SPIRIT AeroSystems

Open Enrollment

May 4 - 14

E-Board Election Ballots due – P2

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Virtual judging – P7
Tech contract offer re-vote results online

Ballots due May 13 for Executive Board election

Prof and Tech salary charts delay
Difficult times are when a union matters most

By Joel Funfar
SPEEA President

“In these difficult times” is a phrase we’ve heard far too many times in recent weeks. However, I can’t think of a phrase that more aptly describes the situation today for SPEEA-represented employees.

Whether talking about my co-workers at The Boeing Company or my fellow union members at Spirit AeroSystems and Triumph Composite Systems, we have weathered much during the past 18 months. The continuing 737 MAX crisis and now the COVID-19 pandemic have shaken our professional and personal worlds. While we are transitioning back to work as I write this column, it’s clear more unsettling times are ahead. The whole aviation business is stressed and changing.

While many things in the days, weeks, months, and years ahead are uncertain, one thing absolutely certain is: This is a good time to be a member of a labor union.

The union, and contract protections we often take for granted are now at work. Instead of one employee asking management about personal protective equipment (PPEs), we have the voice of thousands of employees demanding a safe workplace.

That same strong voice helped ensure employees labeled “essential” and required to work through the closure receive extra vacation days for being at work.

We have contracts that set limits on how a company can shorten the workweek. Instead of employees randomly facing layoff, we have contracts that require the company to first ask for volunteers. If not enough employees volunteer, we know there is a process that tells SPEEA-represented employees where they stand.

Having worked some days during the shutdown, I can say Boeing did provide masks and have distancing guidelines in place. But with more and more employees returning to facilities, shortages could occur.

As our recent message to members said, remaining safe at work is every employee’s top priority. It is vital everyone use PPEs and follow distancing guidelines. Immediately report lapses to management AND to your SPEEA Council Rep.

Pilots vote to retain SPEEA representation

The National Labor Relations Board (NLRB) on April 14 certified election results showing, that by a majority of nearly 4 to 1, employees in the SPEEA Pilot / Instructors Unit (SPIU) voted to remain union represented. The vote is the result of a petition filed in January.

With more than 76% of the members voting to remain in the union, SPEEA will continue to represent standards pilots, safety pilots, technical pilots, and simulator-only pilots/instructors. The recently ratified SPIU collective bargaining agreement remains in effect.

Elected leaders finalize SPEEA budget

The SPEEA Executive Board voted to approve the Fiscal Year 2021 budget, which took effect April 1, 2020.

The budget is a road map for the coming year, with input from the Councils for the Northwest, Midwest and SPEEA Council budgets.

The Executive Board meets twice a month to assess and apply mid-course corrections as needed.

Keep in mind the following information about the pie chart:

• Staffing, training, organizing and Executive Board/Councils’ budgets are in multiple categories.
• Contract enforcement includes planning and negotiating for future contracts and related legal services.
• The legislative portion of the budget includes travel expenses related to meeting with lawmakers to advocate for SPEEA issues. No dues are donated to political candidates or parties.

For those interested in more details regarding SPEEA’s finances, check out the annual report by an independent auditing firm. This is typically featured in the August Spotlite.
### What to know if you are in the Wichita Engineering Unit (WEU)

This is the second plan year with the newer medical plans along with substantial employer Health Savings Account (HSA) contributions and the potential $1,500 transition bonus. The plan benefits have not changed, so the deductibles, out-of-pocket maximums, co-pays, and co-insurance amounts all remain the same as last year.

In accordance with the WEU contract, the premiums for the Green, Blue and Orange plans increased from 17% to 20%. The Blue and Orange plans will remain at 20% for the duration of the contract, and the Green plan will increase to 22% for the 2021-2022 plan year.

For WEU-represented employees enrolling in the Green, Blue or Orange plans, the optional Concierge Primary Care (CPC) discount for enrolling in the CPC Primary Care Network increases from 3% last year to 5% this year. For the few individuals remaining on the Core and Enhanced plans, Spirit’s contribution is limited to the company contribution to the Green plan, with the employee paying the difference. This will significantly increase the cost of the Core and Enhanced plans for the 2020-2021 plan year. This upcoming 2020-2021 plan year is the last year the Core and Enhanced plans will be offered to WEU-represented individuals. There are no changes to dental or vision options. The vision plan premiums decreased slightly.

<table>
<thead>
<tr>
<th>WEU contributions per paycheck</th>
<th>Core</th>
<th>Enhanced</th>
<th>Green</th>
<th>Blue</th>
<th>Orange</th>
</tr>
</thead>
<tbody>
<tr>
<td>Whole cost minus 80% of Green plan's whole cost</td>
<td>20%*</td>
<td>20%*</td>
<td>20%*</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee</td>
<td>$151.95</td>
<td>$152.64</td>
<td>$49.15</td>
<td>$35.31</td>
<td>$28.49</td>
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<tr>
<td>Employee &amp; Spouse</td>
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<td>$305.27</td>
<td>$98.30</td>
<td>$70.62</td>
<td>$56.98</td>
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<tr>
<td>Employee &amp; Child(ren)</td>
<td>$303.89</td>
<td>$305.27</td>
<td>$98.30</td>
<td>$70.62</td>
<td>$56.98</td>
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<tr>
<td>Full Family</td>
<td>$455.83</td>
<td>$457.90</td>
<td>$147.45</td>
<td>$105.93</td>
<td>$85.47</td>
</tr>
</tbody>
</table>

*amounts include the $1,500 transition contribution

Effective with the first pay period after June 30, the company will contribute 70% of the applicable deductible into the employee’s HSA for those who enroll in the Green or Blue plans. The Orange plan is funded the same as the Blue plan.

Additionally, employees enrolling in the Green, Blue or Orange plans receive $1,500 as a transition bonus. The additional transition bonus is paid on the first full pay period 90 days after the start of the plan year and may be deposited directly into the employee’s HSA or taken as a lump sum cash payment. If contributed to the employee’s HSA, employer contributions are not subject to federal or Kansas state income tax. If taken as a lump sum cash payment, the amount would be subject federal and state income tax.

When combined, the lower premiums, significant employer HSA contributions and the employer-paid transition bonus greatly reduce the risk associated with the HSA-qualified High Deductible Health Plans (HDHP).

### Concierge Primary Care

**Optional network – new for WTPU**

If a WEU or WTPU-represented employee elects the Green, Blue or Orange plans during annual open enrollment, another decision to make is the primary care network. Employees can choose the full Aetna network or the limited Concierge Primary Care (CPC) network. Last year, 38% of WEU-represented employees choosing a Green, Blue, or Orange medical plan elected to use the CPC network.

Spirit has partnered with Ascension Via Christi to provide a clinic with four physicians to serve the primary care needs of Spirit employees and dependents of Spirit employees who enroll in the optional network.

### About Ascension Via Christi

Ascension Via Christi, a part of Ascension, dates back more than 100 years. It is the largest provider of health care in Kansas. Ascension is the largest non-profit health system in the U.S. It provides nearly $2 billion in community benefit care annually and operates more than 2,600 sites of care across 21 states and Washington, D.C.

If this is elected during annual open enrollment, the list of primary care providers in Butler and Sedgwick counties will be reduced to four Ascension Via Christi physicians. Electing the CPC will have no impact on the listing of in-network specialists (cardiologists, pediatricians, etc.). Although it is highly recommended to inform your primary care provider about all the care you receive, the Green, Blue or Orange plans do not require referrals. Ascension Via Christi has contracted with two male physicians and two female physicians. Three are medical doctors and one is a doctor of osteopathy. Three of the four had established primary care practices in Wichita they left because they only serve the needs of Spirit employees and their families.

### Non-network

If the CPC network option is elected at open enrollment and services are provided by a non-CPC primary care provider in Butler and Sedgwick counties, claims will be processed as non-network, which has higher deductibles, lower co-insurance levels and higher out-of-pocket maximums.

For travel and dependent children attending college outside of Butler and Sedgwick counties, claims will be processed as non-network. The nationwide “Aetna POS 2 Network” remains in-network for primary care, specialty care and hospitalizations on the Green, Blue and Orange plans.

*continued on page 5*
The Green and Blue plans have premiums that are much lower than the Core and the Enhanced Plans. When combined, the lower premiums and HSA contributions eliminate the risk associated with the HSA-qualified High Deductible Health Plans (HDHP) for a family.

For example, a family in the Enhanced plan would pay $298.26 per paycheck, or $7,158.24 per year. A family on the Blue plan would pay $2,160.96 which is $4,997.28 less than the Enhanced plan. When combined with the $5,000 employer HSA contribution, the difference between the plans is more than the entire in-network Out-Of-Pocket (OOP) maximum for medical and pharmacy for the entire family on the Blue plan.

Effective with the first pay period after June 30, the company shall make 100% of the applicable deductible available to the employee. The Orange plan HSA is funded the same as the Blue plan HSA. For the WTPU only, amounts will be contributed to the employee’s HSA unless the employee chooses to receive the contribution in a lump sum cash payment. If contributed to the employee’s HSA, employer contributions are not subject to federal or Kansas state income tax. If taken as a lump sum cash payment, the amount would be subject to federal and state income tax.

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### Optional network – new for WTPU — **continued from page 4**

#### What you gain

If elected, the CPC network option will reduce employee’s paycheck contributions. For the 2020-2021 plan year, the premiums will be reduced 5% for WEU (from 20% of the total plan cost to 15%) and 3% for WTPU (from 17% to 14%). This should save a family enrolling in the Blue plan either $635 per year (WEU) or $381 per year (WTPU).

Other than the paycheck savings, the benefits of enrolling in the CPC network option include more extended, relaxed visits with your physician. After establishing the patient/doctor relationship, you will be given 24/7 access to your physician and “virtual visits” will be available if you do not want to drive to the CPC office. The CPC clinic will also stock a list of non-routine drugs that can be dispensed onsite. A list of drugs and services provided are available from Spirit prior to the start of annual open enrollment.

#### Usage fees

The Green, Blue and Orange plans are HSA-qualified High Deductible Health Plan (HDHP). In order to maintain the IRS qualified status, the plans may not provide non-preventative benefits until the deductible has been satisfied. Accordingly, the CPC clinic must charge a reasonable fee until your deductible has been satisfied. The WEU contract requires the clinic to charge the lowest reasonable fee for the services and/or prescriptions provided.

Spirit has determined the lowest reasonable fee is $20. Enrollees in the CPC network option will have to pay $20 each visit until their applicable deductible is satisfied, at which time the visits will be free. The $20 payment covers all the services obtained during the visit and accrues toward your deductible and/or out-of-pocket maximums.

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### SPEEA WEU/WTPU

**Open enrollment seminar online**

**www.speea.org**

**Drop-down menu**

*Medical and Retirement*
SPEEA and IFPTE help workers with COVID-19 relief package

By Brandon Anderson
SPEEA Legislative Director

For one of the first COVID-19 relief packages that passed, SPEEA worked closely with IFPTE and allies in Congress.

Our focus was on protecting jobs, collective bargaining agreements (CBA), and the safety of union members in the bill that passed.

Although we could not secure everything we wanted in the final version of the bill, SPEEA’s advocacy helped significantly improve the final bill to better protect workers and families.

As SPEEA continues to advocate for members through the COVID-19 pandemic, we maintain taxpayer-funded financial support flowing to large corporations should be used exclusively to maintain jobs, salary and benefits for their workforces.

Here are some of the features SPEEA was able to help secure in the final COVID-19 stimulus bill, H.R. 748:

• $17 billion in loans available for businesses critical to maintaining national security (written for Boeing)
• Restrictions on the use of a $17 billion federal loan for one year past the life of the loan. Restrictions include:
  o Protections for collective bargaining agreements
  o Requires recipients to maintain March 24, 2020 employment levels, to the extent practical
  o Restricts recipients from reducing current employment levels until Sept. 30, 2020, thereafter, recipients cannot reduce current employment levels by more than 10%
  o No stock buybacks or dividends
• $1,200 payment to most individual adults/couples $2,400, and an additional $500 per child (with $99k/$150k income restrictions)
• Unemployment Insurance (UI) benefits are immediately available
• $600 increase to UI payments
• Federal incentives for states to eliminate UI waiting periods
• Federal student loan interest rates set to 0% for a period for six months and payments deferred for the six-month period
• Incentivizes employer-provided student loan repayments on behalf of employees
• Requires real-time public reporting of Treasury transactions under the Act, including terms of loans, investments or other assistance to corporations
• Creation of Treasury Department Special Inspector General for Pandemic Recovery to provide oversight of Treasury loans and investments and a Pandemic Response Accountability Committee to protect taxpayer dollars

When Congress begins negotiations on more relief packages, SPEEA will continue to advocate for resources to enhance job security, safety and CBA protections for members and working families.

If you are interested in supporting these efforts, please email brandon@speea.org. You can also become a contributor to the IFPTE Legislative Education Action Program (LEAP) Political Action Committee (PAC). See more at www.speea.org (drop-down menu: Member Tools/IFPTE LEAP-PAC).

New deadline for IFPTE scholarship

IFPTE extended its Dominick D. Critelli Jr. college scholarship deadline to May 15.

With school closures stemming from the COVID-19 public health emergency, this gives seniors the time needed to submit the required scholarship application materials.

Eligibility - Must be a high school senior seeking to continue education after graduating. They must be a child or grandchild of SPEEA, IFPTE Local 2001 members. For each sector (public, private, federal), one student is selected to receive $2,500 for use in the upcoming school year.

Keep in mind

• Electronic submission – You have the option to email completed application and essay to scholarships@ifpte.org. All materials must be submitted in a PDF format and must include the applicant’s full name in the subject line.
• Transcripts/letters of recommendation – These documents can also be submitted to scholarships@ifpte.org. Remember, materials must be submitted in a PDF format and must include the applicant’s full name in the subject line.
• Previous submissions – All students who have already submitted their complete applications will be included in the judging, which is scheduled for June.

For other questions, contact Candace M. Rhett at crhett@ifpte.org.

Contact SPEEA – links online at www.speea.org
• Council Reps (drop-down menu: Member Tools/Find Your Council Rep)
• Staff (drop-down menu: Contact Us/ SPEEA Staff)
• Email speea@speea.org

COVID-19
Workplace safety remains top priority

A s Spirit AeroSystems and The Boeing Company started phasing in on-site operations April 20, SPEEA reminds represented employees remaining safe at work is every employee’s top priority.

Boeing – SPEEA-represented employees who are working from home must continue to do so until directed by management to report to the workplace. Employees who are unable to work from home should coordinate their return to the workplace with their manager.

Spirit – SPEEA-represented employees in Wichita who have been working from home, and who are not requested to be on site to support production, continue to work remotely. Four-day work weeks continue.

Spirit started SPEEA-represented employees on a temporary four-day workweek April 10 due to the COVID-19 crisis. SPEEA is working with the company and carefully monitoring the situation to ensure both the Wichita Engineering Unit (WEU) and Wichita Technical and Professional Unit (WTPU) contracts are followed.

Stay safe on site, report lapses

The companies are providing Personal Protective Equipment (PPE) to employees working on site. It is vital everyone uses PPEs and follow distancing guidelines.

Immediately report any lapses to management AND to your SPEEA Council Rep and/or the SPEEA office by sending an email to speea@speea.org.

While we certainly hope all safety precautions are in place, experience tells us lapses will occur. This is human nature. The faster these lapses are reported and corrected, the safer the workplace becomes. The last thing Boeing and its employees need at this difficult time is a COVID-19 crisis created by someone not wearing proper PPEs or not following distancing guidelines.

While SPEEA offices remain closed, contract administrators and staff remain working remotely to help with workplace issues and assist members. New information and updates are posted on the SPEEA website.

In particular, SPEEA contract administrators will follow any safety issues that develop and immediately work them to help ensure SPEEA-represented employees and all Boeing employees who return to work have all the protective equipment they need, and the workplace environment is safe.

Contact SPEEA – links online at www.speea.org
• Council Reps (drop-down menu: Member Tools/Find Your Council Rep)
• Staff (drop-down menu: Contact Us/ SPEEA Staff)
• Email speea@speea.org
State science fair goes virtual

By Karen McLean
SPEEA Publications Editor

By mid-March, organizers of the Washington State Science and Engineering Fair (WSSEF) saw the writing on the wall because of the coronavirus outbreak. Either they could cancel the March 27-28 event or come up with another solution.

That led to a virtual science fair for high school students from across the state.

At least two SPEEA members were among the volunteer judges for the virtual fair which allowed 280 students to present projects they’ve worked hard to complete.

“We basically had two weeks to be up and running,” said SPEEA member Todd Rosenfelt, who is also a WSSEF Board member and judge. “That included shutting down the live event and communicating with a thousand people and providing information in short order.”

Everyone had to practice “extreme patience,” he said. But it was well worth it. “We wanted to make sure the kids’ hard work would get the recognition.”

WSSEF typically draws students from kindergarten through high school to compete for trophies. The older students also compete for scholarships and the chance to advance to the International Science and Engineering Fair (ISEF).

The board decided to scale back from 600-plus students in all grades to high school only because of this year’s ISEF, which ultimately got canceled.

Afterward, the sixth, seventh and eighth graders submitted photos of their display boards for judging to qualify for a national competition at their grade level, according to Gary Foss, WSSEF educational outreach and former SPEEA member who retired from Boeing.

Not being able to judge the earlier grades disappointed Jim Manlove, a SPEEA member and judge, who has volunteered as a WSSEF judge for the past five years.

“Some of the younger students’ projects have been really amazing,” he said about past fairs. This year, Manlove judged a project he believes may be potentially patent worthy involving a virtual reality glove.

Manlove, a senior stress lead on Boeing Commercial Airplanes Door Design Center, joined virtually with seven other judges to review five projects in the area of mechanical engineering.

Rosenfelt, a Boeing senior project engineer on the KC-46 tanker air vehicle integration, joined judges for projects in the environmental engineering category. Rosenfelt has been involved with WSSEF for 14 years and the past six years, served on the Board.

Every year, Rosenfelt is impressed by the students and what they’ve taught him through their projects.

“I’ve utilized what I’ve learned from the kids to step outside of my subject field,” he said.

For example, what he has learned from at a previous fair from a student project applying Artificial Intelligence and spinal fluid samples for early detection of brain cancer gave him insights into molecules and proteins. He can relate that to the coronavirus. “Even though it doesn’t apply to my field, it’s interesting to see how these things work.”

Both judges were impressed with the students’ ability to quickly adapt to the virtual platform.

“I’m surprised we did it, and it actually worked,” said Manlove, who enjoys, as a judge, helping encourage students interested in Science, Technology, Engineering and Math (STEM).

“It is usually controlled chaos every year, and this was just another level,” Manlove said. “The fact they pulled it off, and it was valuable and enjoyable, is a testament to the Board.”

Editor’s Note: The Northwest Council supported this year’s Washington State Science and Engineering Fair (WSSEF) through a NW Council grant related to Science, Technology, Engineering and Math (STEM).

Seeking a NW Council STEM grant?

To help promote careers in Science, Technology, Engineering or Math (STEM), the Northwest Council offers grants to help support non-profit community outreach.

Members can apply for a STEM grant if they are involved in an after-school efforts such as robotics competitions, for example, in Washington state, Oregon, Utah or California.

The application is online at www.speea.org. Grant applications, submitted by members only, are due by Aug. 15.

SPEEA News Briefs

SPEEA contracts do not allow furlough

Swift action by SPEEA clarified and ended Boeing informing, or letting some represented employees believe, they could be furloughed – i.e. forced to take days off without pay.

Additionally, employees available for work should not be in a non-pay status for even a portion of their work week. This includes being forced to use sick leave and vacation to get to full time status.

While much has changed as the world deals with the COVID-19 crisis, the protections afforded by SPEEA contracts remain in place. See more information, including a SPEEA-Boeing time-charging guide, at www.speea.org.

COVID-19 related updates online

For the latest news related to work issues and the coronavirus (COVID-19), go to www.speea.org.

More information is also on the SPEEA website under Member Tools/Layoff, including links to:
• Boeing voluntary layoff (VLO) questions and answers
• Spirit shortened workweek time charging
• Kansas Department of Labor questions and answers related to COVID-19 and Unemployment Insurance benefits

SPEEA-Boeing webinar recording

Adapting to shelter-in-place rules due to the coronavirus outbreak, SPEEA went virtual for the monthly retirement seminars in April and May.

The April retirement seminar webinar was recorded and can be viewed on demand. The webinar recording is online at www.speea.org. (drop-down menu: Medical & Retirement, select Retirement).

Apply for grant review committee

Each year, the Northwest Council officers team up with a committee of members to review the STEM grant applications. The committee provides its recommendation to the Council for a vote in September.

To apply for the STEM Grant Review Committee, email NW_STEM_grants@speea.org with your contact information and school district where you live by noon, Monday, June 29.
Virtual classes fill up fast

Ed Wells Partnership continues its mission

By Jerry DiLeonardo
SPEEA co-director, Ed Wells Partnership

Through isolation, quarantine and factory shutdown, the Ed Wells Partnership has continued in its mission to provide training and career development resources for SPEEA-represented employees to enhance their technical and professional skills.

As Boeing and government social distancing guidance emerged in early March, it quickly became apparent that the in-person class delivery model would have to change for the Ed Wells Partnership to deliver on its promise.

Working virtually, the staff began the process of postponing and rescheduling in-person classes to later in the year in the hope that we would be returning to normal.

In the meantime, Program Administrators began working with instructors who believed they could deliver their class content in a virtual environment, a proposition easier said than done.

Like a large part of the represented population, the Ed Wells staff had to quickly adapt to working in a 100% virtual environment. Between Skype and Webex, we were able to effectively communicate and connect when needed.

It is a tribute to both our staff and instructors who have been exceedingly flexible.

As well, our students have been extremely understanding as we have been dealing with the evolving environment.

Going virtual

As an example of the innovations at work, Ed Wells Partnership offered a three-day, in-person Python programming class in a virtual environment using Webex Training Center.

Subject Matter Expert and SPEEA member Peng Ho did a masterful job of engaging with nearly 90 students in this highly interactive class. Because of Webex, those on the waiting list could attend. In person, the class is limited to 20 students.

For a supplier-provided Labview class that transitioned to virtual, students used their home computers to participate in the class. Labview is a software tool for doing engineering analysis.

One of the things that hasn’t really changed is the students’ desire to learn. Virtual offerings were very much in high demand. Fill rate for the month of March was 97%, with wait lists for many of the more popular offerings.

As quickly as we can, we are trying to bring new classes online. Classes on how to work effectively in a virtual environment and how to deal with stress in a productive manner can be especially useful in these times.

Bottom line

Ed Wells Partnership is still here and open for business supporting SPEEA-represented employees. While our in-person classes are in ‘sleep mode,’ we continue to provide virtual offerings and career consultation and counseling.

Even though many conferences have been canceled, the conference grant program is still accepting applications for a time when we will be back to something resembling normal.

Go to edwells.web.boeing.com on the Boeing intranet for more details.