



Spotlight

PROFESSIONAL AEROSPACE UNION



Award-winning members

SPEEA members **Tuan Lam** and **Tami Reichersamer** are an award-winning team in Everett. Read more about their accomplishments and other award-winning members on P6-8.

Longstanding Council Rep in Utah retires

Recent retiree **Fred Stringham**, left, stepped up to serve his co-workers as their workplace Council Representative in 1991, when the former Council Rep retired. He's shown here with his SPEEA contract administrator, **Rich Plunkett**, who is also the director of strategic development. They worked together on many issues, including keeping the Utah bargaining unit intact, despite Boeing's attempt to split it from the Professional Bargaining Unit. Story on P2.

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Robotics, plus in
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Our union's face in Utah, Fred Stringham, retires

By Bill Dugovich
SPEEA Communications Director

OGDEN, UT – Five, unpacked cardboard boxes sat stacked outside **Fred Stringham's** small 6 foot by 6 foot cubical where he works in the Spares division for Boeing. They haven't been touched in six months.

"They moved our offices here May 5 and I just figured why bother unpacking them," Stringham said. "There's no room and I won't be here for long."

Stringham, 59, has served as the face of SPEEA in the role of Utah Council Representative for nearly three decades.

"Fred (Stringham) has always been someone I could count on to get the straight scoop on any issue in the workplace," said **Rich Plunkett**, SPEEA's director of strategic development and contract administrator for Utah. "He was SPEEA's face in Utah. He was truly an employee advocate that I'm quick to point out as an example for others."

When he walked out Boeing doors at the end of November, Stringham closed a 32-year career at Boeing and nearly 40 years in aerospace when jobs at other aerospace firms are counted.

During those years Stringham worked on ground-based missile defense systems, new types of armor for airplane hangars, radar domes, Minuteman missiles, assorted other defense projects and his current work in the spares division. He talks with pride about the aerospace projects he worked on, but the smile is more genuine when the subject changes to his union work.

"Working with SPEEA has been great," Stringham said. "I like being able to help people at work. It gave me confidence.

"Management makes decisions that they don't think make a difference to anyone, but they often make a big difference to people," Stringham said. "Boeing has changed. I can't exactly always say how, but it's not the family atmosphere the company was when I joined."

Born in Seattle, Stringham's family moved to Ogden in his youth. A graduate of Weber State University, he went to work for McDonnell Douglas in Southern California. There he joined his first professional aerospace union, the Southern California Professional Engineering Association (SCPEA). In 1988, he took a job with Boeing in Utah. Joining SPEEA on his first day at work, Stringham was soon asked to become an Area Representative. When SPEEA's then Utah



Utah Council Rep **Fred Stringham**, recently retired, shows a model of a Minuteman missile, one of the many projects he worked on during his nearly 40-year aerospace career. He served as his co-workers' Council Rep since 1991.

Council Rep retired in 1991, Stringham stepped up. He's been active ever since.

It's not an easy job being the volunteer union officials who can provide the only face-to-face union help to 73 engineers. It doesn't help that Utah is a "right-to-work" state, where representation is mandatory but becoming a dues-paying member is optional. Yet, Stringham's informed style wins support for SPEEA. In 2007, when Boeing tried to cut Utah engineers from the Professional Bargaining Unit, Stringham was instrumental in the effort that not only kept the unit intact, but more than doubled Utah membership.

"We showed engineers the value of the union and didn't get into the mud slinging that management got into," Stringham said. "It was great!"

He received a SPEEA Lifetime Achievement award for his effort and years of service at the time. He also kept right on working as a Council Rep and ardent union activist.

The change in calculating the BCERP (Boeing Company Employee Retirement Plan) lump-sum option after the New Year, along with family health issues, helped convince Stringham it was time to retire. Boating on Willard Bay, enjoying time with his wife, their four grown children and a growing group of grandchildren sounds pretty good.

"It will be good for his health," said his wife of 37 years, Lynnette. "It will be a good thing for both of us. Besides, I have a little list of one hundred million things for him to do."

With decades of aerospace and union work to draw from, Stringham's advice to new aerospace professionals is simple:

"Join SPEEA," he said. "Become an activist and protect the benefits you have. Look out for yourself and your co-workers. That's how you get your voice heard."

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Enjoy the holidays and shop for union made!

By Joel Funfar
SPEEA President

With the year's end fast approaching, I hope every member takes the time during our holiday to relax, recharge and enjoy time with family and friends.

The extended seven-day holiday break at Boeing, Spirit and Triumph is often seen as a nice 'perk' for working at our companies. It comes at a cost. It's great to have an extended break at the end of the year. But the tradeoff is that we work on Presidents Day, Columbus Day and Veterans Day. The trade came long before the Martin Luther King, Jr. federal holiday was established, so it is not one of the days employees gave up.

Of course, a few of our members will spend time at work. Thanks to our negotiated contracts, any time worked during a holiday is first, voluntary, and second, paid at overtime holiday rates. Another union benefit is there is no mandatory on-call for SPEEA-represented employees.

As we do our holiday shopping, I encourage everyone to ask for "union made" products. It's often an eye-opening experience to make this request in stores. It brings to light how few products are made by union members. But, asking for "union made" tells retailers how important it is to stock union-made merchandise and support union members.

Union Plus discounts

Union Plus (www.unionplus.org) provides union members a wide variety of discounts. Created in 1986, Union Plus has everything from discounted movie tickets to travel, electronics, pet products and even home mortgages. The site also contains lists of union-made products, allowing you to support union members with your purchases at local retailers.

Looking for products made in the U.S.A.? Then, you'll want to have a look at www.americansworking.com. A unique feature here is the map which allows you to click on a state to find products made there.

An easy way to find these links is to visit the SPEEA website. Links to these and more sites are in the left-hand column of the homepage.

As you spend time with family and friends, put in a good plug for unions. Remind them you are a union member. Thank them if they, too, are union members. If they are not, encourage them to join, or at least support the people who are labor union members.

Finally, remain safe through the holidays. Celebrate, but celebrate responsibly. SPEEA and our companies need everyone back at work in January. There is plenty of work to do and issues to tackle.

Happy holidays!

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SPEEA activist retires after serving in numerous leadership roles

Former SPEEA treasurer, Council officer aimed for 'fair and honest'



Bob Wilkerson

Bob Wilkerson, a manufacturing engineer, developed a reputation for being protective of members' rights in the workplace while serving in a number of SPEEA leadership roles.

"That's what counts," he said, "being fair and honest."

He appreciated serving members in the role of Council Rep in Renton to help prevent or minimize problems in the workplace. Everyone in a SPEEA bargaining unit has the right to request a union representative present in meetings that could be disciplinary or investigatory.

"My gut feeling is that I prevented a lot of discipline problems," he said, by urging members to stay focused on facts and not elaborate on unnecessary information. "More often than not, that worked," he said.

Wilkerson joined SPEEA the first day he started

working at Boeing in 1986. "It was the right thing to do," he said, having belonged to a culinary union and machinists union during high school and college. He became more active in the months leading up to the SPEEA 40-day strike of 2000 and became a Council Rep in 2002.

Northwest Council Reps elected Wilkerson regional Council treasurer in 2003 and chair in 2005. Members elected him to serve on the Executive Board in 2006. He came back to the board in 2012 to serve two more terms as SPEEA treasurer. Then he returned to serving as a Council Rep in Renton before recently retiring.

Wilkerson also served on several committees as a member and officer. He belonged to the Northwest Governing Documents, SPEEA Organizational Planning, Leadership Development and Training, Bargaining Unit Negotiation Support (BUNS) and Northwest Women's Advocacy Committee (WAC).

"I believe in the union - the people, the Council, the staff and the spouses who put up with the stuff we do," Wilkerson said.



INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS
Local 2001, AFL-CIO, CLC

Award nominations due Jan. 17

Every day, SPEEA members are doing good work. They are helping co-workers with issues, sharing information about the union and its benefits and hosting meetings and events. Many are also involved in their communities, including a tremendous amount of work for outreach related to Science, Technology, Engineering and Math (STEM).

SPEEA leaders want to honor and encourage these efforts by presenting awards. See the following categories and submit names of members you appreciate for their efforts to help.

- **Stephen Pezzini Helping Other People Excel (HOPE) award** - This is to recognize a labor advocate who works tirelessly to help others within SPEEA and his/her community. Nominees can be any members in good standing from any SPEEA bargaining unit in Washington, Kansas, Oregon, Utah or California. Pezzini was an Everett Council Rep who inspired many by his contributions before he died at age 36.
- **HOPE award review committee** - Members can apply for the committee reviewing the nominations. If interested in serving on this committee, send your name and contact information to terryh@speea.org by Jan. 17. This is one of SPEEA's highest honors!
- **Northwest activist awards** - The Northwest Council officers also present awards for activists each year. To be eligible, members must live/work in Washington state, Oregon, California or Utah and be a member in good standing.
 - ♦ *New Activist* - New to activism in SPEEA. Stepped up in the last year (2018)
 - ♦ *Outstanding Activist* - Steps up significantly to serve SPEEA members. Participates in multiple committees, supports labor activism and internal organizing.
 - ♦ *Outstanding Leader* - Demonstrates leadership in the workplace and the union.
 - ♦ *Lifetime Achievement* - Provides significant contributions to SPEEA membership for an extensive period of time.

How to nominate

For all of the award categories, see the nomination forms at www.speea.org (drop-down menu: Councils/Forms and Petitions).

Nominations are due to terryh@speea.org by Thursday, Jan. 17.



Lunchtime meetings in Wichita

Midwest members attended workplace lunchtime training the week of Nov. 5 to learn more about the Performance Management (PM) process at Spirit AeroSystems. Shown here, Nov. 7, SPEEA Contract Administrator **Steve Spyridis** shared tips and insights to help members in PM conversations with their manager. The meetings were held throughout the workplace on both first and second shift. Since the Wichita Engineering Unit (WEU) members ratified a new contract with the PM scoring removed, members raised questions. The PM process for the Wichita Technical and Professional Unit (WTPU) has not changed. Contract administrators are available to offer PM training in the

Executive Board

Election details online for four regional vice president openings

If you're eligible and interested in serving in one of SPEEA's top elected positions, see the election information for Executive Board regional vice president.

To become a candidate, members must print the SPEEA VP petition and obtain a minimum number of members' signatures. The candidate also needs to supply answers to questions and provide platform and position statements outlined in the election booklet. All of the pieces of the candidate packet are due in January.

For more details, including the petition and guidelines, see the election booklet at www.speea.org.

The four vice president seats include three from the Northwest region and one from the Midwest region.

SPEEA sends ballots to all members in good standing who reside in a region with a contest.

2019 election timeline

- Wednesday, Jan. 9 - earliest date to turn in a petition
- Wednesday, Jan. 23 - deadline to turn in a petition
- Monday, Jan. 28 - candidate statements due
- Wednesday, Feb. 27 - ballots mailed to all members' homes
- Wednesday, March 13 - ballots counted
- Wednesday, March 27 - newly elected officers begin two-year terms

About the Executive Board

The SPEEA Executive Board consists of seven bargaining unit members elected to serve two-

year terms.

The Board administers the affairs of SPEEA according to the constitution, bylaws and policies established by the membership and the union Councils.

Executive Board elections are held annually, alternating between officer and regional vice president elections.

Board responsibilities include:

- Overseeing SPEEA's budget and authorizing expenses such as travel and time-charging.
- Managing SPEEA's assets, funds and liabilities.
- Serving as the interim negotiations team for any SPEEA bargaining unit.
- Representing SPEEA in high-level interface with bargaining units' employers and other unions.
- Appointing members to represent SPEEA on committees such as local/state labor councils, joint committees with company leaders and Ed Wells Partnership Joint Policy Board with Boeing leaders.

Details on the duties and responsibilities of the Executive Board can be found in SPEEA's governing documents.

Look for the Executive Board Policy and Procedure Manual and the SPEEA Constitution at www.speea.org. The links are under the drop-down menu for Contact Us/Executive Board and Councils/Governing Documents.

Overcoming barriers to stalled job-level upgrades

By Frank Guglielmo
SPEEA Contract Administrator

In my time working at SPEEA, I have seen some folks receive upgrades with great ease, while others battle with ferocity for what was owed to them. Generally speaking, increasing a job level is much easier when the level is lower.

In recent months, two situations in particular jump out. Both individuals (engineers) sought an upgrade from their current level 3 to level 4. Both had documentation to show they were performing the higher level work in excess of 50% of the time for more than a year. Both individuals had managers who championed their case, and both were outstanding performers. Both were performing as leads within their respective groups, and both had been responsible for high-profile work assignments.

The similarities did not stop there. Both kept getting detoured or hitting road blocks when their upgrade requests reached the skill team.

Road blocks

Person "A" began the process of seeking an upgrade almost nine months prior to receiving it. This individual already performed a considerable amount of level 4 work for a significant amount of time. In each instance when the manager elevated the upgrade request, it was passed to another person within the skill team and fell into the email abyss. Person "A" would follow up and get nothing in response. However, Person A saved the emails because it referenced how the skill team was aware of the situation. Later on, this proved to be very useful.

Like Person "A," Person "B" kept getting nowhere. The individual's situation included being told by the second level manager and skill team manager about a freeze on upgrades. This went on for two years. Like Person "A," the individual digitally documented every correspondence and statement of work throughout the waiting period.

Both individuals, at the suggestion of SPEEA, filled out an Employee Classification worksheet and also documented their efforts in their Performance Management. This coupled with other digital forms of documentation trig-

gered SPEEA's request for an upgrade appeal per Article 22.5 of the SPEEA-Boeing Prof collective bargaining agreement.

Upgrade appeal

Upon receipt of the appeal request from SPEEA, Boeing Employee Relations asked whether the individuals had spoken with their management teams about seeking an upgrade. SPEEA answered 'yes' and followed it up with the digital evidence. If both persons had not been so diligent about documenting their ordeal, the appeal would have ended right there. Having this information, Employee Relations pursued investigations and discovered other issues regarding the stalled upgrade requests.

A general perception many folks have of

the relationship between SPEEA and Boeing Employee Relations is one of contention. This is not the case. With both of these situations as examples, it was the relationship we have with Employee Relations that contributed to successful outcomes.

The appeal for Person "A" uncovered many details. The skill team requested the appeal be held in abeyance while they investigated what went wrong. After several weeks and having a significant amount of digital evidence from SPEEA, the skill team gave Person "A" the upgrade as well as back pay associated with the salary increase.

As for Person "B," an appeal became unnecessary. Shortly after Employee Relations began its investigation, coupled with the evidence brought forward by SPEEA, management processed the upgrade along with back pay.

Many factors

Both of these success stories happened because of many factors, such as documenting the process through as many digital means as possible as well as the efforts of Boeing Employee Relations.

However none of this would have happened if the individuals did not come to SPEEA with a request for help. Because they took this path, they received coaching and a better understanding of what it takes to achieve an upgrade.

Training at SPEEA

Level Upgrades - What to Know

At this free training, presented by SPEEA contract administrators, learn more tips and information about how to pursue an upgrade. The presentation is also available as a lunchtime meeting. Ask your Council Rep to schedule this for your area.

Monday, Dec. 10

- SPEEA Everett - 4:30 p.m.
- SPEEA Tukwila - 5 p.m.

Email speea@speea.org to sign up.

NMA Council releases priorities to improve jobs pipeline

The Choose Washington New Mid-Market Airplane (NMA) Council recently released a comprehensive strategy to strengthen the state's talent pool in aerospace and related high-demand industries.

Two independent reports this year confirmed Washington has the largest cluster of skilled aerospace workers in the country. Significant investment in related training at the K-12 level, technical colleges via apprenticeships and four-year universities has been vital to Washington's competitive edge.

The NMA Council's Workforce Development Work Group evaluated how the state's education and training system can best position the state to meet future, changing, workforce needs.

The workforce development group narrowed a list of 70-plus recommendations to 16 priorities that, when fully implemented, will prepare the state's workers for meaningful, living wage jobs and provide all employers with a well-trained, highly skilled and innovative talent pool.

Robust but gaps

"Our asset inventory is impressive – we have a robust pipeline that is training more workers than other states have employed in their entire aerospace sectors. But we also have gaps, and this inventory shows us where our investments can be better coordinated and leveraged," said **Chelsea Orvella**, SPEEA legislative director and co-lead of the Workforce Development Work Group with Everett Community College President **David Beyer**, Ph.D.

The governor's top aerospace advisor immediately took action on an essential recommendation from the report.

Aerospace Sector Lead **Robin Toth** will oversee development of an annual catalog of education and workforce development programs in Washington that support the aerospace and advanced-manufacturing industry. To date, no single source of information markets the state's robust aerospace training network to potential students and employers.

The Workforce Development Work Group report goes to the governor and state leaders for consideration during the upcoming legislative session.

About Choose Washington

Gov. **Jay Inslee** created the Choose Washington NMA Council to lead a multi-pronged, broad-based, statewide campaign to demonstrate Washington's position as the site with the lowest risk and highest return on Boeing's potential investment to design, produce, and assemble the new airplane. For more information, go to nma.choosewashington.com.

Congratulations to award-winning members

SPEEA members earned special recognition for their efforts at work and in their community. If you know a member who goes above and beyond, consider nominating him/her for a SPEEA award. See more information on page 4.

Society of Women Engineers

Area Rep earns distinguished service award

RENTON - If you're interested in building your leadership skills, **Linda Thomas**, SPEEA Area Rep and Boeing Technical Fellow, has some advice.

"I tell younger and early career employees to get involved in professional organizations. It's a safe place to practice those skills," she said recently.

Thomas should know, she's been practicing what she preaches for decades, leading to the Society of Women Engineers' Distinguished Service Award. Her 20-page nomination package included six pages of testimonials from other SWE executive leaders who worked with her in multiple roles. "It's a tough award to receive," she said, noting she was "encouraged" to apply.

Getting started

Thomas remembers when she first joined SWE as an engineering student at Howard University. "Once I was in, I had the resources and the support network to get through college," she said. "I knew I was not alone."

Since 1998, when she first stepped up to serve as Speakers Bureau Committee chair for the Pacific Northwest section, she tackled numerous roles at the local, regional and national level, including efforts to strengthen ties with SWE sections from other countries.

"I've always been community service minded. When you are supported, you are obligated to support others along the way to ease their path," she said. Her efforts have also led to strong connections to other engineering professionals in SWE she calls 'SWEsters.'

"I found a network of amazing women," she said. "They are everywhere."

SWE leadership roles

Some of her SWE roles, starting in 2003, include:

- Vice president of professional development for the Pacific Northwest section
- Pacific Northwest Section president
- Region J lieutenant governor
- Region J governor
- SWE Board of Directors - director of regions
- Member at Large Region J representative
- SWE Senate (strategic branch of SWE, similar to SPEEA Council)

In SWE, she especially enjoyed serving as regional governor and also on the board of directors. "I got to know a diverse group of people and their challenges," she said. "I liked seeing this group of people succeed."



Society of Women Engineers (SWE) President **Penny Wirsing**, left, presented the SWE Distinguished Service Award to SPEEA Area Rep **Linda Thomas** for the difference she made in the organization and for younger people interested in science, technology, engineering and math (STEM).

Thomas said she gained at least as much as she gave toward SWE and other nonprofits devoted to outreach for women and minorities in science, technology, engineering and math (STEM). She jokingly refers to herself as a 'STEMinist.'

Diversity and inclusion

In her SWE leadership roles, she looked for opportunities to include diversity in ways that aligned with SWE's mission and goals. She also worked to build connections to the international SWE community, including the first international collegiate interest group in Turkey.

In 2013, she earned the SWE Fellow award for her efforts in both SWE and the technical community.

In addition to SWE, Thomas belongs to the National Society of Black Engineers (NESBE), System Safety Society, Aerospace Industries Association and International Aerospace Environmental Group. She also volunteers on the Issaquah and Lake Washington school districts' Career and Technical Education (STEM) advisory boards.

She mentors professionals, works with K-12 students in STEM outreach and has taught classes introducing engineering to community college freshmen.

"If you're passionate about something, you want to give back," she said. "We don't get where we are alone," she said.

With her skill set, as proven in many volunteer leadership roles, she might have considered pursuing a management path. "I learned from the leadership roles that I found joy but did not want to get paid for it. I'm a problem-solver,

engineering, chemistry kind of person."

Making time for SPEEA

In her Area Rep role, she helps members connect to SPEEA and/or their Council Rep, if there is a question about the contract, for example. She also promotes the benefits of Ed Wells Partnership, because the training and conference grants apply directly to career growth.

Knowledge is power, she notes. "It's like any organization. If you get involved (in SPEEA), you get more understanding about the company strategy and their challenges in managing the workforce," she said, noting the Council Reps keep her informed. "I get some amazing insights."

SWE award winner's career path

Area Rep **Linda Thomas** went to work at Kaiser Aluminum and Chemical Company as a process control engineer in 1981 right after graduating with a chemical engineering degree from Howard University. After a brief layoff, she went to work at Boeing in 1983 and earned a master's in systems architecture and engineering in 2005 from the University of Southern California.

Her Boeing roles include:

- Materials and Process engineer (Minuteman program, YF-22 prototype)
- Facilities environmental engineer (hazardous waste characterization)
- BDS Systems Safety Engineer - Associate Technical Fellow for her expertise in the safety of military airplanes
- Lead safety engineer for Global Transport and Executive Systems aircraft
- BDS Systems safety engineer and chemical risk integration leader - Technical Fellow (represents Boeing on several national and international environmental committees)

Throughout her career, she's focused on areas of safety. "I'm passionate about protecting the world I live in," said Thomas. "I've always had interest in safety," recalling the Apollo moon missions. "My parents didn't explain it, but I was old enough to read."

She recalls asking her parents for a chemistry set when she was growing up. When she opened that gift one Christmas, she set up in the basement and her parents "were afraid to open the basement door," she said with a chuckle. "I was pretty fearless in those areas."

Members team up for award-winning solutions

EVERETT - What happens when you bring decades of experience together with diverse Boeing experience? You get a trophy case filled with awards and at least four patents pending.

That's what is happening in the Engineering Owns Quality (EOQ) group in Everett, particularly the combination of SPEEA Council Rep **Tami Reichersamer** and SPEEA member **Tuan Lam**. They focus on Final Assembly for the Manufacturing Business Unit (FAMBU), which includes the entire plane except for structures and wings. "We are everything else," Reichersamer said, from wiring and interiors to the cockpit.

The EOQ team covers the entire 777 build and focuses primarily on reducing cost and improving quality. For example, one of their projects came from shop-floor mechanics trying to prevent paint chip damage to the Flightdeck window crank handles. Reichersamer and Lam came up with a solution that looks and fits on the handle like a plastic glove so it won't come off during assembly and a special socket to measure torque.

"They love it, everyone from the mechanics to the flightline," Reichersamer said. "They went from constant issues to no issues – to complete eradication." Reichersamer and Lam are excited about that solution in part because of the 3-D printing process they used to create a mold for the plastic cover and metal install tool. The tools could potentially be available to the customer to buy as an aftermarket product.

Lam is also excited about the HoloLens - a tool using virtual reality to show all the locations for brackets, making verification easier.

Related work experience

Reichersamer worked for 20 years at Boeing in addition to working as a contractor. She worked as a mechanic on the C-17, MD-80 and MD-11. She worked the T-38 Avionic Update Program, the CV-22, the F-15, the AC-130 plus 4 gunship and "a bunch of trainers." She also worked on re-building Apache helicopters after military use in the Middle East.

She worked as a planner for Systems - including Flightdeck, Hydraulics, Environmental Control Systems (ECS) and Flight Controls. She transferred into EOQ about two years

ago after working with Engineering Owns Safety (EOS) and Fuselage Automated Upright Build (FAUB). "I was craving something new," she said.

Lam started with EOQ about three years ago after 27 years in Boeing Commercial Aviation Services (CAS) as a retrofit engineer for all models. He worked with airline customers who needed retrofits. "We would come up with a fix and then come up with instructions and create all of the illustrations for step-by-step instructions to give the airline customer," he said.

Key to success

What helps Lam and Reichersamer work so well together? "He's super methodical," Reichersamer

said, adding, "I'm not that way. Being a mechanic for so long, I can just visualize the answer, and sometimes it's the wrong answer, but he doesn't get upset when it's wrong. We usually have a fantastic solution, because we come at the issues from different perspectives and build combining solutions."

Lam sees himself as the "quiet one" and Reichersamer is super social. That benefits their efforts, he said, because "she has a very good network of contacts to get it done."

When they start a new project, they talk to the mechanics and investigate the issues on the airplane. They conduct a root-cause analysis and try to figure out possible solutions. "We come up with a fix, then try it, and then we improve it. We think it's

imperative that the mechanic be happy with the end item," Lam said.

How SPEEA helps

Lam joined SPEEA when he started at Boeing 30 years ago because he wanted to support his union. "I thought it was nice to have SPEEA represent



Members of the Engineering Owns Quality (EOQ) team are shown here with their award-winning booth at the Engineering Lean Fest XVI. **Tuan Lam** (left) and **Tami Reichersamer** (center) work so well together, they have won many awards.

employees and negotiate with the company," he said. "If we did not have SPEEA, we would not have all that we have today because the company is trying to squeeze out more profit."

Reichersamer transferred into the Tech Bargaining Unit in 2007. She stepped up to serve as a Council Rep after starting as an Area Rep.

She appreciates the role because she sees the need to have a labor advocate for employees who would otherwise struggle on their own.

"I have people get into issues where they feel like they're drowning. They're embarrassed and don't want to make it a big deal or want anyone to know. They could easily get in a bad situation," she said, such as disciplinary or investigatory meetings. "I'm able to help in a meaningful way with their careers and jobs," she said. "There are plenty of people who genuinely need help."

New 3-D visualization tool a recent success

Reichersamer also won third place at a Boeing 777 hackathon for an idea to save time and frustration. Winning the hackathon triggered funding to implement her idea - a new computer tool estimated to save the company \$20 million a year until the next century tools are released.

"As a ME (Manufacturing Engineering) planner, I was frustrated by not having a 3-D visualization tool for parts - always having to look at things in two-dimensions across multiple pages and somehow map it all out," she said. Her solution evolved into the Integrated Visualization Tool (IVT) for the Installation Plan (IP).

IVT4IP launched company-wide Oct. 26 in the IVT 8.4 rev after a year of hard work. The tool is searchable by Installation Plan, Control Code or Group Code, and for the first time, all the job roles have the ability to see it in 3-D.

Working with EOQ has been great, she added. "I used to just handle operational issues. Now, I can do process improvements and implement change."

EOQ awards and accomplishments

Council Rep **Tami Reichersamer** and SPEEA member **Tuan Lam** have worked on many projects in the past year and a half. Their efforts resulted in the following recognition:

- Airplane Programs Engineering Lean Fest XVI - won the Executive Award for best booth and best of the fest trophy
- System Lean Fest - won two years in a row
- People's Choice in Lean Fest
- Best Working Together Team
- Biggest Savings/Largest Impact - first place
- Elizabeth Lund Hackathon - third place
- Quality Cup - won for second quarter
- Gemba - won for third quarter
- Meritorious Invention Disclosure Awards

Training/Events

See online calendar for details/RSVP where you plan to attend

Puget Sound

SPEEA discount for holiday lights

Through Dec. 30*

Wild Waves Theme Park, Federal Way

Discount tickets - \$7 off reg. price

Online only at

<https://tinyurl.com/SPEEAwild>

*Some blackout dates - check website at www.wildwaves.com

Photos with Santa

Saturday, Dec. 8 - 10 a.m. to 2 p.m.
SPEEA Tukwila

Pets welcome from noon to 2 p.m.

Santa went to the Everett hall Dec. 1

Northwest Membership Activities Committee

Level Upgrades - What to Know

Monday, Dec. 10

- SPEEA Everett - 4:30 p.m.
- SPEEA Tukwila - 5 p.m.

Email speea@speea.org to sign up.

Northwest Council 'Meet the Budget'

Monday, Dec. 10 - 3:30-4:30 p.m.
Both SPEEA Puget Sound halls

Email speea@speea.org to sign up.

Washington Paid Family and Medical Leave Act overview

Wednesday, Dec. 12 - 5 p.m.
SPEEA Tukwila

Email speea@speea.org to sign up
Overview held at Everett hall last month

Midwest

Holiday lights at botanical garden

Through Dec. 31*

Two free tickets per member

Tickets available only at SPEEA Wichita

*Illuminations closed Dec. 24-25

Bowling with Santa

Saturday, Dec. 8 - 1 to 4 p.m.
Derby Bowl

Free for members and their families
Hot dog lunch and gifts for
children 12 and younger

Email vickim@speea.org
by Dec. 3 to sign up

Midwest Membership Activities Committee



Congratulations to the Renton third-quarter Quality Award winning team, led by **Charity Tsuruda** (holding award). The team's solution to a problem reduced the incident rate by 75%.

Member leads award-winning team

RENTON - Congratulations to **Charity Tsuruda**, a SPEEA member who led an award-winning problem-solving team on the 737.

"We had a great diversity of Boeing experience and insights," said Tsuruda, about the team. "We all had the same vision - to work the problem to completion. It was a really positive team. Everyone was motivated to use their unique skills set(s) and collaborate synergistically as a team to resolve the problem - this is at the heart of Boeing."

The team of about 20 people helped resolve water issues in the 737 galley and lavatory.

They won the 737 Program Quality Award for the third quarter, after presenting the problem and the solution to a panel of judges in October.

Water problem

The team came up with a few key ways to prevent water from overflowing from either the lavatory sinks or galleys when the airplane water tanks are being filled. As a result, the incident rate has dropped by 75%.

The problem took a few months to resolve through regular meetings and 'gemba' walks to observe the manufacturing process and talk to the mechanics and others involved.

The core team, which met weekly, included galley design engineers, liaison engineers, waste water engineers and project engineers. Tsuruda is an industrial engineer in 737 Final Assembly. Other core team members were **Thomas Johnson**, project manufacturing engineer, **Christian Sarmiento**, galley engineer, **Justin Seimears**, wastewater engineer and **Catherine Tadina**, liaison engineer. The project sponsor was Manufacturing General, **David Jackson**.

The team solutions included efforts to mistake-proof the process by modifying test equipment, adding manufacturing best practice to an existing test and making more stringent supplier quality requirements.

"We learned where there was greater likelihood

of operator error," Tsuruda said, noting that's where they focused efforts to prevent the issues from occurring. "We got a lot of feedback from people running the tests," she said.

Tsuruda was referred to the team as its leader because of her previous work experience, particularly with a project that required a significant amount of coordination across diverse work groups.

Career path

She came to Boeing seven years ago to work on the 787, and then transitioned to the 737 about five years ago.

Her interest in industrial engineering came about in college when she heard a guest speaker talking about how industrial engineering focuses on improving processes for efficiency. At the time, she had been considering civil engineering. "I'm a firm advocate for taking 101 courses to get an overview," she said, because that helped her narrow down her field.

Prior to Boeing, she worked as a manufacturing engineer and an engineering specialist for other companies.

'Wonderful resources'

This is her first experience with having a union contract and benefits such as Ed Wells Partnership. "SPEEA provides wonderful resources," she said, noting the technical and professional development classes specifically geared toward SPEEA-represented employees.

She also appreciates other resources such as the free classes taught by SPEEA staff. She noted the early and mid-career financial planning as an example.

Council Rep **Bob Wilkerson** also helped connect Tsuruda to SPEEA by inviting her to a recent Council meeting as a guest. Tsuruda appreciated the insights about her union.

"I observed that there's a great deal of care and respect for the members," she said, "to ensure we remain fantastic, qualified, skilled professionals."

Wichita robotics team learns life lessons, too

By Karen McLean
SPEEA Publications Editor

WICHITA - Cleaning up ocean pollution with a robot has some pretty cool side effects.

The students who built a robot to compete in the Boosting Engineering, Science and Technology (BEST) event learned about the importance of communicating clearly, time management and drill presses, too.

In six weeks, the Wichita Kapaun Mt. Carmel (KMC) team took a kit of materials provided by BEST to create a robot that would simulate picking up plastic and other trash. The robot moved along a plank suspended above a mock ocean filled with 'debris.' The students programmed their robot to move the trash to two separate areas. One area focused on recycling the materials into an artificial reef and the other area involved scientists studying the impact on wildlife from ocean gyres of massive garbage patches.

SPEEA was a sponsor of the Kansas BEST competition and also sponsored the team with a donation to help with marketing and supplementing the team's tools and supplies. The donation can also help with travel expenses for the team which advanced to the regional competition in Arkansas Nov. 30-Dec. 1.

Next level

This year, the KMC (aka KMSea) team scored enough points to advance to the next level, not just because of their robot's ability to perform the task. They also gained points for their team spirit, their marketing and their explanation of their project, said **Marcus Carrillo**, the team's coach and KMC teacher of engineering and related classes.

"They do most of the work," Carrillo said about the team of about 20 students. "They come up with the majority of ideas and it's up to them to follow through and come up with stuff. I'm just a glorified chaperone."

Although many of the lessons learned focused on engineering and programming, the students gained a lot of skills that apply to any career path, such as time management. The team had about six weeks to work through the competition's requirements, which included designing and building a robot, branding, fundraising and marketing.

Students' perspective

Julia Gonzales, a junior, learned a lot about communication skills, especially "really listening to others and having them listen to me." She also learned time management skills. "That first year (on the team) really knocked me off my feet."



Members of the Wichita robotics team include SPEEA Midwest Council Treasurer and team mentor **Chris Streckfus**, coach and engineering teacher **Marcus Carrillo**, students **Joshua Bui**, **Hayden Cahill**, **Justin Bui**, **Ryan Cosgrove**, **Timothy Do**, **Max Ercolani**, **Julia Gonzales**, **Katie Ha**, **Matthew Hunt**, **Margaret Moore** and **Anthony Tran**. Not shown above: **David Hathaway**, **Michael Hogan**, **Danny Le**, **Jacob Lowder**, **Derek Remitar**, **Emma Stithem**, **Kadi Stithem**, and **Jared Welsby**.

Gonzales jumped in on the marketing side of the robotics competition because of her interest in art, but she's also drawn to science. "I always thought robots were cool. Now that I've gone behind the scenes, I can see there's a lot of effort that goes into it."

"The best part about being on the team was how nice everyone was. They were super laid back. It wasn't just about competition. It (winning) didn't really matter as long as we tried our best."

Joshua Bui, 16

Hayden Cahill, a junior with a lead role in the robot build team, said the experience reinforced his interest in mechanical engineering. He's already taken a couple of engineering classes.

On the KMSea team, he appreciated learning "a lot of teamwork skills, a lot of engineering skills and how to solve problems and use tools, such as measuring tools," he said. "The mentors definitely helped us move in the right direction," he said. SPEEA Midwest Council Treasurer **Chris Streckfus** is one of the team's mentors.

Katie Ha, a junior, worked on the team's 'notebook,' a research paper required for the BEST competition. In that role, she talked with the team's subgroups about their work. "It made me more outgoing, more of a people person," she said.

Being the team mascot also helped her shed some shyness. As the KMSea Crusader, she wore

'armor' made of Styrofoam and used a swordfish 'sword' to connect with "random strangers" by granting knighthood. "I just did it. I realized I shouldn't be scared."

She is thinking of a career in nursing but likes the idea of aerospace engineering because of the robotics experience. "I liked seeing how the team works through the trial and error."

Joshua Bui, a junior, has been on the team since he was a freshman. This is the first year for the school to advance to the regional level. While he's excited for the team, he said "the best part was "how nice everyone was. They were super laid back. It wasn't just about competition. It (winning) didn't really matter as long as we tried our best."

Bui, who was head of the team's manufacturing on KMSea, said the experience piqued his interest in mechanical engineering and all that goes with it. He cited prototyping, presentations, teamwork and communication as part of his lessons learned. "I was introverted," he said, "now I'm almost an extravert."



Labor Union Bill of Rights

The Labor Management Reporting and Disclosure Act outlines the rights of union members. SPEEA, IFPTE Local 2001 reprints the following 'Labor Union Bill of Rights' from the act every year as a reminder of your rights under federal law.

Bill of Rights

(29 U.S.C. 411) SEC. 101. (a)(1) **Equal rights** - Every member of a labor organization shall have equal rights and privileges within such organization to nominate candidates, to vote in elections or referendums of the labor organization, to attend membership meetings and to participate in the deliberations and voting upon the business of such meetings, subject to reasonable rules and regulations in such organization's constitution and bylaws.

(2) **Freedom of speech and assembly** - Every member of any labor organization shall have the right to meet and assemble freely with other members; and to express any views, arguments, or opinions; and to express at meetings of the labor organization his views, upon candidates in an election of the labor organization or upon any business properly before the meeting, subject to the organization's established and reasonable rules pertaining to the conduct of meeting: *Provided*, that nothing herein shall be construed to impair the right of a labor organization to adopt and enforce reasonable rules as to the responsibility of every member toward the organization as an institution and to his refraining from conduct that would interfere with its performance of its legal or contractual obligations.

(3) **Dues, initiation fees and assessments** - Except in the case of a federation of national or international labor organizations, the rates of dues and initiation fees payable by members of any labor organization in effect on the date of enactment of this Act shall not be increased, and no general or special assessment shall be levied upon such members, except:

(A) In the case of a local organization, (i) by majority vote by secret ballot of the members in good standing voting at a general or special membership meeting, after reasonable notice of the intention to vote upon such question, or (ii) by majority vote of the members in good standing voting in a membership referendum conducted by secret ballot; or

(B) In the case of a labor organization, other than a local labor organization or a federation of national or international labor organizations, (i) by majority vote of the delegates voting at a regular convention, or at a special convention of such labor organization held upon not less than thirty days' written notice to the principal office of each local or constituent labor organization entitled to such notice, or (ii) by majority vote of the members in good standing of such labor organization voting in a membership referendum conducted by secret ballot, or

(iii) by majority vote of the members of the executive board or similar governing body of such labor organization, pursuant to express authority contained in the constitution and bylaws of such labor organization; *Provided*, that such action on the part of the executive board or similar governing body shall be effective only until the next regular convention of such labor organization.

(4) **Protection of the right to sue** - No labor organization shall limit the right of any member thereof to institute an action in any court, or in a proceeding before any administrative agency, irrespective of whether or not the labor organization or its officers are named as defendants or respondents in such action or proceeding, or the right of any member of a labor organization to speak as a witness in any judicial, administrative, or legislative proceeding, or to petition any legislature or to communicate with any legislator: *Provided*, that any such member may be required to exhaust reasonable hearing procedures (but not to exceed a four-month lapse of time) within such organization, before instituting legal or administrative proceedings against such organizations or any officer thereof: *And provided further*, that no interested employer or employer association shall directly or indirectly finance, encourage, or participate in, except as a party, any such action, proceeding, appearance, or petition.

(5) **Safeguards against improper disciplinary action** - No member of any labor organization may be fined, suspended, expelled, or otherwise disciplined except for non-payment of dues by such organization or by any officer thereof unless such member has been (A) served with written specific charges; (B) given a reasonable time to prepare his defense; (C) afforded a full and fair hearing.

Any provision of the constitution and bylaws of any labor organization which is inconsistent with the provisions of this section shall be of no force or effect.

Civil enforcement

(29 U.S.C. 412) SEC. 102. Any person whose rights secured by the provisions of this title have been infringed by any violation of this title may bring a civil action in a district court of the United States for such relief (including injunctions) as may be appropriate. Any such action against a labor organization shall be brought in the district court of the United States for the district where the alleged violation occurred, or where the principal office of such labor organization is located.

Retention of existing rights

(29 U.S.C. 413) SEC. 103. Nothing contained in this title shall limit the rights and remedies of

any member of a labor organization under any state or federal law or before any court or other tribunal, or under the constitution and bylaws of any labor organization.

Right to copies of collective bargaining agreements

(29 U.S.C. 414) SEC. 104. It shall be the duty of the secretary or corresponding principal officer of each labor organization, in the case of a local labor organization to forward a copy of each collective bargaining agreement made by such labor organization with any employer to any employee who requests such a copy and whose rights as such employee are directly affected by such agreement, and in the case of a labor organization other than a local labor organization to forward a copy of any such agreement to each constituent unit which has members directly affected by such agreement; and such officer shall maintain at the principal office of the labor organization of which he is an officer copies of any such agreement made or received by such labor organization, which copies shall be available for inspection by any member or by any employee whose rights are affected by such agreement. The provision of section 210 shall be applicable in the enforcement of this section.

Information as to the Act

(29 U.S.C. 415) SEC. 105. Every labor organization shall inform its members concerning the provisions of this Act.

Reminder

Weingarten rights apply to 'fact finding'

Some members are still unsure about their Weingarten right to representation - even if they receive a 'fact-finding email.'

Remember - SPEEA bargaining unit employees can request a Council Rep or staff regardless of how the investigation or disciplinary action was initiated. The request applies whether it's investigatory or disciplinary and whether it was an email, phone call or in-person request.

Council Reps receive training to attend disciplinary, investigatory or performance meetings on behalf of represented employees to help ensure communication is clear, the contract is adhered to and help is provided if follow up is needed.

Younger members climb walls at SPEEA event

SEATTLE - Climbing the walls can be fun, according to the SPEEA members who attended the Young Members Committee (YMC) event Nov. 17.

“It was fun. I’m glad they organized it,” said **Omar Mahmoud**. “I wouldn’t have gone otherwise.”

Council Rep **Alex Chiu**, who climbs at Seattle’s Vertical World, led the event for the committee.

“We had 20 people from all over the company of a younger age group,” Chiu said. “We shared information about SPEEA. We are here to help.”

Martin Bramlett was one of the members who recently transferred to the Puget Sound. “It was a good chance to do something new. I wanted to come and get to know some of the people.”



Members who took part in the climbing event appreciated the opportunity to do something fun with other young professionals.

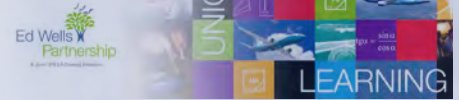


Vertical World’s **Kelsey Hoffman** helped belay (securing ropes for climbers’ safety) during the event for SPEEA members, including **Linda Karout** (red shirt) and **Manisha Khanal** (white cap).

Many of the members came from all over the world - including the United Arab Emirates and Egypt as well as the country, including Houston, Florida and California.

Allysa Nguyen enjoyed the climbing and the networking. “I got to meet new, young professionals in a fun environment.”

Taylor Winpenny, descending the climbing wall, just started at Boeing and became a SPEEA member two months ago.



Ed Wells Partnership

BEN on workplace forgiveness can produce results

By **Helen Seek**

Ed Wells Partnership Program Administrator

Forgiveness in our society is rarely talked about and highly misunderstood. Even more, it is greatly neglected in the corporate world. Lack of forgiveness wreaks havoc in the workplace and can result in low engagement, reduced productivity, lack of creativity, collaboration, duplicity ... and the list goes on.

Why this matters

Many people have felt wronged at work in some way at one time or another. Regardless of the situation, it never feels good. Whatever the perceived injustice, it is challenging, particularly when it happens with a co-worker or manager.

When left unresolved, these situations can affect:

- Well-being
- Engagement
- Work environment
- Trust
- Ability to create and collaborate

How do you keep a professional decorum while you’re navigating the situation? Even when given the opportunity to forgive, a good number of people rarely do truly forgive. Some people do not understand what forgiveness really is and have not been provided the tools to know how to forgive.

About the BEN

This course provides tools for employees holding a work-related grudge to move through their emotional challenges and become highly engaged leaders within their work communities and all areas of their lives.

By watching this presentation, you can let go of work-related grudges and start the new year with a positive mindset.

This broadcast is presented by **Dana Smith**, coach, business leader and author.

Watch the broadcast - <http://ben.web.boeing.com/BEN2018/GEBEN1633.htm>

Ed Wells Partnership

Boeing Education Network (BEN) Broadcast

Forgiveness in the Workplace

Thursday, Dec. 13 - 11 a.m.

Dana Smith, coach, business leader, author



INTERNATIONAL FEDERATION
OF PROFESSIONAL AND
TECHNICAL ENGINEERS
Local 2001, AFL-CIO, CLC



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MOVING? Please correct your address

New Address

City State Zip Code

POSTMASTER: Send address changes to:
THE SPEEA SPOTLITE • 15205 52nd Ave S • Seattle, WA 98188

Members help members through Holiday Outreach

With members' donations, SPEEA's Holiday Outreach continues to bring cheer to laid-off SPEEA members' families.

The gift giving comes solely from member donations in both the Northwest and Midwest.

SPEEA staff sends a letter to all laid-off members who have children younger than 18 years old. Those who respond receive gift cards and grocery store gift cards to help with the holidays.

Last year, SPEEA provided gift cards to about a dozen families through Holiday Outreach. In years past, the thank you notes from recipients indicate the 'thought counts' - they appreciate that they are not forgotten.

After the holidays - SPEEA Cares

Year-round, SPEEA Cares Fund helps represented employees with emergency assistance. The fund pays up to \$500 for a one-time only bill related to housing or utilities.

SPEEA staff forward eligible requests to the Puget Sound Labor Agency (PSLA). This tax-exempt 501(c)(3) non-profit organization arranges for direct payment of the bill to the appropriate creditor or utility.

Want to help by donating and/or learn more? Email robinf@speea.org.

Stay connected



Get the
Spotlite App

Go to www.speea.org from your mobile device for the link, or visit your App Store.



SPEEA members are encouraged to check out the Friend of SPEEA website (www.friendofspeea.org) which helps answer questions for those who are not in a union. Everyone is welcome to connect with Friend of SPEEA on Facebook, Twitter and Instagram to help grow awareness of labor and aerospace.

Friend of SPEEA

Network invites non-union aerospace professionals to connect

Know a non-union aerospace professional who wants to know more about SPEEA? Invite them to check out the Friend of SPEEA website and join the social media network.

The website features SPEEA members' quotes and stories about how belonging to a union benefits them as well as an overview of how SPEEA works and frequently asked questions.

SPEEA created the website and social media network to welcome those who want to connect with the other aerospace professionals and learn about efforts to improve the work environment.

Friend of SPEEA benefits include:

- Monthly email newsletter
- Electronic copy of SPEEA's monthly magazine
- Summaries of salary information for aerospace occupations

Non-union aerospace professionals who are not in management roles are encouraged to join Friend of SPEEA. Everyone, regardless of their union status, is encouraged to follow Friend of SPEEA on Facebook, Twitter and Instagram.

