Seminars/Workshops/Activities
- Early/Mid-Career Financial Planning 101
- Open Enrollment
- Performance Management
- Retirement seminars
- Member activities throughout the year

Join a Committee
See the online calendar at www.speea.org for meeting dates and times
- Diversity
- Women’s Advocacy
- Legislative & Public Affairs
- Young members
- New Hire
- Membership Activities
- Veterans
- Labor Delegates
- Action & Communication Taskforce
- Leadership Development & Training
- Organizational Planning
- Governing Documents

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SPEEA Advantage

Professional and Technical Units
Collective Bargaining Agreements

Effective Feb. 11, 2016 to Oct. 6, 2022
Compensation (Article 11)

Professional Unit
- 5% compensation pool each year for 2016–2021; 4.5% in 2022
- Structured to keep pace with 115% of the high-tech market

Technical Unit
- 5% compensation pool each year for 2016–2021; 4.5% in 2022
- Structured to keep pace with 117%-122% of the high-tech market

Sick Leave (Article 6)
Two weeks awarded up front each year on anniversary date.

Vacation (Article 5)
One week of vacation front-loaded for new hires and interns. Additional vacation time is credited daily and awarded weekly.

Retirement
401(k) (Article 15)
- 6% maximum company match
- Additional special contributions for 2019-2021

Pension (Article 17)
(Hired before March 2013)
- Basic Benefit Formula (Effective 1/1/17) $100 flat monthly dollar amount per credited year of service, minus early retirement deductions if applicable.
- Credited service accrual stops on 12/31/2018 for all benefit formulas.
- Alternative Benefit Formulas - Final average earnings continue to increase for duration of contract.

Employee Protections

Performance Management (Article 4)
- Requires manager to meet with employee at least three times a year.
- Is a coaching and feedback opportunity for manager and employee.
- Offers ability for employees to develop and grow their skills and knowledge.
- Focuses on individual performance rather than group performance.

Flex Time (Article 11)
Employees may, at their request and with management’s approval, make a temporary modification of their work schedule through movement of hours from one day to another within an 80-hour pay period, for Professional, and within a 40-hour workweek for Technical employees.

Paid Time Off (Article 6 & 11)
Professional Unit
- Personal Business (PerBus) – coordinated with manager for less than full day absence of paid leave to take care of personal business items.
- Non-Industrial Illness – less than full day absence of paid leave for incidental medical absences that cannot be scheduled outside of work. For example, dental appointments.

Medical, Dental, and Long-Term Disability benefit changes (Article 16 & Attachment A)
- Traditional Medical Plan - 5% contribution, $300 deductible then 10% coinsurance
- Advantages - 0% contribution, lowered deductibles, higher Health Savings Account (HSA) contributions (2018 – 75% deductible, 50% thereafter)
- Select Network, Kaiser Permanente, etc. - 12% contribution, no out-of-network coverage (except emergency room visits)

Preferred Partnership Network
- Traditional, Advantage+ and Select Network – potentially reduce premium, free primary care and free generic drugs
- Limited network

Recall Rights (Article 8) – Layoff employees are eligible for recall to job openings in the Skill Management Code (SMC) from which they were laid off.

Retention/Designation Appeal (Article 8) – Management must tell employees where they stand relative to layoff order annually even if no layoffs are anticipated. Employees are eligible to appeal a drop in retention rating or a designation (ineligible for recall rights).

Monitor Use of Contract Labor (Article 9) – Identifies the various types of contract labor and provides a process for monthly monitoring of contract labor in the workforce.

‘Just cause’ required for termination – Employer must show “just cause” to discipline an employee. (This is a higher standard to ensure fairness than the “at will” employment of non-represented employees.)

Right for you and the Company
Experienced business leaders know a unionized workforce helps the company. Morale and job-satisfaction increase when employees are part of the decision-making process. Recent studies show unionized workforces have lower turnover and are 22% more productive than non-union. Low turnover and high productivity translate to higher profits for shareholders.

The Union Difference
Without a union, management has the legal right to make all decisions affecting your job, including pay, benefits, hours worked and whether you earn overtime pay. If you get these things today, management can cut them tomorrow without employee input.

With a union, even during difficult times, management must negotiate changes and justify actions to employees. Union members can vote for or against the changes. Unions often work with management to find alternative solutions that meet both the company’s and employees’ needs.

- Better pay and benefits
- Job stability
- Voice at work

Union Specific Benefits
Access to salary charts – Salary information allows members to compare their salary to the potential for growth. The charts also help in conversations with managers about performance and career growth.

Recall Rights (Article 8)
Retired Medical
- Guaranteed with no premium increase through 2022 for eligible employees
- Plan benefits same as active employees

Dental Plans
- 0% contribution
- Preferred Dental Plan - annual maximum increase to $2,500 in 2020

Long-Term Disability
- Coverage effective 1/1/2018 (employer-paid)

Professional Aerospace Union
Organized in 1947, SPEEA today is among the largest professional employee labor unions in the United States. Our contracts cover more than 20,000 engineers, technical workers and other professionals throughout the aerospace industry.

Guided by democratic principles, SPEEA members elect workplace representatives to union councils who set overall union policy. A member-elected Executive Board oversees union finances and hires the professional staff that runs day-to-day operations.

Contracts available online
www.speea.org
(look under drop-down menu for bargaining units/contracts)

Continuous Education
Ed Wells Partnership (Article 20) – Approx. $7 million negotiated for career enhancement training on a wide variety of technical topics.
- First-time users get top priority for classes with waiting lists
- No limit on number of courses, BENs, book clubs
- View course details, schedules and register online from the Boeing intranet only, at edwells.web.boeing.com

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