Washington state lawmakers meet with members

About 65 SPEEA members heard from Washington state lawmakers regarding legislative issues at a virtual meeting May 29.

Sen. Karen Keiser, 33rd district, including SeaTac, Kent, Des Moines and Burien, and Rep. Mike Sells, 38th district, including Everett, joined the meeting to give updates and to answer members’ questions.

Sen. Keiser chairs the Senate Labor & Commerce Committee and serves on the Senate Health & Long-Term Care, Rules, and Ways & Means committees. Rep. Sells chairs the Labor and Workplace Standards Committee. Both lawmakers emphasized the importance of members coming to Olympia for hearings and meetings, for example, as well as meeting for coffee with the lawmakers when they’re not in Olympia.

“Hearing from boots on the ground has a real impact,” said Rep. Sells. “We need those faces in front of us to talk about what’s happening.”

The lawmakers also emphasized their priorities in the next legislative session to provide protection for essential workers, including Boeing employees.

“I’m concerned about the potential of Boeing outsourcing,” Sen. Keiser said. “Those are areas where we need details and creative thinking.”

They shared their concerns about the involuntary layoff notices announced at Boeing and sought ways to help.

“It adds to the pain of everything else at this time,” said Rep. Sells. “Hope we can find what gets us all through this.”

SPEEA continues to host member meetings with lawmakers. If you’re interested in the schedule and/or attending, email SPEEA Legislative Director Brandon Anderson at brandona@speea.org.

SPEEA demands justice for George Floyd and an end to racism

The SPEEA Executive Board unanimously voted to join the growing list of labor unions calling for justice and an end to racism after the killing of George Floyd in Minneapolis. The member-elected board approved the letter June 4.

Excerpt from the letter

“We join our fellow unions in the International Federation of Professional and Technical Engineers (IFPTE) in calling on the U.S. Congress to immediately conduct hearings on the systemic racism that exists in our country. We demand legislation that protects communities of color in our country and finally puts real meaning into the words “all men are created equal.” Finally, we stand side-by-side with the Washington State Labor Council, AFL-CIO, and other local unions throughout Washington state in reaffirming our commitments to eliminating racism from the labor movement, calling out injustice wherever it occurs, and combating the structural and institutional inequities that advantage some, while denying others their full human dignity.”

See the full letter at www.speea.org.

Get involved

The SPEEA Diversity Committee works to provide an avenue for members to address the problems and issues associated with a lack of understanding about diversity, discrimination and harassment. The committee invites members to attend meetings held 4 p.m. (Pacific Time) and 6 p.m. (Central Time), the 2nd Wednesday of the month.

Virtual training to help with job hunt

Ed Wells Partnership offers a number of classes online available any time. Classes which are drawing big responses include two courses related to job hunting.

The following classes are among many training options available on demand as Ed Wells Boeing Education Network (BEN) broadcasts.

Acing the Job Interview

- Learn how to identify and respond to tough and tricky interview questions employers often ask.
- Find strategies for handling structured and behavioral interview questions.
- Recognize the difference between questions you should always ask and questions you should never ask.

How to Create a Winning Resume

- Learn how to develop a resume that effectively markets your skills to Boeing supervisors.
- Discover the six BIG mistakes Boeing employees make and how to correct them.
- Identify better job descriptions using keywords to get through the electronic tracking system.

Check out the courses available online at edwells.web.boeing.com.

About the instructor

Robin Ryan is the author of the #1 Wall Street Journal bestseller “60 Seconds & You’re Hired” as well as “Winning Resumes.” She has more than 20 years of experience teaching Boeing employees how to enhance and advance their careers.
Informational webinars on layoff resources

SPEEA is hosting informational webinars for employees in Puget Sound who have either volunteered for layoff or received an involuntary layoff notice. The webinars are similar but slightly different for King and Snohomish County, regarding the community and technical colleges, for example, and resource locations. Those who live in other counties are welcome to attend either webinar. The webinars are called County Rapid Response Team meetings, organized by the Washington State Labor Council (AFL-CIO) labor liaison.

Upcoming webinar dates*

- King County – June 24 and 25
- Snohomish County – June 15, 22 and 29

*Each meeting is from 5 to 7 p.m.

Invitations with virtual meeting access are sent to those with layoff notices but all are welcome to attend. For more information, email speea@speea.org.

Webinars feature:

- Washington State Employment Security Department – to answer questions about Unemployment Insurance, how benefits are calculated, and your responsibilities while claiming
- WorkSource – to discuss retraining and re-employment programs, job listings, workshops, labor market information and opportunities to network with on-site employers
- County Community & Technical Colleges – to provide information about job training through the state-funded Worker Retraining program. Services also may include career planning and placement, job search instruction and financial assistance
- Employee Benefits Security Administration (DOL) – to assist with questions regarding COBRA, HIPAA, ACA, 401k, Pensions, and ERISA. The DOL is responsible for enforcing Title 1 of the Employee Retirement Income Security Act of 1974 (ERISA) which protects benefits in private-sector pension and health plans.
- Washington State Labor Council (WSLC), AFL-CIO – to ensure dislocated workers maximize unemployment services to best support themselves, their families and careers. WSLC Labor Liaisons advocate for laid off workers, both union and non-union

Self-evaluation’ does not apply to SPEEA-Boeing members

SPEEA-represented employees at The Boeing Company DO NOT need to complete a self-evaluation as part of the interim performance review process.

While the automated Workday notification advises SPEEA-represented employees to self-evaluate as part of the interim performance review process. Employees who are on temporary telecommuting arrangements were originally scheduled to return to the work site June 15.

If additional clarification is needed or questions arise, contact SPEEA at speea@speea.org.

Spirit delays return to work site

Wichita – Employees will continue to telecommute through July 15. Spirit AeroSystems announced June 9. Employees who are on temporary telecommuting arrangements were originally scheduled to return to the work site June 15.

Spirit continues to monitor government guidelines for re-opening in case of changes and additional details.

SPEEA reminds those who returned to the work site that remaining safe at work is every employee’s top priority. If lapses occur, report the lapse to your manager and also let SPEEA know through your Council Rep or email speea@speea.org.
Involuntary layoff notices at Boeing and Spirit

SPEEA contract administrators are monitoring the layoff process to help ensure impacted employees receive all the benefits guaranteed by our contracts at Boeing and Spirit.

**Boeing**

Involuntary layoff notices went to 1,230 SPEEA-represented employees at The Boeing Company May 29. The breakdown shows 692 employees in the Professional Unit and 538 employees in the Technical Unit are being released.

Added to the 1,324 employees who applied and were approved for voluntary layoff, a total of 2,554 SPEEA-represented employees are leaving the company.

The Boeing Company informed SPEEA the link to register for Priority Recall will be live in a few weeks. Those with layoff notices can expect a notice from Boeing and SPEEA when this is available.

When hiring starts again, SPEEA contract administrators will monitor for contract compliance to ensure employees who maintained their priority recall rights are given the option to return to work.

**Spirit AeroSystems**

SPEEA received word May 29 from Spirit AeroSystems that 111 SPEEA-represented employees received formal notices as part of the current downturn.

The breakdown shows 21 employees in the Wichita Engineering Unit (WEU) and 90 employees in the Wichita Technical and Professional Unit (WTPU) are being laid off.

A total of 302 represented employees were warned of possible layoff earlier this month, which means 191 are keeping their jobs.

No employees working defense programs are impacted by the current layoffs. Spirit confirmed defense employees have new job codes to reflect they are defense employees and separate from employees doing the same work on the commercial side of the company. The change impacts job codes in the WEU and WTPU.

**401(k) option if needed**

Due to the COVID-19 pandemic, Congress passed the CARES Act which was signed into law March 27. The Act allows 401(k) plans to relax some requirements that can assist individuals experiencing an “adverse financial impact” from COVID-19.

The includes allowing impacted (e.g. laid-off) employees to withdraw up to $100,000 of their 401(k) without a 10% penalty and the ability to spread out the accompanying income tax liability over a three-year period. Before deciding if a CARES Act distribution makes sense, fully research the implications and other opportunities available.

**SPEEA resources include:**

- Website – The SPEEA website is being updated regularly with information to assist members in Washington, Oregon, California and Kansas. Go to www.speea.org (drop-down menu: Member Tools/Layoff Information).
- Contract administrators – SPEEA contract administrators are available to members who have questions. Send questions to speea@speea.org.
- Home email alerts – To receive information such as job search seminars/webinars at SPEEA, send your home email address to speea@speea.org.

**Additional help**

- Virtual job fair – Aerospace Futures Alliance (AFA), Wednesday, June 17. Go to www.afa-wa.com/jobfair2020.

**Involuntary layoffs – highest number by job**

<table>
<thead>
<tr>
<th>Boeing</th>
<th>Prof Unit</th>
<th>Tech Unit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Washington</td>
<td>Structural analysis – 127</td>
<td>Systems and Test – 79</td>
</tr>
<tr>
<td>Oregon</td>
<td>Fabrication – 5</td>
<td>No involuntary layoffs</td>
</tr>
<tr>
<td>California</td>
<td>No involuntary layoffs</td>
<td>Test operation – 1</td>
</tr>
<tr>
<td>Spirit WEU</td>
<td>WEU</td>
<td>WTPU</td>
</tr>
<tr>
<td>Kansas</td>
<td>Structural design – 15</td>
<td>Procurement – 46</td>
</tr>
</tbody>
</table>

**By Major Org**

<table>
<thead>
<tr>
<th>Unit</th>
<th>Prof</th>
<th>Tech</th>
</tr>
</thead>
<tbody>
<tr>
<td>Count of Name Disposition</td>
<td>BCA</td>
<td>BDS</td>
</tr>
<tr>
<td>No LO</td>
<td>7,735</td>
<td>1,296</td>
</tr>
<tr>
<td>VLO</td>
<td>565</td>
<td>31</td>
</tr>
<tr>
<td>ILO</td>
<td>585</td>
<td>21</td>
</tr>
<tr>
<td>Grand Total</td>
<td>8,885</td>
<td>1,348</td>
</tr>
</tbody>
</table>

**Count of Name Disposition | BCA | BDS | BGS | CORP | Grand Total |
| No LO | 2,929 | 205 | 154 | 603  | 3,891 |
| VLO   | 417  | 11  | 11  | 73   | 512   |
| ILO   | 510  | 14  | 14  | 538  |
| Grand Total | 3,856 | 216 | 179 | 690  | 4,941 |
New Puget Sound Council Rep vacancies

Due to the resignations of Council Reps taking voluntary layoff, SPEEA has vacancies in the following districts:

- **District A-10** – representing Pros in Buildings 17-04, 17-06, 17-10, 17-12 and 17-45. Gail Soushek resigned her position.
- **District R-2** – representing Techs in buildings 10-13, 10-16, 10-18 and 10-20. Chris Yeaton resigned his position.

If you are a member in a district with a vacancy, 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, July 7.

**Steps to apply**

- **Instructions and petition** – Download the interim election information and petition booklet on SPEEA’s website, at [www.speea.org](http://www.speea.org) (drop-down menu: Councils/Forms, Petitions, Delineation).
- **Complete petition** – Fill out the required information and obtain the signatures of at least 15 SPEEA members in good standing for your Council district.
- **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](http://www.speea.org) (drop-down menu: Councils/Find Your Council Rep).

**Council Rep resignation process**

If you are a Council Rep planning to retire or transfer, email terryh@speea.org to resign your position and include the date it takes effect.

**Reminder**

**Collecting CR petition signatures if working offsite**

Those who are currently working remotely need to use personal email because federal law restricts using company resources related to union elections.

See the Council Rep Interim Election Information and Petition booklet for details at [www.speea.org](http://www.speea.org) (drop-down menu: Councils/Forms, Petitions, Delineations).

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**Everett Council Rep election results**

Congratulations to newly elected Everett Council Reps **Shawn Atkinson**, District E-10 and **Dung Ho**, District E-35.

SPEEA Northwest Tellers certified the election results June 3.

**Candidates**

<table>
<thead>
<tr>
<th>District E-10</th>
<th>District E-35</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Shawn Atkinson (33)</td>
<td>• Dung Ho (37)</td>
</tr>
<tr>
<td>• Matt Carlsen (30)</td>
<td>• Mark Testen (35)</td>
</tr>
</tbody>
</table>

*Names in ballot order

Atkinson and Ho were seated at the June 11 SPEEA Council meeting.

**Council Rep election**

SPEEA is mailing ballots to members’ homes for a Council Rep election in the Developmental Center.

Names appear in ballot order as determined by a random drawing by the Tellers Committee, which oversees union elections.

**District D-9**

- Mike Pirone
- Alex Phillips

Ballots will be counted Wednesday, July 8.

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**UPCOMING MEETING SCHEDULES**

**NORTHWEST MEETINGS** *(ALL TIMES PDT)*

<table>
<thead>
<tr>
<th>Week of June 15, 2020</th>
<th>Week of June 22, 2020</th>
<th>Week of June 29, 2020</th>
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<tbody>
<tr>
<td>Monday, June 15</td>
<td>Monday, June 22</td>
<td>Monday, June 29</td>
</tr>
<tr>
<td>3:30 p.m. SPEEA Legislative &amp; Public Affairs</td>
<td>4:30 p.m. NW Legislative &amp; Public Affairs</td>
<td>3:00 p.m. NW Council Officers</td>
</tr>
<tr>
<td>Tuesday, June 16</td>
<td>Tuesday, June 23</td>
<td>Thursday, July 2</td>
</tr>
<tr>
<td>4:00 p.m. SPEEA Organizational Planning</td>
<td>4:30 p.m. NW Women’s Advocacy</td>
<td>6:00 p.m. Council officers</td>
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<td>Wednesday, June 24</td>
<td>Wednesday, July 1</td>
</tr>
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<td>4:00 p.m. SPEEA Governing Documents</td>
<td>4:30 p.m. NW New Hire/Young Members</td>
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<td>5:00 p.m. NW Governing Documents</td>
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<td>4:00 p.m. Executive Board</td>
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<td>Thursday, June 25</td>
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<tr>
<td>4:00 p.m. Executive Board</td>
<td>4:00 p.m. NW Safety &amp; Wellness</td>
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**MIDWEST MEETINGS** *(ALL TIMES CDT)*

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<tr>
<td>6:00 p.m. Executive Board</td>
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**Reminder**

Meetings are being held virtually and are subject to change/cancellations. See online regional calendars at [www.speea.org](http://www.speea.org) for details.