

## Spirit's 'severance agreement' for laid-off employees draws Unfair Labor Practice charge from SPEEA



**WICHITA, Kan.** – Spirit AeroSystems was charged with Unfair Labor Practices (ULP) on Wednesday (Aug. 7) for direct dealing with hundreds of employees who are represented by the Society of Professional Engineering Employees in Aerospace (SPEEA), IFPTE Local 2001.

Spirit abruptly laid off 211 SPEEA-represented engineers, technical workers and other professionals on July 25. As part of the company's process, management tried to coerce employees into waiving their rights by offering severance agreements to each employee. The action is a direct violation of their union collective bargaining agreements.

"Spirit continues to do whatever they think they can get away with, including disregarding the contracts they negotiated and signed with their own employees," said Bob Brewer, SPEEA Midwest director.

Filed at the Region 7 office in Kansas City of the U.S. Department of Labor, this latest ULP charge reads: "*Since on or about June 25, 2013 the employer has engaged in direct dealing with members of the bargaining unit with respect to severance agreements given to laid off employees.*"

This latest charge is in addition to two previous charges against Spirit that are now before the National Labor Relations Board. Spirit drew the other unfair labor practice charges for failing to answer *relevant questions in meetings held expressly to discuss retention ratings and for managers refusing to answer questions during formal, "step 3," grievance meetings regarding the company's abrupt and arbitrary firing of 38 employees in March.* The NLRB will rule on the merits of the charges and determine if, and what, are the remedies.

A local of the International Federation of Professional and Technical Engineers (IFPTE), SPEEA represents 26,400 aerospace professionals at Spirit and The Boeing Company in Kansas, Washington, Oregon and California; and at Triumph Composite Systems, Inc., in Spokane, Washington.

###

Contact: Bob Brewer, Midwest director, (316)-682-0262  
Bill Dugovich, SPEEA communications director, (206) 683-9857