District E-5: Representing Profs in 40-83 building

- Developmental Center District D-1: Representing Profs in the 9-50, 9-90, 9-96, 9-98, 9-99, 9-120 and 22-01 buildings

**Apply for Council Rep opening**

- **Eligibility** – You must work in the district, be a part of the designated bargaining unit and have a minimum one-year SPEEA membership.
- **Petition** – Complete and return a Council Rep candidate petition by noon, Tuesday, May 6. You can deliver the petition to the SPEEA Union Hall in Tukwila or fax to: (206) 374-2213. The 2013-2015 Council Rep petition can be downloaded at [www.speea.org](http://www.speea.org) – see the drop-down menu for SPEEA Councils/Forms and Petitions.
- **Questions?** Contact **Terry Hall** at (206) 674-7360 or email: [terryh@speea.org](mailto:terryh@speea.org).

Once seated, an extensive training course for Council Reps is provided.

**UPCOMING TRAINING/EVENTS**

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

**Puget Sound****New Hire Perspective: PM – Interim Review**

**Monday, May 12 at 5:30 p.m.**  
SPEEA Tukwila and Everett

**Grievance Handling – Council Rep training**

**Wednesday, May 14 at 5 p.m.**  
SPEEA Tukwila

**Thursday, May 22 at 4:30 p.m.**  
SPEEA Everett

**Save the date – Labor Solidarity Night at the Mariners**

**Wednesday, June 11 at 7:10 p.m.**  
(discount tickets)

Safeco Field (Mariners vs. Yankees)

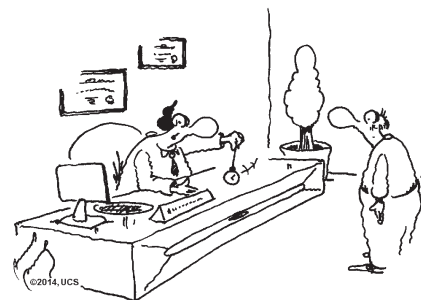
**Diversity Committee: Pride at Work panel discussion**

**Thursday, June 12 at 5:30 p.m.**  
SPEEA Tukwila and Everett

**Wichita****SPEEA Spring Family Festival**

**Saturday, May 3, at noon**  
Hamburgers/hotdogs/activities/prizes  
SBEA Lake, Wichita – bring your own fishing gear

RSVP: Tuesday, April 29



"You are getting sleepy... When you awake, you'll consider this gold watch a generous retirement gift for your thirty years of underpaid labor."

## SPEEA Council actions – March 13

At their regular meeting, the SPEEA Council voted to approve:

- **M14-003: Proposed 2014/2015 SPEEA Budget.**  
It is moved that: The SPEEA Council approves the SPEEA 2014/15 fiscal year budget as submitted by the Executive Board. For: Unanimous.

The Council also recognized President **Tom McCarty**, who recently stepped down from office and retired.



*Tom McCarty, outgoing president, (left) was recognized at his last Council meeting with a cake held by SPEEA Council officers Shannon Moriarty and Gordon Yip.*

## Letters To The Editor

### Fast-food job move sets higher bar

One morning while driving into work, I heard an interesting news report on National Public Radio (4/4/14). It concerned McDonald's fast food restaurants in Crimea, which will be closing their three restaurants in Crimea. However, all of their employees will be offered jobs with equal pay in the Ukraine. The NPR reporter even mentioned that McDonald's would help the workers with relocation from Crimea to the Ukraine.

In the past I have made jokes about the fast food industry. After this instance, I felt a little ashamed of myself. After reading an article in the Seattle Times (3/28/14) with the headline: 'Boeing offers scant info on which engineers will lose jobs,' and comparing it to the NPR report about Mc Donald's behavior in Crimea, I wonder if any Boeing executives are sharing my feelings that a fast food chain in a very troubled part of the world is treating its employees better than Boeing in the Pacific Northwest?

*Bob Weiss  
Former Everett Council Rep*

## Executive Board mini-minutes – April 3

**Attendees:** Ryan Rule, Jimmie Mathis, Bob Wilkerson, Mike Hochberg, Joel Funfar, Earl Carter

**Council officers:** Dave Baine, Theryl Johnson, Gordon Yip

**Staff:** Bob Rommel, Robin Fleming, Steve Spyridis, Bob Brewer, Bill Dugovich, Pauline Tamblyn

At their regular meeting, the Board:

- Approved donating \$5,000 to the Oso, Wash., Relief Fund for the mudslide tragedy.
- Approved SPEEA time for **Theryl Johnson** to participate in the Seattle Central Community College Advisory Board May 22 as a labor representative.
- Approved SPEEA time for Midwest Council Reps **Pat Clough, R. Matthew Joyce, Donna Lehane** and **Shane**

**Michael** to attend the 2014 Spirit Shareholders meeting on April 30.

- Approved a \$500 sponsorship at the 2014 Washington State Labor Education & Research Center Emerging Leaders Conference.
- Approved sponsoring the Everett Employee Community Fund 5K May 31 at a cost not to exceed \$2,000.
- Approved purchasing an ad for the Asian Pacific American Labor Alliance (APALA) 2014 Banquet and attendance for members.
- Appointed **June Creson** as a SPEEA delegate to the Pierce County Central Labor Council and the Washington State Labor Council for the 2013-2015 term.

The regular meeting scheduled for April 17 was cancelled. The next meeting is scheduled for May 1.

SPEEA-Boeing  
**Salary charts  
online in May**  
[www.speea.org](http://www.speea.org)

## UPCOMING MEETING SCHEDULES

### NORTHWEST MEETINGS (ALL TIMES PST)

Week of April 28, 2014	
Monday, April 28	3:00 p.m. Council Officers
Monday, April 28	5:00 p.m. NW Legislative & Public Affairs
Wednesday, April 30	5:00 p.m. Membership Activities Committee
Thursday, May 1	4:00 p.m. Executive Board
Week of May 5, 2014	
Tuesday, May 6	5:00 p.m. Leadership Development & Training
Wednesday, May 7	4:30 p.m. ACT Committee
Thursday, May 8	TBD Council Meeting
Week of May 12, 2014	
Monday, May 12	4:30 p.m. New Hire Committee
Thursday, May 15	4:00 p.m. Executive Board

### MIDWEST MEETINGS (ALL TIMES CST)

Week of April 28, 2014	
Monday, April 28	5:00 p.m. Council Officers
Thursday, May 1	4:30 p.m. MW Membership Activities Committee
Thursday, May 1	6:00 p.m. Executive Board
Week of May 5, 2014	
Thursday, May 8	4:30 p.m. Council Meeting
Week of May 12, 2014	
Thursday, May 15	4:30 p.m. MW Legislative & Public Affairs
Thursday, May 15	6:00 p.m. Executive Board