



Standing together

SPEEA leaders pledge support to GROW UNION



Leaders of SPEEA, including Executive Board members Council officers, pledged their support to help non-represented aerospace professionals join SPEEA. They made the pledge after an organizing workshop, June 4, at the SPEEA convention. SPEEA Council Representatives from across the country meet to improve their leadership skills as labor activists. See more coverage on pages 4-6.



Komen Race for the Cure
See page 8



SPEEA negotiations in Spokane

SPEEA Negotiation Team members at Triumph Composite Systems began meeting with company leaders at Main Table June 15. The SPEEA team of four members and staff, right, presented a proposal based on member input and surveys. The existing contract was scheduled to expire June 30.

Upcoming events

(See online calendar for details - remember to RSVP)

Get the most from your Interim Review

Wednesday, July 7,
SPEEA Seattle, from 5 to 6:30 p.m.

Wednesday, July 14,
SPEEA Everett, from 4:30 to 6 p.m.

Boeing retirement process overview

Wednesday, July 14,
SPEEA Everett at 4:30 p.m.

WICHITA

Wingnuts baseball and tailgate party

Saturday, July 10

Tailgate starts at 3:30 p.m./
Game starts at 7:05 p.m.

Get your SPEEA discount tickets (\$5 each) by asking your Council Rep for a SPEEA Wingnuts flier to take to the Lawrence-Dumont Stadium between 9 a.m. and 5 p.m., Monday through Friday. RSVP: To help the Membership Activities Committee (MAC) make sure there's enough food, please RSVP by calling the Wichita office at (316) 682-0262.

Early Retiree Medical class action lawsuit

Update and Q/A with **Arlus Stephens**
(plaintiffs/SPEEA attorney)

Wednesday, July 14,
SPEEA Wichita,
at 4:30 p.m. RSVP: (316) 682-0262.

Performance management

How to get the most from your interim review

A checklist for success

- Have assignments changed since your initial 'define' meeting? Document those changes in your interim review.
- Have you encountered obstacles to prevent you from completing tasks? Discuss this with your manager.
- Review the performance values, and ask your manager for feedback.
- Unsure about your manager's expectations? Ask now to make sure you're clear.
- Did you and your manager agree to make changes? Send a summary and ask for corrections and modifications.
- Ask how you're doing in terms of competencies for your skill code, and where you can improve.
- Schedule another interim review to check back with your manager - especially if you have questions.
- RSVP for the Interim Review class at SPEEA.

Performance Management/ Interim Review

SPEEA Seattle,
5 p.m., Wednesday, July 7
RSVP: (206) 433-0991

SPEEA Everett
4:30 p.m., Wednesday, July 14
RSVP: (425) 355-2883

SPEEA

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Executive Director

Ray Goforth

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Learning Together Program

Arbitration date set, discussions continue

SEATTLE - As part of a three-pronged approach to reduce the impact of cuts to the Learning Together Program (LTP), SPEEA will take its case to an independent arbitrator Nov. 18-19.

SPEEA's grievance charges LTP is a contractual right that can't be changed without negotiations.

In the second prong involving effects bargaining, SPEEA leaders and staff continue to negotiate with representatives from The Boeing Company, including a meeting May 26.

"To date, these negotiations have yielded significant process improvements that will benefit members in the future but have not resulted

in any significant mitigation of the harm already experienced by SPEEA members," said **Ray Goforth**, SPEEA executive director. "Negotiations continue."

In the third prong, SPEEA filed an Unfair Labor Practice (ULP) charge against Boeing for circumventing the contract by requiring employees to agree to changes for non-union employees before accessing personal education information. The National Labor Relations Board (NLRB) recently deferred ruling on this charge until after the arbitrator rules on the grievance.

More than 3,300 SPEEA members were impacted by the LTP cuts implemented by Boeing.

SEATTLE HALL

15205 52nd Ave S • Seattle, WA 98188
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By Tom McCarty, SPEEA President

Retaking the lead with the 787

Earlier this year, Boeing Commercial Airplanes President and Chief Executive **Jim Albaugh** stated in an interview with *The Seattle Times*: "When we start taking delivery of the 787 in quantity, starting in 2012, 2013, we should take the No. 1 position." I know that not everyone represented by SPEEA is part of the Boeing 787 program, but the lessons learned will shape the future of engineering and technical careers at Boeing and in every American aerospace company.

Most of us are familiar with how the outsourcing model used on the 787 program resulted in delays and staggering cost overruns. Albaugh acknowledged in the *Times*' interview that Boeing needs to restore the corporate culture that made its "iconic engineers" as influential as its business executives. This commitment to restore a healthy balance between technical excellence and bottom-line business needs appears to agree with the vision SPEEA has articulated for many years. I am cautiously optimistic, but do not yet see a clear path to restore the corporate culture that previous CEOs have worked so hard to dismantle.

The decision to open a second 787 assembly line in Charleston, S.C., does not appear to represent a return to our Boeing culture. The farther we separate the assembly of our products from the engineers and technical professionals who design them, the longer it takes to recognize and resolve problems. The company acknowledges the truth of this in the rationale for moving about 800 engineers and technicians from Renton to Everett to be closer to their product.

Boeing has acknowledged the choice to build a new factory in Charleston was expensive and risky. It is clear to me that this decision was not made for technical reasons, but for "business" reasons which are strikingly similar to the outsourcing model for the 787. The technical community is very experienced in assessing and mitigating risk. If the goal was to determine the lowest-risk, most cost-effective

approach to increasing the 787 production rate, I doubt the technical community would have proposed building a factory 3,000 miles from the existing assembly line.

Technical savvy

The ability to compete in the technology-driven field of aerospace is entirely dependent on the technical workforce. Technical savvy delivers capabilities our customers never dreamt of at price points that ensure a healthy future for our companies. The highly capable workforce SPEEA represents is not a commodity. We provide the innovative products that enable Boeing, Spirit AeroSystems, Triumph Composite Systems and BAE Systems to compete in a global economy. Management's responsibility is promoting a culture that makes technical excellence the highest priority.

Management needs to commit to growing the technical workforce so that America remains competitive in the global economy. Aerospace companies must invest in the continual training and education of their workforces. Those just entering the workforce must see aerospace as an exciting and vital career path if companies want to continue to attract and retain employees in the critical engineering and technical skills. The mid-career and younger workers are the custodians of the tribal knowledge accumulated over *decades*. Corporate pressure to reduce pay and benefits to the lowest common denominator, under the guise of "competitiveness," sends the wrong signals to the very people the companies look to for their success.

Need continues

SPEEA organized in 1946 to respond to Boeing engineers' realization that salaries were falling below market, and management was ignoring engineers' concerns. Our union started out as a collective voice, and the need continues.

The technical workforce has a vital role in mak-

ing the 787 program more profitable. There are unlimited opportunities for the refinement of every part and process necessary to deliver a 787 to the customer. This is what the culture of technical excellence always represented, and this is the value we bring to the enterprise. We have pressed management to open the dialogue with the technical community and to create a culture where telling the truth about a problem isn't a "career-limiting" activity.

I look forward to the first delivery of the 787 and to when Boeing will retake the lead in commercial aircraft deliveries thanks to the ability and commitment of its technical workforce.

New look for www.speea.org

SPEEA's website redesign is under way. The initial rollout includes drop-down menus, an improved calendar and a comprehensive section on SPEEA and organizing.

Find a broken link? Like what you see? Have a problem? Send an **e-mail** to lorid@speea.org.

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INTERNATIONAL FEDERATION
OF PROFESSIONAL AND
TECHNICAL ENGINEERS
Local 2001, AFL-CIO, CLC



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POSTMASTER: Address changes to The SPEEA SPOTLITE

Leadership CHALLENGES TODAY OPPORTUNITIES TOMORROW

Leadership conference ignites passion, optimism

SEATTLE - SPEEA Council Rep **Ron Mathes** looked out at a crowded banquet room of about 150 of his peers. "Why are you here? Because our members deserve the best trained representatives in the country."

Mathes, a SPEEA Council Rep, is chair of the Leadership Development and Training (LDT) committee which organized the annual one-day conference June 5 for Council Representatives and other elected leaders.

"It was a very, very worthwhile conference," said **Jack Whalen**, an Everett Council Rep. "I am more optimistic but also have a renewed sense of responsibility. If I don't speak up, who will?"

The conference featured keynote speaker **Philip Dine**, labor journalist and author of the book, "State of the Unions."

Single biggest problem - perception

Dine urged the SPEEA activists and guests to get involved in making the labor movement meaningful to others. "People in general don't think unions matters. This is labor's single biggest problem - the perception that labor is irrelevant."

"It defies common sense," he said, for people to blame labor for today's economic problems. He cited the fact that today's gap between rich and poor is the largest in more than 50 years.

"For the first time in history, most people in the U.S. don't believe their kids will do better than them," Dine said. "It's no coincidence all this hap-

pens at the time when labor is weakened."

As a labor reporter for the past 20 years, Dine encouraged everyone to share the human side of the movement. "Make it about human rights, civil rights, human dignity."

At the close of the conference, IFPTE President **Greg Junemann** reminded participants about the theme: 'Challenges today, opportunities tomorrow.'

"This theme is so important," he said. "A part of leadership is standing up for your principles. What inspires me are the workers who step up. You're the biceps of the labor movement."

Member-driven conference

The Leadership Development and Training Committee (LDT) organized the leadership conference, which featured nine workshop topics, guest instructors and speakers. The team includes SPEEA members **Ron Mathes, Richard Greene, James Hatfield, Brenda Reiling, Roni Schaffer, and Gordon Todd**. Staff focal: **Steve Spyridis**.

1. Labor journalist **Philip Dine** meets Council Rep **Julie Sweeney**.
2. SPEEA Council Representatives and elected leaders from outside of Puget Sound met to discuss challenges and opportunities with key staff prior to the SPEEA convention/conference.
3. Council officers **Carrie Rule** (left) and **Rebekah Arnold**.



1



2



3

Conference



4. *Organizer of the Year* award recipient **Jean Ray** and IFPTE Secretary Treasurer **Paul Shearon**.

5. *Lifetime Achievement* award recipient **Cynthia Cole** with IFPTE President **Greg Junemann** who presented an IFPTE Appreciation award.



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SPEEA Leadership awards

- **Lifetime Achievement - Cynthia Cole**, former SPEEA president, vice president, IFPTE vice president, SPEEA Prof Negotiation Team member, Council Rep and strike picket captain of 2000. IFPTE Pres. **Greg Junemann** also presented an award to Cole on behalf of the International. "I've been very proud," Junemann said, "to work alongside Cynthia through every challenge. She had a single-minded, driven purpose to do what she believes is right."
- **Organizer of the Year - Jean Ray**, long-standing SPEEA leader who joined the IFPTE organizing effort that led to the affiliation of 2,600 engineers in the Tennessee Valley Authority. Ray said she 'begged' to join the outreach effort because she knew just how valuable the affiliation could be for the TVA Engineering Association (EA). Ray used to work at TVA, where she was president-elect of the Association of Professional Chemists and Chemical Engineers. This union later merged with EA.
- **Stephen Pezzini Helping Other People Excel (HOPE): Matt Carter**, Portland Council Rep. The award honors a SPEEA activist involved in the union and the community. He's been involved in Little League, as an umpire, and a local climbing group, he's also involved in community efforts related to his field, including an advisory board for mechanical engineering at Portland State University and collaborating on joint university effort to develop a research center based on sustainability in materials and manufacturing.

6. **Stephen Pezzini Helping Other People Excel (H.O.P.E.)** award recipient **Matt Carter** with SPEEA Council Chair **Joel Funfar**.



6



7. **Grievance Handling** with **Frank Guglielmo**, SPEEA contract administrator, was one of the workshop topics.



8

8. Everett Council Rep **Sergey Barmichev** and Northwest Council Chair **Roger Pullman**.



SPEEA leaders united in support to organize

At the SPEEA convention June 4, SPEEA and IFPTE organizing departments, member leaders and guest speakers presented a workshop on challenges and opportunities prior to the SPEEA Council meeting.

Recognizing the 10th anniversary of the Wichita Technical and Professional Unit (WTPU), the convention workshop featured SPEEA Executive Board Secretary **Bill Hartig** and Midwest Council Chair **Debbie Logsdon**, who were involved. The vote June 29, 2000, came after two attempts, 1987 and 1997.

Each time, The Boeing Company hired an anti-union law firm, held captive audience meetings, and put up billboards and websites to scare workers. Promises broken and takeaways in pay and benefits spurred the organizers to keep trying.

Why organize - the opportunities

In addition to reviewing tools for organizing at the convention and conference, the workshops' leaders discussed the opportunities that come from growing the union. More members bring added strength to the union and also help other aerospace professionals to gain rights and improve wages and benefits.

"It is essential for us to help other workers organize in order to protect our own wages and benefits," said SPEEA President **Tom McCarty**. "When workers are not represented, employers are able to drive down wages and benefits by moving work from place to place."

And the challenges

Although SPEEA leaders, including Council Representatives, support helping non-represented aerospace professionals join SPEEA, challenges include SPEEA's own governing documents. The SPEEA constitution requires a vote of the entire membership to organize outside of The Boeing Company, instead of a vote by the SPEEA Council.

A member-wide election to allow SPEEA to organize a new unit is costly and time-consuming - a deterrent to workers who face, threats and intimidation to gain union representation.

At the convention, all 16 SPEEA Executive Board and Council officers stepped up to pledge their support to organize new members and bargaining units (shown in photo above).

SPEEA's redesigned website at www.speea.org features more information on organizing under 'Join Our Union.'

SPEEA leaders are committed to helping non-represented aerospace professionals join SPEEA

"The SPEEA Council is committed to organizing new bargaining units to enhance the bargaining power of the SPEEA membership with our existing employers while simultaneously and judiciously extending a union voice and union wages, benefits and working conditions to other members of the defense, aerospace and aerospace-related engineering, technical and scientific community."

SPEEA Council Motion 12/09 – #M09-046



Shown above: TVA EA Vice President **Steve Locke** (center) and President **Gay Henson** at the convention organizing workshop.

Credit goes to workers for WTPU and TVA-EA successes

IFPTE Secretary-Treasurer **Paul Shearon** worked as SPEEA's director of organizing during the WTPU campaigns. "Having been through that," he said, "I can tell you one thing - the credit goes to the workers in the workplace. Their strong leadership made it happen."

Talking about a more recent drive involving an independent union affiliating with IFPTE, **Gay Henson**, president of the Tennessee Valley Authority (TVA) Engineering Association (EA), said organizing requires three things:

- 1) Vision - "otherwise you're going nowhere fast."
- 2) Education - "keep saying the important things over and over again."
- 3) Passion - "it takes a lot of it - you have to care."

SPEEA assisted IFPTE and TVA EA in the affiliation effort, including seven meetings with members in three states during three days. The members voted nearly 10 to 1 to affiliate last fall.



Ed Wells Partnership

A JOINT SPEEA/BOEING INITIATIVE



If you're a SPEEA-represented employee at The Boeing Company who works outside of the Puget Sound, you can use the EWP conference grants to attend classes offered in the Puget Sound and Wichita.

Instructor William Mankins describes various heat-treat techniques to SPEEA-represented employees in Portland.

Ed Wells Partnership – not just for Puget Sound!

By Dina Weiss
For Ed Wells Partnership

The Ed Wells Partnership (EWP) is reaching out to SPEEA-represented employees at The Boeing Company across the country to encourage their participation in the programs and services the partnership provides.

While the largest population of engineers and technical employees is in Washington state and Kansas (where most EWP classroom training takes place), there are hundreds of SPEEA-represented employees in other locations including Oregon, Utah, and California.

The EWP recently held a technical skills class on heat-treat techniques in Portland, Ore. It's the first of three EWP classes planned there this year.

"The course provided an in-depth look at how we heat treat parts here in Portland as well as processes being used in Auburn on the 787," said **John Cook**, manufacturing engineer in Portland supporting 787 and 747.

"Most of us wouldn't have the opportunity to gain this type of knowledge if it weren't for the Ed Wells Partnership bringing the training to us," said **Rocco Natale**, manufacturing engineer, Portland. "I look forward to taking more Ed Wells courses, whether it's here in person or virtually."

EWP is working with management in Utah to explore bringing classroom opportunities to the engineers and technical employees at that site. In the meantime, those employees, as well as those in California and all other sites may apply for a conference grant to attend a course or event held in the Puget Sound or Wichita. A list of EWP classes through the first quarter of 2011 is available in the course catalogue on the EWP website (on Boeing's intranet).

Employees can also apply for a grant to attend a technical conference somewhere else in the

country. EWP pays for the cost of the class or conference as well as the travel expenses.

Aside from classroom instruction and conference grants, the EWP provides many learning resources available to all SPEEA-represented employees, regardless of their location.

No walls: EWP opportunities outside of the classroom

- Boeing Education Network (BEN) broadcasts
- Book clubs (virtual)
- Career coaching & consultation
- Mentoring (online training)
- Performance management preparation teleconferences

SPEEA-represented employees located in areas other than Washington or Kansas will soon be receiving a welcome packet from EWP containing detailed information about the programs and services available. They are also encouraged to visit the EWP website to learn more about how they can participate in this great benefit negotiated for them in the SPEEA contract.

Ed Wells Partnership coming attractions

This is a partial list of the classes and opportunities coming soon from Ed Wells Partnership. For details, check out the website on the Boeing intranet at edwells.web.boeing.com.

- "Effective Communicating"
- "Highly Effective Virtual Teams"
- "Wichita Technical Supplier Management"
- "Real-World Simulation"
- "Managing Multiple Priorities"

Labor History

My hero - Harry Bridges

By Ross Rieder, president
Pacific NW Labor History Association

The labor history association's annual calendar notes that three high-level leaders, both cultural and union, were born this month.

They are **Harry R. Bridges** (1901), **Earl Robinson** (1910), and **Woody Guthrie** (1912).



We've reported on Earl and Woody before - never Harry. Harry was not a musician like the other two, but he knew the value of a good rousing labor tune, which was only a part of his charm for me. Harry was the leader of the International Longshore and Warehouse Union.

Harry was a Melbourne lad who ran away to sea at age 17. Always in search of adventure, he jumped ship in San Francisco in 1920 after surviving a national strike and two shipwrecks. All he had to do was pay the \$8 head tax to enter the country.

Other immigrants didn't find it so easy. Asians coming at the same time, and through the same port, were usually detained for a few weeks at Angel Island while they were subjected to extensive background checks.

Within two years, Bridges was working on the docks. There, the 'bull' system was in full swing. The same as on the Australian wharves, hungry men scrambled for jobs. Conditions were bad, but Harry helped his fellow workers organize to replace the company union. He was blacklisted from jobs until 1927. By the 1930s, Harry headed a militant group on the waterfront that the bosses refused to recognize. In 1934, the men shut the waterfront down. Longshoremen from Bellingham to San Diego joined them.

In 1939, our government attempted to deport Bridges, accusing him of being a communist. Our government didn't give up for almost two decades.

Harry rose to any good fight. In 1958, Harry and **Noriko (Nikki) Sawada** flew to Reno, Nevada, to get married. But Nevada had laws forbidding whites from marrying Asians, and Nikki, born in Glendale, Cal., was of Japanese ancestry. Despite Harry's plea that Noriko "isn't really Japanese, she was born in America," the judge refused to marry them. They sued the state of Nevada, and three days later they were wed.

By the time Harry retired as president of the ILWU in 1977, Pacific Coast waterfront workers were well compensated, they walked tall, held their heads high, and took very little irritation from a boss.

Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
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More than 60 signed up for the Unions United team for the Susan G. Komen Race for the Cure in Seattle, June 6.

Teaming up to fight breast cancer

SEATTLE - About 60 members of the Unions United Against Breast Cancer team raised more than \$5,500 for the Susan G. Komen Race for the Cure. They won top fundraiser in the nonprofit/community category.

The team of SPEEA-IFPTE Local 2001, IFPTE Local 17 and International Union of Operating

Engineers (IUOE) Local 286 took part in the three-mile co-ed walk in Seattle June 6. They joined about 13,000 who collectively raised more than \$1.5 million to fund research and prevention, including mammograms.

"It was amazing how many people support the cause," said **Hillary Beveridge**, SPEEA co-captain.

75th Anniversary – 1935 to 2010

National Labor Relations Act (Wagner Act)

Signed by President **Franklin Delano Roosevelt** on July 5, 1935, and upheld by the U.S. Supreme Court in 1937, the Wagner Act (aka National Labor Relations Act) was a major part of FDR's New Deal revolution.

Senator **Robert F. Wagner** of New York, who supervised the drafting of the act, asserted that its provisions embodied two principles:

- There must be democracy in industry as in government.
- Workers can participate in the decisions that affect their workplace lives only if allowed to organize and bargain collectively through representatives of their own choosing.

The Wagner Act constituted a fundamental change in labor policy, particularly in regard to the government's role in labor relations. After the Wagner Act, union recognition was a right, no longer something to be decided by economic warfare.

The act outlawed employer interference with or coercion of employees' statutory rights to organize, to bargain collectively, and to engage in strikes and picketing. In addition, it required employers to bargain collectively with their employees' chosen representatives.

The Wagner Act established a National Labor Relations Board (NLRB) to implement and enforce its provisions.

The Wagner Act also sought to create labor peace as well as to promote economic recovery by increasing workers' earnings and purchasing power.

Yet the law was vigorously opposed by employers, most of the press, and the legal community, all of whom claimed that it was either impractical or unconstitutional. The Communist party opposed it as well, warning of government control of unions and a consequent loss of the right to strike.

Move to Everett

SPEEA helps raise member issues

Member concerns and issues continue to drive SPEEA efforts to assist employees affected by The Boeing Company's decision to move engineering employees in Renton to Everett.

Among the issues and concerns that surfaced during recent lunchtime meetings hosted by Council Representatives are:

- Additional transit options for employees commuting to Everett.
- Process for handling special needs for the move, such as ergonomic chairs.

- Alternatives for employees with exceptional hardships related to medical needs.

About 200 employees in Renton are scheduled to begin working in Everett on July 26. Between August and September, an additional 600 employees are scheduled to move. In addition, 1,600 others in Everett and SeaTac towers will relocate as a result of the large employee move.

If you have questions, concerns or ideas, contact your Council Rep or send an e-mail to 2010move@speea.org.