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**Representing Unions and Employees
since 1967**

July 23, 2014

Via Hand-Delivery

Mr. Rod Ustanik
Enforcement Manager
Equal Employment Opportunity Commission
909 First Street
Suite 400
Seattle, Washington 98104

Re: SPEEA Third-Party Class Charge / The Boeing Company

Dear Rod:

Attached is one original and two copies of the Third-Party Charge filed by the Society of Professional Engineering Employees in Aerospace ("SPEEA") on behalf of SPEEA-represented employees of the Boeing Company. Please file the original and date-stamp the two copies for return to SPEEA.

I am the attorney representing SPEEA in connection with this Charge. Therefore, please direct all communications regarding the Charge to me at: 600 Grant Street, Suite 450, Denver CO 80203.

SPEEA and I look forward to assisting the EEOC in this investigation in any way we can. Please do not hesitate to contact me.

Sincerely,



M. Jeannette Fidele

MJF/av
Enclosure

opeiu #30
afl-cio

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

- FEPA
 EEOC

Washington State Human Rights Commission

and EEOC

State or local Agency, if any

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

1. SPEEA-represented employees in the protected age group who received lowered retention ratings and who have already been laid off;
2. SPEEA-represented employees in the protected age group who received lowered retention ratings and who have received notice that their employment will end in an impending lay off; and
3. SPEEA-represented employees in the protected age group who received lowered retention ratings and who will therefore be selected for lay off in an expected but not-yet-announced lay off.

In addition to the disparate impact resulting from the above employment practices, SPEEA believes that Boeing's conduct subjected SPEEA-represented employees to disparate treatment in violation of the ADEA.

While Boeing is laying off SPEEA-represented employees in the protected age group in the State of Washington, SPEEA is aware that the same or similar jobs being eliminated in Washington are being moved to facilities in other states. Upon information and belief, Boeing is selecting younger individuals for the SPEEA-represented positions once these jobs are moved out of Washington state.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

July 23, 2014

Date

[Handwritten Signature]

Charging Party Signature

NOTARY - When necessary for State and local Agency requirements

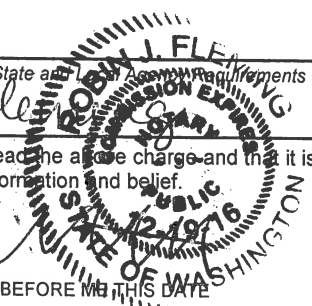
Robin J. Fleming

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

[Handwritten Signature]

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
 (month, day, year)



PRIVACY ACT STATEMENT: Under the Privacy Act of 1974, Pub. Law 93-579, authority to request personal data and its uses are:

1. **FORM NUMBER/TITLE/DATE.** EEOC Form 5, Charge of Discrimination (11/09).
2. **AUTHORITY.** 42 U.S.C. 2000e-5(b), 29 U.S.C. 211, 29 U.S.C. 626, 42 U.S.C. 12117, 42 U.S.C. 2000ff-6.
3. **PRINCIPAL PURPOSES.** The purposes of a charge, taken on this form or otherwise reduced to writing (whether later recorded on this form or not) are, as applicable under the EEOC anti-discrimination statutes (EEOC statutes), to preserve private suit rights under the EEOC statutes, to invoke the EEOC's jurisdiction and, where dual-filing or referral arrangements exist, to begin state or local proceedings.
4. **ROUTINE USES.** This form is used to provide facts that may establish the existence of matters covered by the EEOC statutes (and as applicable, other federal, state or local laws). Information given will be used by staff to guide its mediation and investigation efforts and, as applicable, to determine, conciliate and litigate claims of unlawful discrimination. This form may be presented to or disclosed to other federal, state or local agencies as appropriate or necessary in carrying out EEOC's functions. A copy of this charge will ordinarily be sent to the respondent organization against which the charge is made.
5. **WHETHER DISCLOSURE IS MANDATORY; EFFECT OF NOT GIVING INFORMATION.** Charges must be reduced to writing and should identify the charging and responding parties and the actions or policies complained of. Without a written charge, EEOC will ordinarily not act on the complaint. Charges under Title VII, the ADA or GINA must be sworn to or affirmed (either by using this form or by presenting a notarized statement or unsworn declaration under penalty of perjury); charges under the ADEA should ordinarily be signed. Charges may be clarified or amplified later by amendment. It is not mandatory that this form be used to make a charge.

NOTICE OF RIGHT TO REQUEST SUBSTANTIAL WEIGHT REVIEW

Charges filed at a state or local Fair Employment Practices Agency (FEPA) that dual-files charges with EEOC will ordinarily be handled first by the FEPA. Some charges filed at EEOC may also be first handled by a FEPA under worksharing agreements. You will be told which agency will handle your charge. When the FEPA is the first to handle the charge, it will notify you of its final resolution of the matter. Then, if you wish EEOC to give Substantial Weight Review to the FEPA's final findings, you must ask us in writing to do so within 15 days of your receipt of its findings. Otherwise, we will ordinarily adopt the FEPA's finding and close our file on the charge.

NOTICE OF NON-RETALIATION REQUIREMENTS

Please **notify** EEOC or the state or local agency where you filed your charge **if retaliation is taken against you or others** who oppose discrimination or cooperate in any investigation or lawsuit concerning this charge. Under Section 704(a) of Title VII, Section 4(d) of the ADEA, Section 503(a) of the ADA and Section 207(f) of GINA, it is unlawful for an *employer* to discriminate against present or former employees or job applicants, for an *employment agency* to discriminate against anyone, or for a *union* to discriminate against its members or membership applicants, because they have opposed any practice made unlawful by the statutes, or because they have made a charge, testified, assisted, or participated in any manner in an investigation, proceeding, or hearing under the laws. The Equal Pay Act has similar provisions and Section 503(b) of the ADA prohibits coercion, intimidation, threats or interference with anyone for exercising or enjoying, or aiding or encouraging others in their exercise or enjoyment of, rights under the Act.