

April 3, 2023  
NW23-006

To: NW Council Members

From: Paul Black (New Hire Committee – Chair), Joseph Pham (E-11, New Hire Committee – Secretary), Shawn Atkinson (E-1), Daniel Peters (T-10), Ryan Rule (SPEEA President), Bobby Warwick (AR), Gordon Yip (P-1),

Subject: PRE-SUBMITTED NEW BUSINESS: **SPEEA 101 for New Members**

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### **Background**

Motion NW23-006 was created to encourage employees who recently joined a SPEEA-represented Boeing position to better understand the power unions have in the workforce. For members who were hired within 12 months into a SPEEA-represented Boeing position, upon attending the “SPEEA 101” workshop at SPEEA hall (typically Tukwila and Everett), they would be awarded a gift card. When the workshops were held from 2017-2019, members received a \$50 gift card.

On October 14, 2022, the Portland, Oregon Council Rep reached out to the New Hire Committee inquiring if the members in the O-1 and O-2 could attend SPEEA 101 without having to travel to Washington and receive the \$50 gift card. On December 14, 2022, at the New Hire Committee meeting, the committee approved to allow Portland employees to attend SPEEA 101 at a Boeing Portland building to receive their gift card. In addition, the committee permitted members hired during the pandemic (March 1, 2020 until the end of 2023), when SPEEA 101 was suspended, in accordance with state social distancing guidelines, to be given exemption from joining a SPEEA-represented Boeing position within 12 months. It was approved at a February 22, 2023 New Hire Committee meeting to permit Portland SPEEA members hired from March 1, 2020 until the end of 2022 to receive a gift card if they attend SPEEA 101, as long as they attend the workshop before the end of 2023.

Approval of distributing gift cards for Portland’s SPEEA 101 workshop on March 8, 2023 was set at \$25 by the E-board on March 2, 2023. Although NW23-006 does allow the value of the gift card to be “of not more than \$50”, from 2017-2019, the value was approved to be \$50, the approximate value of a SPEEA member’s monthly dues. During 2017-2019, when the monthly membership dues was under \$50, the “of not more than \$50” was to allow the E-board to either approve a gift card, whose exact value would be equivalent to the membership dues, or to approve a flat dollar amount for the gift card, which had been \$50. (From 2017 through 2019, the dues were \$47.21, \$48.33 and \$48.70, respectively.) This is to provide a feeling of receiving credit to the member for one month’s dues to attend an off-hours workshop.

### **MOTION**

It is moved that **THE NW COUNCIL RECOMMENDS THE EXECUTIVE BOARD TO RECONSIDER AWARDING A GIFT CARD OF \$50 TO ALL NEW SPEEA MEMBERS IN GOOD STANDING, INCLUDING INTERNS, WHO ATTEND A “SPEEA 101**

**WORKSHOP” AT TUKWILA OR EVERETT SPEEA HALL, OR AT ANY BOEING PORTLAND BUILDINGS. THE MEMBER MUST BE WITHIN ONE YEAR OF THE DATE OF HIRE OR TRANSFER INTO A SPEEA UNIT, OR WERE HIRED FROM MARCH 1, 2020 THROUGH THE END OF 2022, THEY CAN BE AWARDED A GIFT CARD, PROVIDED THEY ATTEND SPEEA 101 BEFORE THE END OF 2023. THE SPEEA EXECUTIVE BOARD WILL DETERMINE THE GIFT CARD BRAND. FURTHERMORE, SPEEA MEMBERS WHO HAVE PREVIOUSLY ATTENDED A SPEEA 101 IN 2023 TO RECEIVE A \$50 GIFT CARD, TO ALIGN THE GIFT CARD VALUE GIVEN OUT PRIOR TO MARCH 1, 2020.**