

Representing aerospace professionals with competence, integrity and action



The Northwest Membership Activities Committee teamed up with the Northwest Women's Advocacy Committee for the discount tickets to the Seattle Storm professional women's basketball game July 28. Council Reps **Gordon Yip** and **Nikki Wagener** handed out SPEEA visibility items prior to the game (shown above). SPEEA ticket holders also won a drawing to sit with the Seattle Storm during the pre-game warm up.

## Labor Day is time to celebrate workers

Join fellow union members gathering for Labor Day celebrations. Families and friends are welcome to come enjoy games, free food and camaraderie with other union members.

### Puget Sound

Monday, Sept. 4, from 11 a.m. to 3 p.m.  
Tukwila Community Center

Free hot dogs, soda, ice cream, popcorn and meet elected officials and candidates.

Hosted by the Martin Luther King County Labor Council

### Wichita

Saturday, Sept. 2 - noon

Machinist Hall, 3830 S. Meridian

Free hot dogs, beans and other fixings, bingo prizes and meet candidates who support labor.

Hosted by Wichita/Hutchinson Labor Federation

## What's coming up for SPEEA summer fun?

### Northwest

#### Union Solidarity Night - Everett AquaSox baseball

- Free tickets to the game, Thursday, Aug. 17, are available at SPEEA Puget Sound halls. Enjoy discounts (\$2.50 each for hot dogs, beer, soda and popcorn) and check out the SPEEA booth as well as other union booths at the stadium. Doors open at 6 p.m., game is at 7:05 p.m. SPEEA teams up with the Snohomish County Labor Council's other union affiliates for this annual event at Everett Memorial Stadium.

**New hire/intern BBQ** - Connect with fellow engineers and technical workers, their families and friends over free food and games Sunday, Aug. 20, from 6 to 9 p.m. at Ballard's Golden Gardens Park (near Shilshole Bay Marina). The event is hosted by the New Hire Committee.

RSVP: [speea@speea.org](mailto:speea@speea.org)



SPEEA member **Michael Knopp** led a hike to Annette Lake in Snoqualmie Pass July 29. Joining him on the New Hire/Young Members Committees' hike from left: **Bill Razeto**, SPEEA staff, **Patricia Revolinsky**, **Knopp**, **Ron Duprau** and **Pamela Dethman**.

### Midwest

**All Star Adventures discount tickets** -The Midwest Membership Activities Committee (MAC) arranged for discount tickets (\$8 each) to have some fun with miniature golf, go-karts, bumper cars, rookie go-karts and bumper boats. The discount tickets include 20 tokens for amusement rides, arcade and redemption games, driving range and batting cages. Buy your tickets (cash only) at the SPEEA Wichita office. Discount tickets (wristbands for one three-hour time slot) can be used by Aug. 31.

**Race for Freedom** - The Midwest Council supports the annual Race for Freedom, which raises money for ICT-S.O.S. to end human trafficking. This is a 5k for runners and walkers on Saturday, Sept. 9, in Wichita. SPEEA will have an information booth at the event and is looking for runners, walkers and volunteers. You can also join 'virtually' by donating the \$22 registration fee. To sign up, use the registration form at [www.speea.org](http://www.speea.org) (SPEEA events page).

This year's proceeds go to Wichita Area Sexual Assault Center.

**Midwest Golf Tournament** - The Midwest Membership Activities Committee (MAC) will host a golf tournament at 8 a.m., Saturday, Sept. 16, at the Augusta Country Club. Compete for prizes, including longest drive, closest to the pin, longest putt and random drawings. RSVP to [joe.abbott@spiritaero.com](mailto:joe.abbott@spiritaero.com) or [daryl.l.doshier@spiritaero.com](mailto:daryl.l.doshier@spiritaero.com).

Intern exit survey - P2

Partial day absences - P3

Focus on fun at golf event - P4



**President**

Ryan Rule

**Executive Director**

Ray Goforth

**Executive Board**

Jimmie Mathis	Treasurer
Joel Funfar	Secretary
Shannon Deacon	NW Regional VP
Mark Worden	NW Regional VP
Mike Shea	NW Regional VP
Keith Covert	MW Regional VP

**SPEEA Council Officers**

Theryl Johnson	Chair
Emily Brent-Fulps	Treasurer
Ben Blankley	Secretary

**Midwest Regional Council Officers**

Matthew Joyce	Chair
Chris Streckfus	Treasurer
Emily Forest	Secretary

**Northwest Regional Council Officers**

Tony Hickerson	Chair
James Raskob	Treasurer
Doug Brazeal	Secretary

**SPEEA Communications**

Bill Dugovich	Communications Director
Lori Dupuis	Graphic Designer
Karen McLean	Publications Editor
Amber Musselman	Communications Support
Brian Metz	Communications Intern

speea@speea.org • www.speea.org

**SEATTLE HALL**

15205 52nd Ave S • Seattle, WA 98188  
 M-Th, 8 am to 5 pm • Fri, 8 am to 4:30 pm  
 Phone: (206) 433-0991  
 1 (800) 325-0811

**EVERETT HALL**

2414 106th St SW • Everett, WA 98204  
 M-F, 8 am to 4:30 pm  
 Phone: (425) 355-2883

**WICHITA HALL**

4621 E 47th St S, Wichita, KS 67210  
 M-Th, 8:30 am to 5 pm • Fri, 8 am to 4:30 pm  
 Phone: (316) 682-0262



**SPEEA Diversity Committee at Auburn fair**

*Auburn Council Reps and committee officers teamed up to host a SPEEA information table at a Boeing Auburn Diversity Fair July 19. The event featured a number of special events, including Aztec dancers. Second-shift Council Rep **Doug Brazeal** (also NW Council secretary) and **Graciela Kawa**, SPEEA Diversity Committee chair, were among the volunteers who worked the table for members to pick up visibility items and ask questions.*

**New weekly email streamlines meeting/event details**

To raise awareness and minimize email reminders on SPEEA meetings and events, a new weekly email goes every Monday to Council Reps, Area Reps, committee chairs and other elected leaders.

Feel free to share this email with members in your distribution list to show opportunities for them to become involved - whether through a committee, a special event or an informational lunchtime meeting.

The email format may look familiar to those who signed up for SPEEA emails sent to their home. This tool allows more formatting flexibility and data analysis.

**SPEEA retirement seminar schedule online**

If members in the Puget Sound are interested in learning more about retirement planning as it relates to SPEEA contract benefits, remind them of the SPEEA retirement seminars.

The upcoming dates and availability are at [www.speea.org](http://www.speea.org) (drop-down menu - Medical and Retirement).

**Matt Kempf**, senior director of compensation and benefits, gives a two-hour overview on retirement planning at the SPEEA

Tukwila and Everett halls on a regular basis.

The seminars fill up, so check availability and make a reservation (see the website for RSVP information - depending on your preferred date/location).

**Lunchtime meeting option**

Council Reps can request workplace retirement meetings by sending a scheduling request to [michelles@speea.org](mailto:michelles@speea.org).

**Interns respond to exit survey**

SPEEA is seeking feedback from 212 interns from The Boeing Company and 74 interns at Spirit AeroSystems who are in SPEEA bargaining units.

To date, at least 60 took the survey, which provides feedback on areas where SPEEA can make improvements in orientation and outreach, for example.

Highlights from the current data:

- 42% of responders had at least one prior internship.

- 64% of responders had at least one contact with a Council Rep or Area Rep.

If you have an intern in your area, please welcome them on behalf of SPEEA and help to answer questions they have. Many interns are unfamiliar with unions. A glimpse into why you are involved might help.

This is a separate exit survey with a different set of questions compared to the member exit survey.



## STEM grant review committee at work

The deadline is Aug. 15 to submit grant applications to the Northwest Council for Science, Technology, Engineering and Math (STEM) outreach. The STEM grant review committee has begun reviewing applications. The committee members include selected applicants and Northwest Council officers. The committee elected **Michelle Cooper** for chair and **James Feinberg** for secretary. Shown above in Everett: **Taiboo Song**, member, **Todd Rosenfelt**, Area Rep, **James Raskob**, NW Council treasurer, and **James Feinberg**, committee secretary. Not shown: **Michelle Cooper**, Council Rep and committee chair, **Doug Brazeal**, NW Council secretary, and **Tony Hickerson**, NW Council chair.

## Partial-day absences in Prof contract

For full-time employees represented by the SPEEA-Boeing Prof contract, partial day absences are covered in the contract.

Council Reps report some confusion about partial-day absences because of a Boeing policy that non-represented exempt employees flex their time. For SPEEA-represented engineers, these requirements do not apply because the contract takes precedence.

- **NONIND (Article 6.4)** – Profs can take a partial-day absence because they are sick or have a doctor's appointment, or for other reasons listed in article 6.1 of the contract.
- **PERBUS (Article 11.5c)** – Profs can also take Personal Business (PERBUS) for reasons not covered by article 6.1, with management coordination.

### Remember:

- This applies to Professional Unit full-time employees only.
- Partial-day absences and scheduled overtime are allowed in the same pay period.
- You can't be directed to flex your time to cover partial-day absences.
- Taking a partial-day absence for personal reasons (PERBUS) requires management coordination.
- To charge a partial-day absence to NONIND, notify your manager following the same policy established for sick leave.

If you have a question or concern, contact your Council Rep.

©UCS  
Carol Simpson



Union grievance procedure



Non-union grievance procedure

## TRAINING/ EVENTS

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

### PUGET SOUND

#### Union Solidarity Night at the AquaSox

**Thursday, Aug. 17** – doors open at 6 p.m.  
Everett Memorial Stadium

Free tickets at Puget Sound SPEEA halls

### New Hire/Intern Beach BBQ

**Sunday, Aug. 20** – 6 to 9 p.m.  
Golden Gardens Park, Seattle

Dinner/games provided

RSVP – [speea@speea.org](mailto:speea@speea.org)

Northwest New Hire/Young Members Committees

### Labor Day picnic

**Monday, Sept. 4** – 11 a.m. to 3 p.m.  
Tukwila Community Center

Martin Luther King County Labor Council, AFL-CIO

## Wichita

### Discount tickets All Star Adventures

Wristbands – \$8 each – good for three hours of rides plus 20 arcade tokens

Valid through Aug. 31  
Purchase (cash only) at SPEEA Wichita

Midwest Membership Activities Committee

### Labor Day picnic

**Saturday, Sept. 2** - noon  
IAM District Hall, S. Meridian

Wichita/Hutchinson Labor Federation

### Race for Freedom

**5k run/walk to end human trafficking**

**Saturday, Sept. 9**

Sign up by Aug. 23  
See registration on SPEEA Events page at [www.speea.org](http://www.speea.org)

Midwest Council

### MW SPEEA Golf Tournament

**Saturday, Sept. 16**

\$50 per person includes  
18 holes, cart and lunch

RSVP – [joe.abbott@spiritaero.com](mailto:joe.abbott@spiritaero.com) or  
[daryl.l.doshier@spiritaero.com](mailto:daryl.l.doshier@spiritaero.com)

Midwest Membership Activities Committee

Register by Sept. 8

## Midwest golfers focus on 'fun' at SPEEA tournament



Joe Abbott

If you're in the Midwest and love to golf, you may have run across two SPEEA Council Reps: **Joe Abbott** and **Daryl Doshier**.

The two are taking names for this year's SPEEA Midwest Golf Tournament at Augusta Country Club, Saturday, Sept. 16 at 8 a.m. As in years

past, the \$50 covers 18 holes, a cart and refreshments. Prizes and random drawings are part of the fun.

"There's not a lot of pressure," said Abbott. "This allows golfers of all skill levels to participate. It's more about fun."

For Doshier, part of the fun is connecting with other SPEEA members (at least one is required per foursome), their families and friends who join them.

"It's the other SPEEA members that always make it cool," Doshier said, noting how you can get to know Spirit AeroSystems employees from different areas.

Both Abbott and Doshier have been golfing for decades. Abbott started with a set of clubs that cost 50 cents. His older brother picked up the clubs for Abbott when he was just 12.

"At first my dad would not let me because I was playing baseball. He didn't want the golf swing to mess up my baseball swing," Abbott said. Playing golf with the "new" right-handed clubs were fine since he batted with his left hand.

Doshier started playing golf at 14, because of his brothers, who were also playing baseball with him. "It's not very easy," Doshier said about golf, "if you're not real patient."

What they both love is the camaraderie with other golfers on a landscaped course in pleasant (in most cases) weather.

Doshier is president of a local golf league and plays every Monday with Abbott, who also plays with a league on Thursdays.

In addition to golf and serving as Council Reps, they are both active in SPEEA committees. Doshier is the Midwest Membership Activities Committee (MAC) secretary and Abbott is vice chair of both the SPEEA and Midwest Legislative and Public Affairs Committees. When meetings conflict with their golf league, they make SPEEA a priority!



Daryl Doshier

### Midwest Membership Activities Committee Golf Tournament

Saturday, Sept. 16 - 8 a.m.  
(shotgun scramble)

Augusta Country Club - \$50 covers 18 holes, cart and lunch

Email [joe.abbott@spiraero.com](mailto:joe.abbott@spiraero.com) or [daryl.l.doshier@spiraero.com](mailto:daryl.l.doshier@spiraero.com) by Sept. 8

## Executive Board mini-minutes - July 20

**Attendees:** Jimmie Mathis, Shannon Deacon, Mark Worden, Keith Covert

**Excused:** Ryan Rule, Joel Funfar, Mike Shea

**Council officers:** Matthew Joyce, Emily Brent-Fulps, James Raskob, Chris Streckfus, Ben Blankley

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

At their regular meeting, the Board:

- Approved up to 24 compensated hours (including pre-meeting) for **Emmanuel Domingo** and up to 16 hours for **Gordon Yip** to attend the Asian Pacific American Labor Alliance (APALA) 14<sup>th</sup> Biennial Convention Aug. 16-20.

The next meeting, Aug. 3, was canceled.

## Go bowling with NW WAC members

The Northwest Women's Advocacy Committee invites all who are interested (women and men) to join them for bowling and networking, Saturday, Sept. 16, in Kirkland.

### TechCity Bowl

Saturday, Sept. 16 - 2 p.m.  
Bridle Trails Shopping Center  
13033 NE 70<sup>th</sup> Pl., Kirkland

This is a no-host event (not a committee meeting). To sign up, email [speea@speea.org](mailto:speea@speea.org).



## UPCOMING MEETING SCHEDULES

### NORTHWEST MEETINGS (ALL TIMES PDT)

Week of August 14, 2017	
Tuesday, Aug. 15	4:00 p.m. SPEEA Organizational Planning
Wednesday, Aug. 16	4:00 p.m. SPEEA Governing Documents
Wednesday, Aug. 16	5:00 p.m. NW Governing Documents
Wednesday, Aug. 16	5:00 p.m. NW Membership Activities Committee
Thursday, Aug. 17	4:00 p.m. Executive Board
Week of August 21, 2017	
Monday, Aug. 21	3:30 p.m. Council Officers
Tuesday, Aug. 22	4:30 p.m. NW Women's Advocacy Committee
Wednesday, Aug. 23	4:30 p.m. NW New Hire/Young Members
Week of August 28, 2017	
Monday, Aug. 28	4:30 p.m. NW Legislative & Public Affairs

### MIDWEST MEETINGS (ALL TIMES CDT)

Week of August 14, 2017	
Tuesday, Aug. 15	4:00 p.m. SPEEA Organizational Planning
Wednesday, Aug. 16	4:00 p.m. MW Governing Documents
Wednesday, Aug. 16	6:00 p.m. SPEEA Governing Documents
Thursday, Aug. 17	6:00 p.m. Executive Board
Week of August 21, 2017	
Monday, Aug. 21	4:30 p.m. MW Legislative & Public Affairs
Monday, Aug. 21	5:30 p.m. Council Officers
Tuesday, Aug. 22	4:30 p.m. MW Women's Advocacy Committee
Week of August 28, 2017	
No meetings scheduled	