Flight analyst puts experience to work as volunteer

Jose Cabrera, a SPEEA member, works as a flight analyst at the Boeing Everett Delivery Center. He’s shown here in the cockpit of a 787 on the flightline. When he’s not at work, he volunteers as a pilot and deputy squadron commander for the Civil Air Patrol. See the story on P8.
SPEEA approves new, six-year contract with Spirit AeroSystems

ICHITA—More than 1,620 technical and professional workers represented by SPEEA, IFPTE Local 2001, at Spirit AeroSystems have a new, six-year contract.

The negotiated agreement was approved by an overwhelming majority of union members in the Wichita Technical and Professional Unit (WTPU).

The Midwest Tellers counted and validated ballots Dec. 10. The final count showed 385 voted to accept the agreement and 89 voted to reject. A total of 548 ballots were authorized for dues-paying members only.

<table>
<thead>
<tr>
<th>Accept</th>
<th>Reject</th>
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<td>81%</td>
<td>19%</td>
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The agreement, which takes effect immediately, was negotiated one year ahead of the previous contract’s scheduled expiration.

“We were able to secure a number of improvements needed and sought by members,” said SPEEA Midwest Director B.J. Moore. “There was an opportunity to negotiate early and avoid getting pushed up against a hard deadline, and it worked out.”

The new contract provides annual raises, increased overtime pay and a $2,000 signing bonus along with unrestricted stock with a value of at least $1,500. Employees also agreed to changes to their medical plans that phase-in the value of at least $1,500. Employees also agreed to a separate contract.

The new contract takes the place of the previous agreement and remains in effect through Jan. 31, 2026. Contract details are at www.speea.org (drop-down menu: Bargaining Units/Current negotiations).

The SPEEA Negotiation Team included Mark Gayer (chair), Wes Gardner (vice chair), James Hatfield (secretary), Sarah Hirschfeld-Webb, Abbee Bowman and key staff folks.

SPEEA also represents engineers at Spirit under a separate contract.

Honoring Martin Luther King, Jr.

Workshops and rallies will honor the legacy of civil rights hero Martin Luther King, Jr., Monday, Jan. 20. See more details at www.speea.org. SPEEA offices close on this federal holiday.

SPEEA offices close Jan. 20

Spotlight
A
fter the difficulties of last year, it’s good to start the new year with most things looking up.

The Wichita Technical and Professional Unit (WTPU) negotiated and ratified a new contract. Work to organize Boeing employees at Seal Beach continues with the opening of a new SPEEA office in Southern California. While Boeing is now planning to temporarily shut down the 737 MAX line in Renton, there are no plans for layoffs or furloughs and hopefully we will soon be talking about a return to service.

Negotiation and ratification of a new, six-year contract for our technical and professional workers at Spirit AeroSystems is a significant achievement. Our team secured raises for each year of the contract along with increases to overtime and shift premiums. These are well-deserved, particularly after employees at Spirit endured shortened workweeks this past year as the company dealt with its own impacts of the 737 MAX grounding.

When the 737 MAX is cleared, there is significant work to prepare the approximate 500 idle aircraft for flight. Working with the company, SPEEA secured bonuses for our members who volunteer for temporary work assignments at Moses Lake, Wash., and Victorville, Calif., as part of the return-to-service workforce.

Not too early

While Puget Sound contract negotiations are still two years away, it’s never too early to start planning. To that end, Executive Director Ray Goforth and our contract administrators attend lunch meetings at various locations in the workplace. The meetings invite members to ask questions and bring up issues.

Now is also a good time – particularly if you receive extra income from overtime and raises – to start your own negotiations (strike) fund. It’s been 20 years since SPEEA’s only significant strike, and there are no plans to wage one again – unless absolutely necessary. As someone who lived through the historic SPEEA strike of 2000, I know the best way to avoid a repeat is to be prepared again to go “one day longer” than the company.

There is plenty of work for everyone in 2020. The 737 MAX is at the forefront, but it is not the only aerospace program at Boeing. Spirit or Triumph that needs the expertise of SPEEA members in the coming year. The 777X and the 767 tanker have their own issues – not to mention the regular work on every aerospace program.

The New Mid-Market Airplane (NMA) also sits before us. Put on the backburner by Boeing in recent months, the need for a new, clean-sheet airplane still exists. To that end, utilizing the proven expertise of SPEEA members is the best chance for ensuring its successful design and engineering. That also holds true for the machinists and fellow union members in the Coalition of Labor Unions at Boeing (CLUB) who join us ready to ensure this next program lives up to legacy Boeing standards.

Run for SPEEA president, treasurer or secretary

SPEEA seeks qualified candidates to run for president, treasurer and secretary on the seven-member Executive Board.

Candidates must be a regular member in good standing for at least the preceding 24 months.

To run for office, candidates must submit a petition and written statements. Petitions are due by Wednesday, Jan. 22.

See the election information, including petition and candidate information requirements at www.speea.org.

New, two-year terms start March 25.

Federal law applies

Per federal law, candidates cannot use union or company resources to conduct their election campaigns.

Examples include:
• Campaigning on company time
• Using company (or union) resources such as paper, copy machines or email
• Posting on union or company bulletin boards

This applies to the candidates and their supporters.

Mailing campaign literature

The law also requires labor organizations to comply with all reasonable requests of any candidate to distribute campaign literature, at the candidate’s expense, to members in good standing of the labor organization.

If candidates or their supporters want to send a mailing to members, they will work through a bonded mailing house. Addresses are never provided directly to a candidate.

SPEEA SPOTLITE JANUARY 2020
Thinking of retiring in March? Think again.

By Matt Kempf
SPEEA Senior Director of Compensation and Retirement

The expected $0 payout this year from The Boeing Company’s Employee Incentive Plan (EIP) will bring a drop in March to the payout options available to retiring SPEEA-represented employees hired before March 2013. These SPEEA-represented employees participate in a defined benefit pension plan called the Boeing Company Employee Retirement Plan (BCERP). The plan uses multiple different formulas with the retiree receiving benefits based on the formula that produces the highest monthly amount.

- **Standard benefit:** The standard benefit bases your benefit on the negotiated conversion factor, years of Credited Service in the plan and your age.
- **Alternate benefit:** The alternate benefit formula bases your benefit on your years of Credited Service, your Final Average Earnings (FAE), Social Security covered compensation and your age.
- **Old alternate benefit:** Only for employees on the active Boeing Company payroll as of Jan. 1, 1993, the old alternate benefit formula is based on FAE, years of Credited Service, estimated primary Social Security retirement benefits and your age.

In calendar year 2018, about 80% of retiring SPEEA-represented Professional and Technical employees retired under one of the two alternate benefit formulas, both of which utilize Final Average Earnings.

Final Average Earnings are defined as the highest consecutive 60-month average annual base salary out of your last 120 months of SPEEA-represented company service divided by 12.

To that average, the plan adds the sum of the Employee Incentive Plan (EIP) and Lump Sum Awards (LSA) paid in the 60 months before your Benefit Commencement Date (BCD) divided by 60.

This rolling five years of EIPs and LSAs mean each year, the EIP from five years ago drops off and the new EIP is added. The LSA paid pursuant to Article 11 started in 2017, which means the first LSA to drop off will be the 2017 LSA, which drops in 2022 under the current contract.

In 2020, the EIP paid in 2015 drops off and the EIP payable in 2020 is added. For most years, the EIP added is larger than the EIP from five years ago that drops off, resulting in a slightly larger BCERP benefit.

The online pension calculators do not take this into account for future estimates which explains why Boeing’s online pension calculator seems to result in a slightly lower benefit estimate with commencement dates in March of each year in the future.

Unfortunately, due to the grounding of the 737 MAX, it appears unlikely Boeing will pay incentive bonuses in 2020, including EIP for SPEEA-represented individuals.

The EIP paid in 2015, which drops off, was 12.25 to 12.75 days based on major organization and will be replaced with zero days paid in 2020.

This will result in lower pension benefits for individuals who commence on March 1, 2020 compared to what the pension benefits would have been, had they commenced a month earlier on Feb. 1, 2020.

### Pension calculator

The Boeing online pension calculator models this $0 EIP scenario so individuals can quickly determine what the decrease in benefits would be for their situation.

For the 80% of the SPEEA-represented Professional and Technical employees retiring under one of the two alternate formulas, this situation affects all BCERP commencements, including lump sum. This situation does not impact the 20% of SPEEA-represented individuals for which the standard benefit produces the largest BCERP benefit.

Individuals can run additional estimates for future commencement dates in order to see how long they have to remain working for the higher final average earnings to outpace the decrease from a $0 payable 2020 EIP.

How long an individual must work to recover the benefit depends on the specific age, specific earnings history, years of Credited Service and the amount of LSA payable in March 2020, which is unknown at this time.

### Apply for labor union scholarships

If you or a member of your family are going to be college freshmen in the fall, consider applying for one of the following labor scholarships.

- **Union Plus Scholarship** – Current and retired SPEEA members, their spouses and their dependent children are eligible for this because of IFPTE affiliation. The one-time cash awards range from $500 to $4,000. Learn more at www.unionplus.org. Applications are due Jan. 31.

- **IFPTE – IFPTE’s private sector Dominick D. Critelli, Jr. scholarship is worth $2,500. Must be a high school senior who is a child or grandchild of SPEEA, IFPTE Local 2001 members. See more at www.ifpте.org (drop-down menu: Join Us/IFPTE Benefits). Applications are due March 15.

- **Pierce County Central Labor Council** – The Jerry Beckendorf Community Services Scholarship is offered through the Pierce County Central Labor Council (PCCLC), AFL-CIO, for union members’ high school seniors who live and volunteer in Pierce County, Wash. Learn more at www.pclaborcares.org. The deadline was not final when this issue went to the printer.
Legislative priorities focus on jobs, benefits

By Brandon Anderson
SPEEA Legislative Director

January kicks off the start of new legislative efforts on behalf of SPEEA in Congress, Washington state and Kansas legislatures. SPEEA’s legislative priorities, brought forward by our member-led Legislative and Public Affairs (L&PA) committees, include:

Federal (SPEEA L&PA)

- **Export-Import Bank**: Defend against the reduction of the domestic content requirement for mid and long-term financing to protect U.S. jobs.
- **Trade**: Support international trade agreements that include strong labor, environmental and worker safety standards and protect U.S. jobs.
- **Expand workplace rights**: Pass the Protect the Right to Organize (PRO) Act (H.R. 2474/S. 1306) to improve and strengthen workers’ rights to organize.
- **Improve the H-1B program**: Support reforming the H-1B visa program to protect U.S. workers from the erosion of wages and job security resulting from employer misuse of the program.
- **Medicare & Social Security**: Fight against efforts to cut, dismantle or privatize Medicare and Social Security.
- **Student debt**: Support federal policies to lower higher-education costs, reduce student debt and provide greater access to trade schools, community colleges, universities and internship opportunities.

Washington (Northwest L&PA)

- **PFML benefits**: Expand Paid Family & Medical Leave elective coverage benefits to employees subject to an unexpired collective bargaining agreement in existence on Oct. 19, 2017.
- **Aerospace workforce development**: Support state investments in Science, Technology, Engineering and Math (STEM) education and expand aerospace development and job creation opportunities in Washington state.
- **Student debt**: Support legislation to lower higher education costs, reduce student debt and provide greater access to trade schools, community colleges, universities and internship opportunities.

Kansas (Midwest L&PA)

- **Aviation education tax incentive**: Improve and pass H.B. 2118 to provide income tax credits for aerospace and aviation program graduates.
- **Strengthening worker rights**: Enact the Kansas Fair Share Act to strengthen the voice of workers and lessen the “free-rider” burden placed on union members.
- **Minimum wage**: Pass the Kansas Working Families Pay Raise Act to increase wages for working families across Kansas.

New legislative director brings experience, passion

Brandon Anderson, SPEEA’s new legislative director, knows his way around the Washington state legislature.

Between his previous job in government relations for the Association of Washington Cities (AWC) and his prior work as legislative and political action field coordinator for a labor union, he has spent nearly 10 years walking the halls of the state capitol.

As SPEEA legislative director, Anderson will partner with the national and regional Legislative and Public Affairs committees to represent SPEEA on several legislative issues at the state and federal level.

“This is the perfect fit,” said Anderson. “Between my background in organizing and working in the legislative area as well as policy work at AWC, all of those combined made this position the perfect fit.”

Prior experience

While working at AWC, he focused on employment and labor, economic development, public safety and cyber security. In his role for AWC, he advocated for the 281 cities in the state by working with state lawmakers, and periodically on the federal level. He sought more funding, for example, to help cities cope with the opioid crisis, mental health and homeless issues.

Prior to AWC, he worked for nearly eight years at American Federation of State, County and
On behalf of more than 20,000 members, SPEEA staff provides contract and benefits expertise, member outreach, committee meeting support and more.

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A joint partnership between SPEEA and Boeing providing opportunities for members to enhance their skills and grow their careers.

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Member volunteers for air rescue to ‘give back’

By Karen McLean
SPEEA Publications Editor

EVERETT – Jose Cabrera, a SPEEA member, recently gave a tour of a 787 parked on the Everett flightline prior to delivery. Like a proud parent, he pointed out multiple innovations inside and out.

After 28 years at Boeing, Cabrera, a flight analyst, has worked a range of jobs including electrician, mechanic, interiors and engine installation, functional testing and reliability engineering. He’s worked in flight testing as a flight analyst for the past 13 years.

As much as he loves working with customers on the flightline, he devotes almost as many hours to volunteer with the Civil Air Patrol (CAP), the U.S. Air Force Auxiliary. CAP, chartered by Congress, focuses on emergency services, aerospace education and cadet programs across the U.S.

Cabrera spends an average of 130 to 150 hours a month with CAP, between rescue efforts and administrative duties for the squadron based at Paine Field. He earned the rank of major and serves as deputy commander of this group.

“It’s a way to give back to the fellow aviator and the community,” said Cabrera, a pilot.

CAP works with other rescue teams, government and military agencies to look for lost hikers and plane crashes as well as conduct aerial damage assessment for disaster relief, for example.

When Cabrera is not flying rescue missions or related duties, he teaches novice flight crews to help them gain hours and experience.

**Becoming a better pilot**

“The techniques, procedures, knowledge sharing and strict policies to fly for CAP will make you a better pilot, because you’re more cognizant how dangerous it is and what you can do to mitigate it,” he said.

Between the different missions and rotating volunteers, “you learn something new with every flight and mission.”

Cabrera’s first rescue mission involved a CAP member. The missing pilot filed a flight plan to Idaho but didn’t report at the airport when expected. The rescue team then found the crash site near the Yakima hills and discovered a letter written by the pilot before succumbing to hypothermia.

The memory from 1997 still triggers emotions for Cabrera. “All I can see is his family running to every CAP crew returning to mission base with hopes of good news. He left three little kids and a wife.”

Most of the state’s multiple CAP squadrons fly missions from Idaho to Oregon, but volunteers can go anywhere to help with disasters such as Hurricane Katrina (New Orleans) and Hurricane Irma (Puerto Rico). “CAP training is standardized, so we can plug in wherever we’re needed,” he said.

**Guatemala**

Cabrera grew up in Guatemala and served in the Guatemalan army after graduating with a bachelor’s degree in electronics and earning a commission as a second lieutenant from the military academy. He came to the U.S. in 1984.

Despite his background in electronics, he worked in the laundry of a five-star hotel near Chicago, because of his limited English. Since he sent money back to Guatemala to support his parents and sister, he pushed himself to get a better-paying job as a bus boy at the hotel.

He shared some of these stories at the SPEEA Diversity Committee movie night showing of “El Norte,” about a Guatemalan brother and sister who came to the U.S. to escape civil war.

Cabrera’s initial jobs in the U.S. matched his technical skills and served his newly adopted country by joining the Navy. Stationed at Whidbey Island Naval Air Station, he served as a mechanic in the VA165/A6 squadron on board the USS Nimitz.

He went to work at Boeing after getting a medical discharge early in his Navy career.

During his career at Boeing, he had one three-year layoff. That’s when he earned his commercial pilot’s license with an instrument certificate, an associate degree in aviation maintenance and Airframe and Powerplant (A/P) license. He worked at the flight school at Paine Field to cover the flying expenses and tapped into Trade Act funding to help with tuition.

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He also appreciates Ed Wells Partnership, which he uses any chance he gets, for other technical and professional development training opportunities. “That’s adding to our knowledge, not just as technical workers or pilots, but also seeing it from an engineering or customer perspective.”

**SPEEA benefits**

Cabrera, who joined SPEEA in 2003, values having a union for many reasons related to his work, including bargaining unit work protection and representation.

He also appreciates Ed Wells Partnership, which he uses any chance he gets, for other technical and professional development training opportunities. “That’s adding to our knowledge, not just as technical workers or pilots, but also seeing it from an engineering or customer perspective.”
The Veterans Corner

‘Next Generation’ ID cards for retirees coming soon

WASHINGTON, D.C. – The Department of Defense (DOD) is updating its current paper-based Uniformed Services Identification (USID) card issued to retired service members, family members and other eligible populations.

The “Next Generation” USID card will incorporate an updated design and security features to deter counterfeiting and fraud and will be printed on plastic cardstock.

DOD is transforming the way service members and their families are supported through modernized ID cards and improved mechanisms to protect cardholder privacy and personal information.

Additional information and updates regarding the Next Generation USID card will be available in the coming months on DOD’s website.

Frequently asked questions

- What is changing on the USID card, and why? The Next Generation ID card transitions the current USID card to plastic cardstock with enhanced security features and updated topology. These enhanced features enable DOD to reduce the number of card types issued to eligible individuals from 10 to three. The Next Generation USID card does not change the populations eligible to receive the current card.

- When can I get the Next Generation USID card? Individuals with expiring ID cards have begun to receive the Next Generation USID card at card-issuing facilities as they are equipped with the equipment and supplies necessary to issue the Next Generation USID card. To conserve resources and limit the impact on ID card-issuance facilities, cards will not be reissued solely for the purpose of obtaining the Next Generation USID card.

(Editor’s Note – This article was reprinted with permission from the Air Force Retiree Services’ newsletter, Afterburner, which published the article in 2019.)

SPEEA-Boeing

Timeline for retention-rating process

The annual retention-rating process is under way for Pros and Techs at The Boeing Company. Below is a high-level timeline of what’s next in the process.

- Managers complete assessments: Jan. 22-31
- Skill captains/line managers/skill teams complete retention meetings, assign ratings and complete final reviews: Jan. 31 – March 6
- Workforce final review: March 6-9
- Employee notices distributed: March 16 – April 2
- Effective date: April 3
- Post exercise: Skill team captains communicate competencies for 2021 across skills

For more information about retention ratings and SPEEA’s appeal request process, go to www.speea.org (click on drop-down menu: Member Tools/Retention).

About retention ratings

Boeing managers assign retention ratings to SPEEA-represented employees each year. Should layoffs be necessary, the retention ratings determine the general order of lay off.

Join SPEEA Veterans Committee

The SPEEA Veterans Committee meets the fourth Thursday of almost every other month at SPEEA. The next meeting is 4 p.m., Thursday, Jan. 23.

The committee seeks opportunities to address issues and provide information relevant to SPEEA’s military employees, veterans and their families.

The committee also works with the IFPTE Veterans Committee to influence national positions, congressional legislation and administrative rulemaking.

Path to legislative field

Anderson’s interest in politics and labor came in part from his family. His parents both had union jobs. His father was a Boeing machinist for 30 years. His mom worked at a grocery store as a cashier.

“I saw the union difference,” he said, noting other families in his neighborhood didn’t have union benefits, such as health insurance and vacation. “Having a union job put you a step ahead.”

Then he saw the other side of union benefits, when his mom’s job ended due to the grocery store closing and she took a non-union job. “That had a significant impact on our family.”

As he went through high school, he learned about the labor movement, its history and economic impact. “I knew then that was an area I wanted to go into – I learned working people do better, our communities, our schools, our businesses do better with union jobs.”

In college, he focused on political science and government to address the lawmakers’ role. “Working people need a strong voice at the policy making level,” he said.

Andersen earned a bachelor’s degree from St. Martin’s University. For his master’s degree, he studied public administration (public policy with an emphasis on labor policy) at The Evergreen State College.

He’s excited to work for SPEEA on behalf of aerospace professionals in multiple locations across five states.

“SPEEA has a reputation for being a strong member-driven, democratic union,” he said. “That speaks to my values and my passions.”
The Labor Management Reporting and Disclosure Act outlines the rights of union members. SPEEA, IFPTE Local 2001 reprints the following ‘Labor Union Bill of Rights’ from the Act as a reminder of your rights under federal law.

**Bill of Rights**

- Every member of a labor organization shall have equal rights and privileges within such organization to nominate candidates, to vote in elections or referendums of the labor organization, to attend membership meetings and to participate in the deliberations and voting upon the business of such meetings, subject to reasonable rules and regulations in such organization’s constitution and bylaws.

(2) Freedom of speech and assembly – Every member of any labor organization shall have the right to meet and assemble freely with other members; and to express any views, arguments, or opinions; and to express at meetings of the labor organization his views, upon candidates in an election of the labor organization or upon any business properly before the meeting, subject to the organization’s established and reasonable rules pertaining to the conduct of meeting: Provided, that nothing herein shall be construed to impair the right of a labor organization to adopt and enforce reasonable rules as to the responsibility of every member toward the organization as an institution and to his refraining from conduct that would interfere with its performance of its legal or contractual obligations.

(3) Dues, initiation fees and assessments – Except in the case of a federation of national or international labor organizations, the rates of dues and initiation fees payable by members of any labor organization in effect on the date of enactment of this Act shall not be increased, and no general or special assessment shall be levied upon such members, except:

(a) In the case of a local organization, (i) by majority vote by secret ballot of the members in good standing voting at a general or special membership meeting, after reasonable notice of the intention to vote upon such question, or (ii) by majority vote of the members in good standing voting in a membership referendum conducted by secret ballot; or

(b) In the case of a labor organization, other than a local labor organization or a federation of national or international labor organizations, (i) by majority vote of the delegates voting at a regular convention, or at a special convention of such labor organization held upon not less than thirty days’ written notice to the principal office of each local or constituent labor organization entitled to such notice, or (ii) by majority vote of the members in good standing of such labor organization voting in a membership referendum conducted by secret ballot, or (iii) by majority vote of the members of the executive board or similar governing body of such labor organization, pursuant to express authority contained in the constitution and bylaws of such labor organization; Provided, that such action on the part of the executive board or similar governing body shall be effective only until the next regular convention of such labor organization.

(4) Protection of the right to sue – No labor organization shall limit the right of any member thereof to institute an action in any court, or in a proceeding before any administrative agency, irrespective of whether or not the labor organization or its officers are named as defendants or respondents in such action or proceeding, or the right of any member of a labor organization to speak as a witness in any judicial, administrative, or legislative proceeding, or to petition any legislative or to communicate with any legislator: Provided, that any such member may be required to exhaust reasonable hearing procedures (but not to exceed a four-month lapse of time) within such organization, before instituting legal or administrative proceedings against such organizations or any officer thereof: And provided further, that no interested employer or employer association shall directly or indirectly finance, encourage, or participate in, except as a party, any such action, proceeding, appearance, or petition.

(5) Safeguards against improper disciplinary action – No member of any labor organization may be fined, suspended, expelled, or otherwise disciplined except for non-payment of dues by such organization or by any officer thereof unless such member has been (A) served with written specific charges; (B) given a reasonable time to prepare his defense; (C) afforded a full and fair hearing.

Any provision of the constitution and bylaws of any labor organization which is inconsistent with the provisions of this section shall be of no force or effect.

**Civil enforcement**

(29 U.S.C. 412) SEC. 102. Any person whose rights secured by the provisions of this title have been infringed by any violation of this title may bring a civil action in a district court of the United States for such relief (including injunctions) as may be appropriate. Any such action against a labor organization shall be brought in the district court of the United States for the district where the alleged violation occurred, or where the principal office of such labor organization is located.

**Retention of existing rights**

(29 U.S.C. 413) SEC. 103. Nothing contained in this title shall limit the rights and remedies of any member of a labor organization under any state or federal law or before any court or other tribunal, or under the constitution and bylaws of any labor organization.

**Right to copies of collective bargaining agreements**

(29 U.S.C. 414) SEC. 104. It shall be the duty of the secretary or corresponding principal officer of each labor organization, in the case of a local labor organization to forward a copy of each collective bargaining agreement made by such labor organization with any employer to any employee who requests such a copy and whose rights as such employee are directly affected by such agreement, and in the case of a labor organization other than a local labor organization to forward a copy of any such agreement to each constituent unit which has members directly affected by such agreement; and such officer shall maintain at the principal office of the labor organization of which he is an officer copies of any such agreement made or received by such labor organization, which copies shall be available for inspection by any member or by any employee whose rights are affected by such agreement. The provision of section 210 shall be applicable in the enforcement of this section.

**Information as to the Act**

(29 U.S.C. 415) SEC. 105. Every labor organization shall inform its members concerning the provisions of this Act.

**Weingarten rights**

Right to union representation applies to ‘fact finding’

If you are represented by SPEEA, IFPTE Local 2001, you have the right to union representation, also known as Weingarten rights, even if you receive a ‘fact-finding’ email.

SPEEA bargaining unit employees can request a Council Rep or contract administrator regardless of how the investigation or disciplinary action was initiated. Weingarten rights apply to email, phone calls or in-person requests.

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.
Conference grants

Ed Wells Partnership - more than just classes

By Jerry DiLeonardo
SPEEA co-director, Ed Wells Partnership

While most SPEEA-represented employees are familiar with the training offered through Ed Wells Partnership, I want to provide details of another Partnership benefit—the Technical Conference Grant program. While classes are great to connect with Boeing Subject Matter Experts (SME) and build skills with other Boeing employees, the conference grant program expands that to the broader technical communities outside of Boeing.

SPEEA member and recent grant recipient Ben Lee had this to say:

“This past October, I attended a course in Artificial Intelligence through the Harvard Extension School in Cambridge, Mass. The grant provided me the opportunity to learn new valuable knowledge in Artificial Intelligence, as well as meeting top professionals in other fields. After the course, I am now able to apply Artificial Intelligence in new potential areas of my organization to help increase efficiencies and unlock new opportunities. I am committed to lifelong learning as I think it is invaluable to myself and Boeing. I am grateful to have the opportunity through the Ed Wells Conference Grant Program. I encourage other SPEEA-represented employees to take advantage of this great benefit from Ed Wells.”

What is the grant program?
The Conference Grant program is a collaboration between Ed Wells Partnership and your home organization. When selected for a grant, EWP pays the event registration fee and travel expenses. Your manager commits to pay your salary while you are at the event.

The grant program makes it possible to put you in contact with new ideas that may benefit your work, your career and Boeing.

Who is eligible?
The program is for SPEEA-represented engineers and technical workers at Boeing who may not be able to attend off-site symposia, technical society meetings, seminars and vendor courses because of limited travel and training budgets.

It is not intended to replace organization funding for training or to meet the basic requirements of performing your job.

How does it work?
Eligible employees submit applications through the Ed Wells website on the Boeing intranet (https://edwells.web.boeing.com). Then the employee’s manager needs to approve the request. Once the application window is closed, those chosen to receive conference grants are notified so they can begin making their arrangements.

Due to budget constraints, we receive more requests than we approve. Having a good business case and/or being a first-time grant applicant are helpful factors for being selected.

Plan ahead
Applications are due three to five months prior to the conference date. Conference grant application periods occur four times a year. Each period is tied to a fixed timeframe for conferences. For example, to attend a conference in the third quarter (July, August or September), the application period is April 6-26.

If you are interested in the grant program, visit the Ed Wells website (https://edwells.web.boeing.com/Grants/ConferenceGrants/) to find answers to most of your questions. If you need additional information, contact Eric Miller, Ed Wells Conference Grant focal, at eric.b.miller@boeing.com.

About Ed Wells Partnership
The Ed Wells Partnership is a negotiated contract benefit focused on technical training and professional development for SPEEA-represented employees at Boeing.

Seeking volunteers for election committees

New terms start in the spring for the Tellers committees, responsible for overseeing union elections and contract votes.

The petition and eligibility details are online, at www.speea.org (drop-down menu: Councils/Forms and Petitions). The application period is Jan. 8-22.

SPEEA has a national Tellers Committee and two regional committees. Members of the regional committees serve on the national committee.
Balsa planes and grant money help ‘Noche de Ciencias’ take off

By Karen McLean
SPEEA Publications Editor

EVERETT – Students at Mariner High School received a lesson in aerodynamics with the help of SPEEA members, a grant for Science, Technology, Engineering and Math (STEM) and balsa wood airplanes.

Mario Alvarenga Paniagua, a SPEEA member and Boeing systems engineer, took the lead role in organizing Noche de Ciencias (Night of Science) at the high school.

The Everett event, operated under the umbrella of the Society of Hispanic Professional Engineers (SHPE), received a SPEEA Northwest Council STEM grant and small balsa wood plane kits.

As part of the event, students took part in a game like the TV show “Jeopardy,” with questions geared toward STEM. Students could also try coding to make a light blink, for example, and the SPEEA planes came in handy for lessons on aerodynamics.

Overall, the event was a success because the students came away with a better understanding of the engineering field, and their parents heard more, in a bilingual workshop, about the college application process.

“We talked to a few students afterward, and they thought ‘Jeopardy’ was super cool. The girls really enjoyed the coding,” said Alvarenga Paniagua. “They learned so much about STEM that they didn’t know before.”

This type of event is geared toward immigrants who may want to know more about STEM, but face barriers such as English as a second language. 

El Salvador

Alvarenga Paniagua knows what that is like. He moved with his family from El Salvador to Florida when he was 7, because of his father’s job. Alvarenga Paniagua was only in school a short time before summer started, so he spent the next few months learning English by watching television. He also got help from “Hooked on Phonics.”

He became enamored with flying after watching the movie ‘Top Gun.’ He shifted his dream from Air Force pilot to commercial pilot and then engineering after taking more classes in math and physics. He discovered he liked problem solving and understanding how the physical world worked.

Then he started going deeper into his major at the University of Central Florida, where he earned a degree in aerospace engineering.

He credits SHPE with helping him land a job at Boeing, but first, it helped him focus where he wanted to go in engineering.

When he first started attending the national SHPE conferences to seek internships, he didn’t get any offers. For his last semester in college, he finally landed at the Florida Space Institute, where he gained hands-on experience with systems engineering. This gave him the focus he needed for the next SHPE conference where he interviewed and received several offers. He took the Boeing offer and started Feb. 1, 2019.

“I had been trying to work an internship at Boeing since 2016. I struck out every time. I was young in my educational career and didn’t know where I wanted to go.”

Grateful for the experience he gained from previous SHPE conferences, he stepped up to support the national SHPE conference last fall. He worked at the registration table for participants from the Industry Partnership Council, including companies such as Boeing, which support SHPE. He also helped run the “Jeopardy” game for students at the conference.

For Alvarenga-Paniagua, one of the biggest highights came from attending SHPE as a professional.

“Helping the students this year was really a good feeling,” said Alvarenga Paniagua. “You can’t forget how you get to where you are.”

SPEEA value

Alvarenga Paniagua is looking forward to attending another conference this month. Through a grant from Ed Wells Partnership, he can attend the SciTech Forum, hosted by the American Institute of Aeronautics and Astronautics (AIAA). Ed Wells grants cover expenses for SPEEA-represented employees whose grant applications are accepted. Ed Wells also offers training and professional development as part of the SPEEA Prof and Tech contract benefits.

“I really like how easy it is to talk to the focal at Ed Wells and get answers fast,” he said. “That is worth the money.”