

Society of Professional Engineering Employees in Aerospace

IFPTE Local 2001, AFL-CIO &amp; CLC



## Committee updates union training schedule

Members of the SPEEA Leadership Development & Training Committee are bringing new opportunities for union officers and members in 2007. Committee members pictured, from left, are former Tech Negotiations Chair **Sharon Moats** and Council Reps **Roni Schaffer** and **Ron Mathes**. Also serving are Northwest Vice President **Mark Schuetz** and Council Reps **Tom McCarty**, **Wayne Hollatz**, and **Richard Greene**. Council Rep **Chris Black** and Area Rep **James Hatfield** serve from the Midwest. The committee is staffed by Contract Administrator/Leadership & Training Coordinator **Laura Wentworth**.

Building on the success of the New Member Orientation programs in 2006, the committee and SPEEA staff are planning sessions on Getting Upgrades, Becoming a Tech Fellow, Family Medical Leave and many other programs to help technical and professional workers.

Training sessions now on the schedule are listed on the back cover of *Spotlite*. Additional programs are in the development stage. A complete and updated list is available on the SPEEA website. Training and learning opportunities for members are also posted on SPEEA bulletin boards.



**SPEEA and Boeing work on SRT issues – P4**



**Benefits lawsuit update draws crowd – P4**



**Training targets role of Area Reps – P5**



## President's Corner

By Cynthia Cole, SPEEA President

# Year of success shapes plans for 2007

Looking back on 2006, I want to reflect on a few high points from what SPEEA accomplished for its members. Then, I will take a look at what will likely be SPEEA's focus for 2007.

The past year saw the first successful activity of the Coalition of Labor Unions at Boeing (CLUB). In addition to SPEEA, members of CLUB are IAFF Local I-66, IAM Local 751, IUOE Local 285, SPFPA Local 5, and Teamsters Local 174. Our initial success was a joint CLUB letter sent to The Boeing Company's CEO **Jim McNerney** supporting contract negotiations of SPFPA Local 5, the Puget Sound and Portland Boeing Security Officers. Our letter expressed concern about the potential outsourcing of jobs, held by experienced SPFPA members, to non-Boeing security personnel. SPEEA Director of Organizing **Bob Gorman** carried the letter to each union president for signing. The members of the security officers union greatly appreciated the support. There are plans to use the CLUB in the future for other mutual issues.

## Member action on provider network

The High Performance Provider Network (HPPN), aka, "evidence-based medicine," drove SPEEA members to the streets in a rally June 1 to "suspend the suspensions" of doctors and to assert that we wanted evidence-based medicine done right. We wanted a plan with standards that improve quality, and efficiency, based on process improvement, facts and data.

The rally secured a delay in implementation of HPPN. And, in December, Regence BlueShield dropped HPPN entirely. Members are keeping their doctors. Direct involvement from SPEEA represented employees and consistent pressure from doctors and the medical community (WSMA and AMA) pushed the decision. Boeing then announced that it will partner with labor unions and others to help drive changes in the health-care system that will result in improved quality and cost effectiveness. SPEEA leaders look forward to this dialogue.

## Taking issues to Chicago

SPEEA Executive Director **Charles Bofferding** and I met with **Scott Carson**, the new president and chief executive officer of Boeing Commercial Airplanes, a few weeks after he assumed his new position. Carson also attended a SPEEA Council meeting. Shortly after that, Charles and I traveled to Chicago to meet with McNerney. Our goal was to directly engage Boeing corporate leaders on issues of concern to our members and to determine if we could establish a working relationship. The meeting included Senior VP of Human Resources and Administration **Rick Stephens** and **Gene Woloshyn**, head of union relations.

Discussions were framed by three beliefs: 1) By working together we can make good things happen for SPEEA members and for The Boeing Company; 2) Better decisions are made by involving the employees affected by those decisions; and 3) SPEEA provides value.

The issues we addressed include:

- Evidence-based medicine
- Retirement benefits
- R&D investment
- Voluntary Layoff with Benefits
- Replacement of early retiree medical for new hires
- Occupation review
- Improving employee productivity
- Wichita Incentive Plan (WIP)
- Palmdale and Utah jurisdiction issues
- EIP payout for SPEEA negotiation team members

Shortly after our meeting with McNerney, SPEEA received a letter from BCA management, stating that Boeing's efforts to reach an agree-

ment regarding a replacement for Early Retiree Medical for New Hires concluded. SPEEA did not agree with this unilateral conclusion and, as a result, we filed unfair labor practice charges against Boeing with the National Labor Relations Board for failing to bargain and work together with SPEEA, as promised, to replace the current early retiree medical benefits plan with something that was agreeable to both SPEEA and management. This is an issue that will have far ranging impacts on the future of SPEEA's relationship with Boeing management during upcoming negotiations.

## Looking ahead

We will continue to work on and enlist the involvement of our members regarding Salary Reference Table (SRT) issues resolution, medical dependent eligibility verification and other benefits issues, and ensuring that the occupation review skill code changes work for represented employees.

This year, SPEEA will seek to increase our power and community by engaging members in the issues they care about. We have contract negotiations in Irving and Spokane. We will be preparing for 2008 negotiations for Wichita and Puget Sound bargaining units. As we experienced in 2006, SPEEA's strength is, and continues to be, members. No matter what 2007 brings, SPEEA's leaders will continue to collect the facts and data until we have the complete picture, in an effort to engage others with respect, while working to create balanced solutions.

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