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SPEEA 101 in Tukwila

At the Tukwila SPEEA 101, Aug. 20, newer hires learned about the benefits of having a union. SPEEA activists **Ron Duprau, Brian Connolly** and **Behyar Goudarzian** joined **Nikki Wagener** and **Frank Guglielmo**, SPEEA contract administrators, who discussed the contract, members' workplace rights and how the union works. The Northwest New Hire and Young Members Committees organize these events to help newer hires gain a better understanding, since many of them have never been in a union. Duprau is chair of the New Hire Committee and Connolly is vice chair of the Young Members Committee. Connolly and Goudarzian are also Council Reps. The next SPEEA 101 is scheduled for SPEEA Everett Oct. 8 and SPEEA Tukwila Oct. 23.

The Union Difference

New Washington state report shows significant impact

SEATTLE – A new report shows union workers earn an average of \$2,100 more per year in the Seattle-Tacoma-Bellevue metro area. In the rest of the state, the union difference averages \$4,900 annually.

The Washington State Labor Education and Research Center (WA LERC) recently released this data and more in "The Union Effect: Raising Standards for Workers Across Washington."

According to the 22-page report, workers covered by a union contract in Washington:

- earn on average 7.2% more than comparable non-union workers, which is an additional \$3,500 more per year.
- are 20% more likely to receive employer health-care coverage.
- are 37% more likely to be covered by a retirement plan.
- are 24% less likely to live in a household with a member enrolled in a public safety net program.

Reducing gender and race benefit gap

Washington unions contribute to justice by reducing gaps for workers facing race and gender discrimination, especially in low-wage jobs.

- Workers of color in unions earn 6% more (10% more in low-wage jobs), have a 21% greater likelihood of health insurance and a 45% greater likelihood of pension coverage.
- Women union workers earn 6% more (10% more in low-wage jobs), have a 14% greater likelihood of health insurance and a 37% greater likelihood of pension coverage.
- Immigrant workers in unions have a 43% greater likelihood of health insurance and a 77% greater likelihood of pension coverage.

WA LERC sponsored the study written by **Lee Fiorio**, University of Washington Department of Geography and Center
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Memorandum of Understanding

SPEEA secures bonuses for 737 MAX work in Moses Lake

SPEEA-represented employees at The Boeing Company who take a temporary assignment in Moses Lake, Wash., as part of the return to service of the 737 MAX will be in line to receive "completion bonuses" of 10% to 20%, as outlined in a recently negotiated Memorandum of Understanding (MOU).

"It's encouraging the company recognizes the need for the experience and expertise of our members to return the MAX to service," said SPEEA President **Joel Funfar**. "Given the extended time members will be away from family, these bonuses are appropriate."

The date for the 737 MAX's return is still unknown. However, Boeing has publicly announced preparing the idle aircraft to return to service will require temporarily assigning some SPEEA-represented employees to Moses Lake. The company also plans to hire some temporary employees for the work in Moses Lake. Boeing is currently parking aircraft there, and plans to use the facility for work needed to return the 737 MAX to customers.

Bonuses will be paid to employees who complete six-month assignments as part of the 737 MAX work. A 10% bonus will be paid after six months. An additional 15% bonus is paid during months seven through 12 and 20% after 18 months.

Boeing has not yet announced what SPEEA job codes will be needed in Moses Lake. When the jobs are announced, interested bargaining unit members will need to volunteer and be accepted for the assignments.

See the signed MOU online at www.speea.org (drop-down menu: Bargaining Units/Contracts).

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Labor Day fun - P4



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SPEEA hike to Denny Creek Trail

SPEEA members and their families hiked the Denny Creek Trail in Snoqualmie Pass Aug. 17. The Northwest Young Members Committee organizes the hike each year as a fun way to connect with other members. Shown here from left: Kurt Sontag, Akilah Shaw, 11, Kizzy Shaw, Akira Shaw, 11, Ron Shaw and Thomas Kajor. Council Reps Doug Brazeal and Brad Kibbel joined the hike. They are both members of the Young Members Committee. Emmanuel Domingo, a member of the New Hire Committee, brought his family on the hike.

Puget Sound Labor Agency

Hawaiian luau fundraiser helps with move costs

SEATTLE – Join the labor community for a Hawaiian dinner with live entertainment and raffle prizes Friday, Sept. 27, at the Machinists Hall in Seattle.

This is a fundraiser for the Puget Sound Labor Agency (PSLA), which helps with distribution of SPEEA Cares requests. PLSA is raising money for relocation expenses because it needs to move from the Seattle Labor Temple.

PSLA operates a food bank, coordinates wheelchair ramp builders and administers

emergency funds for union members.

Hawaiian Luau fundraiser

Friday, Sept. 27 – 4 to 8 p.m.
 IAM 751 Hall, 9125 15th Pl. S, Seattle
 Tickets are \$50 each/Raffle tickets are \$10 each

The grand prize for the raffle is a trip for two to Hawaii.

Email psla@pugetsoundlaboragency.org to purchase tickets.

NW Council actions Aug. 8

At their regular meeting, the NW Council:

- Heard a presentation from **Hillary McConnell** and **Susanne Murphy**, SPEEA staff, on ‘What’s in it for me’ with help from Auburn Council Rep **Doug Brazeal** and Everett Council Rep **Rich Mochow**.
- Recognized newly seated Council Reps **Tom Klipp** (Everett E-6) and **Alvin Xayasensouk** (Renton second shift RS-10)
- Voted on the following motions:
 - ♦ NW19-022 - It is moved that the SPEEA Northwest Council refer

motion NW19-0XX to the NW Governing Documents Committee to determine if a policy amendment is appropriate and/or make recommendations. For: 32. Against: 26. Motion passed.

- ♦ NW19-023 - It is moved that the Northwest Governing Documents Committee report back to the Northwest Regional Council concerning NW19-022 at the November 2019 Northwest Regional Council Meeting. For: 38. Against: 25. The motion passed.

Ed Wells brings work-life balance speaker to Partnership meeting



Anu Arora

SEATTLE – At a Seattle Corridor Partnership meeting Aug. 29, Council Reps met with Boeing managers and site leaders to discuss issues and areas of concern.

Then they learned more about the importance of work-life balance and how to achieve it with the help of **Anu Arora**, a guest speaker sponsored by Ed Wells Partnership.

Arora shared the science behind finding work-life balance. For example, she cited research showing how ‘fight or flight’ mode (stress) overtakes the prefrontal cortex, which is the part of the brain focused on problem solving, critical thinking and decision making.

“When you are stressed, that shuts down,” she said.

Arora has a master’s degree in aeronautical engineering and worked in the helicopter industry prior to working for 16 years at

Microsoft, After leaving Microsoft, where she worked as an engineering manager, she realized how burned out she was. “I went to sleep with my laptop in my lap and checked my email before I brushed my teeth,” she said.

She started to research work-life balance to determine her path forward. She described some of those steps during the Partnership meeting.

She encouraged participants to make the time to prioritize and understand what brings them joy – their ‘flow state’ – which she described as what you are doing when time seems to disappear. “What if work became that flow state?” she asked, concluding with: “Work-life balance is possible.”

Arora also shared this presentation at the SPEEA-Boeing Renton Partnership meeting. She is a frequent and highly rated speaker for Ed Wells, a SPEEA-Boeing contract benefit for technical training and professional development. She will present a Boeing Education Network (BEN) for Ed Wells Oct. 3 called “Get Your Dream Job through Self Discovery and Self Coaching.”

New Washington state report shows significant impact

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for Studies in Demography and Ecology, and **David West**, WA LERC, who earned a master’s in Public Administration from the Evans School of Public Policy and Governance.

WA LERC’s report concludes the state’s results mirror the union difference reported earlier in California and Oregon. In Washington state, union density is 20%, compared to the national average of 12% union membership. Oregon’s union density was 14% and California’s was 15%.

The full report can be downloaded for free at <https://georgetown.southseattle.edu> (Menu: Washington State Labor

Education and Research Center/Research and Publications).

About WA LERC

The Washington State Labor Education and Research Center (WA LERC) uses best practices of adult education and applied research to serve the state’s labor force. WA LERC is located at the South Seattle College campus in Georgetown.

See more about the resources available at WA LERC’s website at <https://georgetown.southseattle.edu>.

Executive Board mini-minutes – Aug. 15

Attendees: Joel Funfar, Jimmie Mathis, Ryan Rule, Dan Nowlin, Mike Shea, Keith Covert

Excused: Daniel Peters

Council officers: RMatthew Joyce, Mike Arrington, Doug Brazeal, Tony Hickerson

Staff: Ray Goforth, Robin Fleming, B.J. Moore, Jason Collette, Steve Spyridis, April Rebollo, Rich Plunkett, Frank Guglielmo

At their regular meeting, the Board:

- Appointed the following applicants to the following Labor Councils as 2019-2021 SPEEA Labor Council Delegates:
 - ♦ ML King County Labor Council: **Theryl Johnson, Lindsey Meiling, Daniel Peters, John Repp, Stan Sorscher**

- ♦ Snohomish County Labor Council: **Benjamin Briles, John Dimas, Mohammed Khan, Evan Wipf**
- ♦ Washington State Labor Council: **Roger Aisaka, Benjamin Briles, John Dimas, Joel Funfar, Jessica Bonebright, Lindsey Meiling, Stan Sorscher, Christopher Volk**

- Approved donating \$500 to the Snohomish/Island County Labor Council Labor Day event.
- Approved the Memorandum of Understanding (MOU) on Moses Lake Completion Bonus.

TRAINING & EVENTS

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

PUGET SOUND

Council Rep training: The budget

Monday, Sept. 9 – 4 p.m.
SPEEA Everett

RSVP to justin@speea.org

Monday, Sept. 30 – 4 p.m.
SPEEA Tukwila

RSVP to meetings@speea.org

Northwest Council officers

SPEEA 101 for newer hires

Tuesday, Oct. 8 – 4:30 p.m.
SPEEA Everett

Wednesday, Oct. 23 – 5 p.m.
SPEEA Tukwila

Email speea@speea.org – space limited

\$50 gift card for first-time attendees if dues-paying member hired within past year

NW New Hire/Young Members Committees

SPEEA pumpkin decorating

Saturday, Oct. 19 – 10 a.m. to 2 p.m.
SPEEA Everett and SPEEA Tukwila

Sign up – speea@speea.org

Limited supply of pumpkins provided
Decorating only (no carving)

Free event

NW Membership Activities Committee

WICHITA

All Star Adventures

Through Sept. 30*

SPEEA discount wristbands - \$8 each

On sale at SPEEA Wichita only

**Open weekends*

Midwest Membership Activities Committee

SPEEA Cookout

Thursday, Sept. 19 – 2 to 5 p.m.
SPEEA Wichita

Free for members, guests

Meet elected leaders and staff

SPECIAL GUESTS

Dan Nowlin, NW regional VP

Ray Goforth, SPEEA executive director

Wichita Hutchinson Labor Federation, AFL-CIO



Orange County Labor Federation, AFL-CIO

Labor Day events draw crowds

At Labor Day events in the Puget Sound, Wichita and Southern California, SPEEA took part. The events featured a solidarity march, bingo and lots of free food, including root beer floats and other desserts as well as free admission for union members' families to the Santa Ana Zoo in southern California. Shown here are some of the participants celebrating the labor movement.



Pierce County Central Labor Council, AFL-CIO



Snohomish and Island County Labor Council, AFL-CIO

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PDT)

Week of September 9, 2019	
Tuesday, Sept. 10	4:00 p.m. SPEEA Leadership Development & Training
Tuesday, Sept. 10	4:00 p.m. NW Tellers
Wednesday, Sept. 11	4:00 p.m. SPEEA Diversity
Thursday, Sept. 12	4:00 p.m. NW Council
Week of September 16, 2019	
Monday, Sept. 16	3:30 p.m. SPEEA Legislative & Public Affairs
Wednesday, Sept. 18	4:00 p.m. SPEEA Governing Documents
Wednesday, Sept. 18	4:30 p.m. NW Membership Activities
Wednesday, Sept. 18	5:00 p.m. NW Governing Documents
Thursday, Sept. 19	4:00 p.m. Executive Board
Week of September 23, 2019	
Monday, Sept. 23	4:30 p.m. NW Legislative & Public Affairs
Tuesday, Sept. 24	4:30 p.m. NW Women's Advocacy
Wednesday, Sept. 25	4:30 p.m. NW New Hire/Young Members
Thursday, Sept. 26	4:00 p.m. SPEEA Veterans

MIDWEST MEETINGS (ALL TIMES CDT)

Week of September 9, 2019	
Tuesday, Sept. 10	6:00 p.m. SPEEA Leadership Development & Training
Wednesday, Sept. 11	6:00 p.m. SPEEA Diversity
Thursday, Sept. 12	4:30 p.m. MW Council
Week of September 16, 2019	
Monday, Sept. 16	4:30 p.m. MW Legislative & Public Affairs
Monday, Sept. 16	5:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, Sept. 17	4:00 p.m. MW Governing Documents
Wednesday, Sept. 18	6:00 p.m. SPEEA Governing Documents
Thursday, Sept. 19	6:00 p.m. Executive Board
Week of September 23, 2019	
Thursday, Sept. 26	6:00 p.m. SPEEA Veterans