

# YOUR RIGHTS

## Employees CAN:

- Join a union, whether the union is recognized by their employer or not.
- Meet to discuss joining a union.
- Sign, or ask someone to sign, a union card or petition.
- Distribute and read union literature in non-work areas and during breaks.
- Refuse to talk to management about the union.

## Employers CANNOT:

- Question you about your union support or activities in a manner that discourages you from engaging in that activity.
- Threaten or actually fire, lay off, discipline, harass, transfer, or reassign employees because they support the union.
- Take away benefits or privileges of employees to discourage union activity.
- Discriminate against employees who support the union.
- Prevent employees from talking with co-workers about the union on their own time.
- Threaten to close a facility or lay off employees if they join a union.
- Spy on employees' union activities in or outside the workplace.
- Promise or grant benefits to encourage an employee to vote against the union.
- Support or give assistance to anti-union employees.

**Contact SPEEA immediately at (206) 433-0991 if you believe any of your rights have been violated.**



*Organizing a union can be a long, drawn-out process, with the company doing everything they can think of to stop the effort. It certainly was like that for us in Wichita. But it was worth the effort because SPEEA gave us the united voice we needed to get the respect we deserve.*

**Bill Hartig**, SPEEA Executive Board Secretary  
Spirit AeroSystems WTPU Organizing Committee

## FSR United

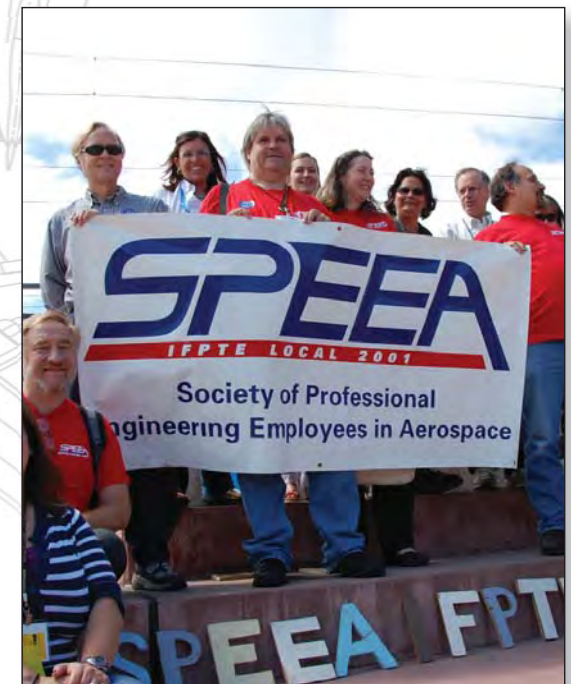
For more information about our effort to organize Field Service Representatives and join SPEEA, including the Nov. 1 Decision & Order from the NLRB, visit

[www.fsryes.org](http://www.fsryes.org)

**SPEEA**  
IFPTE LOCAL 2001   
[www.speea.org](http://www.speea.org)  
1 (800) 325-0811 x 122



**A Professional Union for  
Field Service Representatives**



**New NLRB decision ...  
what does it mean?**

# FSR-United!

A Professional Union for  
Field Service Representatives

## Right to organize

The National Labor Relations Act (a federal law) provides employees the right to form, join, or assist a labor union. This same law prohibits employers from intimidating, coercing, or firing employees in retaliation for exercising their right to form, join, or assist unions. Employees have the right to discuss forming a union and can distribute union literature during breaks, before and after work.

## NLRB Decision & Order (Nov. 1)

While agreeing with many of our arguments, the National Labor Relations Board (NLRB) Region 19 none the less issued a "Decision and Order" (Nov. 1) denying that Field Service Representatives share a sufficient community of interest with our co-workers in the SPEEA Professional bargaining unit.

### Team Leaders included!

The NLRB decision said Boeing failed in its attempt to eliminate Team Leaders as FSR co-workers. This portion of the decision means the more than one dozen Team Leaders are clearly part of our effort to gain a voice at work.

## Evaluating the decision:

Our FSR Organizing Committee is working with SPEEA and attorneys to evaluate the NLRB's 45-page decision and weigh our options for gaining union representation and the voice at work we deserve.

### Last and final options:

#### Domestic FSR bargaining unit

Form a separate FSR unit with SPEEA. In addition to the large Puget Sound and Wichita bargaining units, SPEEA has independent bargaining units including:

- Boeing Manufacturing Pilots ( less than 100 members)
- Triumph Composite Systems, Spokane, Wash., (less than 100)
- Boeing, Portland, Ore., (less than 200)

### Appeal Decision & Order

Appeal the decision to the national NLRB in Washington, D.C., to overturn the Region 19 decision and find a sufficient community of interest.

#### If an appeal succeeds and finds sufficient community of interest with SPEEA Profs

- FSRs vote to join the SPEEA Professional Unit (*Armour-Globe election*).
- The NLRB may also hold an election for the 14,000 represented employees in the SPEEA Professional Unit to vote on admitting FSRs into the bargaining unit (*Sonotone election*).



### SPEEA shares disappointment

*"I'm disappointed the board did not recognize the community of interest FSRs share with SPEEA Profs.*

*"Field Service Representatives are the critical component of airline customer satisfaction. You are the link between the customer and the design/manufacturing expertise at Boeing. FSRs work with customer engineering and maintenance teams to ensure efficient, reliable and safe operations of Boeing aircraft.*

*I respect FSRs, and I am honored you want to join SPEEA. FSRs are professional employees. You deserve a contract which guarantees compensation, benefits and working conditions, which enables you to have stability in your careers and confidence in your future. We're going to do everything we can to assist FSRs in their effort to gain union representation in the workplace.*

*FSRs are professionals and belong in a SPEEA bargaining unit."*

President Tom McCarty  
SPEEA - IFPTE Local 2001  
Boeing Communications and Sensor Systems  
Engineer, 38 yrs.



*"The most important aspect for me joining the union is strong representation for issues important to us. I feel SPEEA is the voice for us."*

Andrew Somers  
FSR 747-8 Intro Rep  
FSR Organizing  
Committee member