SPEEA NEWS / January 10, 2020 / No. 2342

Representing aerospace professionals with competence, integrity and action

Monitoring MAX developments at Boeing and Spirit

SPEEA continues to monitor developments at The Boeing Company and Spirit AeroSystems regarding the planned shutdown of the 737 MAX line in Renton and the suspension of 737 MAX work in Wichita.

Boeing anticipates a complete shutdown of the MAX line by mid-January. About 3,000 workers out of the Renton site’s roughly 12,000 total will be temporarily re-assigned, according to an internal email from Boeing Jan. 6.

For those deployed to Moses Lake, Wash., or Victorville, Calif., for work on grounded MAX jets, recently signed SPEEA-Boeing Memorandum of Agreements call for a completion bonus. The SPEEA Executive Board signed the agreements, which are now part of the SPEEA Prof and Tech contracts. See details at www.speea.org (drop-down menu: Bargaining Units/Contracts).

Spirit suspended its production line Jan. 1, and on Jan. 6, the company announced a voluntary layoff with contract benefits to union-represented employees in Wichita, Kansas, and Tulsa and McAlester, Oklahoma.

SPEEA has requested additional information from Boeing and Spirit about plans moving forward and will continue to assess and monitor the situations at both companies to ensure all provisions of the collective bargaining unit agreements are followed.

Fund to help shooting victims’ families

IFPTE Local 121 and Metal Trades Department (MTD), AFL-CIO, created a fundraising web page to help the affected families of the Dec. 4 shooting victims. Two Local 121 members were killed, and one was seriously injured.

Search for ‘Pearl Harbor Shipyard Shooting Victim Fund’ at www.gofundme.com to contribute.

Executive Board petitions – P2
Kansas AFL-CIO – P3
New JRC member – P4

SPEEA supports Red Cross fundraiser

SPEEA members joined the community in celebrating heroes at the Snohomish County Red Cross fundraiser Dec. 12. SPEEA sponsored a table which included, from front left: Peng Ho, John Dimas, David Garrett, Andrea Bruns, Aaron Allen, Jessica Edwards, Jessica Quick, Suzanna Cheung, Lindsey Meiling and Mark Ulrich. At the breakfast, the local Red Cross presented awards to people who are heroes to their community. “Hearing all of the stories was inspiring to say the least,” said Meiling. “It was great to see we had a good mix of people representing SPEEA today,” said Dimas. Garrett was table captain on behalf of SPEEA.

Paid Family and Medical Leave

SPEEA calls on Boeing to stop holding families hostage

SEATTLE – Washington’s Paid Family and Medical Leave (PFML) is making it easier for workers to take time off from jobs to care for newborns or family members, unless you are a union-represented employee at The Boeing Company.

“Boeing needs to stop holding our families hostage,” said Ray Goforth, executive director of SPEEA. “This benefit doesn’t belong to Boeing. It’s not a bargaining chip. Paid Family and Medical Leave is the right of every resident of Washington state.”

Ignoring repeated formal requests, Boeing uses a loophole in the state law to deny access to PFML to union-represented employees, including the nearly 18,000 engineers and technical workers represented by SPEEA in Washington. The result is new parents and employees caring for family members are unable to access the state program that provides up to 12 weeks of paid time off.

The loophole, which Boeing lobbied legislators to include, allows companies to withhold implementation of PFML from employees with a contract in place on Oct. 19, 2017. The loophole expires at the end of those contracts. SPEEA contracts for engineers and technical workers expire in October 2022.

“The purpose for the loophole was to grant implementation flexibility so as not to disrupt existing collective bargaining relationships,” said Brandon Anderson, SPEEA legislative director. However, Boeing is demanding unionized employees give pay and benefit concessions to gain access to the state-mandated benefit.

SPEEA has repeatedly pressed Boeing about the need for a meaningful family leave during contract talks, including the 2016 negotiations. Each time, the company refused. When the new PFML legislation was approved in 2017, SPEEA approached Boeing and was rebuffed again.

Changing or eliminating the loophole to provide access to PFML for SPEEA-represented and all union-represented employees is a legislative priority for SPEEA for this year’s legislative session in Olympia.

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Renton Area Rep lunchtime meeting

Renton District R-1 Council Reps Deena Hougham and Mira Martirosian hosted a lunchtime meeting with their Area Reps Dec. 11 to present their Area Recognition gift. This year, Area Reps received a small whiteboard to post messages in their workspace. The gift included a challenge coin with the union’s old and new logos. Shown here from left: Hougham, Martirosian, Tuong (Tom) Nguyen, Staci Ottele, John James Dietz, and Linda Thomas. SPEEA Renton Contract Administrator Mike Hockberg also attended the meeting to answer questions.

Petitions due for SPEEA's top leadership roles

Members who are eligible and interested in running for SPEEA’s highest offices need to submit their petition by Jan. 22.

The Executive Board officer positions are:
- President
- Treasurer
- Secretary

SPEEA runs an election every two years for these positions. Incumbents for these roles are limited to two consecutive terms.

Timeline

- Jan. 22 – Petitions due
- Jan. 27 – Candidate platform statement, qualification statement, position statement and photo due
- Feb. 26 – Ballots mailed (includes candidates’ statements) to members’ homes
- March 11 – Ballots delivered by noon to either the SPEEA post office box or a SPEEA hall ballot box
- March 25 – New, two-year terms begin

See more details, including eligibility, a petition form and candidate questions (for the voter guide) at www.speea.org (see drop-down menu for Councils/Forms and Petitions).

Honoring Martin Luther King Jr.

Labor union members will join community celebrations for Martin Luther King Jr. Day across the country. SPEEA offices close Jan. 20 in observance of the federal holiday honoring King’s civil and labor rights legacy.
State AFL-CIO convention in Kansas

MAYETTA, Kan. – Five SPEEA members heard from nine speakers and participated in some of the nine committee meetings at the Kansas AFL-CIO convention Nov. 21-22.

Speakers included Kansas Governor Laura Kelly and AFL-CIO President Richard Trumka, who sent a video message regarding the labor movement and successes.

During a separate presentation, AFL-CIO Internal Organizing Coordinator Charles Handel Lundy showed a chart drawing a correlation between declining union membership and weaker labor laws.

“There have been some improvements in some areas, due to an effort by organized labor to build membership and focus on key issues,” said Rick Nelson, Midwest Council Rep.

Emily Forest, Midwest Council officer, noted Lundy’s chart also showed a relationship between the decline in union membership to a decline in middle-class wages and benefits.

“There is an opportunity to turn this around; the trend is reversible,” she said.

Other Midwest Legislative and Public Affairs Committee members participating included Michelle Gramke, Donna Lehane and Derek Milligan.

Helping Other People Excel (HOPE) award

Nominate a member for outstanding efforts

Nominations are due by Friday, Jan. 17, for the Stephen Pezzini Helping Other People Excel (HOPE) award.

Nominees can be any member in good standing in any SPEEA bargaining unit who has gone the extra mile for SPEEA and the community. This is one of SPEEA’s highest honors!

To nominate a member, email terryh@speea.org by Jan. 17, and include details about the member’s efforts ‘beyond expectation.’
Wichita Area Rep elected to Judicial Review Committee

Why would an Area Rep be interested in such a committee? “My background is in reading and understanding documents and contracts at Spirit AeroSystems,” she said. “My Council Rep (Dianna Pyles-Tauer) kept saying I would be a good fit.”

Nellis is a supply chain governance and compliance audit focal at Spirit, which includes writing policies and procedures for “any changes or anything new,” she said. Nellis also audits purchase orders and contracts and is involved in internal and external audits that have a supply chain component.

Prior to Spirit, Nellis worked at Johnson Controls, for its Heating, Ventilation and Air Conditioning (HVAC) parts division in Wichita. As a senior parts account representative, she managed accounts of HVAC distributors across the U.S. and Canada. While at Johnson Controls, she earned a master’s in public history with an emphasis on archives at Wichita State University. Although Nellis has no prior experience with unions, she joined SPEEA right after starting at Spirit AeroSystems about four years ago.

“Matthew Joyce told us to join the union at new-hire orientation, so I did,” she said. “He has friends in the Wichita Technical and Professional Unit (WTPU) who told us to join the union.”

Nellis feels like a family. Everyone is looking out for each other. “We are more of a team.”

What does Nellis like about SPEEA? “It doesn’t need to pay dues to get the benefits, but Nellis doesn’t agree. “It is a good thing; you should pay for it.”

Although she recently attended training from SPEEA legal counsel to help with the JRC role, she has been more active as an Area Rep.

“During the contract negotiations, there were a lot of questions, and people had concerns. It was a good time to be an Area Rep to help,” she said.

About the Judicial Review Committee

This three-member committee is responsible for interpreting the SPEEA Constitution and By-Laws and acting as the final hearing body for charges within SPEEA as defined in the Constitution.

Other JRC members include Craig Kowald and Geoff Case. They serve staggered three-year terms. Nellis replaces Carol Brock, whose term ended last year. The SPEEA Council elected Nellis at the October Council meeting.

UPCOMING MEETING SCHEDULES

**NORTHWEST MEETINGS (ALL TIMES PST)**

<table>
<thead>
<tr>
<th>Week of January 13, 2020</th>
<th>4:30 p.m.</th>
<th>NW Membership Activities</th>
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<tbody>
<tr>
<td>Tuesday, Jan. 14</td>
<td>4:00 p.m.</td>
<td>SPEEA Governing Documents</td>
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<tr>
<td>Wednesday, Jan. 15</td>
<td>5:00 p.m.</td>
<td>NW Governing Documents</td>
</tr>
<tr>
<td>Thursday, Jan. 16</td>
<td>4:00 p.m.</td>
<td>Executive Board</td>
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<tr>
<td><strong>Week of January 20, 2020</strong></td>
<td>4:00 p.m.</td>
<td>SPEEA Organizational Planning</td>
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<tr>
<td>Tuesday, Jan. 21</td>
<td>3:30 p.m.</td>
<td>SPEEA Legislative &amp; Public Affairs</td>
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<tr>
<td>Wednesday, Jan. 22</td>
<td>4:30 p.m.</td>
<td>NW New Hire/Young Members</td>
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<tr>
<td>Thursday, Jan. 23</td>
<td>4:30 p.m.</td>
<td>NW Safety &amp; Wellness</td>
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<tr>
<td><strong>Week of January 27, 2020</strong></td>
<td>4:30 p.m.</td>
<td>NW Legislative &amp; Public Affairs</td>
</tr>
<tr>
<td>Monday, Jan. 27</td>
<td>4:30 p.m.</td>
<td>NW Women’s Advocacy</td>
</tr>
<tr>
<td>Tuesday, Jan. 28</td>
<td>4:30 p.m.</td>
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**MIDWEST MEETINGS (ALL TIMES CST)**

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<tr>
<td><strong>Week of January 27, 2020</strong></td>
<td>No meetings scheduled</td>
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