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Enthusiasm grows as Seal Beach employees start signing union cards

SEAL BEACH, Calif. – Employees at Boeing Seal Beach are now signing union authorization cards – the next step toward their efforts to gain a voice at work.

Enthusiastic members of CREATE (California Region Engineers and Technical Employees), a potential bargaining unit of SPEEA, led two informational meetings talking about why they were organizing.

Leaders from SPEEA and IFPTE offered support and encouragement for the campaign during meetings while they started to sign authorization cards to join with SPEEA.

“SPEEA is 100% behind you,” said President **Joel Funfar**. “We really need to make this successful, so you and Boeing are better off.”

IFPTE President **Paul Shearon** echoed the comments.

“We’re all facts and data people here,” Shearon said. “And the facts and data all point to union-representation being the best way to make improvements that benefit workers and the company.”

At the meetings, employees heard preliminary results from a recent survey that shows rising medical costs, the requirement to work four hours for free before earning pay for working more than the standard work week and the increasing chaotic workplace as major employee issues.

Boeing has sprinkled the Seal Beach workplace with anti-union material saying they are 100% against the union and holding weekly anti-union forums for managers, human resource personnel and administrators.

Follow Seal Beach employees’ efforts on social media and their website at www.create-speea.org.



Engineer **Dave Lawicki** signs a union authorization card after attending a meeting April 25.



Unfair Labor Practice filed over non-Boeing personnel performing SPEEA bargaining unit work

By **Rich Plunkett**
SPEEA Director of Strategic Development

Boeing management’s incomplete and false information relating to non-Boeing personnel being allowed to perform our bargaining unit work caused SPEEA to recently file an Unfair Labor Practice (ULP) charge with the National Labor Relations Board (NLRB). The ULP was filed after SPEEA filed a grievance and advanced the issue to arbitration.

Our SPEEA contracts are rather unique because they allow for non-Boeing personnel to perform bargaining unit work on-site, in some cases right alongside of SPEEA members. However, the contracts also spell

out the associated conditions, definitions and limitations for their use.

Article 1 in concert with Article 21 in both the Professional (engineering) and Technical contracts spell out who is represented by SPEEA by virtue of the work performed. In other words, what work is under SPEEA’s jurisdiction.

Article 9 in both contracts contain the details relating to non-Boeing labor and the normal reporting requirements. This data is used for forecasting discussions in concert with Article 9 and Letters of Understanding (LOU) 6, 8, 9, 21 and 28. Additionally, this has proven instructive when answering the occasional question from federal

agencies to assist with their investigations. (www.seattletimes.com/business/russian-engineers-once-turned-back-now-flowing-to-boeing-again/)

Two types of non-Boeing labor are “Contract Labor” and “Purchased Services.” Contract Labor is technical, or engineering personnel supplied to Boeing through third-party suppliers in the business of recruiting and supplying contracted staffing to other companies. Contract personnel typically perform Boeing work on Boeing premises and are supervised by Boeing managers.

Purchased Services are non-Boeing labor wherein specialized engineering or technical services are obtained from

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President

Joel Funfar

Executive Director

Ray Goforth

Executive Board

Jimmie Mathis	Treasurer
Ryan Rule	Secretary
Mike Shea	NW Regional VP
Daniel Peters	NW Regional VP
Dan Nowlin	NW Regional VP
Keith Covert	MW Regional VP

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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

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Members vote in Council Rep elections

SPEEA regional Tellers certified the election results for contested Council seats in 10 districts. A combined total 2,402 ballots were authorized, and 440 valid ballots were cast.

The names are listed in ballot order with winners' names in bold.

Congratulations to the newly elected members who will be seated for two-year terms at the May 9 regional Council meetings.

Northwest Council Rep election results

District	# of seats	Candidate	Vote Count
Auburn			
A-30	1	Douglas A Brazeal	13
		Terry Tomt	10
Development Center			
D-2	1	Sulena Kumnertsena	7
		Jeffrey Lynn Forbes	24
Everett			
E-18	1	Regan McNabb	8
		Ernie White	12
E-21	1	Julie F Sweeney	9
		Babak Arvani	13
E-26	1	John F. Cardiel	18
		Suzanne Kamiya-Harding	15
E-50	1	Byron D. Henderson	27
		Angel A. Leon	11
E-60	1	Mohammed Riaz Khan	7
		James Raskob	17
Plant II			
P-1	1	Gordon Yip	50
		Behyar Goudarzian	25
		Mehmet Ugur Koku	19

Midwest Council Rep election results

District	# of seats	Candidate	Vote Count
S-1	5	Eric Stewart	62
		Frank Wiesner	51
		Chris Streckfus	88
		Ben Blankley	73
		R Matthew Joyce	123
		Rick D Nelson	67
		Derek Milligan	46
		Julie-Elisa S. Acosta	100
S-12	5	Wes Gardner	39
		Tonya Sanders	35
		Ronda Cockrell	24
		Dianna Pyles-Tauer	28
		Ponolar Washington	34
		Dawn Chippeaux	23
		Emily Forest	38

Vacancies

If you're interested in serving as your co-workers' SPEEA liaison in a district with a vacancy, see election information at www.speea.org (drop-down menu: Councils/Forms and Petitions).

To learn more about the Council Reps' roles and responsibilities, go to www.speea.org (drop-down menu: Member Tools/Council Reps). Extensive training is provided. Email terryh@speea.org if you have questions.



Standing room only at SPEEA Wichita meetings

A series of workplace meetings helped hundreds of SPEEA-represented employees learn more about their contract benefits. **Matt Kempf**, SPEEA senior director of compensation and retirement, gave an overview of the health care plan options at the start of Spirit AeroSystems open enrollment period over the course of six workplace meetings. This is the only time of the year to make routine changes to your health plan options. Due to demand, SPEEA hosted an additional meeting at the office after hours to allow spouses to learn more about the benefits and plan choices.

Regional Council officer elections

New Council Rep terms start May 9 at the regional Council meetings in the Northwest and Midwest.

At these meetings, the Council Reps vote on Council officers to serve new two-year terms.

Council Reps are nominated from the floor. If they accept the nomination, they can give brief speeches prior to a vote in case of contested races.

Council officers cannot hold the same office for three consecutive full terms.

Overview of roles/responsibilities

The regional Council chair:

- Presides over regional Council meetings
- Acts as observer at all Executive Board meetings

The regional Council treasurer:

- Ensures the presentation of financial reports at regional Council meetings

- Coordinates Council and committee funding requests with regional Council officers and SPEEA treasurer
- Accounts for all regional Council funds with the SPEEA treasurer
- Prepares annual regional Council budget with input from regional committees and SPEEA treasurer
- Serves as the chair or secretary if either is absent at a regional Council meeting

The regional Council secretary:

- Prepares minutes for all regional Council meetings
- Maintains a roll of regional Council delegates
- Maintains all regional Council correspondence
- Oversees, reviews and ensures coordination between regional Council committees
- Serves as treasurer in the absence of the treasurer and serves as chair in the absence of the treasurer and the chair

Prof/Tech salary charts online soon

Salary charts reflecting the 2019 salary exercise for the SPEEA-represented Prof and Tech employees at The Boeing Company will soon be posted at www.speea.org.

The company just recently provided this

year's data, which delayed the typical timeline.

Salary charts for SPEEA-represented employees at Spirit AeroSystems will be updated when the data is available (typically later in the summer).

NW Council actions – April 11

At the Northwest Council meeting, the Council Reps:

- Heard an overview of the Employee Assistance Program (EAP) at The Boeing Company

- Voted on the following motion:
 - ♦ NW 19-014 – Waiver for Northwest Council Rep (**Amy Freiburghaus** – previous Leave of Absence - 2018). The motion unanimously passed.

TRAINING/ EVENTS

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

PUGET SOUND

Grievance Handling

Required Council Rep training

Monday, May 13 – 4:30 p.m.
SPEEA Everett

Tuesday, May 14 – 5 p.m.
SPEEA Tukwila

Email speea@speea.org to sign up

SPEEA Kids Fishing Day

With C.A.S.T. for Kids Foundation

Saturday, June 1 – starting at 9 a.m.
Gene Coulon Memorial Beach Park, Renton

SPEEA discount \$5 per youth
Limited supply – first come, first served

Register by May 23

Details at www.speea.org

NW Membership Activities Committee

SPEEA 101

Wednesday, June 12 – 4:30 p.m.
SPEEA Everett

Email speea@speea.org – space limited

\$50 gift card for first-time attendees
if dues-paying member hired
within past year

NW New Hire/Young Members Committees

SPEEA member discount - WNBA

Seattle Storm vs. Phoenix Mercury

Sunday, June 30 – 4 p.m.

Alaska Airlines Arena,
University of Washington, Seattle

Link to buy tickets at www.speea.org
(SPEEA Events)

NW Membership Activities Committee

WICHITA

SPEEA member discount Tanganyika Wildlife Park

Saturday, June 22

Arrive between 9 -11 a.m.
Goddard, Kansas

Special animal encounter at 11 a.m.
Discount tickets are \$5 each for members
and their families (free up to age 2)
Tickets only on sale at SPEEA Wichita
during business hours

NW Membership Activities Committee



Members address Spirit shareholders meeting

Three Midwest SPEEA members attended the annual shareholders meeting with the Board of Directors in Washington, D.C., April 24. Council Rep **Mark Gayer**, left, Area Rep **Deborah Owens**, center, a designated alternate for her Council Rep, and Midwest Council Chair **R Matthew Joyce**, right, are shown here with Spirit executives and board members. The members who attended on behalf of SPEEA are also shareholders. At the meeting, they shared concerns about issues in the workplace such as employee retention and training and proposed solutions.

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an outside company specifically to be used by or incorporated into a product or service. Generally, Purchased Services are contracted to complete defined statements of work. And the application, notification and protections afforded SPEEA members is significantly different for these two categories of non-Boeing labor.

Our grievance states Boeing has expanded the use of Contract Labor without adhering to the required process by falsely labeling it as Purchased Services. In our investigation, it has become apparent local management has a perverse incentive to use Purchased Services over Contract Labor. Adding Contract Labor counts against engineering headcount while adding Purchased Service labor does not. It is less than apparent

how this financial sleight of hand benefits Boeing's bottom line other than awarding SPEEA work to lower-paid casual (i.e., temporary, at-will, less willing to speak up employees).

Corporate's stated rationale for not yet providing the requested data and for providing false and/or misleading data is engineering doesn't know who these people are or what they are doing. Given these folks are working on just about every major model or program at Boeing, we are left with two obvious results. The first is Boeing's corporate "Union Containment Strategy" (just search around the Boeing intranet to learn more) encourages deceit. Or, no one is really looking out for the big picture - our customers and our company.

Executive Board mini-minutes – April 4

Attendees: Joel Funfar, Jimmie Mathis, Ryan Rule, Daniel Peters, Dan Nowlin, Mike Shea, Keith Covert

Council officers: Tony Hickerson, R Matthew Joyce, Chris Streckfus, Doug Brazeal, James Raskob, Theryl Johnson

Guest: Ron Duprau

Staff: Ray Goforth, Michelle Stanley, Bill Dugovich, BJ Moore, Matt Kempf, Rich Plunkett, Jason Collette, Frank Guglielmo, Steve Spyridis, Hillary McConnell

- Approved the following to Executive Board committees:
 - ♦ Communications: **Daniel Peters** and **Mike Shea**
 - ♦ Finance: **Keith Covert** and **Dan Nowlin**
 - ♦ Grievance Review: **Keith Covert**, **Joel Funfar**, **Daniel Peters** and **Dan Nowlin**
 - ♦ Legislative Action: **Keith Covert**, **Jimmie Mathis** and **Joel Funfar**
 - ♦ Organizing: **Jimmie Mathis**, **Ryan Rule**, **Joel Funfar** and **Mike Shea**
 - ♦ Policy: **Keith Covert**, **Jimmie Mathis** and **Mike Shea**
 - ♦ Staff Negotiations: **Joel Funfar**, **Jimmie Mathis** and **Ryan Rule**
- Approved the purchase of 150 open top canvas bags with SPEEA name and logo at a cost not to exceed \$5,000.
- Approved a contract with the Washington State Labor Education and Research Center for "Beating Apathy and Turning up the Heat" at a cost not to exceed \$550.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PDT)

Week of May 6, 2019	
Tuesday, May 7	4:00 p.m. SPEEA Leadership Development & Training
Tuesday, May 7	4:30 p.m. NW Tellers
Wednesday, May 8	4:00 p.m. SPEEA Diversity
Thursday, May 9	4:00 p.m. NW Council
Week of May 13, 2019	
Wednesday, May 15	4:00 p.m. SPEEA Governing Documents
Wednesday, May 15	5:00 p.m. NW Governing Documents
Wednesday, May 15	5:00 p.m. NW Membership Activities
Thursday, May 16	4:00 p.m. Executive Board
Week of May 20, 2019	
Monday, May 20	3:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, May 21	4:00 p.m. Council officers
Wednesday, May 22	4:30 p.m. NW New Hire/Young Members
Thursday, May 23	4:00 p.m. SPEEA Veterans

MIDWEST MEETINGS (ALL TIMES CDT)

Week of May 6, 2019	
Tuesday, May 7	4:30 p.m. MW Tellers
Tuesday, May 7	6:00 p.m. SPEEA Leadership Development & Training
Wednesday, May 8	6:00 p.m. SPEEA Diversity
Thursday, May 9	4:30 p.m. MW Council
Week of May 13, 2019	
Wednesday, May 15	6:00 p.m. SPEEA Governing Documents
Thursday, May 16	6:00 p.m. Executive Board
Week of May 20, 2019	
Monday, May 20	4:30 p.m. MW Legislative & Public Affairs
Monday, May 20	5:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, May 21	4:00 p.m. MW Governing Documents
Tuesday, May 21	6:00 p.m. Council officers
Thursday, May 23	6:00 p.m. SPEEA Veterans