

Representing aerospace professionals with competence, integrity and action



Labor connects with lawmakers

SPEEA members joined other union representatives in meetings with Washington state lawmakers in Olympia. About 200 union members representing a cross-section of labor attended the Washington State Labor Council (WSLC) Legislative Conference Feb. 1-2. SPEEA Everett Council Rep **Rod Siders** (left) is with state Sen. **Steve Hobbs** (D-Lake Stevens), **Damien Fisher**, president, International Brotherhood of Electrical Workers (IBEW) Local 191, and **Debbie Gath**, Teamsters Local 38. Developmental Center Council Rep **Daniel Peters** and Everett Area Rep **Mohammed Khan** also went to the conference and met with lawmakers. Peters is also WSLC IFPTE at-large vice president.

Study will examine Washington competitiveness

SPEEA and Machinists District 751 - as part of the Governor's Choose Washington NMA Council - commissioned **Richard Aboulafia**, vice president of the Teal Group, to conduct an in-depth analysis of the state's competitive position to design, manufacture and assemble Boeing's proposed New Middle-Market Aircraft (NMA).

The effort was announced Feb. 7 during a conference call with reporters and representatives of the Choose Washington NMA Council. SPEEA and the Machinists, along with business, education, state and local government, are members of the Council.

"We look forward to looking at the data and providing a very clear examination of the state's strengths and weaknesses," said Aboulafia.

The study is initially co-funded by the IAM and SPEEA. Council and state officials are working on the broader funding for the Council's overall efforts, including work related to the study.

"As independent aerospace experts, Aboulafia and his team know what aerospace firms look for when making site decisions," said **Chelsea Orvella**, SPEEA's representative on the Council. "With this study, our unions and the NMA Council are being proactive and tapping into new approaches to secure Boeing's next plane in Washington."

As one of the leading aerospace analysts in the world, Aboulafia and the Teal Group are well suited for performing an in-depth analysis of Washington's engineering and manufacturing facilities, talent pool, supplier network, tax structure and proven success for Boeing.

"They will let us know where we are strong - and I believe we are strong everywhere," said **Jon Holden**, president of IAM District 751. "This will be independent and something we can use to improve our environment."

The study is scheduled for completion in April.

Boeing and Spirit bonus payouts

SPEEA contracts with The Boeing Company and Spirit AeroSystems include company performance bonus language. With both companies exceeding targets, nearly 20,000 SPEEA-represented employees will receive bonuses in their next paycheck (Feb. 22).

Boeing - The Boeing Company announced this year's Employee Incentive Plan (EIP) bonus, which applies to all SPEEA-represented employees. The EIP has a target of 10 days with results ranging from 0% - 200% of the target. Boeing's 2017 performance period resulted in a payout of 187%, which equates to 18.7 days (7.2% of 2017 base salary and overtime).

Spirit - SPEEA-represented employees receive a bonus through the company's Short Term Incentive Plan (STIP). Spirit's annual performance is also measured as a percentage ranging from 0% to 200% of the target. The targets are included in the applicable collective bargaining unit. The Wichita Engineering Unit (WEU) has a target of 8% and the Wichita Technical and Professional Unit (WTPU) has a target of 6%. Spirit's 2017 performance period resulted in a payout of 160%, which equates to 12.8% of 2017 base salary and overtime for the WEU and 9.6% of 2017 base salary and overtime for the WTPU. The WEU and WTPU STIP payments are in addition to any gain share payout that employees may receive.

New Hire Committee bowling on Pi Day

On March 14 (Pi (3.14) Day), the SPEEA members can bowl free and enjoy refreshments, including pizza 'pie,' at the Garage in Seattle's Capitol Hill district. The New Hire Committee hosts the event (from 4:30 to 6:30 p.m.) for newer members to get to know others in their union. All members are welcome. To reserve a space, email speea@speea.org.

IFPTE
election - P2

SPEEA movie
night - P3

Everett Roundtable
planning - 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



Members of the Wichita Engineering Unit (WEU) Negotiation Team are *Eric Stewart* (left), *Elisa Acosta* (vice chair), *R. Matthew Joyce* (chair), *John Poettker* (secretary) and *Keith Covert*.

WEU Negotiation Team selects officers

WICHITA - The newly elected Wichita Engineering Unit (WEU) Negotiation Team determined their officers and included alternates as full members of the team.

The team includes:

- **R. Matthew Joyce** (chair)
- **Elisa Acosta** (vice chair)
- **John Poettker** (secretary)
- **Keith Covert**
- **Eric Stewart**

The team members also named Midwest Director **BJ Moore** as team spokesman.

The team meets regularly with staff to prepare for contract negotiations with Spirit AeroSystems. The SPEEA-Spirit WEU contract expires Dec. 1.

The WEU Bargaining Unit Council elected the team at a special meeting Jan. 25.

IFPTE elections

Run for IFPTE VP and/or convention delegate

Interested in gaining more awareness of IFPTE and the larger labor movement? Consider applying for IFPTE convention delegate and/or vice president representing SPEEA on the IFPTE Executive Council.

The IFPTE convention is June 25-28 in Atlantic City. The convention features workshops, guest speakers and updates as well as opportunities to network with other professionals represented by IFPTE across North America.

SPEEA has three VP seats on the IFPTE Executive Council (two Northwest and one Midwest). Those elected will serve three-year terms. The Council typically meets twice a year.

Petitions, eligibility and other election requirements are at www.speea.org (drop-down menu: Councils/Forms & Petitions).

Petitions are due by March 7.

Stay connected



Get the **Spotlite App**
 Go to www.speea.org from your mobile device for the link, or visit your App Store.

Former SPEEA staff dies

Alberta Lowrey, who worked at SPEEA for more than 20 years, died recently. Lowrey was an administrative assistant who also co-managed the records department (database/applications/dues billing) at SPEEA from 1967 to 1989.



Solidarity Night at Everett hockey game

Council Reps **Tony Laffranchi** and **Evan Wipf** are shown here at the Union Solidarity Night at the Everett Silvertips game, Jan. 26. Nearly 2,000 union members and their families bought discount hockey tickets through the Snohomish County Labor Council for this event. At the game, SPEEA joined the Machinists at a union information table for Aerospace Night. Wipf (Bellevue Council Rep) and Laffranchi (Renton Council Rep) helped hand out SPEEA visibility items.

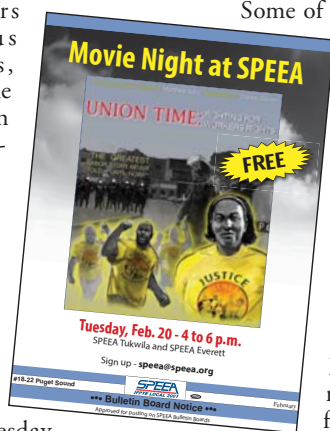
SPEEA movie night

Organizing success - 'Union Time'

For 15 years, workers endured dangerous working conditions, sexual abuse and injustice while fighting to organize a union in North Carolina (a right-to-work state).

The movie "Union Time" documents their struggle and ultimate victory in securing labor rights and collective bargaining at the Smithfield Foods' pork processing plant in Tar Heel, N.C.

SPEEA will show the movie at the Puget Sound halls Tuesday, Feb. 20, from 4 to 6 p.m.



Some of the issues the 5,000 workers faced on the job include getting fired for being sick, being cursed at and threatened with sexual abuse, being detained in a holding cell at work, being denied a bathroom break and being fired for wanting a better life through a union.

Email speea@speea.org to reserve a seat at SPEEA Everett or Tukwila. The movie is coming to Wichita for showing at a later date.

Deadlines March 15

Scholarships for labor families

SPEEA members' high school seniors can apply for two labor-related scholarships. Both have a deadline of March 15.

- **IFPTE - Dominick D. Critelli, Jr. Scholarship** - Along with the application and transcripts, three letters of recommendation are required plus an essay on "What Being a Member of a Union Family Means to Me." See more at www.ifpte.org (drop-down menu: Join Us/IFPTE Benefits).
- **Jerry Beckendorf Community Services Scholarship** - To be eligible, high school seniors must be active in the community in Pierce County, Wash. An essay and letter of recommendation are part of the application process for those entering in a college, trade or technical school in the fall. Learn more at www.pclaborcares.org.

TRAINING/ EVENTS

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

PUGET SOUND

SPEEA movie night 'Union Time'

Tuesday, Feb. 20 - 4 p.m.

SPEEA Tukwila and Everett

Sign up - speea@speea.org

Bowling with the New Hire Committee

Wednesday, March 14 - 4:30 to 6:30 p.m.

Garage, 1120 Broadway, Seattle

Members welcome - email

speea@speea.org to sign up

MIDWEST

St. Patrick's Day Bingo

Saturday, March 10 - 2 to 4 p.m.

SPEEA Wichita office

Free - refreshments and prizes

Sign up - email vickim@speea.org

Midwest Membership Activities Committee

CR vacancy at Developmental Center

Developmental Center Council Rep **Ron Mathes** resigned his position representing Techs in buildings 9-101, 9-110, 9-140, 13-01 and 13-03.

If you reside in the D-6 district, meet the minimum one-year SPEEA membership qualification and are interested in serving your co-workers as their union rep, complete and return your petition* by noon, Tuesday, March 6. You can deliver the petition to SPEEA Tukwila or fax to (206) 248-3990.

If you have questions, contact **Terry Hall** at (206) 674-7360 or email terryh@speea.org. Once seated, an extensive training course is provided.

*The 2017-2019 Council Rep petitions can be downloaded at www.speea.org (drop-down menu: Councils/Forms and Petitions).



Members of the Everett Roundtable Planning Committee are shown above at the annual offsite to plan for the year ahead. The next meeting of the Everett Roundtable, which brings together Boeing site leaders, Human Resources and Council Reps, is March 8.

Everett Roundtable planning offsite

A group of Council Reps, Boeing Everett managers and Human Resources staff discussed plans for the year ahead in an annual offsite meeting at SPEEA.

The Everett Roundtable Planning Committee typically meets monthly for an hour to prepare for quarterly Everett Roundtable meetings. Once a year, this committee devotes a half-day to assessing

the previous years' Everett Roundtable quarterly meetings, setting goals and topics for upcoming meetings, and reviewing potential dates and other logistics.

The Roundtable brings together a select group of Boeing Everett managers and Human Resources generalists along with all Everett Council Reps to address issues of mutual concern in the workplace.

SPEEA Council actions - Jan. 11

At their quarterly SPEEA Council meeting, the Council voted on the following motions:

- **M18-001 Proposed 2018/2019 Budget for SPEEA Council** - It is moved that the SPEEA Council approve the proposed 2018-2019 SPEEA Council budget and submit the proposed budget to the SPEEA Executive Board for consideration and incorporation into the SPEEA budget. For: 81. Against: 0. The motion passed.
- **M18-002 Pre-Submitted New Business: Support of the Jones Act** - It is moved that: The SPEEA Council supports the Jones Act and opposes any

efforts to weaken or eliminate it, including Senate Bill S. 1894. For: 70. Against: 11. The motion passed.

- **M18-00 Waiver by 2/3 Majority Vote for Shannon Deacon** - It is moved: The SPEEA Council grants a waiver for Shannon Deacon, in accordance with SPEEA Constitution Section 2.3.2 that allows her to run as a candidate for the officer positions of SPEEA President, SPEEA Secretary, and/or SPEEA Treasurer in the upcoming 2018 Executive Board Election. For: 77. Against: 4. The motion passed.

Executive Board mini-minutes - Jan. 18

Attendees: Ryan Rule, Jimmie Mathis, Joel Funfar, Shannon Deacon, Mark Worden

Excused: Mike Shea, Keith Covert

Council officers: R. Matthew Joyce, Chris Streckfus, Theryl Johnson

Guest: Jeanette Fedele

Staff: Ray Goforth, Robin Fleming, Steve Spyridis, BJ Moore, Bill Dugovich, Matt Kempf, Rich Plunkett, April Rebollo, David Glenn, Bill Razeto

At their regular meeting, the Board:

- Approved, at a cost not to exceed \$1,400 each and up to eight hours compensated time each, for **Babak Arvani, Debarijt (Greg) Chandra, Ronda Cockrell, Amy Freiburghaus, Behyar Goudarzian, Jason Groves-Stephens, Byron Henderson, Stanley Huang, Sulena Kumnertsen, Lori Ryan** (withdrew), **David Wilkinson** and **Mark Worden** to attend the 2018 Labor Notes conference April 6-8.

Bingo at SPEEA Wichita

Members and their families are signing up for bingo at the SPEEA Wichita office from 2 to 4 p.m., Saturday, March 10. The Midwest Membership Activities Committee hosts the event in March each year, which typically draws a crowd.

The event includes free refreshments and prizes, including a blackout prize. Email vickim@speea.org to sign up by March 7.



UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PDT)

Week of February 12, 2018	
Tuesday, Feb. 13	4:00 p.m. SPEEA Diversity Committee
Thursday, Feb. 15	4:00 p.m. Executive Board
Week of February 19, 2018	
Monday, Feb. 19	3:30 p.m. SPEEA Legislative & Public Affairs (L&PA)
Wednesday, Feb. 21	4:00 p.m. SPEEA Governing Documents
Wednesday, Feb. 21	5:00 p.m. NW Governing Documents
Wednesday, Feb. 21	5:00 p.m. NW Membership Activities Committee (MAC)
Week of February 26, 2018	
Monday, Feb. 26	4:00 p.m. Council Officers
Monday, Feb. 26	4:30 p.m. NW Legislative & Public Affairs (L&PA)
Tuesday, Feb. 27	4:30 p.m. NW Women's Advocacy Committee (WAC)
Wednesday, Feb. 28	4:30 p.m. NW New Hire & Young Members Committees
Thursday, March 1	4:00 p.m. Executive Board

MIDWEST MEETINGS (ALL TIMES CDT)

Week of February 12, 2018	
Thursday, Feb. 15	6:00 p.m. Executive Board
Week of February 19, 2018	
Monday, Feb. 19	4:30 p.m. MW Legislative & Public Affairs (L&PA)
Monday, Feb. 19	5:30 p.m. SPEEA Legislative & Public Affairs (L&PA)
Tuesday, Feb. 20	4:00 p.m. MW Governing Documents
Wednesday, Feb. 21	6:00 p.m. SPEEA Governing Documents
Week of February 26, 2018	
Monday, Feb. 26	6:00 p.m. Council Officers
Thursday, March 1	6:00 p.m. Executive Board