

Representing aerospace professionals with competence, integrity and action



## Area Rep recognition gift distribution

A total of 285 Area Reps placed orders for SPEEA apparel as a gift recognizing their work on behalf of SPEEA members. At the Dec. 14 Northwest Regional Council meeting, Council Reps picked up their Area Reps' orders to distribute in their areas. In Wichita, the Council invited their Area Reps to attend the regional Council meeting and pick up their items. Midwest Council Treasurer **Chris Streckfus** is shown above presenting a gift to Area Rep **Raleigh Hinman**.

### Executive Board elections

## Petitions due by Jan. 24 for SPEEA president, treasurer and secretary

If you're interested in running for SPEEA president, treasurer or secretary, submit your petition by Jan. 24.

See more details, including eligibility, a petition form and candidate questions (for the voter guide) at [www.speea.org](http://www.speea.org) (see drop-down menu for Councils/Forms and Petitions).

### Remember - federal laws apply to campaigns

Candidates can request a mailing at their expense. SPEEA works with a bonded mailing house to ensure addresses are *never* provided directly to a candidate.

Federal law also prohibits use of union or company resources – such as bulletin boards and company email.

## Petitions due for Teller Committees

Are you interested in the SPEEA election process? Submit a petition for either the Northwest or Midwest Teller Committees, which oversee SPEEA elections.

To be eligible, you must be a regular SPEEA member in good standing for at least the past 12 months and cannot serve at the same time on the Executive Board, Council or Judicial Review Committee.

Teller petitions are available at [www.speea.org](http://www.speea.org) (see the link for Councils/Forms and Petitions). Petitions are due by Jan. 24.

## Nominate activist/volunteer for awards

SPEEA recognizes members who go above and beyond for their union and their community. If you know someone who fits one of the categories below, submit your nomination by Feb. 16.

### SPEEA Northwest/Midwest

**Stephen Pezzini Helping Other People Excel (HOPE) award** - This award, named for an Everett Council Rep who died at age 36, recognizes an activist involved in SPEEA and the community as a volunteer.

Email [terryh@speea.org](mailto:terryh@speea.org) to nominate a member and include specific examples of his/her contributions.

### Northwest

**Northwest activist awards** - At the Northwest Recognition Banquet, the Council recognizes members in the following categories for their efforts on behalf of SPEEA.

- New activist
- Outstanding activist
- Outstanding leader
- Lifetime achievement

See the NW activist award nomination form at [www.speea.org](http://www.speea.org) (drop-down menu: Councils/Forms and Petitions).

## Dues adjusted for 2018

Based on the annual recalculation of SPEEA dues, the monthly SPEEA dues rate for 2018 is \$48.33. The adjusted rate begins Feb. 8.

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.

Worker issues  
in Olympia - P2

PM appeal process  
in Wichita - P3

New CR  
vacancies - 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

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  
1 (800) 325-0811

**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  
1 (800) 325-0811

**CR meeting with Spirit leaders**

Midwest Council Reps met with Spirit Vice President **Justin Welner**, head of HR and Environmental Health and Safety (EHS), and **Arlene Sokolowski**, Spirit director of HR/Labor Relations. During the meeting at SPEEA Wichita, Dec. 19, Welner gave a business briefing and outlook for 2018 and followed up with a Q & A session with the Council.

**NW Legislative & Public Affairs****Worker issues at the forefront of 2018 Washington legislature**

**O**LYMPIA – The Washington state legislative session opened Jan. 8 with little fanfare and plenty of work to pack into a short, 60-day legislative session.

The Washington State Labor Council’s “Shared Prosperity Agenda” outlines a bevy of issues important to union members. Among the most important are issues involving worker safety, expanding collective bargaining rights and reigning in non-compete agreements that limit workers’ ability to move to a new employer, hold more than one job or find a new job when being laid off.

**Family/medical leave**

At the state level, key work will happen this year to implement the paid family and medical leave bill passed during the 2017 legislative session. Heavily supported by SPEEA, other unions and factions of the business community, Washington’s paid leave measure provides up to 12 weeks in the event of a new child or serious personal or family health condition. The insurance program will be jointly funded by workers and employers with benefits starting in 2020. The law allows for a delay of benefits when workers are covered by a collective bargaining agreement, until the agreement expires or is reopened.

After three years of intense efforts to secure accountability for the \$8.7 billion in tax incentives extended to the aerospace industry in Washington, legislation tying Boeing’s tax breaks to jobs has not been introduced this session. Still, tax incentive accountability – across industries – remains a priority issue for the labor movement.

SPEEA’s work with the Machinists and key legislators calling attention to The Boeing Company’s cutting of more than 17,000 jobs from its Washington workforce since the 2013 tax incentive extension helped change the mindset in Olympia when considering deeper corporate tax breaks. The issue of accountability and tying tax breaks to jobs is now fixed in the conversation of any new tax breaks, for aerospace and all industries looking for help from Washington state.

**New market airplane**

While not specifically on the legislative agenda, there will certainly be plenty of talk in Olympia during the session regarding efforts to ensure Boeing designs, fabricates, manufactures and performs final assembly of the proposed new market airplane (NMA) in Washington state. SPEEA, along with IAM District 751, are part of the effort to show the company its best chance for a successful launch and life for the NMA is to place this work with the experienced workforce represented by SPEEA, Machinists and Washington’s robust network of aerospace suppliers.

To ensure our issues are carried forward, **Chelsea Orvella**, SPEEA, and **Larry Brown**, IAM District 751, are serving on Gov. **Jay Inslee’s** “Choose Washington NMA Council” Executive Committee. Along with labor, the committee includes industry, economic development and government representatives. A Snohomish County Aerospace Task Force is also forming with SPEEA’s involvement.

**SPEEA/Boeing joint statement**

## Salary Adjustment Funds for 2018 announced

Boeing and SPEEA, IFPTE Local 2001, announced the 2018 salary adjustment funds for employees in the union's Professional and Technical bargaining units.

After reviewing the adjustment pools resulting from agreed upon data, Boeing recognized the need to go above and beyond contract requirements for salary pools to retain expertise and experience in the workforce. The additional adjustment results in a 3.2% salary pool for engineers with an additional 1.8% lump sum for all employees in the Professional Unit. The salary adjustment pool for Technical Unit employees is the full 5%.

As adjusted, the salary pools meet the contractual requirement to keep Professional Unit members at or above 115% of the market and Technical Unit members at or above 121% of the market.

Based solely on the market comparison outlined in the Professional contract, the salary adjustment fund for engineers would be 1%. The market comparison determined Technical employees were eligible for a 5% salary adjustment pool.

"This salary fund will allow us to recognize the importance of the contributions made each day by our engineering and technical employees," said **Todd Zarfos**, vice president of Engineering Functions, Washington Design Center and senior chief Engineer of Systems.

"We agreed to contracts that provide rates of pay above the market and Boeing continues to work with us to assure compliance with the letter and intent of our negotiations," said **Ray Goforth**, SPEEA executive director.

**Ryan Rule**, SPEEA president, added: "This is appreciated, and I believe, another reflection of the improved relationship we've been developing."

Boeing and SPEEA negotiated the contracts for engineers and technical workers in February 2016. The contracts include a provision that salary adjustment funds are established from a pool of money of 5%. The pool is then divided into two types of funds, one for salary adjustments, and one for lump sums.

The size of the salary adjustment fund is then determined by comparing the average salary of Boeing's employees in those units to the average salary of comparable employees in the market, with the annual Mercer-SIRS High Tech Company salary survey providing the standard.

Thresholds for the salary adjustment funds allow average wages 15% above market for engineers and 21% above market for technical workers in 2018. SPEEA and Boeing representatives reviewed the Mercer data as well as data from other sources to help assure the intent of the agreement and the needs of the parties are met. These efforts will continue.

"It's important to keep wages competitive and reward performance. That's how we attract and retain the best talent, while inspiring the innovative thinking we need to win in the marketplace," said Zarfos.

More information for affected employees is available from managers, union representatives and Human Resources representatives.

**Spirit AeroSystems**

## PM appeal process in Wichita

WICHITA – Per the SPEEA-Spirit AeroSystems contracts, Wichita bargaining unit employees have the option to appeal their final Performance Management (PM) rating.

This applies to both the Wichita Engineering Unit (WEU) and Wichita Technical and Professional Unit (WTPU).

SPEEA Contract Administrator **Steve Spyridis** went to Wichita last month to present lunchtime meetings with more information on how the appeal process works. He also provided training on the PM Define.

**Wichita PM appeal 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 bargaining unit employees prepare for this conversation.

- **Deadline to request** - For those who want to pursue an appeal, the deadline is 30 days after receiving the final PM rating.
- **What to include** - The appeal request must include your last three PMs, a summary of what is being appealed and notes from PM meetings with your manager.
- **More information** - To pursue an appeal, contact your Council Rep or call the SPEEA Wichita office at (316) 682-0262.

## TRAINING/ EVENTS

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

### PUGET SOUND Union Solidarity Night

**Everett Silvertips Hockey**

**Friday, Jan. 26 - 7:35 p.m.**

Xfinity Arena, Everett

Discount tickets at [www.snolabor.org](http://www.snolabor.org)  
Snohomish County Labor Council

### MIDWEST Discount hockey tickets

**Wichita Thunder**

**Friday, Feb. 2 - 7:05 p.m.**

Intrust Bank Arena

\$5 tickets include premium seating  
plus \$10 food voucher

On sale (cash only) at SPEEA Wichita office

*Midwest Membership Activities Committee*

## Update on Everett hockey tickets

The Snohomish County Labor Council sold out of \$1 hockey tickets, but a limited number of half-price tickets (\$12 each) are available for the Everett Silvertips vs. Seattle Thunderbirds, Friday, Jan. 26. To purchase Union Solidarity Night discount tickets (first-come, first served), go to [www.snolabor.org](http://www.snolabor.org). The game is at 7:35 p.m. at Xfinity Arena, Everett.

## Veterans sought for workshop

SPEEA members who are military veterans are invited to help those in the service transition to the workplace at an upcoming Employment Readiness Workshop, from 9 a.m. to noon, Thursday, Jan. 25, at Joint Base Lewis-McChord.

Presented by U.S.O. Pathfinder and Boeing, volunteers are needed to review resumes and provide insights and feedback to service members transitioning out of service. Missed time must be coordinated with managers. Interested members should contact **Gary Connor** at [gary.m.connor@boeing.com](mailto:gary.m.connor@boeing.com).

## Honoring MLK Jr.

SPEEA offices close Jan. 15 in observance of the holiday.



## SPEEA Council 'Meet the Budget'

Council Reps and committee officers were invited to 'Meet the SPEEA Council budget' and ask questions prior to the SPEEA Council vote Jan. 11. The Northwest and Midwest Council Reps connected via televideo at SPEEA offices (shown here in Tukwila). A similar meeting was held last month for the regional Councils' budgets.

## Northwest Council actions - Dec. 14

At their regular meeting, the Council:

- Recognized new Council Rep **Lawrence Adamski** E-3 (Everett)
  - Recognized **Erin McCallum**, president of FIRST (For Inspiration and Recognition of Science and Technology) Washington. As a guest of **Dan Nowlin**, chair of the Leadership Development and Training Committee, McCallum thanked the Council for its leadership, financial support, mentoring and volunteering for robotics teams.
  - Heard a report on the Northwest Legislative and Public Affairs Committee, presented by NW L&PA Chair **Evan Wipf** (Bellevue Council Rep).
  - Voted on the following motion: NW17-026: FY2019 NW Council Proposed Budget - The Northwest Council approve the proposed FY2019 NW Council budget and submit the proposed budget to the SPEEA Executive Board for consideration and incorporation in the SPEEA budget. The amended budget passed. For: 50. Against: 4.
- Amendments to the budget**
- Restore Community Participation Line Item 4.7 League of Women Voters. \$1,500. For: 42. Against 27.
  - Restore Community Participation Line Items 4.3 to 4.6 and 4.8 to 4.11 to the same amounts as last year. For: 49. Against 15.
    - 4.3 Washington Fair Trade Coalition \$6,000.
    - 4.4 NW Sound Alliance \$5,000.
    - 4.5 Economic Opportunity Institute \$3,750.
    - 4.6 American Red Cross, Snohomish County Real Heroes Breakfast \$2,440.
    - 4.8 United Way Spirit of Snohomish County Breakfast \$1,440.
    - 4.9 Healthy Washington Coalition \$1,000.
    - 4.10 Puget Sound Health Alliance \$500.
    - 4.11 King County United Way Neighbor Kickoff \$300.
  - Restore NW Council Line Item # 1.7 NW Movie Nights \$825. For: 40. Against: 13.

## Council Rep vacancies

If you are interested and eligible in serving your co-workers as their union rep, see three new Council Rep vacancies below. An extensive training course is provided for those who are seated.

### District revision

The Tellers have revised the district delineation based on population changes and site restructuring. The Developmental Center Districts D-3 and D-4 have been eliminated. These two council seats were vacant.

Those vacancies have been applied to Districts D-5 and (Everett) E-31, allowing one additional seat for each of those districts.

- District D-5 - representing Profs in buildings 9-101, 9-110, 13-01, 13-03
- District E-31 - representing Profs in Everett buildings 7-20 and 41-02

### New vacancy

Council Rep **Charles (Chico) Compton** resigned his position in District D-1 - representing Profs in buildings 9-90, 9-96, 9-98, 9-99, 9-120.

### Run for CR

If you reside in a district with a vacancy and meet the minimum one-year SPEEA membership qualification, complete and return your petition\* by noon, Tuesday, Feb. 6.

You can deliver the petition to the SPEEA hall in Tukwila or Everett or fax to (206) 248-3990. If you have questions, contact **Terry Hall** at (206) 674-7360 or email [terryh@speea.org](mailto:terryh@speea.org).

\*The 2017-2019 Council Rep petitions can be downloaded at [www.speea.org](http://www.speea.org) (dropdown menu: Councils/Forms and Petitions).

# UPCOMING MEETING SCHEDULES

## NORTHWEST MEETINGS (ALL TIMES PDT)

## MIDWEST MEETINGS (ALL TIMES CDT)

### Week of January 15, 2018

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Tuesday, Jan. 16	3:30 p.m.	SPEEA Legislative & Public Affairs
Tuesday, Jan. 16	4:00 p.m.	SPEEA Organizational Planning
Wednesday, Jan. 17	4:00 p.m.	SPEEA Governing Documents
Wednesday, Jan. 17	5:00 p.m.	NW Governing Documents
Wednesday, Jan. 17	5:00 p.m.	NW Membership Activities Committee
Thursday, Jan. 18	4:00 p.m.	Executive Board

Tuesday, Jan. 16	4:00 p.m.	MW Governing Documents
Tuesday, Jan. 16	5:30 p.m.	SPEEA Legislative & Public Affairs
Tuesday, Jan. 16	6:00 p.m.	SPEEA Organizational Planning
Wednesday, Jan. 17	6:00 p.m.	SPEEA Governing Documents
Thursday, Jan. 18	6:00 p.m.	Executive Board

### Week of January 22, 2018

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Monday, Jan. 22	4:30 p.m.	NW Legislative & Public Affairs
Tuesday, Jan. 23	4:30 p.m.	NW Women's Advocacy Committee
Wednesday, Jan. 24	4:30 p.m.	NW New Hire & Young Members Committees
Thursday, Jan. 25	4:30 p.m.	NW Labor Delegates

No meetings scheduled		
<b>Week of January 29, 2018</b>		
Monday, Jan. 29	6:00 p.m.	Council Officers
Thursday, Feb. 1	4:00 p.m.	MW Membership Activities
Thursday, Feb. 1	6:00 p.m.	Executive Board

### Week of January 29, 2018

Monday, Jan. 29	4:00 p.m.	Council Officers
Thursday, Feb. 1	4:00 p.m.	Executive Board