

Representing aerospace professionals with competence, integrity and action



Council Reps and Executive Board members shown here received recognition for perfect attendance at regional and SPEEA Council meetings. Not shown: **Terry Tomt** and **Debarijit (Greg) Chandra** who are no longer Council Reps.

SPEEA closely monitoring

Spirit reduces workweek due to 737 MAX

WICHITA – After discussions with Spirit AeroSystems regarding impacts to SPEEA-represented employees, the SPEEA Executive Board accepted the company’s plan for implementing contract provisions allowing shortened workweeks for employees in the Wichita Engineering Unit (WEU) and Wichita Technical and Professional Unit (WTPU). Spirit is attempting to reduce costs as it deals with the impacts of the 737 MAX grounding.

Starting Friday, June 21, the company is shortening the workweek to 32 hours (20% per-week salary impact) for all salaried, management and executive employees working on commercial airplane programs. Employees on the Strategic Defense program are not impacted.

CEO quarterly meeting

At a quarterly meeting with SPEEA Council Reps June 11, Spirit CEO **Tom Gentile** talked about the shortened workweek.

Spirit has reduced indirect costs already, including the elimination of the majority of their non-Spirit personnel on site. They have committed to requiring a shortened workweek for the remainder of the non-Spirit personnel on the commercial side.

Gentile also noted other efforts to reduce costs, including an update on a voluntary retirement package offered to salaried, exempt staff, which includes SPEEA-represented employees. More than 300 Spirit employees applied for and received the package for review June 7. The employees have 45 days to decide if they will take the retirement package.

SPEEA contracts

The WTPU contract allows shortening workweeks to 32 hours for up to 10 weeks. The WEU contract allows the company to save an

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Annual convention/conference a 'TEAM' effort for activists

SEATAC, Wash. – At a two-day event, nearly 150 SPEEA activists took part in strengthening their union. The Leadership Development and Training Committee picked this year’s conference theme of TEAM: Together Everyone Achieves More.

At the SPEEA Council Convention June 7, Council Reps elected the following to serve two-year terms as SPEEA Council officers:

- Chair – **Tony Hickerson** (T-10) – Thompson Site
- Treasurer – **Michelle Cooper** (D-9) – Developmental Center
- Secretary – **Ben Blankley** (S-1) – Wichita

In addition, the Council debated and voted to pass motions regarding bicyclists’ safety and motions regarding SPEEA’s governing documents.

Additional convention highlights:

- Awarding the Stephen Pezzini Helping Other People Excel (HOPE) Award to Everett Area Rep **Inez Towner** for her work on behalf of members and the community, particularly youth at risk.
- Hearing an update via televideo from Boeing Seal Beach workers organizing CREATE (California Region Engineers and Technical Employees). Joining them



SPEEA Everett Area Rep **Inez Towner** (center) received the Stephen Pezzini Helping Other People Excel (HOPE) Award. She is shown here with **Tami Reichersamer** (on Towner’s right), who nominated her, and members of their families.

for the update were former Seal Beach colleagues who transferred back to the Puget Sound.

Conference

The SPEEA Leadership Conference kicked off with a keynote address by AFL-CIO Chief Economist **Bill Spriggs**, Ph.D. He presented charts and data regarding the skyrocketing wage gap and the decline of unions.

Throughout the day, participants took three separate training sessions.

IFPTE President **Paul Shearon** concluded the conference. “Union density equals power,” he said, urging everyone to increase membership and involvement. “Let’s get to work!”

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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

SPEEA Council Officers

Tony Hickerson	Chair
Michelle Cooper	Treasurer
Ben Blankley	Secretary

Midwest Regional Council Officers

RMatthew Joyce	Chair
Chris Streckfus	Treasurer
Emily Forest	Secretary

Northwest Regional Council Officers

James Raskob	Chair
Mike Arrington	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



Council Reps show their support for Seal Beach workers to have a voice at work.

Union leaders show support for CREATE

Employees at Boeing Seal Beach received a boost from Council Reps and union leaders from Washington, Kansas, Oregon, Utah, California and the IFFTE during the annual Convention and Leadership Conference.

Puget Sound CRs make a short video holding signs and shouting “We Support CREATE!” at the Friday Convention. The Convention and Leadership Conference also heard from current and former Seal Beach workers about the need for a stronger voice and union representation.

Under the name California Regional Engineer And Technical Employees (CREATE), employees publicly launched their campaign to organizing a new bargaining unit with SPEEA in March. Since then, Boeing re-instated the overtime premium rate of straight pay plus \$6.50 an hour and promised minimal changes



Northwest Council Chair **James Raskob**, **Pat Akhondi**, **Nikolas Geiselman** (SPEEA Organizational Planning Committee chair), **Ross Godwin** and **Duane Alley**. Akhondi, Godwin and Alley are SPEEA members who previously worked for Boeing Seal Beach.

to health care plans and costs in 2020. These changes tie directly to organizing conversations between hundreds of employees as these were among their top concerns. However, without a union contract, none of the changes are guaranteed and they only scratch the surface of employee issues.

Spirit reduces workweeks due to 737 MAX *Continued from page 1*

equivalent amount with a 24-hour workweek for five weeks (40% per-week salary impact). However, Spirit’s plans call for a 32-hour workweek for both the WTPU and WEU for up to 10 weeks. The SPEEA Executive Board concurred with this contract deviation.

Spirit said employees have the flexibility to take either Monday or Friday off during the workweek. Other options require management approval.

Vacations and ETO

Scheduled vacations are unaffected. However, only 32 hours of Earned Time Off (ETO) will be paid out per week. Additionally, while Earned Time Off (ETO) cannot be used to cover the day off, represented-employees with sufficient ETO hours banked can still “cash out” up to 80 hours of ETO two times during the year – one on their anniversary and at another time of their choosing during the year.

Additional assistance

Spirit is working with the Kansas Department

of Labor to secure up to \$38 per week in unemployment benefits for impacted workers. The company and SPEEA are also investigating options for additional assistance for employees (e.g. how to deal with financial institutions in temporary situations such as these).

Monitoring

SPEEA contract administrators will monitor the implementation of the shortened workweek and its impact on represented employees to ensure compliance with SPEEA contracts and agreements with Spirit. Represented employees are encouraged to bring their questions and concerns to their Council Rep (drop-down menu: Member Tools/Find your Council Rep).

“We are working to lessen the impact,” said **BJ Moore**, SPEEA Midwest director, “and will continue to communicate updates.”

Find the Spirit WEU and WTPU contracts at www.speea.org (drop-down menu: Bargaining Units/Contracts).



Teaching SPEEA kids to fish

SPEEA members' families enjoyed a fishing event in Renton June 1. The Northwest Membership Activities Committee (MAC) arranged a group discount for members' children/grandchildren. MAC members **Roger Aisaka, Emmanuel Domingo and Gordon Yip** helped at the event, which drew more than 30 children from SPEEA families. C.A.S.T. for Kids, a national nonprofit, organizes these events to promote fishing. About 200 youth took part in one of the four 40-minute sessions. Shown here from left, **Shane, Lewis, Danielle and Garrett Reeves, Dan Nowlin and Tim Reeves.**

Union discounts for two Storm games

Want a good deal on tickets to see the Storm, Seattle's professional women basketball champions? Check out the discounts available below. Purchase tickets through links on the SPEEA events page, at www.speea.org.

- **Everett** - At this Union Solidarity Night, see Seattle Storm play the Los Angeles Sparks, Friday, June 21 – 7 p.m. at the Angel of the Winds Arena, Everett. The Snohomish and Island County Labor Councils organized the discount, which is a \$10 to \$20 discount per ticket depending on the seat selection.
- **Seattle** - Join other SPEEA members, their families and friends when Seattle Storm play the Phoenix Mercury, Sunday, June 30 – 4 p.m. at Alaska Airlines Arena, Seattle. The Northwest Membership Activities Committee arranged for a limited supply of \$10 tickets.

Spirit AeroSystems

Raise pools for SPEEA units in Wichita

WICHITA – Spirit AeroSystems set this year's salary raise pools at 3.5% for the Wichita Engineering Unit (WEU) and 3% for the Wichita Technical and Professional Unit (WTPU).

The raise effective date is July 5, with increases reflected in the July 25 paycheck. Managers will start distributing salary notifications June 28.

Managers determine individual raises based on individual Performance Management scores and employees' compa-ratio.

See Article 12 (Job Classifications and Salaries) in either SPEEA-Spirit contract. Both contracts are at www.speea.org.

Salary charts for both bargaining units will be posted online when the data is available – typically by October.

Auburn A-10 Council Rep election results

Congratulations to newly elected Auburn Council Rep **Kevin Mjor**, District A-10.

SPEEA Northwest Tellers counted the ballots June 5.

Candidates*

Vote in parentheses

District A-10

- **Kevin Mjor** (16)
- Kevin Boyd (12)

**Names in ballot order*

Mjor was seated at the June 7 SPEEA Council meeting.

TRAINING/ EVENTS

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

PUGET SOUND

Union Solidarity Night - WNBA

Seattle Storm vs. Los Angeles Sparks

Friday, June 21 – 7 p.m.

Angel of the Winds Arena, Everett

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

Snohomish and Island County Labor Councils

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 discount tickets at www.speea.org (SPEEA Events)

NW Membership Activities Committee

Robert's Rules of Order training

Monday, July 8 – 3:30 p.m.
SPEEA Everett

Tuesday, July 23 – 3:30 p.m.
SPEEA Tukwila

Email speea@speea.org to sign up

Beach BBQ at Golden Gardens Park

Saturday, July 13 – 5 p.m.
Seattle's Ballard neighborhood

Free for members and their families

NW New Hire/Young Members Committees

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

MW Membership Activities Committee

Robert's Rules of Order training

Tuesday, July 23 – 5:30 p.m.
SPEEA Wichita

Email vickim@speea.org to sign up



SPEEA hosted a paper airplane contest at Wichita Riverfest June 2, as part of the Science, Technology, Engineering, Arts and Math (STEAM) City event. Volunteers shown here are, from left, **Kim Ryan**, Council Reps **Daniel Ryan**, **Mark Gayer** and **Aaron Kitterman** with Admiral Windwagon Smith XLVI (aka **Ken Atnip**), Riverfest's official ambassador. Not shown: SPEEA member **Barbara Prock** and her husband, **Jim Raitt**.

STEAM City

Paper planes fly at Wichita Riverfest

WICHITA – About 75 youth competed for prize money and bragging rights in the SPEEA paper airplane contest at Wichita's Riverfest.

The event was part of the Science, Technology, Engineering, Art and Math (STEAM) City June 2.

SPEEA was a sponsor, which included space for an information table. Council Rep **Daniel Ryan** organized the contest as an engaging way to connect the union to the community.

"We had the opportunity to explain to quite a few people what SPEEA is all about and who we are," he said. "It was great interacting with the kids and asking them how they were doing in school and encouraging them in that endeavor and challenging more than a few of them to come to work for Spirit to help build the next generation of planes."

Although everyone was welcome to try their hand with folding a piece of paper and flying it into a baby pool, only youth from 7 to

17 years old could officially compete.

Four youth hit the target, which led to a drawing for the grand prize of a \$100 gift card. **Gabriel Hanson** won.

"We did have a few older kids and parents that wanted to try just for the fun of it," Ryan said. "It was a lot of fun watching everyone enjoying themselves and having fun."

NW STEM grants

Apply for review committee

Members interested in a short-term committee to help with Science, Technology, Engineering and Math (STEM) grants are encouraged to apply.

The committee reviews applications and makes a funding recommendation to the Northwest Council, which votes on the grant allocations in the fall.

If interested, email your name and school district to **NW_STEM_grants@speea.org** by noon, Monday, July 1 to apply for the committee.

About NW STEM grants

The grants are geared toward encouraging students to pursue careers in STEM-related fields. The deadline to apply is Thursday, Aug. 15.

A SPEEA member must be a volunteer (coach or mentor) or parent of a student involved in the STEM project in Washington, California, Oregon or Utah.

See details and the grant application form at **www.speea.org** (the red button on the home page).

Deadline for joint committees in Wichita

WICHITA – Midwest members interested in working with management to improve the workplace can apply for their bargaining unit joint committee by Friday, June 21.

Per the SPEEA contracts, both bargaining units at Spirit AeroSystems have joint committees focusing on labor-management initiatives.

- Wichita Engineering Unit (WEU) - Joint Collaboration Committee (JCC) (Article 9.2)

- Wichita Technical and Professional Unit (WTPU) - Joint Oversight Committee (JOC) (Article 9.3)

How to apply

SPEEA members in good standing for at least one year can apply by sending a qualification statement (250-word max) to **vickim@speea.org** by 4:30 p.m., Friday, June 21.

If you have questions, contact the Wichita office at (316) 682-0262.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PDT)

Week of June 17, 2019

Monday, June 17	3:30 p.m.	SPEEA Legislative & Public Affairs
Tuesday, June 18	4:00 p.m.	SPEEA Organizational Planning
Wednesday, June 19	4:00 p.m.	SPEEA Governing Documents
Wednesday, June 19	4:30 p.m.	NW Membership Activities
Wednesday, June 19	5:00 p.m.	NW Governing Documents
Thursday, June 20	4:00 p.m.	Executive Board

Week of June 24, 2019

Monday, June 24	4:30 p.m.	NW Legislative & Public Affairs
Tuesday, June 25	5:00 p.m.	NW Women's Advocacy
Wednesday, June 26	4:30 p.m.	NW New Hire/Young Members

Week of July 1, 2019

Monday, July 1	4:00 p.m.	Council Officers
Tuesday, July 2	4:00 p.m.	SPEEA Leadership Development & Training
Wednesday, July 3	4:30 p.m.	NW Action and Communication Taskforce

MIDWEST MEETINGS (ALL TIMES CDT)

Week of June 17, 2019

Monday, June 17	4:30 p.m.	MW Legislative & Public Affairs
Monday, June 17	5:30 p.m.	SPEEA Legislative & Public Affairs
Tuesday, June 18	4:00 p.m.	MW Governing Documents
Tuesday, June 18	6:00 p.m.	SPEEA Organizational Planning
Wednesday, June 19	6:00 p.m.	SPEEA Governing Documents
Thursday, June 20	6:00 p.m.	Executive Board

Week of June 24, 2019

No meetings scheduled

Week of July 1, 2019

Monday, July 1	6:00 p.m.	Council Officers
Tuesday, July 2	6:00 p.m.	SPEEA Leadership Development & Training