Representing aerospace professionals with competence, integrity and action

Society of Professional Engineering Employees in Aerospace
International Federation of Professional and Technical Engineers (IFPTE) Local 2001
www.speea.org

SPEEA NEWS / February 7, 2020 / No. 2344

WTPU contract in production

The new Wichita Technical and Professional Unit (WTPU) contract is in the formatting process. When final, SPEEA will send it to the printer.

The contract is online, at www.speea.org (drop-down menu: Bargaining Units/Contracts).

Additional candidate for SPEEA president

The SPEEA Tellers Committee, which oversees union elections, announced an additional candidate, Tami Reichersamer, for SPEEA president. The decision came after the Jan. 24 SPEEA News was printed.

The Tellers conducted a new random drawing to determine the ballot order. The new ballot order is:

President
• John Dimas
• Ryan Rule
• Joel Funfar
• Uğur Mehmet Köksu
• Tami Reichersamer

The Tellers initially denied the valid petition, submitted prior to the deadline, based on interpretation of governing documents. Reichersamer appealed Jan. 23. The Tellers’ final decision came after further review, with SPEEA’s lawyer, of the candidate’s eligibility criteria.

The online version of the Jan. 24 SPEEA News was updated to reflect the additional candidate and new ballot order.

Contact your lawmakers

If you are a Washington state resident, urge your senator to help move this out of the Senate Rules Committee. Go to www.speea.org and click on the link: “Take action to end the Boeing loophole.”

Paid Family and Medical Leave bill moves toward a floor vote

OLYMPIA, Wash. – With the help of hundreds of members, a bill that would grant Paid Family and Medical Leave (PFML) to union-represented employees at Boeing in Washington state is moving forward.

The bill moved Feb. 3 out of the Labor and Commerce Committee to the Senate Rules Committee, which sends it to the Senate floor for a vote.

In addition to SPEEA members speaking in favor of S.B. 6216 at a public hearing Jan. 20, hundreds of members have contacted their state lawmakers to urge support.

The bill is necessary because the initial bill creating PFML included a Boeing-lobbied loophole to delay access to the benefit for union-represented employees. This affects nearly 18,000 engineers and technical workers represented by SPEEA in Washington.

Because Prof and Tech contracts do not expire until October 2022, they are unable to access the state program that provides up to 12 weeks of paid time off.

SPEEA-Boeing salary exercise update

Boeing and the elected officials of SPEEA have agreed to meet to discuss their differences over the 2020 salary fund, and, more generally, the methodology in the current collective bargaining agreements for calculating the annual salary adjustment fund. That methodology has become an ongoing source of friction between the company and the union.

As part of those discussions, the company and the union also agreed to talk about other areas of contention between the company and union.

Both Boeing and SPEEA have agreed to refrain from any further accusations and rebuttals about the identified areas of dispute and, instead, to work together on possible solutions.

The SPEEA salary exercise remains paused pending the outcome of the discussions. We will keep you informed as we move forward.

Joint message

SPEEA Legislative and Public Affairs Committee members including Emily Forest, Ronda Cockrell and Michelle Gramke (shown here) joined delegates from other IFPTE locals Feb. 3-6 for a week of legislative advocacy in Washington, D.C. In addition to hearing from labor leaders and other guest speakers, the delegates went to the offices of U.S. representatives and senators to discuss labor issues, including H-1B visa reform, with elected leaders and their staff.

PM Define draws crowds – P2
Support for nurses – P3
Newer Council Rep – P4

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Hundreds are signing up and/or already attended SPEEA training on Performance Management (PM) Define.

In the Puget Sound, nearly 100 are signed up for after-hours training at SPEEA halls, Feb. 10 and Feb. 11. See the SPEEA Events link at www.speea.org for details.

Portland Council Rep Emily Brent-Fulps hosted a lunchtime meeting on PM Define Feb. 4. More than 60 signed up.

SPEEA Contract Administrators teach the class to help members learn how to achieve a better Performance Management (PM) outcome at the end of the year. In the training, they cover critical tips to make a significant difference in retention ratings and salary increases.

The class covers:

- The importance of the PM process and its possible impact on salary, career and day-to-day-job satisfaction
- Tips to better address needs, expectations and questions during conversations with managers
- Guidance for preparing the data and facts needed to establish goals addressing business strategies and professional development

Schedule a training

Council Reps can contact their contract administrator to request a lunchtime meeting. Area Reps and members can ask their Council Rep to schedule training on this and other topics.

SPEEA Diversity Committee hosts movie night

TUKWILA, Wash. – The SPEEA Diversity Committee is hosting a movie night featuring “I Am Not Your Negro,” in honor of Black History Month.

Members are welcome at the SPEEA Tukwila hall, Wednesday, Feb. 12. The dates for the movie at SPEEA Everett and Wichita have not been finalized.

The movie is based on the unfinished manuscript of novelist James Baldwin, who was close friends with Medgar Evers, Martin Luther King, Jr. and Malcom X.

Baldwin wrote the manuscript in the 1970s after the three civil rights leaders were assassinated. The documentary, featuring Samuel L. Jackson as narrator, also features some of Baldwin’s personal observations of racism and American history.

Raoul Peck directed the film, nominated for an Oscar in the best documentary feature category in 2017. The movie won several awards, including ‘Best Documentary’ from the British Academy of Film Awards.

SPEEA Diversity Movie Night

‘I Am Not Your Negro’
Wednesday, Feb. 12 – 4:30 p.m.
SPEEA Tukwila - free
SPEEA Everett and Wichita to be determined
Email meetings@speea.org
SPEEA Diversity Committee meeting at 4 p.m., prior to movie
SPEEA Diversity Committee
More than 1,000 took part in a rally and march Jan. 29 in Seattle to support nurses and caregivers on strike at Swedish Providence. Stan Sorscher, SPEEA retiree, is shown here.

SPEEA support for nurses’ union

SEATTLE — SPEEA members, retirees and staff took part in picket lines for nurses and caregivers at Swedish-Providence. The nearly 8,000 nurses and caregivers are represented by Service Employees International Union (SEIU) Healthcare 1199NW. The union recently called for a three-day Unfair Labor Practice (ULP) strike Jan. 28-30 after nearly 10 months of negotiations over issues including severe understaffing and patient safety.

Issues at a glance

• Disrespect, discrimination on the job and unfair wages leading to 900 vacant positions
• Lack of bargaining in good faith – management has rejected most proposals
• No respect for labor rights – breaking federal labor law more than a dozen times

SPEEA also joined more than 1,000 union members and supporters who marched from Swedish First Hill campus to downtown Seattle Jan. 29.

“At the rally, we heard very compelling speeches from health care staff about increased workloads well beyond job duties and titles,” said Brent McFarlane, SPEEA retiree. “Understaffing has become a crisis for the workers and no doubt makes it much harder to provide patient care.”

Unions showing solidarity included:

• Asian Pacific American Labor Alliance (APALA)
• International Association of Fire Fighters (IAFF)
• International Association of Machinists (IAM)
• International Longshore Workers Union (ILWU)
• International Union of Painters and Allied Trades (IUPAT)
• Professional and Technical Employees Local 17 (PROTEC17)
• United Food and Commercial Workers Union (UFCW)
• Screen Actors Guild (SAG)-American Federation of Television and Radio Artists (AFTRA)
• SPEEA, IFPTE Local 2001
• International Brotherhood of Teamsters

For more, go to www.facebook.com/SEIUHealthcare1199NW/

SPEEA Council actions — Jan. 9

At its quarterly meeting, the SPEEA Council voted on the following motions:

• M20-002R – Proposed FY2021 SPEEA Council Budget – Approved unanimously.

Northwest Council special meeting – Jan. 9

Getting to know a newer Midwest Council Rep

Charles Matthews

Matthews knows people in his Midwest Council district are not union members, because they don’t have to pay to get the benefit.

With the WTPU negotiations and successful contract vote last fall/winter, he became even more involved.

Supporting WTPU contract

In addition to recruiting members to build solidarity prior to the contract vote, he served on the WTPU selection committee for the WTPU Negotiation Team. The committee interviewed 11 union members for five positions and made a recommendation to the WTPU Bargaining Unit Council.

“It was interesting and fun,” he said about the process. “I was glad to be a part of it.”

Matthews came to Spirit after working several years with computers and database management, first at a company making slot machines for casinos and then at a tax software company. A co-worker at the tax software company went to work at Spirit and recruited Matthews for an opening as a Structured Query Language (SQL) database administrator.

Matthews’ career path didn’t go as planned.

He studied electrical engineering at Oklahoma State University but dropped out with only a semester to go. He needed a job with benefits to help his wife, who was diagnosed with cancer in her abdomen.

Other labor exposure

Prior to SPEEA, he had limited exposure to unions. He belonged to the Teamsters union while working at UPS after high school. He also has friends in the International Brotherhood of Electrical Workers (IBEW), including a journeyman who went through the union apprentice training. “They always talk about how much they enjoy it,” he said.

The more he learns about SPEEA, the more he likes. For example, he’s glad to see SPEEA’s effort to pass a state bill to incentivize recent Kansas graduates with Science, Technology, Engineering and Math (STEM) degrees to stay in state.

“It’s not just about our job,” he said. “It’s a lot more – such as volunteering and supporting the community.”

Executive Board mini-minutes – Jan. 16

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

Council officers: Mike Arrington, Tony Hickerson, Michelle Cooper, Doug Brazeal, R. Matthew Joyce

Guests: Marjorie Blanco, Sergio Pena

Staff: Ray Goforth, Robin Fleming, B.J. Moore, Rich Plunkett, Matt Kempf, Steve Spyridis, Bill Bugovich

At their regular meeting, the Board:

• Approved up to two hours compensated time for Cheryl Johnson to participate in the Seattle Colleges Perkins Advisory Group meeting Jan. 29.
• Approved expenses not to exceed $1,400 and up to eight hours compensated time each for Aaron Allen, Ben Blankley, Benjamin Briles, Emmanuel Domingo and R. Matthew Joyce to attend the 2020 Labor Notes Conference April 17-19.
• Approved purchasing one “I Am Not Your Negro” DVD, public performance rights license plus tax, handling and shipping at a cost not to exceed $400 and approved the licensing terms and conditions.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PST)

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<th>Week of February 10, 2020</th>
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<tr>
<td>Tuesday, Feb. 11</td>
<td>Monday, Feb. 17</td>
<td>Monday, Feb. 24</td>
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<tr>
<td>4:30 p.m. NW Tellers</td>
<td>3:30 p.m. SPEEA Legislative &amp; Public Affairs</td>
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<td>4:30 p.m. NW Membership Activities</td>
<td>4:00 p.m. SPEEA Governing Documents</td>
<td>4:30 p.m. NW Women’s Advocacy</td>
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<td>4:00 p.m. SPEEA Diversity</td>
<td>5:00 p.m. NW Governing Documents</td>
<td>4:30 p.m. NW New Hire/Young Members</td>
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<td>4:00 p.m. NW Council</td>
<td>4:00 p.m. Executive Board</td>
<td>4:00 p.m. NW Safety and Wellness</td>
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MIDWEST MEETINGS (ALL TIMES CST)

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<tr>
<td>Wednesday, Feb. 12</td>
<td>Monday, Feb. 17</td>
<td>Monday, Feb. 24</td>
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<tr>
<td>6:00 p.m. SPEEA Diversity</td>
<td>4:30 p.m. MW Legislative &amp; Public Affairs</td>
<td>12:00 p.m. MW Council Officers</td>
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<td>Thursday, Feb. 13</td>
<td>Tuesday, Feb. 18</td>
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<tr>
<td>4:30 p.m. MW Council</td>
<td>4:00 p.m. MW Governing Documents</td>
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Wichita – Charles “Pate” Matthews

Matthews knows people in his Midwest Council district are not union members, because they don’t have to pay to get the benefit.

Within months of starting a job at Spirit AeroSystems, he became more involved in SPEEA. First, he signed up as an Area Rep, then became a Council Rep designated alternate. When the Council Rep who recruited him, Joe Abbott, retired, Matthews ran for the seat.

Matthews is one of three Council Reps representing the Wichita Technical and Professional Unit (WTPU) in District S-18.