

Representing aerospace professionals with competence, integrity and action



Midwest members helped union Tellers with the ballot count at the SPEEA Wichita office Oct. 16. From left are Dave Driver, Joe Abbott, Rick Nelson and Midwest Teller R.G. Reser.

## Wichita Engineering Unit

### SPEEA members approve six-year contract with Spirit AeroSystems

WICHITA - With 81% of the Wichita Engineering Unit (WEU) members voting, the new six-year contract with Spirit AeroSystems passed by a 70% margin.

The final tally showed 400 to accept and 173 to reject. There were 573 valid ballots cast out of 708 authorized. Ballots were counted by members and validated by Tellers at the SPEEA Wichita office Oct. 16.

The new contract provides annual raises, increased overtime pay and a \$4,000 signing bonus. Employees also agreed to changes to the medical plans that phase-in during the contract.

"We were able to secure a number of improvements needed and sought by members," said SPEEA Midwest Director **B.J. Moore**. "Like all negotiations, both sides needed to, and did make some compromises."

Formal negotiations started in May and continued through the summer and fall. A complete offer received tentative agreement from the SPEEA Negotiation Team Sept. 24. The union held a number of lunchtime and after-work meetings to present the offer and answer members' questions. Ballots

were mailed to the homes of members on Sept. 28.

The SPEEA Negotiation Team and the Bargaining Unit Council (local council representatives) recommended members approve the contract offer. The union's position was strengthened by steadily increasing membership during negotiations, reaching a record 73% by the time ballots were mailed to members.

The new six-year contract takes effect Dec. 2 and continues through Dec. 1, 2024.

## AR Recognition Month

### Area Rep gift certificate

In recognition of Area Reps' help with outreach, SPEEA Council Reps are hosting lunchtime meetings to present gift certificates this month. Area Reps have until Nov. 19 to place an online order for SPEEA apparel using the gift certificate credit of \$35.

If you are an Area Rep who hasn't received a certificate or at least an invitation to a SPEEA Area Rep lunchtime meeting, contact your Council Rep.

## SPEEA-Boeing open enrollment

### Lunchtime meeting schedule filling up

SPEEA-Boeing Council Reps are scheduling lunchtime meetings for members to learn more about their contract benefits.

The meetings coincide with Boeing's annual open enrollment Nov. 6-27. This is the only time to make routine changes to your health care selections.

Check the lunchtime meeting schedule at [www.speea.org](http://www.speea.org) - SPEEA Events link. To request a meeting for your area, email [michelles@speea.org](mailto:michelles@speea.org).

SPEEA is also hosting after-hours meetings for one hour each at the Puget Sound halls.

- Tukwila - Tuesday, Oct. 30 at 5 p.m.
- Everett - Thursday, Nov. 1 at 4:30 p.m.

Email [speea@speea.org](mailto:speea@speea.org) to sign up for one of these presentations.

## Reminder on benefits

- **Avoid premium penalty** - Employees and spouses covered by a Boeing medical plan need to take a health-risk assessment to avoid an increased premium contribution. Dependent children are exempt from this requirement.
- **Biometric screening optional** - SPEEA members are not required to submit biometric data this year. Members can still receive screenings from the onsite nurses, but no penalty will apply for noncompliance.

See more information in the November SPEEA Spotlight or attend a meeting.

## SPEEA in Wichita veterans' parade

Members are welcome to join SPEEA in the Veterans Day Parade, Saturday, Nov. 10, starting at 11 a.m. at Central and Main. SPEEA members walk the route and hand out small flags to parade watchers. To sign up - email [daniel.j.ryan@spiraero.com](mailto:daniel.j.ryan@spiraero.com).

SPEEA table at Rosie's - P2

Spokane meeting - P3

Council Rep vacancy - P4

**President**

Joel Funfar

**Executive Director**

Ray Goforth

**Executive Board**

|               |                |
|---------------|----------------|
| Jimmie Mathis | Treasurer      |
| Ryan Rule     | Secretary      |
| Daniel Peters | 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 a.m. to 5 p.m. • Fri, 8 a.m. to 4:30 p.m.  
Phone: (206) 433-0991  
1 (800) 325-0811

**EVERETT HALL**

2414 106th St. SW • Everett, WA 98204  
M-F, 8 a.m. to 4:30 p.m.  
Phone: (425) 355-2883  
1 (800) 325-0811

**WICHITA HALL**

4621 E 47th St. S, Wichita, KS 67210  
M-Th, 8:30 a.m. to 5 pm • Fri, 8 a.m. to 4:30 p.m.  
Phone: (316) 682-0262  
1 (800) 325-0811



Renton Area Rep **Jason Groves-Stephens** hosts a SPEEA visibility table to beef up SPEEA's presence in the workplace. He's shown here at the Boeing Renton Rosie's Café, where he sets up the table nearly every Wednesday.

## Area Rep hosts visibility table to raise awareness

**R**ENTON - If you're looking for SPEEA in Renton, Area Rep **Jason Groves-Stephens** wants to make that a little easier.

Nearly every Wednesday, he sets up an information table with a SPEEA banner and visibility items at the Boeing Renton Rosie's Café.

"A strong union needs a presence," he said about why he started this about a year and a half ago. "I want people to know we're here."

Within a few weeks of starting his routine visibility table, a colleague came over to say hello. During that chat, the colleague mentioned an issue he wanted SPEEA's help with and Groves-Stephens referred him to his Council Rep.

"If you make yourself available, you can have that conversation," he said.

He works as a liaison engineer, certified by the Material Review Board, on the 737 final assembly. He's part of a district with the most number of Area Reps, but the district is also one of the larger ones - about 1,000 represented employees.

At least one other Area Rep accepts his invita-

tion on a regular basis to meet at the SPEEA table. "This gives me somebody to talk to about SPEEA business and builds relationships, because we also bounce ideas off each other," Groves-Stephens said.

### Getting started

To start the process of hosting a visibility table, he talked with the manager of Rosie's and his Council Reps. He borrowed a banner from SPEEA and brings the visibility items, including red SPEEA T-shirts, contracts and mugs. Since he's not able to be there every week, he sends an invite to Area Reps and Council Reps for the weeks he's there. Then he waits for people to stop by.

"Mostly, it's people I know," he said. In addition to saying hello, they often come up with a question. He steers questions to their Council Reps and shows them the Council Rep roster for their district.

He'd love to see more visibility tables at the other cafeterias to raise more awareness about SPEEA. "If you don't get seen in the workplace, then people won't focus on or think about you (SPEEA) routinely."

## A little history of SPEEA Area Reps

**T**hose who recognize the value of Area Reps in the workplace may wonder how the system started. The first Area Reps started serving in 1952, six years after SPEEA engineers voted for their first contract.

According to SPEEA history, three SPEEA leaders, **Floyd Hamilton**, **Bob Fawcett** and **Len Cancler**, initiated the system to "support negotiations by increasing communication with members."

To serve in that position, the Reps attended union meetings and received leadership training. In 1953, SPEEA began mailing newsletters to their homes.

Without full-time staff support, the Area Rep system lost its momentum. In 1964, Cancler re-established the Area Rep system with a dinner at Andy's Diner on Fourth Avenue. Cancler wrote in a 1984 article that 30 people formed the nucleus of the system, which grew to 100 members in a few months.

When the system grew to include 700 Area Reps, leaders agreed to form a Council, serving as a communication link between the Executive Committee and members. The first officers were elected 1964. As the history articles note, this is different from the current Council since members were appointed at the time, not elected.





## Members attend Spokane meeting

**S**POKANE, Wash. - About 20 SPEEA members learned more about the retention policy at Triumph Composite Systems Sept. 13. Council Rep **Tim Conley** hosted the lunchtime meeting with SPEEA Contract Administrator **Steve Spyridis**.

At the meeting, they also discussed Triumph's new fellowship program for engineers, similar to Boeing's Technical Fellowship, a career advancement path focused on technical expertise.

**Apply by Oct. 31**

## Interested in state labor board position?

**S**PEEA is seeking members interested in applying for the IFPTE at-large vice president seat on the Washington State Labor Council (WSLC), AFL-CIO Executive Board.

To apply, you must be a SPEEA, IFPTE Local 2001 member in good standing in Washington state. Send your name, contact information and a brief statement on why you're interested to [apply@speea.org](mailto:apply@speea.org) by Wednesday, Oct. 31.

If nominated by the SPEEA Executive Board and approved by the WSLC Executive Board, the member's term starts in January.

## Lump-sum webinar online

**A** recording of the SPEEA webinar on lump-sum pension benefits is now available at [www.speea.org](http://www.speea.org) (drop-down menu: Medical/Retirement).

**Matt Kempf**, SPEEA senior director of compensation and retirement, presented the webinars because increasing interest rates will reduce lump sums starting next year.

The changes apply to those who choose to have their pension paid out instead of receiving monthly pension checks for the rest of the retiree's life.

SPEEA sent emails for webinar sign up to a targeted list of represented employees who were either currently retirement eligible or would be become eligible before Dec. 1. Nearly 2,000 members took part in one of the four live webinars.

### Reminder

## Weingarten rights apply to email 'fact finding'

**S**ome members are still unsure about their Weingarten right to representation - particularly if they receive a 'fact-finding email.'

Remember - SPEEA bargaining unit employees can request a Council Rep or staff regardless of how the investigation or disciplinary action was initiated. The request applies whether it's investigatory or disciplinary and whether it was an email, phone call or in-person request.

Bargaining unit employees are not required to create a statement nor are they compelled to sign one.

Council Reps receive training to attend disciplinary, investigatory or performance meetings on behalf of represented employees to help ensure communication is clear, the contract is adhered to and help is provided if follow up is needed.

### How to invoke your Weingarten rights

If a SPEEA-represented employee is called into an investigatory meeting, they may ask for the meeting to be postponed until they can speak with their Council Rep and have them present. Then, they must contact their Council Rep or call the nearest SPEEA office.

#### SPEEA offices

- Everett - (425) 355-2883
- Tukwila - (206) 433-0991
- Wichita - (316) 682-0262

### Seven standards of just cause

SPEEA contracts are clear that all discipline of a represented employee meet the Standards of Just Cause.

1. Was the employee aware of the rule and the consequences of violating that rule?
2. Was the employer's rule or order reasonably related to efficient and safe operations?
3. Did management investigate before administering discipline?
4. Was the investigation fair and objective?
5. Did the investigation produce substantial evidence of proof of guilt?
6. Were the rules, orders, and penalties applied evenhandedly and without discrimination?
7. Was the penalty reasonably related to the seriousness of the offense and the past record?

See more about the Council Rep's roles and responsibilities at [www.speea.org](http://www.speea.org) (drop-down menu: Member Tools/Council Reps).

## Save the date for Santa

**T**he Northwest and Midwest Membership Activities Committees (MAC) organize Santa events for SPEEA members and their families.

- **Puget Sound** - The NW MAC hosts free photos with Santa, Saturday, Dec. 1, at SPEEA Everett and Saturday, Dec. 8, at SPEEA Tukwila.
- **Wichita** - The MW MAC hosts free bowling with Santa, Saturday, Dec. 8, at the Derby Bowl, with gifts from Santa for children 12 and younger.

See the SPEEA Events link at [www.speea.org](http://www.speea.org) for more details.





## SPEEA braves weather to play in Kansas AFL-CIO fundraiser

*Donna Lebane, left, and RG Reser braved the rain and wind to participate in the Kansas State AFL-CIO Golf Tournament in Topeka Oct. 6. Temps were in the low 50s, and it was windy and damp at tee time, but Lebane and Reser played on. About 20 teams registered, but only about 10 teams played. SPEEA was one of seven champion sponsors. Part of the donations went to the Topeka Boys and Girls Club. Hopefully, next year brings better weather!*

## New Council Rep vacancies in Everett

SPEEA has two new vacancies in Everett due to Council Reps leaving the bargaining units.

- District E-8 – representing Techs in buildings 40-88 and 47-173.
- District E-29 – representing Profs in buildings 45-80 and 45-802

If you have been a dues-paying member for the preceding 12-month period, reside in a district with a vacancy and are interested in serving as your co-workers' union rep, follow the steps to apply by noon, Tuesday, Nov. 6.

### Steps to apply

- **CR petition** - Download the instructions and Council Rep petition at [www.speea.org](http://www.speea.org) (drop-down menu: Councils/Forms and Petitions) and obtain the signatures of at least 15 SPEEA members in good standing.
- **Submit petition** - Email your completed petition to [terryh@speea.org](mailto:terryh@speea.org) or fax (206) 248-3990.
- **Platform statement** - Email your platform statement to [terryh@speea.org](mailto:terryh@speea.org). The 150-word (max) statement is for a ballot packet if an election occurs.

Once seated, an extensive training course is provided. If you have questions about submitting a petition, contact **Terry Hall** at (206) 674-7360 or email [terryh@speea.org](mailto:terryh@speea.org).

## Election for Council Rep seat

SEATTLE - Members in Council District D-5, in the Developmental Center, will soon receive ballots to vote for a Council Rep.

SPEEA will send ballots by Oct. 24 and ballots are due back at the SPEEA post office box or ballot box by noon, Wednesday, Nov. 7.

The candidates are:

- **Jorge Alcantara**
- **Rodney Roy**

*(Names in ballot order as determined by the Northwest Tellers in a random drawing.)*

Federal law prohibits candidates from using union and company resources, such as work email.

## TRAINING/ EVENTS

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

### PUGET SOUND

Pumpkin decorating at SPEEA halls (free)

**Saturday, Oct. 20 - 10 a.m. to 1 p.m.**  
SPEEA Tukwila and SPEEA Everett

Children are welcome to wear costumes  
Donations welcome for food bank

Sign up - [speea@speea.org](mailto:speea@speea.org)

Northwest Membership Activities Committee

SPEEA-Boeing open enrollment overview

**Tuesday, Oct. 30 - 5 p.m.**  
SPEEA Tukwila

**Thursday, Nov. 1 - 4:30 p.m.**  
SPEEA Everett

Sign up - [speea@speea.org](mailto:speea@speea.org)

Photos with Santa

**Saturday, Dec. 1 - 10 a.m. to 2 p.m.**  
SPEEA Everett

**Saturday, Dec. 8 - 10 a.m. to 2 p.m.**  
SPEEA Tukwila

Northwest Membership Activities Committee

## MIDWEST

Veterans Day Parade

**Saturday, Nov. 10 - 11 a.m.**  
Starts at Central and Main, Wichita  
Join SPEEA in the parade

SPEEA Midwest Council

Bowling with Santa

**Saturday, Dec. 8 - 1 to 4 p.m.**  
Derby Bowl

Free for members and their families

Midwest Membership Activities Committee

## UPCOMING MEETING SCHEDULES

### NORTHWEST MEETINGS (ALL TIMES PDT)

| Week of October 22, 2018 |   |
|--------------------------|---|
| Tuesday, Oct. 23         | 4:30 p.m. NW Women's Advocacy                         |
| Wednesday, Oct. 24       | 4:30 p.m. NW New Hire/Young Members                   |
| Week of October 29, 2018 |   |
| Monday, Oct. 29          | 4:00 p.m. Council Officers                            |
| Monday, Oct. 29          | 4:30 p.m. NW Legislative & Public Affairs             |
| Thursday, Nov. 1         | 4:00 p.m. Executive Board                             |
| Week of November 5, 2018 |   |
| Tuesday, Nov. 6          | 4:00 p.m. SPEEA Leadership Development & Training     |
| Tuesday, Nov. 6          | 4:30 p.m. NW Tellers                                  |
| Wednesday, Nov. 7        | 4:30 p.m. NW Action and Communication Taskforce (ACT) |
| Thursday, Nov. 8         | TBD NW Council  |

### MIDWEST MEETINGS (ALL TIMES CDT)

| Week of October 22, 2018 |   |
|--------------------------|---|
| No meetings scheduled    |   |
| Week of October 29, 2018 |   |
| Monday, Oct. 29          | 6:00 p.m. Council Officers                        |
| Thursday, Nov. 1         | 4:00 p.m. MW Membership Activities                |
| Thursday, Nov. 1         | 6:00 p.m. Executive Board                         |
| Week of November 5, 2018 |   |
| Tuesday, Nov. 6          | 6:00 p.m. SPEEA Leadership Development & Training |
| Thursday, Nov. 8         | 4:30 p.m. MW Council                              |