



March 18, 2008

Boeing asks National Labor Relations Board (NLRB) to direct SPEEA to negotiate in Utah

Who: Managers of SPEEA-represented employees and managers of engineers in Ogden, Utah.

Actions: Be aware that Boeing filed an Unfair Labor Practice charge against SPEEA with the National Labor Relations Board (NLRB) aimed at getting SPEEA to bargain in good faith in Ogden. This is the first such charge the company has filed against SPEEA in the past eight years. The charge was filed March 13, 2008.

What: About 100 Boeing engineers in Ogden voted in early January, in an NLRB-sanctioned election, to be represented by SPEEA. The NLRB indicated before the election that the Ogden unit would be a new unit, entitled to bargain its own contract, if the engineers chose to be represented by SPEEA.

Why: Since that vote, SPEEA has insisted that the Ogden unit be folded into the Puget Sound contract and, as such, has refused to set up a bargaining schedule with Boeing. The company's filing with the NLRB is aimed at getting SPEEA to begin negotiations.

Resources: [Questions and Answers for managers:](#)

Why did Boeing file an Unfair Labor Practice charge against SPEEA?

Boeing filed the Unfair Labor Practice charge asking that SPEEA fulfill its bargaining obligation for a group of 100 engineers in Ogden, Utah, who elected in early January to be represented by SPEEA. That vote came in a representation vote sanctioned by the National Labor Relations Board. The Ogden group consisted of 38 engineers who had been represented by SPEEA and another 62 engineers, which included legacy Rockwell engineers and some new hires, who had never been represented. Boeing has asked SPEEA to begin negotiations on a contract for the new bargaining unit, but SPEEA has not agreed to establish a schedule.

What has happened since the representation election in January?

Since Jan. 22, Boeing has asked SPEEA to establish a bargaining calendar for this group, but SPEEA hasn't responded to the request. Boeing filed the Unfair Labor Practice charge asking that SPEEA fulfill its bargaining obligation.

Boeing believes the unit requires negotiation of a contract specifically for the Ogden engineers because they are not automatically covered under the Puget Sound agreement; SPEEA believes the Ogden engineers should be folded into the existing Puget Sound contract.

Boeing believes that the NLRB clearly stated in a ruling in December 2007 that the new unit in Ogden is not automatically covered under the Puget Sound contract.

Other background:

With the vote, an entirely new unit was formed and requires SPEEA and Boeing to bargain in good faith over wages, hours, and other terms and conditions of employment.

On Feb. 22, SPEEA filed a grievance under the Puget Sound contract, asserting that Boeing is violating that contract by not rolling the Utah engineers into the Puget Sound contract.

Once the NLRB has ruled on the unfair labor practice, Boeing and SPEEA can turn their attention to bargaining a new contract in the interest of employees and the business in Utah.

Why does Boeing believe it is better for the Ogden engineers to be considered a new bargaining unit?

It's in the long-term interest of employees to have control of their own future, their own destiny, closely aligned to their business. The ability to work local issues and react to local market forces is critical to the long-term success of every employee who works in Ogden. In this case, the engineers in the Ogden unit are Integrated Defense Systems employees whose management is based in Southern California and Huntsville, Ala., and not connected to the management of employees covered by the Puget Sound contract.