

Representing aerospace professionals with competence, integrity and action



Members hear about their options regarding Spirit's Voluntary Retirement Program from SPEEA Benefits Director **Matt Kempf**.

Voluntary Retirement Program

Deadline is Monday for VRP at Spirit

WICHITA – With a few days remaining before the deadline, about 107 SPEEA-represented employees at Spirit AeroSystems will take advantage of the opportunity to retire under the company's latest voluntary retirement program (VRP).

While the program includes a lump sum payment of up to \$70,000, there is no retiree medical bridge for employees who do not qualify under existing rules. To receive an additional \$10,000 lump sum, employees needed to leave the company by Jan. 3.

"Hopefully, the numbers are what the company was looking for so there will not be a need for additional involuntary layoffs," said **B.J. Moore**, SPEEA Midwest Director.

SPEEA held four retirement seminars in Wichita last month to help members make an informed decision regarding the voluntary retirement offer by Spirit.

The VRP was offered to employees in select job codes who had been with Spirit since The Boeing Company divested itself of the Wichita plant in 2005. In addition to working in targeted job codes, the employees needed to be 55 years of age before Feb. 3, 2017. In addition to Wichita, the VRP was offered to targeted groups at Spirit facilities in Tulsa and McAlester, Oklahoma, and Kingston, North Carolina.

Employees still considering the VRP have until close of business on Monday (Jan. 16) to turn in their completed paperwork.

Petitions due by Jan. 25

Seeking candidates for Executive Board VP

SPEEA is looking for members interested in leading their union as a regional vice president on the Executive Board.

Candidates must submit a petition signed by members by 5 p.m., Jan. 25, to their nearest SPEEA office.

In case of a contested race, SPEEA will mail ballots by Feb. 22 to members' homes, along with candidate-submitted information, including responses to regional Council-approved questions. Ballots will be counted March 8.

SPEEA is seeking to fill three Northwest regional vice-president seats and one VP seat for the Midwest to serve two-year terms.

To run for the vice president position, candidates have to be members in good standing for the preceding 24 months.

Petitions and election information, including deadlines, are online at www.speea.org – see drop-down menu for Councils/Forms and Petitions.

Honoring Martin Luther King Jr.

SEATTLE – Under the theme of "Stop the Hate: Come Together," thousands will meet in Seattle Monday, Jan. 16, for workshops, a rally and march to honor Martin Luther King Jr.'s dream of civil rights and social justice. Look for more details at www.mlkseattle.org.

In Wichita, events include a worship service at noon, Jan. 16, hosted by the Greater Wichita Ministerial League and Spirit AeroSystems at the Wichita State Metropolitan Complex as well as a community service event hosted by Wichita Habitat for Humanity.

SPEEA offices close Jan. 16 in observance of the Martin Luther King holiday.

Contract talks set for pilots/instructors

SPEEA Pilots/Instructors Unit (SPIU) members and staff will meet with Boeing representatives for Main Table talks the week of Jan. 23. Subcommittees have been working to prepare for negotiations.

Members of the SPIU negotiation team include **Lisa Clark**, **Bill Hunt**, **David Whitacre** and Council Rep **James Wilkerson** along with staff. They opened contract talks with the company on Dec. 13. The SPIU contract expires Feb. 9.



Negotiation team members, from left, include **Lisa Clark**, **David Whitacre** and **James Wilkerson**. **Bill Hunt** is also on the team.

Discount movie tickets – P2

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Lunchtime meeting with Area Reps

Renton Council Reps from Districts R-3/R4 met with their Area Reps (shown here) Jan. 10 to discuss the SPEEA Council meeting motions. The group typically meets monthly prior to the Council meetings for Area Reps to give input. Council Reps **Michael Burdette, Joseph Pham and Richard Thorikildson** hosted the lunchtime meeting.

Spirit AeroSystems

Training for PM appeal process in Wichita

WICHITA – With Performance Management (PM) wrapped up for 2016, Wichita Council Reps are preparing to help members with questions about the SPEEA appeal process.

Both the Wichita Engineering Unit (WEU) and the Wichita Technical and Professional Unit (WTPU) contracts include a PM appeal process for seeking resolution.

SPEEA Contract Administrator **Steve Spyridis** recently went to Wichita to provide training to Council Reps, Area Reps and others interested in the PM appeal process. He

also provided training on the PM Define.

PM appeals reminders:

- **Talk to manager** - The first step in the process calls for the employee to share concerns with his/her manager. Council Reps can help represented employees prepare for this conversation.
- **Deadline to request** - For those who want to pursue next steps after discussing it with their manager, the deadline for requesting an appeal through SPEEA is Feb. 1.

Activist award nominations due

SPEEA is seeking member nominations for the following awards:

- **SPEEA Stephen Pezzini Helping Other People Excel (HOPE) award** – Named for an inspiring young Council Rep who died of cancer, nominations for this award are open to members from any bargaining unit in Washington, Kansas, Oregon, Utah or California. A strong union activist, Pezzini carried his mission into the community at large. If you know a member like this, nominate him/her by emailing terryh@speea.org by Feb. 6.
- **Northwest activists** - The Northwest Council seeks member nominations for the following awards: New activist, outstanding activist, outstanding leader and lifetime achievement. To nominate a member for one of these Northwest activist awards, see the nomination form at www.speea.org (drop-down menu - Councils/Forms and Petitions). Deadline to nominate – Feb. 10.

'A Dog's Purpose'

Discount movie tickets in Wichita

WICHITA – Treat your Valentine to a movie at the 13th Avenue Warren Theatre, Wednesday, Feb. 8, with discount tickets from SPEEA's Midwest Membership Activities Committee (MAC). The movie, 'A Dog's Purpose,' is based on the book by **W. Bruce Cameron** about a dog's search for meaning through different owners/families.

The half-price tickets (\$9 each) are for bal-

cony/lounge seating – must be 21 or older. The balcony lounge will open at 6 p.m. for those interested in eating. The movie starts at 7 p.m. (Subject to change – check Warren Theatre movie listing).

Discount movie tickets are available for members only and their guests. Tickets must be purchased at the SPEEA Wichita office.



Meeting to discuss SPEEA Council budget

Council Reps met Jan. 9 to discuss the proposed SPEEA Council budget and ask questions. Participants included Council Reps **Bill Barrett, Doug Brazeal, Orlando De Los Santos, Northwest Council treasurer, John Dimas, Jeff Forbes, Theryl Johnson, SPEEA Council chair, Karen Karonis, Brad Kibbel, Jimmie Mathis, SPEEA treasurer, Brent McFarlane, Northwest regional vice president, and James Raskob, Northwest Council secretary.** A similar meeting was held last month for the proposed regional Council budget prior to a vote by Council Reps.

New SPEEA communications intern



Brian Metz

SPEEA welcomes **Brian Metz**, an intern in the communications department who will graduate with a degree in Integrated Strategic Communications in May.

Metz is a former SPEEA member who worked at Boeing for nearly 10 years before he was laid off as a multimedia/graphic designer in training/development due to his job moving out of state.

Taking advantage of the Trade Adjustment Assistance (Trade Act), Metz went back to school in 2015 to pursue a degree from Washington State University at North Puget

Sound/Everett. Based on his 25-year career in graphic arts, he applied to the WSU Edward R. Murrow College of Communication to pursue a communications career in public policy or labor relations.

He approached SPEEA about an internship, which is required before graduating, to build upon his work with SPEEA on public policy issues. Before and after he was laid off from the company, Metz was active with members of the Northwest Legislative and Public Affairs (L&PA) Committee and SPEEA legislative staff advocating for Washington's aerospace tax breaks to be tied to jobs staying in the state. Metz shared his experience losing his Boeing job after the tax breaks were extended in 2013 at press conferences, in meetings with legislators and while testifying before the Washington State House Finance Committee.

Executive Board mini-minutes – Nov. 17

Attendees: Jimmie Mathis, Brent McFarlane, Shannon (Moriarty) Deacon, Keith Covert

Excused: Ryan Rule, Joel Funfar, Nikki Wagener

Council officers: Mark Gayer, Orlando De Los Santos, Tony Hickerson, Theryl Johnson

Staff: Ray Goforth, Robin Fleming, Steve Spyridis, BJ Moore, Stan Sorscher

At their regular meeting, the Board:

- Approved **Brent McFarlane** and **Dan Nowlin** to attend the Citizens Trade Campaign (CTC) Strategy Session instead of the AFL-CIO Fly-in.
- Approved purchasing a SPEEA sign for the Wichita office at a cost not to exceed \$7,000.

- Approved sponsoring the Washington State Labor Education & Research Center's Emerging Leaders Conference lunch Dec. 10 at a cost not to exceed \$1,800.

Spokane plant for sale

SPOKANE – Triumph Group is looking for a buyer for its Spokane parts factory due to a shift in business priorities. SPEEA is monitoring the situation to provide the best outcome possible for the members.

SPEEA members at the plant voted last fall on a new contract that expires September 2020.

TRAINING/ EVENTS

See online calendar for details. RSVP where you plan to attend.

PUGET SOUND Discount hockey tickets

EVERETT

Friday, Feb. 24 - 7:35 p.m.

Everett Silvertips vs. Portland Winterhawks

KENT

Friday, March 10 - 7:35 p.m.

Seattle Thunderbirds vs. Everett Silvertips

See Northwest online calendar at www.speea.org for details.

Northwest Membership Activities Committee

Wichita

Valentine's movie discount tickets – 'A Dog's Purpose'

Wednesday, Feb. 8 - 7 p.m.

13th Ave. Warren Theatre

Half-price tickets - balcony/lounge seating (21 and older only)

Purchase tickets at SPEEA office - \$9 each

Midwest Membership Activities Committee

Dues adjusted for 2017

The annual recalculation of SPEEA dues was performed in January, setting the monthly SPEEA dues rate for 2017 at \$47.21. The adjusted rate begins Feb. 9.

The calculation is based on a percentage of the average hourly rate of all the SPEEA bargaining units combined. Per the SPEEA constitution, the dues are set at 85% of the average hourly rate.



"Well, that's one less we'll have to lay off."



15 complete complex Hydraulic Systems Analysis course

Congratulations to 15 SPEEA-represented employees who recently completed the Hydraulic Systems Analysis course offered through Ed Wells Partnership.

This course is challenging not only because it deals with complex equations in aerospace engineering-applicable scenarios, but it continues for nine total sessions, concluding with a final exam. Graduates receive a certificate of completion as well as 'bragging rights.'



North Sound - from left: **Robert Fisher** (instructor), **Chris Bujnowski**, **Philip Kirshbaum**, **Jason Granger**, **Kevin Beebe**, **Endi Leonardo**, **Lowell Campbell**, **Kevin Paroulek**, **Roger Hicks**, **Minal Polasky** and **Melanie Lee** (not pictured: **Mark Lefebvre**).



South Sound - from left - **Ron Clements** (instructor), **Michael Tuccio**, **Joseph Auterman**, **Colin Wright** and front row - **Veronica Bauer-Domurat** and **Robert Thomas** (instructor).

Executive Board mini-minutes – Dec. 1

Attendees: Ryan Rule, Jimmie Mathis, Shannon (Moriarty) Deacon, Joel Funfar, Nikki Wagener, Keith Covert

Excused: Brent McFarlane

Council officers: Mark Gayer, Orlando De Los Santos, Tony Hickerson, Theryl Johnson, R. Matthew Joyce, Sandy Hastings, James Raskob

Guests: Tom Buescher

Staff: Ray Goforth, Robin Fleming, Steve Spyridis, BJ Moore, Matt Kempf, Rich Plunkett

At their regular meeting, the Board:

- Approved up to two compensated hours each for **Patrick Baker**, **Steve Barton**, **Petra Bosse**, **Diana Chicuri-Virzi**, **Andrew Clark**, **Mitchel Gogert**, **Kurt Schuetz** and **Rod Siders** to attend the Snohomish County Red Cross Real Heroes Breakfast on Dec. 8.
- Approved \$200 to sponsor a table at the Martin Luther King County Labor Council (MLKCLC) Winner's Ball Dec. 7.

- Approved up to \$2,400 expenses and 40 hours compensated time each for SPEEA members **Joe Abbott**, **Carolyn Brock**, **Keith Covert**, **Dennis Davaz**, **Steve Ellis**, **R. Matthew Joyce**, **Brent McFarlane**, **Dan Nowlin** and **James Raskob** to participate in the IFPTE 2017 Legislative Week Feb. 6-10.



UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PST)

Week of January 16, 2017	
Tuesday, Jan. 17	3:30 p.m. SPEEA Legislative & Public Affairs
Wednesday, Jan 18	4:00 p.m. SPEEA Governing Documents
Wednesday, Jan. 18	5:00 p.m. NW Governing Documents
Wednesday, Jan. 18	5:00 p.m. Membership Activities Committee
Thursday, Jan. 19	4:00 p.m. Executive Board
Week of January 23, 2017	
Monday, Jan. 23	4:30 p.m. NW Legislative & Public Affairs
Tuesday, Jan. 24	4:30 p.m. Women's Advocacy Committee
Wednesday, Jan. 25	4:30 p.m. New Hire & Young Members Committee
Thursday, Jan. 26	4:30 p.m. Labor Delegates
Week of January 30, 2017	
Monday, Jan. 30	4:00 p.m. Council Officers
Monday, Jan. 30	4:00 p.m. Veterans Committee
Wednesday, Feb. 1	4:30 p.m. ACT Committee
Thursday, Feb. 2	4:00 p.m. Executive Board

MIDWEST MEETINGS (ALL TIMES CST)

Week of January 16, 2017	
Tuesday, Jan. 17	5:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, Jan. 17	4:00 p.m. SPEEA Governing Documents
Wednesday, Jan 18	6:00 p.m. SPEEA Governing Documents
Thursday, Jan. 19	6:00 p.m. Executive Board
Week of January 23, 2017	
Tuesday, Jan. 24	4:30 p.m. MW Women's Advocacy Committee
Week of January 30, 2017	
Monday, Jan. 30	6:00 p.m. Council Officers
Monday, Jan. 30	6:00 p.m. Veterans Committee
Thursday, Feb. 2	4:00 p.m. MW Membership Activities Committee
Thursday, Feb. 2	6:00 p.m. Executive Board