Hundreds of members are attending lunchtime meetings to learn more about the Boeing Prof and Tech contract offers. Shown here are members at Renton’s 10-16 building Feb. 14. The lunchtime meeting drew about 90. Also that day, about 250 attended a meeting at the City Hall meeting room in Renton. The City Hall meeting was scheduled for another SPEEA lunchtime training, but the Council Reps switched subjects to give members an opportunity to hear a contract overview from elected leaders and staff subject matter experts.

Ballots coming soon

Prof and Tech members to vote on contract offers

SEATTLE – Ballots are going in the mail to about 18,000 Prof and Tech members to vote on their bargaining unit’s contract offer. The amendment and extension offers include:

- Locked-in raise pools with guaranteed minimums
- Boeing paid maternity and paternity leave for 12 weeks with a 12-month lookback
- Up to 18 weeks paid family and medical leave – includes military family members’ overseas deployment
- Zero increase in medical costs until 2023 - after that, still lowest medical costs at Boeing
- Promotional raise pools triple beginning in 2023

If a majority of the members vote to accept the contract offer, the contracts take effect March 10 and continue through Oct. 6, 2026. If the offers are voted down, the current contracts remain in effect through Oct. 6, 2022.

While the majority of workers are at Boeing facilities in the Puget Sound region, the contract offers also cover workers in Oregon, Utah and California.

Contract ballots due March 9

Ballots are due at either SPEEA Tukwila or Everett offices or the SPEEA Post Office box by 5 p.m., Monday, March 9.

Council Reps are hosting workplace lunchtime meetings for Prof and Tech members to learn more about the contract amendment and extension offers.

What led to offer

The four-year contract extensions were negotiated by the SPEEA Executive Board, which includes members from both the Professional and Technical bargaining units. Recent meetings with The Boeing Company to resolve the salary adjustment process and a number of other ongoing member issues resulted in the new contract proposals.

Before an offer goes to a vote by the members, SPEEA’s governing documents require a vote by the bargaining unit Council Reps. On Feb. 13, with the Executive Board and staff focios, the Bargaining Unit Councils (BUC) convened to learn more about the contract offer and ask questions. Neither the Prof or the Tech BUC could muster enough votes to recommend members accept or reject their contract offer.

For more information

Online – www.speea.org

- Contract proposal summary
- Contract offer redlines – current offers with changes marked in red
- Video of 2020-2026 Proposed Contract Amendment and Extension presentation
- Workplace meetings schedule

Voting process

- Absentee ballots – If members are out of town and unable to receive their mail ballot, email terryh@speea.org to request an absentee ballot no later than 5 p.m., Monday, March 2.
- New members – For those who join before noon, March 2, a ballot will be mailed. Those who join after that deadline can email terryh@speea.org to request a ballot.
Look for Executive Board election ballots in the mail

All dues-paying SPEEA members in good standing will soon receive a voter package in their home mail box for the Executive Board election. The package includes candidate information and ballots for SPEEA president, treasurer and secretary. Ten SPEEA members are running for these three positions.

Pilots vote on contract offer

Voting on the SPEEA Pilot/Instructors Unit (SPIU) contract ends at 5 p.m., Monday, Feb. 24. Members of the bargaining unit attended a contract overview at Boeing Feb. 17. The offer addresses member priorities, including raises. Contract vote results will be posted to the SPEEA website when available.

SPEEA helps Midwest members with questions about layoff

WICHITA – In response to 107 SPEEA-represented employees at Spirit AeroSystems receiving layoff notices, SPEEA contract administrators have been helping answer questions about contract benefits.

The last day of service is March 10 (60 days after layoffs were announced) and medical benefits end March 31 for laid-off employees who received a call from their manager after work Feb. 10. Recent contract negotiations added layoff benefits for employees in the Wichita Engineering Unit (WEU) and the Wichita Technical and Professional Unit (WTPU) to continue income from six to 12 weeks depending on years of service.

More information is online, including links to layoff assistance, at www.speea.org (drop-down menu: Member Tools/Layoff Information).

SPEEA is monitoring the layoff and retirement process to ensure the company follows all provisions in the contracts.

Newly elected NW Council chair


The Northwest Council voted at its Feb. 13 Council meeting. Plant 11 Council Rep Cheryl Johnson (P-5) also ran for the chair vacancy.
SPEEA Diversity Committee

Celebrating Black History Month

In honor of Black History Month, SPEEA is recognizing Captain August Martin, the first Black commercial airline pilot in the U.S. He was hired by Seaboard & Western, Nov. 3, 1955. Martin learned to fly in the Civilian Pilot Training Program and then earned his instructor’s rating in 1942. In 1943, he joined the Army Air Corps and went through flight training at Tuskegee, Ala. He flew B-25s. After the war, he struggled to find work as a commercial airline pilot because of racial discrimination. He worked odd jobs, aircraft maintenance and part-time flying jobs until he was hired by Seaboard.

SPEEA Diversity Committee

Join the SPEEA Diversity Committee. Members meet the second Wednesday of every month at all three SPEEA offices. The meetings start at 4 p.m. (PST) / 6 p.m. (CST).

See the committee description and more information at www.speea.org (Councils/Council Committees).

Sound Alliance Leadership Institute

Join the effort for the common good

Help make a difference in your community. Sign up for Sound Alliance’s Leadership Institute.

The training starts at 7 p.m., Friday, March 13, and begins again at 9:30 a.m., Saturday, March 14, at the SPEEA Tukwila office.

Areas of focus include:

• Why organize? – Connect with labor, faith and community/educational organizations on commonalities in their values

• Fundamental organizing skills – Learn how to increase your listening and negotiation skills to help reach a positive outcome

• Strengthening our organizations – Help others engage in a culture that is relational, action-oriented and reflective

• Problem vs. issues – Negotiate for the common good by shifting from general problems to action-specific issues

The registration cost is free for SPEEA members. A $10 donation is requested for lunch, March 14, to offset costs.

Register at www.soundorganizing.org.

About Sound Alliance

SPEEA is a charter member of Sound Alliance which includes faith, labor, and community organizations dedicated to building citizen leaders who advocate for improving their communities in King and Pierce counties. SPEEA members have been involved, through Sound Alliance, in energy saving programs and efforts to retain technical curriculum at Green River Community College, for example.

Northwest Council actions – Feb. 13

At the Northwest Council meeting, the Council elected Jeff Forbes NW Council Chair.

Bargaining Unit Council (BUC) special meetings – Feb. 13

The Prof BUC voted on the following motions:

• NW20-005 – It is moved: The Professional Bargaining Unit Council recommends to the members of the bargaining unit to accept the contract extension. For: 24. Against: 35. The motion failed.

• A motion (no assigned number) to send a statement to the membership failed. For: 21. Against: 36.

The Tech BUC voted on the following motions:

• NW20-006 – It is moved: The Technical Bargaining Unit Council recommends to the members of the bargaining unit to accept the contract extension. For: 13. Against: 20. The motion failed.

• NW20-007 – It is moved that a message be sent out to the membership that the Tech Bargaining Unit Council rejects the contract offer because it does not address Boeing’s manipulation of the salary data and weakens our ability to negotiate to our advantage. Failed with 57% in favor – required 60% majority vote to pass. For: 19. Against: 13.
Candidate for public office

Matthew Joyce

Matthew Joyce is SPEEA Midwest Council officer and committee chair for SPEEA Legislative and Public Affairs (L&PA) Committee and Midwest Governing Documents Committee. He’s vice chair of the Midwest L&PA Committee and belongs on the SPEEA Organizing Committee and Midwest Membership Activities Committee. He is the former chair of the SPEEA Wichita Engineering Unit (WEU) Negotiation Team.

His website is www.joyceforkansas.com.

The general election is Nov. 3.

SPEEA provides this information as a service to members. SPEEA does not endorse nor provide political contributions to any candidate.

SPEEA 101 for newer hires

The Northwest New Hire/Young Member Committees host SPEEA 101 for members to learn more about the contract benefits.

Monday, March 30 - 4:30 p.m.
SPEEA Everett
Tuesday, March 31 - 5 p.m.
SPEEA Tukwila

Email speea@speea.org to sign up by March 23 (indicate date/location).

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PST)

<table>
<thead>
<tr>
<th>Week of February 24, 2020</th>
<th>Week of March 2, 2020</th>
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<tbody>
<tr>
<td>Monday, Feb. 24</td>
<td>Monday, March 2</td>
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<tr>
<td>4:30 p.m.</td>
<td>6:00 p.m.</td>
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<tr>
<td>NW Legislative &amp; Public Affairs</td>
<td>Council Officers</td>
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<tr>
<td>4:30 p.m.</td>
<td>6:00 p.m.</td>
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<tr>
<td>NW Women’s Advocacy</td>
<td>SPEEA Leadership Development &amp; Training</td>
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<tr>
<td>4:30 p.m.</td>
<td>4:15 p.m.</td>
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<tr>
<td>NW New Hire/Young Members</td>
<td>MW Membership Activities</td>
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<tr>
<td>4:00 p.m.</td>
<td>6:00 p.m.</td>
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<tr>
<td>NW Safety and Wellness</td>
<td>Executive Board</td>
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<tr>
<td>Week of March 2, 2020</td>
<td>Week of March 9, 2020</td>
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<tr>
<td>Monday, March 2</td>
<td>Monday, March 9</td>
</tr>
<tr>
<td>4:00 p.m.</td>
<td>6:00 p.m.</td>
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<tr>
<td>NW Safety &amp; Wellness</td>
<td>Meet the SPEEA Budget</td>
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<tr>
<td>4:00 p.m.</td>
<td>6:00 p.m.</td>
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<tr>
<td>Council Officers</td>
<td>SPEEA Leaders</td>
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<tr>
<td>4:00 p.m.</td>
<td>6:00 p.m.</td>
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<tr>
<td>SPEEA Leadership Development &amp; Training</td>
<td>SPEEA Tellers</td>
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<tr>
<td>4:30 p.m.</td>
<td>6:00 p.m.</td>
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<tr>
<td>NW Action and Communication Taskforce (ACT)</td>
<td>SPEEA Diversity</td>
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<tr>
<td>4:00 p.m.</td>
<td>TBD</td>
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<tr>
<td>Executive Board</td>
<td>SPEEA Council</td>
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MIDWEST MEETINGS (ALL TIMES CST)

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<thead>
<tr>
<th>Week of March 2, 2020</th>
<th>Week of March 9, 2020</th>
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<tbody>
<tr>
<td>Monday, March 2</td>
<td>Monday, March 9</td>
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<tr>
<td>6:00 p.m.</td>
<td>6:00 p.m.</td>
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<tr>
<td>Council Officers</td>
<td>Meet the SPEEA Budget</td>
</tr>
<tr>
<td>Tuesday, March 3</td>
<td>Tuesday, March 10</td>
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<tr>
<td>6:00 p.m.</td>
<td>6:30 p.m.</td>
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<tr>
<td>SPEEA Leadership Development &amp; Training</td>
<td>SPEEA Tellers</td>
</tr>
<tr>
<td>Thursday, March 5</td>
<td>Wednesday, March 11</td>
</tr>
<tr>
<td>4:15 p.m.</td>
<td>6:00 p.m.</td>
</tr>
<tr>
<td>MW Membership Activities</td>
<td>SPEEA Diversity</td>
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<tr>
<td>Thursday, March 5</td>
<td>Thursday, March 12</td>
</tr>
<tr>
<td>6:00 p.m.</td>
<td>TBD</td>
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<tr>
<td>Executive Board</td>
<td>SPEEA Council</td>
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Steps to apply

• Instructions and petition – Download the election information and petition booklet on SPEEA’s website, at www.speea.org (drop-down menu: Councils/Forms and Petitions).

SPEEA Tukwila or email terryh@speea.org.

Mail petition to SPEEA Tukwila or email terryh@speea.org. Additional Council Rep vacancies are noted in the district roster at www.speea.org (drop-down menu: Councils/Find Your Council Rep).

CR vacancy - California

Following the recent resignation of Council Rep Jon Vanover, SPEEA has a vacancy in District C-10.

This Council position represents Profs and Techs working at Edwards Air Force Base and Palmdale, Calif.

If you are a member in this district, meet the minimum one-year SPEEA membership requirement and are interested in serving your co-workers as their union rep, complete and return your petition by noon, Tuesday, March 10.

Steps to apply

• Instructions and petition – Download the election information and petition booklet on SPEEA’s website, at www.speea.org (drop-down menu: Councils/Forms and Petitions).

• Complete petition – Fill out the required information and obtain the signatures of at least 15 SPEEA members in good standing from District C-10.

• Submit petition – Mail petition to SPEEA Tukwila or email terryh@speea.org.

• Platform statement - Email your platform statement to terryh@speea.org. The 150-word (max) statement is for a ballot packet if an election occurs.

Once seated, an extensive training course is provided.

If you have questions about submitting a petition, call Terry Hall at 206-674-7360 or email terryh@speea.org.

Additional Council Rep vacancies are noted in the district roster at www.speea.org (drop-down menu: Councils/Find Your Council Rep).

Protecting Rights to Organize (PRO)

The U.S. House of Representatives voted to approve the Protecting Rights To Organize (PRO) Act.

The PRO Act is needed to respond to decades of intimidation, threats and retaliation against employees trying to organize with their co-workers.

In a statement released Feb. 7, IFPTE President Paul Shearon said:

“The need for this legislation is long overdue, as millions of private sector workers seeking to organize a union throughout the United States are consistently subjected to employer interference and intimidation tactics. There is no better example of this than what is currently occurring at Southern California Edison, where upwards of 800 workers are seeking to form a union and be represented by the Engineers and Scientists of California (ESCA/IFPTE Local 20). Unfortunately, the company is doing what most private sector employers do when their workers try to organize, forcing employees to participate in all-staff captive audience meetings, one-on-one meetings, and handing out anti-union literature filled with misinformation aimed at discouraging union activity. IFPTE applauds all of the House members who voted in support of this bill and for standing up for working people.”

See more at www.ifpte.org.

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