Your union is here for you during COVID-19 stay-home-order.

Working virtually

Working remotely during COVID-19 means meeting remotely. Council Reps hold virtual workplace lunchtime meetings with SPEEA contract administrators to share information. Ed Wells Partnership classes, including the SPEEA retirement seminar, are also online. The SPEEA and regional committees also meet using webinars and Zoom. Many of the SPEEA staff are shown here in a Zoom weekly staff meeting. Staff are available by email and cell phone while the offices are closed. See updates on SPEEA’s website, and sign up at www.speea.org for home email delivery for SPEEA news and information.
## Executive Board

**SPEEA members elect president, treasurer and secretary**

![Ryan Rule](image1.jpg)
**Ryan Rule**
President

![Michelle Cooper](image2.jpg)
**Michelle Cooper**
Treasurer

![Shaunna Winton](image3.jpg)
**Shaunna Winton**
Secretary

**Congratulations to newly elected President Ryan Rule, Treasurer Michelle Cooper and Secretary Shaunna Winton who were seated May 27.**

SPEEA members’ ballots were due May 13. A total of 17,644 ballots were authorized and 2,810 valid ballots were counted. The original Executive Board ballots were impounded and not opened due to a Teller ruling regarding the Tech Unit contract re-vote.

**About the Executive Board**

The Executive Board includes the three officers, three Northwest regional vice presidents and one Midwest regional vice president. The Board directs SPEEA’s activities through the executive director, prepares the annual budget and monitors expenses.

<table>
<thead>
<tr>
<th><strong>SPEEA president</strong></th>
<th>Votes</th>
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<tbody>
<tr>
<td>John Dimas</td>
<td>354</td>
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<tr>
<td><strong>Ryan Rule</strong></td>
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<td>Joel Funfar</td>
<td>443</td>
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<tr>
<td>Ugur Mehmet Köksu</td>
<td>291</td>
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<tr>
<td>Tami Reifersamer</td>
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<th><strong>SPEEA treasurer</strong></th>
<th>Votes</th>
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<tr>
<td>Michelle Cooper</td>
<td>1,518</td>
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<td>Mike Shea</td>
<td>1,280</td>
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<th><strong>SPEEA secretary</strong></th>
<th>Votes</th>
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<tr>
<td>Jimmie Mathis</td>
<td>1,193</td>
</tr>
<tr>
<td>Shaunna Winton</td>
<td>1,605</td>
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* Ballot order, winners bold

## Technical Unit members approve new Boeing contract

More than 74% of the voting members in the SPEEA-Boeing Technical Unit approved a new contract with The Boeing Company.

The final tally shows 2,483 members voting to “Accept” and 847 voting to “Reject.” Votes were due April 27 and counted April 28.

The vote was a re-vote of the Boeing contract offer after information in the original voting package drew complaints because of its clarity.

The newly ratified agreement keeps technical package drew complaints because of its clarity.

Both contracts correct issues with salary raise to accept to 3,658.

The contracts have the same salary adjustment effective date of March 13.

Both contracts correct issues with salary raise pools, provide parental leave and access to Washington state’s Paid Family and Medical Leave.

### Salary adjustments

<table>
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<th>Salary adjustments</th>
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<tr>
<td>Both contracts have the same salary adjustment effective date of March 13.</td>
</tr>
<tr>
<td>The Prof-represented employees received their new merit rate starting April 10 and lump sum in their April 30 paycheck. The retroactive rate from March 13 to April 9 appeared in their May 28 paycheck.</td>
</tr>
<tr>
<td>The Tech-represented employees’ June 25 paycheck will reflect the new merit rate starting June 5 along with the lump sum. The Tech paycheck for July 23 will include the retroactive rate from March 13 to June 4.</td>
</tr>
<tr>
<td>Both contracts are available at <a href="http://www.speea.org">www.speea.org</a> (drop-down menu: Bargaining Units/Current Negotiations).</td>
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</tbody>
</table>
More than 1,000 take Boeing Voluntary Layoff

A total of 1,304 SPEEA-represented employees took Voluntary Layoff (VLO) from Boeing.

Voluntary Layoffs

Boeing made the offer to more than 14,000 SPEEA-represented employees. The VLO option included standard layoff benefits, three months of subsidized medical (COBRA) and those accepting the offer were required to waive their recall rights.

Boeing planned to issue involuntary layoff notices May 27, but the information was not available when this issue went to print.

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Congressman Larsen updates SPEEA members

Nearly 100 members participated in a virtual meeting with U.S. Rep. Rick Larsen, chair of the Congressional Aviation Subcommittee. He gave an update on issues related to COVID-19 and the 737 MAX during the 30-minute Zoom meeting April 28. IFPTE President Paul Shearon introduced Larsen, and SPEEA Legislative Director Brandon Anderson facilitated and presented members’ pre-submitted questions. Larsen’s district includes Everett. To find out more, including a schedule of upcoming virtual meetings with members of Congress and state legislatures, email brandon@speea.org
Training pays off for member

Running in Olympic marathon trial ‘pure joy’

By Karen McLean
SPEEA Publications Editor

PORTLAND, Ore. – Theresa Hailey ran a personal best on the hardest course she raced at the Marathon Olympic Trials in Atlanta, Georgia, Feb. 29.

Despite the difficulties, including an uphill climb for the last 6.2 miles and gusty 20 mph headwinds, every photo of her taken from the sidelines shows her smiling.

“I never smiled in a marathon in my life,” she said. Since starting in 2011, she has competed in 10 other marathons.

Hailey, a tool engineering lead at Boeing Portland and a SPEEA member, admits she was scared about the Olympic time-trials marathon. She feared the high-pressure environment would overwhelm her, and she would be hating every minute of the 26.2-mile course.

Instead, she ran with “pure joy and passion” because she made mental preparation a priority in the last month leading up to her race, and it paid off. “It was so special just being there – this was just icing on the cake,” she said. She finished the race in 2:42:47 seconds.

For those who don’t run marathons, the physical preparation can seem overwhelming. Hailey runs every day and does strengthening and yoga. She works with a coach and strictly manages what she eats and how much she sleeps during the weeks leading up to a big race.

Why run?

Hailey, 31, enjoys running for the peace of mind. “I think why I do it, especially now, with what we’re going through, a run brings a sense of normalcy,” she said.

“The routine and the structure help me get through the day. If I’m stressed, worried or tired, I go for a run – it will re-set me.”

Although more people work from home during the coronavirus (COVID-19) pandemic, she still goes to the Portland plant where she works on the production engineering team as one of three leads. Since many of the 22 others on her team are working from home, she’s able to maintain safe distancing.

She continues to run about 5.5 miles on a trail near the Boeing plant on her lunch break. “That’s the key to having a good day.”

Hailey took up running in high school as a hobby while her brother, who was close in age, went to football practice. She chose running because of the minimal equipment requirements and joined high school track, and cross-country teams.

Joining a team changed her life.

“I remember it being really hard, but I so much enjoyed being part of a team,” she said. “It gave me an identity.”

Why run marathons?

Her interest in marathons came after she finished her last season of college track. That summer after graduating, she wondered what she would do next, so she looked up the Olympic Trials qualifying times for Track and Field. She ran a pretty fast mile in college but quickly realized the shorter distance standards were out of reach.

She continued to look at the longer distance categories until she got to the marathon and thought she could do it.

The idea took off when she started a job as a process engineer for a biomedical firm in 2011. Her co-worker, who became a friend, also ran marathons.

With her friend, Hailey ran her first marathon that fall. Later that winter, she started looking for a new job. “I really liked the technical aspect,” she said about her work with metal injection molding processes for orthopedic implants, but “the company wasn’t a good fit.”

She started a job as a Boeing manufacturing engineer in April 2012. Through a rotation program at Boeing three years later, she found her dream job. “I knew from day one that I wanted to do tool engineering.”

She likes working collaboratively with cross-functional teams and using Computer-Aided Three-Dimensional Interactive Application (CATIA), for example, to solve problems. “I absolutely love being innovative and finding solutions.”

Although she is not active in SPEEA, she appreciates having union benefits, like overtime. “I know a lot of other engineers at other companies who don’t have these benefits.”

As a lead for her team, she also recognizes the value of speaking up for others. She appreciates knowing SPEEA does that, too. “I think it’s great to have a voice (SPEEA) for our team.”

At a glance

2020 Olympic Trials - Marathon

- Hailey’s total time – 2:42:47 for the 26.2-mile course
- Hailey’s average pace – 6:13 minute-mile
- Hailey’s rank – 375th (before the race)
- Hailey’s place – 77th (race result)
- Total women runners – 470 started, 390 finished
- Hailey’s team – Red Lizard with Coach Rick Lovett
- Hailey’s sponsor – Oiselle Running Apparel
Camaraderie and consistency make a difference on Tellers committees

EVERETT — Lynda Maynard volunteered to help count ballots with the Tellers while she was still a Council Rep. “Those were good times — the camaraderie and working together to accomplish something,” she said about volunteering.

When she stepped down as Council Rep for health reasons, she knew she wanted to come back later to support SPEEA.

That led Maynard, an engineering data analyst in Everett, to sign up for the Tellers Committee in 2012. At the time, they needed members, like they do now.

She learned what goes on behind the scenes with the committee, which oversees union elections and Council district delineation. She’s currently serving another term as Tellers chair.

Able to compartmentalize

“The most required skill,” she said, for a committee member, “is to be able to compartmentalize. When I put on my Tellers hat, my personal opinions get tucked in a drawer. We need to be, by definition, the neutral party,” she said.

For those who like to work within defined frameworks, this committee has structure. The boundaries come from SPEEA’s own governing documents, including the Constitution, By-laws and Policy, as well as federal labor laws regarding union elections.

“The process has been streamlined, so it’s pretty simple,” Maynard said. “Even when voters are choosing multiple candidates on a ballot for Executive Board for example, there is very little opportunity for mistakes.”

Maynard appreciates what the Tellers contribute to the union. “It’s important having people whose only focus is making sure voting is done in a fair manner in the same way as much as possible in accordance with governing documents and the laws.”

Delineation part of the Tellers’ work

Not all the Tellers’ work involves elections. Every odd year, the committee looks at Council districts to ensure, to the extent possible, each district has at least one Council Rep per 200 represented employees.

“We’ve had some spectacular failures,” she recalls, when the committee looked at the numbers but not maps with the building locations, for example. “It sounded like a good idea at the time, but we weren’t familiar with the geography,” she said. “We fixed it.”

Apply for Teller vacancies

SPEEA has vacancies for both the Northwest and Midwest Tellers Committees. If you have been a regular SPEEA member in good standing for the preceding twelve-month period, consider applying.

See the petition and details at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations).

2020 NW Council STEM grants cancelled

Due to anticipated budget shortfalls, the Executive Board cancelled the Northwest Council grants for this year related to Science, Technology, Engineering and Math (STEM).

The decision is part of the Board’s effort to reduce expenses because of current and anticipated layoffs at The Boeing Company, Spirit AeroSystems and Triumph Composite Systems.

Those who have already applied for the STEM grant will be contacted, as well as those members who applied for the STEM Grant Review Committee.

Involuntary and voluntary layoffs, including 302 SPEEA-represented employees

WICHITA — Needing additional actions to deal with the COVID-19 and 737 MAX downturn, Spirit AeroSystems issued 60-day involuntary layoff notices to 1,450 employees. The total includes 302 notices to SPEEA-represented employees.

The breakdown provided by Spirit to SPEEA shows notices of layoff going to 217 employees in the Wichita Technical and Professional Unit (WTPU) and 85 in the Wichita Engineering Unit (WEU).

Spirit said the actual layoff numbers may change. The involuntary layoffs came after the recent offer to employees seeking volunteers for layoff. This was the second time in recent months Spirit asked for voluntary layoffs.

Employees issued involuntary layoff notices receive full pay and benefits through June 30.

Voluntary layoff notices

Voluntary layoff notices went to all 900 WEU-represented employees and all 1,400 WTPU-represented employees April 29. A total of 20 applications were accepted.

Per the contracts, they receive income continuation based on years of service. Their medical benefits ended May 31.

Those who took voluntary layoff at Spirit waived their recall rights to return to Spirit in order of layoff.

Recall rights for involuntary layoff give laid-off employees first priority to be recalled when the company has a job opening in the future.

SPEEA contract administrators are available to members who have questions. Send questions to speea@speea.org.

The involuntary layoff notice job codes and layoff letter of intent from Spirit are online at www.speea.org. Look for more information online about additional resources (drop-down menu: Member Tools/Layoff Information).

Get email while working from home signup at www.speea.org
Connecting virtually helps Area Reps share issues and information with Council Reps

By Karen McLean
SPEEA Publications Editor

AUBURN, Wash. – Council Reps and Area Reps used to meet about once a month to discuss workplace issues over lunch. Now, they meet virtually about once a week from their home offices.

“The meetings are extremely important regardless of the health of our country,” said Area Rep Greg May, a materials engineer working remotely due to the COVID-19 pandemic “But they are even more valuable now.”

The meetings draw as many as 30-plus Area Reps and members from Auburn and Frederickson. They can share workplace issues and members’ concerns with Council Reps and their SPEEA contract administrator.

Frank Guglielmo, SPEEA contract administrator (CA) for Auburn/Frederickson, started hosting the Zoom virtual meetings with Council and Area Reps soon after the Washington state shelter-in-place mandate started in March.

Auburn Council Rep Gail Soushek appreciates the effort. “Frank does a great job of keeping the folks who participate informed on what’s happening. The forum is giving a voice from our ARs who are great at sharing what they know.”

Area Reps are SPEEA members who help Council Reps in the workplace distribute union information and help members seeking answers to questions.

Visibility matters

“The visibility of others’ issues helps me understand what’s going on,” May said. “What hasn’t hit our building may pop up, and then we would have advanced knowledge.”

For example, Area Rep Todd Woomer’s manager gave a heads up about Voluntary Layoff (VLO) dates, which Woomer shared at a virtual Area Rep meeting. “Others didn’t know at the time. I could give them an idea when it was coming,” he said.

“I think working offsite, it’s good to have the interaction with others,” said Woomer, a manufacturing engineer in Frederickson. “A lot of actions are coming out of it. And a lot more is being addressed.”

The advanced notice on VLO helped Area Rep Paul Bowman, an Associate Technical Fellow and senior process engineer at Auburn. He took the voluntary layoff and planned to leave June 5 after nearly 35 years at Boeing.

Bowman, an Area Rep since 2001, notices the difference between past Area Rep meetings at restaurants and the virtual meetings.

“This is not so much about food,” he said. “We’re starved in a different way – for information and socializing. Normally, we’re coming from an office surrounded by other people. This (virtual meeting) is a chance to talk to others about numerous issues and bounce ideas off each other. For example, how is it working for them? Have there been any improvements? How can we make it better?”

For some, it can be hard to get away from work to drive somewhere for a meeting, added Chris Tracy, an Area Rep and Numerical Control (NC) programmer at Frederickson. “It’s a really great change. Meeting virtually is an awesome way to stay connected.”

And the information-sharing can be just in time as they hear and share members’ questions related to COVID-19, such as time-charging issues.

Their questions contributed to SPEEA’s efforts to work the issue about time charging with Boeing and come up with a solution that adhered to the SPEEA contracts.

“It’s good to know what the union is hearing and doing,” Tracy said. “It’s really good to open up a line of communication.”

A voice for Area Reps

Terry Tomt, a former Council Rep who is a long-term Auburn Area Rep, believes the CR/AR meetings have impact for two important reasons.

“No. 1, it shows SPEEA cares, and we need to show that to our members. It’s especially important during these times,” said Tomt, a Boeing Auburn environmental engineer.

“And No. 2, it reminds people who join the meeting who our CA is. It’s good for our members to be reminded if there’s trouble now or later, they are getting answers from Frank.”

Tomt hopes the weekly virtual meetings can continue. “There’s always other issues to talk about – not just coronavirus related,” he said. “The union is about helping members and how to support members.”

Become an Area Rep – Talk to your Council Rep about the role and signing up. See www.speea.org, drop-down menu: Member Tools/Find Your Council Rep, for contact information.

New SPEEA-Area IFPTE vice president

WICHITA – R Matthew Joyce ran unopposed for the interim Midwest SPEEA-Area IFPTE vice president vacancy.

Joyce will serve the remainder of the term, which expires at the next triennial IFPTE convention in 2021. Ronda Cockrell resigned the seat in March due to retirement.

Joyce is active in SPEEA as Midwest Council chair and serves on multiple committees, including chair of SPEEA Legislative and Public Affairs (L&P), chair of Midwest Governing Documents, vice chair of MW L&P and member of SPEEA Organizational Planning.

He also serves as vice chair for the IFPTE Central States.

Joyce is a candidate for Kansas House District 81, and he currently serves on the Derby Board of Education.

As part of the Executive Council, area vice presidents are responsible for governing IFPTE between triennial conventions. The other current SPEEA area vice presidents are Joel Funfar and Ryan Rule.
Boeing and Spirit

CARES Act relaxes some 401(k) requirements

Due to the COVID-19 global pandemic, Congress passed the CARES Act. The CARES Act allows 401(k) plans to relax some requirements assisting individuals who experience an adverse financial impact from COVID-19.

The Act:
• Waives the 2020 401(k) Required Minimum Distributions (RMD)
• Allows participants to defer 401(k) loan repayments for up to a year
• Allows impacted employees access up to $100,000 of their 401(k) without a 10% penalty as well as the ability to spread out the related income tax over a three-year period
• Includes other items

The plans are not required to make the amendments but are permitted to make the amendments if plan sponsors so choose. After the Act was signed into law, SPEEA reached out to Boeing and Spirit, and both employers agreed to make plan amendments.

The Boeing agreement resulted in Letters of Understanding (LOU) that include the CARES Act provisions. The LOUs, now part of SPEEA contracts, also include a modification to the “Installment” 401(k) distribution option.

Currently, the Boeing Voluntary Investment Plan (VIP) allows retirees to receive monthly, quarterly, semiannual, or annual installment payments in a fixed dollar amount that may not change.

The recently agreed to LOU between Boeing and SPEEA permits an individual to modify their “installment” distribution monthly.

The LOUs can be found at www.speea.org (drop-down menu: Bargaining Units/Contracts).

While the LOUs can be found on the SPEEA website now, the ability to modify an installment is expected to be available this summer.

Website issues resolved

The SPEEA website became back online May 20 after the service provider resolved an issue that started May 14.

The site security certificate was not expired despite the error message, but there were other issues that needed to be resolved by the service provider’s engineers.

The regional Councils met May 14 to conduct SPEEA business. Some of the nearly 100 participants at the Northwest Council meeting are shown above. At the meetings, the Council Reps heard updates on workplace issues, including layoff information. They also heard updates from elected officers and shared announcements and “Good of the Union.”

Council Reps meeting virtually

The regional Councils met May 14 to conduct SPEEA business. Some of the nearly 100 participants at the Northwest Council meeting are shown above. At the meetings, the Council Reps heard updates on workplace issues, including layoff information. They also heard updates from elected officers and shared announcements and “Good of the Union.”

Coalition of Labor Unions at Boeing (CLUB)

The Coalition of Labor Unions at Boeing (CLUB), including SPEEA, added its name to more than 60 unions demanding the National Labor Relations Board (NLRB) immediately restore workers’ right to vote for union recognition. The letter also urges the NLRB to stop erecting new barriers that impede and discourage the unionization process.

During the COVID-19 pandemic, the NLRB postponed and then failed to resume union recognition elections in a timely and consistent manner.

The NLRB initially postponed elections, which came as a surprise to thousands gearing up for a vote to form a union. Then, the NLRB disregarded requests to schedule all elections by mail ballot.

Organizing campaigns all over the country were impacted by this decision because the delay gives employers an unfair advantage to continue their anti-union campaigns.

When the NLRB resumed elections, unions were still facing delays that should have gone away. In addition, the NLRB granted employers the ability to block an election via mail ballot. This creates new obstacles for workers who were already facing mounting efforts in their workplace from their employer to stop uniting around issues.

Unionized workers are among the frontline workers deemed essential during the pandemic. As a result, unions are in the news almost weekly to ensure the safety of the members, their customers and patients are considered. Some unions worked with employers to ensure safer working conditions. Other unions negotiated changes including additional pay, safety precautions, rules related to social distancing and language around sick leave and benefits.

“How is the time for increased worker involvement in their workplace health and safety, not a muzzling of workers,” said Larry Brown, president of Washington State Labor Council (WSLC), AFL-CIO, in an article appearing in the WSLC online labor news site, The Stand.

“Democracy in the workplace where workers can be assured of a safe work environment, the ability to stay home from work when sick, and their unfettered right to advocate for themselves and for the public they serve, is paramount not just for their well-being, but for the well-being of everyone in America,” Brown said.

For more information, go to The Stand – www.thestand.org and search for the article: “Labor demands NLRB restore right to vote.”

About CLUB

SPEEA belongs to the Coalition of Labor Unions at Boeing (CLUB), which includes the International Association of Machinists (IAM) 751, Teamsters Local 174, International Union of Operating Engineers (IUOE) Local 302 and International Association of Fire Fighters (IAFF) Local I-66.

Coalition of Labor Unions at Boeing (CLUB)

CLUB signs letter of support for workers trying to organize

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CREATE update

Survey highlights top issues for Boeing aerospace professionals in Southern California

SEAL BEACH, Calif. – Professionals at the Boeing Seal Beach site continue to bring together more than 1,500 of their peers. Co-workers are supporting California Region Engineers and Technical Employees (CREATE) with the goal of becoming a SPEEA bargaining unit.

Recent survey results

Job security has become the primary issue at most worksites around the country. CREATE launched a survey in April, prior to the Voluntary Layoff (VLO) at Boeing.

The results show significant concern about job security and the lack of input in company decisions. Responses were predominantly from Seal Beach employees but came from all Southern California (SoCal) Boeing sites.

Top results showed:
- Concerns about layoffs and continued outsourcing tops the chart
- Concerns about voluntary layoffs - the majority said they were not ready

A union contract allows bargaining for layoff benefits and a voice in the process.

Through collective bargaining since SPEEA’s first contract in 1947, members have gained:
- Layoff benefits, including doubling the layoff benefits if your job is moved to another state.
- Retention ratings that let employees know where they stand regarding layoffs
- Requirements to remove contractors in job codes with layoffs before direct employees are laid off

The CREATE survey shows an overwhelming desire for and need for better job security and the ability to affect change.

Connected to Seal Beach?

If you know someone who works at Boeing in SoCal, encourage them to sign an authorization card to move towards a union election.

Layoff information at www.speea.org

For more about layoff benefits in the SPEEA contracts and links to layoff resources, go to www.speea.org (drop-down menu: Member Tools/Layoff Information).

The resources include contract layoff benefits and links to help those with layoff notices from The Boeing Company and Spirit AeroSystems.