Technical Unit members approve contract

SPEEA Technical Unit members have approved a new contract with The Boeing Company. Ballots counted at SPEEA headquarters April 28 show more than 74% of the voting members approved the agreement that keeps technical workers aligned with their engineering counterparts and runs to Oct. 6, 2026. The final tally shows 2,483 members voting to “Accept” and 847 voting to “Reject.”

The vote was a re-vote of the Boeing contract offer after information in the original voting package drew complaints because of its clarity. A complete contract redline and summary sheet are available on the SPEEA website.

Voluntary Layoff offers at Boeing and Spirit

Voluntary Layoff (VLO) offers were announced at The Boeing Company April 27 to 14,000 SPEEA-represented employees. On April 29, Spirit AeroSystems announced VLO offers to all SPEEA-represented employees – about 1,400 in the Wichita Technical and Professional Unit (WTPU) and about 900 in the Wichita Engineering Unit (WEU).

SPEEA contract administrators advise employees to consider their options carefully. Recall rights are waived per the SPEEA contracts regarding VLO.

SPEEA will continue to assess and monitor the situations to ensure all provisions of our collective bargaining unit agreements are followed.

Look for more information at www.speea.org (drop-down menu: Member Tools/Layoff Information).

Executive Board re-vote

Ballots in the mail for SPEEA President, Treasurer and Secretary

SPEEA mailed ballot packages April 29 for members to re-vote and elect SPEEA’s President, Treasurer and Secretary.

The officers serve on the seven-member SPEEA Executive Board.

Members have until noon, Wednesday, May 13, to return ballots by mail to SPEEA.

Due to the uncertainty created by the COVID-19 shutdowns, ballot boxes will not be available at SPEEA offices and votes must be returned by mail. Special arrangements are made for members needing absentee ballots.

The officer re-vote was on hold to separate the election of union officers from the Technical Unit contract vote. Tech contract ballots were due April 27.

Boeing issue

SPEEA contracts do not allow furloughs

Swift action by SPEEA clarified and ended Boeing informing, or letting some represented employees believe, they could be furloughed – i.e. forced to take days off without pay.

SPEEA contracts do not allow for represented employees to be furloughed.

Additionally, employees available for work should not be in a non-pay status for even a portion of their workweek. This includes being forced to use sick leave and vacation to get to full time status. See related article on page 3.

While many things in our lives have changed as the world deals with the COVID-19 crisis, the protections afforded by our SPEEA contracts remain in place. SPEEA staff and your elected leaders continue working hard to ensure our companies abide by legally binding contracts.

The contracts do allow for layoffs when a surplus condition occurs.

These start with a call for Voluntary Layoffs and the elimination of non-Boeing personnel performing similar work prior to a SPEEA-represented employee facing a non-voluntary layoff. Represented employees subject to layoff are given 60 days advanced notification. At the time of layoff, represented employees receive layoff benefits in accordance with SPEEA contracts.

SPEEA posted a chart online at www.speea.org to clarify questions members have regarding charging and the protections provided by collective bargaining agreements with Boeing.

Reminder

IFPTE scholarship

Apply by May 15
www.ifpte.org
At Spirit, remote work continues

ICHITA – As Spirit AeroSystems started phasing in operations April 20, SPEEA-represented employees in Wichita continued to work from home where possible. Spirit’s return to work followed Boeing’s announcement to resume operations. At Spirit, four-day workweeks continue. Look for more information at www.speea.org (drop-down menu: Member Tools/Layoff Information), including:

- Kansas Department of Labor Unemployment Insurance (UI) Q&A
- Spirit shortened workweek information regarding time/pay/benefits
- Kansas Department of Labor Shared Work Program fact sheet

Boeing informed SPEEA it received the go-ahead to resume operations from the state of Washington. Spirit is classified as an essential service in Kansas. While SPEEA offices remain closed, contact administrators and staff remain working remotely to help with workplace issues and assist members.

Contact us – www.speea.org:

- **Staff** – Drop-down menu: Contact Us/SPEEA Staff
- **Council Reps** – Drop-down menu: Member Tools/Find Your Council Rep
- **Email** – speea@speea.org

New information and updates are posted on the SPEEA website at www.speea.org.

Executive Board mini-minutes – March 19

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

**Council officers:** Michelle Cooper, RMatthew Joyce, Chris Streckfus, Jeffrey Forbes, Mike Arrington

**Staff:** Ray Goforth, BJ Moore, Rich Plunkett, Steve Spyridis, Bill Dugovich

At their meeting, the Board:

- Approved a revision of the Executive Board Policy and Procedure Manual
- Approved **Daniel Peters** up to eight hours to attend the Green Economy Summit
- Took the following actions in response to the coronavirus disease:
  - Approved cancelling the 2020 SPEEA Leadership Conference
  - Approved restricting travel to business-essential travel
  - Approved relaxing restrictions on Council committee phone bridge lines
  - Approved a $3,000 donation to the Unemployment Law Project

Seeking CRs to apply for Everett Roundtable Planning Committee

SPEEA is seeking Everett Council Reps interested in serving on the Everett Roundtable Planning Committee. The Roundtable brings together a select group of Boeing Everett managers and Human Resources Generalists along with Everett Council Reps to address issues of mutual concern in the workplace.

SPEEA has two openings for Council Reps due to recent resignations.

The Planning Committee consists of five SPEEA Council Reps and five representatives from Boeing, including managers, Human Resources and Employee Relations. If you are an Everett Council Rep interested in supporting the planning effort, email **apply@speea.org** by Monday, May 11, with a brief description of why you are interested.

No leadership conference

The Executive Board cancelled the June 6 Leadership Conference in Seattle due to the uncertainty of state closures related to COVID-19 and when restrictions would be lifted.

In past years, the Leadership Conference brought Council Reps together from multiple locations and states for training, guest speakers and networking.

The Council meeting schedule has not been finalized.
Spirit AeroSystems

SPEEA benefits overview online for open enrollment

WICHITA – SPEEA recorded a benefits overview webinar for Spirit AeroSystems open enrollment May 4-14. The webinar recording will be posted at www.speca.org (drop-down menu: Medical & Retirement/Medical). SPEEA Senior Director of Compensation and Retirement Matt Kempf presented the webinar on health care plan options April 30 for the Wichita Engineering Unit (WEU) & Wichita Technical and Professional Unit (WTPU).

Open enrollment is the only time of the year to make routine changes to health care selections. See more information in the May SPEEA Spotlight.

Executive Board mini-minutes - April 17

Attendees: Joel Funfar, Jimmie Mathis, Ryan Rule, Daniel Peters, Dan Nowlin, Keith Covert
Excused: Mike Shea
Council officers: Mike Arrington, Jeff Forbes, RMatthew Joyce
Staff: Rich Plunkett, Matt Kempf

At a special meeting, the Board:
- Approved a Letter of Understanding (LOU) implementing the CARES Act for the Technical Bargaining Unit
- Approved a Letter of Understanding (LOU) implementing the CARES Act for the Professional Bargaining Unit

The next meeting is May 7.

Council Rep ‘exit interview’

‘Promoting’ works to help fill vacant Council seats

EVERETT – Chris Waybright, a Boeing interiors payload design engineer, is stepping down as Council Rep because his family is moving to Florida. He’s hoping to follow his own advice by ‘promoting’ someone to fill his vacant seat. “You have to empower them,” he said, about recruiting members. “If they’re inspired to step into the role, they will fulfill the intent of being a Council Rep.”

He became more interested in SPEEA after attending lunchtime meetings hosted by members in the union. That reminded him of his leadership role in several organizations in college.

His interest took a stronger turn in 2013 at a lunchtime meeting about Boeing shifting work out of state. At that meeting, several older members expressed fear their jobs would be taken by younger members who would follow the work. Waybright may have been the youngest member in the room, but he was just as concerned about losing his job, because he had recently bought a house.

“Don’t let Boeing divide us,” he said at the meeting. “We weaken ourselves when we don’t care about the people we work with. We have unity and power when we associate together.”

His remarks triggered applause and prompted a Council Rep to ‘promote’ the idea of running for a vacant Council seat to Waybright.

Bigger role

From his Council Rep training and first-hand experience, he learned how big the role is, beyond representing his district at the monthly Council meeting.

“Boeing is not built to guide you,” he said. “When you develop a problem, there is no one from the company to help you figure it out. As a Council Rep, I’m there to help.”

When he started at Boeing, he remembers the hiring manager emphasizing the SPEEA contract benefits as a selling point. The offer came after Waybright had found another job he really enjoyed and wasn’t sure about leaving. “They really pushed the benefits,” Waybright said. “That is what got me to come here.”

Becoming involved in SPEEA helped him see other benefits of being in a union. “If you have questions or concerns, you’re not just one person. You should realize how lucky you are and how precious it is to have a union – and then work to keep it.”

COVID-19 postpones food drive

The National Association of Letter Carriers (NALC) has postponed its 28th annual food drive, originally scheduled for May 9. The postal workers’ union has not set a new date. An excerpt from a message posted at www.nalc.org: “NALC and our national partners recognize that food assistance is a critical need for many during this difficult time, and we remain committed to helping those in need in the communities we serve across America. We look forward to once again holding the largest one-day food drive in America when it is safe to do so.”

SPEEA success with Boeing time-charging

SPEEA received many questions about time charging at The Boeing Company in response to changes stemming from the COVID-19 pandemic.

The union worked with management to convey consistent information to members regarding SPEEA Collective Bargaining Agreements, which have protections non-union employees do not have.

Managers of SPEEA-represented employees received an email April 28 from Labor Relations. The message included time-charging instructions to ensure 40 hours of pay despite temporary fluctuations in workflow.

If issues remain

If management directs any SPEEA-represented employee to enter vacation, sick leave or Leave Without Pay (LWOP) to cover time associated with a lack of work, the employee should comply. Then, send an email to the manager, and include the appropriate SPEEA contract administrator with an explanation of the request and compliance. Contract administrators will follow up directly with the employee.

Finding your contract administrator – www.speca.org (drop-down menu: Contact Us/SPEEA Staff). Contract administrators are assigned to buildings and/or worksites.

SPEEA will continue to work this issue with Boeing, taking it through legal channels on behalf of members if necessary.
Executive Board re-vote

Ballots due at SPEEA by noon, May 13