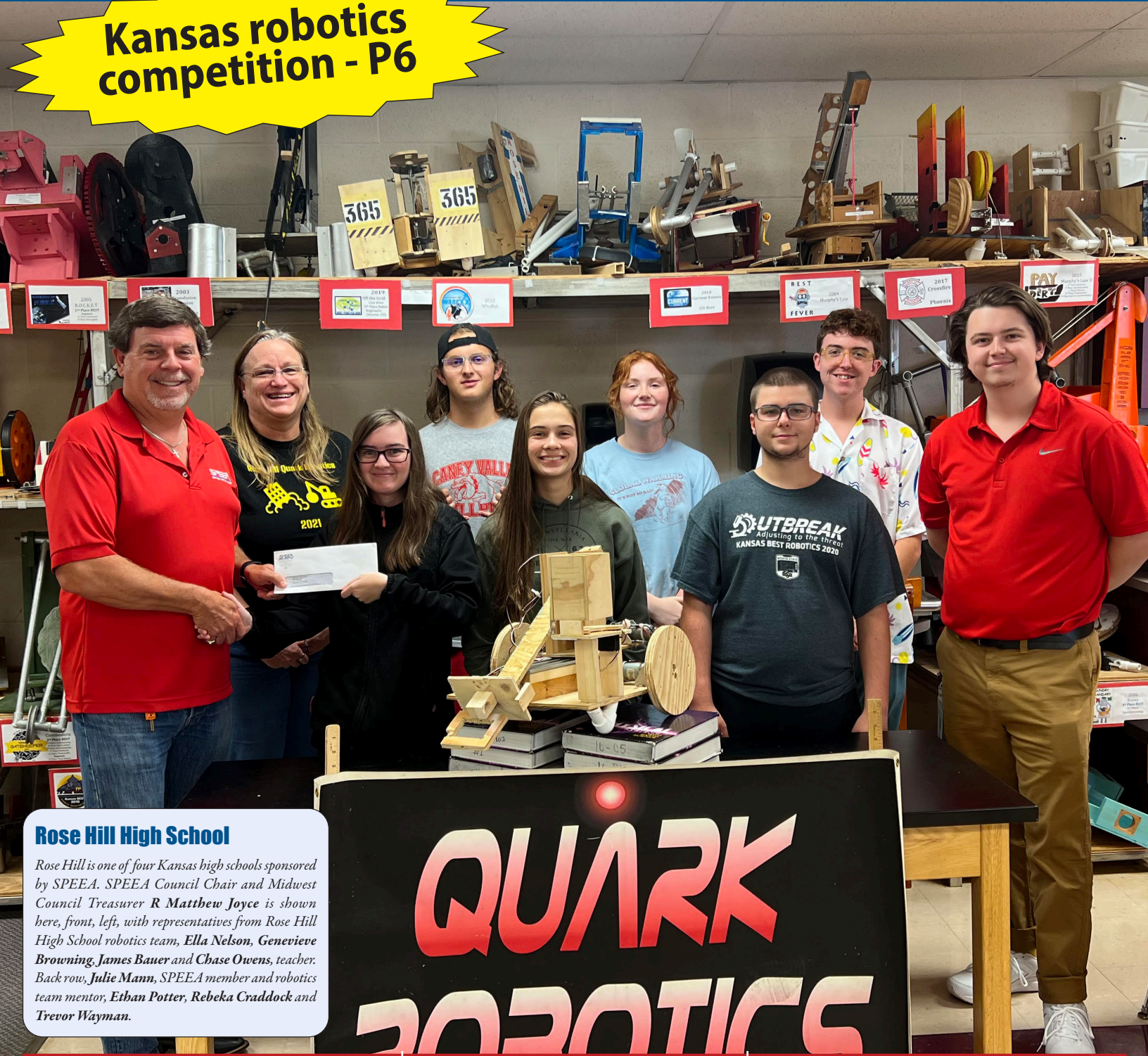




Spotlight

PROFESSIONAL AEROSPACE UNION

Kansas robotics competition - P6



Rose Hill High School
Rose Hill is one of four Kansas high schools sponsored by SPEEA. SPEEA Council Chair and Midwest Council Treasurer R Matthew Joyce is shown here, front, left, with representatives from Rose Hill High School robotics team, Ella Nelson, Genevieve Browning, James Bauer and Chase Owens, teacher. Back row, Julie Mann, SPEEA member and robotics team mentor, Ethan Potter, Rebeka Craddock and Trevor Wayman.



Green River College

Congrats to **Oliver Huebler, Thien-Tai Nguyen, Stephanie Day and Carl Johnson**, who were at Green River College's scholarship banquet. They are ACE scholarship recipients.

Congrats to SPEEA ACE scholarship recipients

Congratulations to college students who received SPEEA Aerospace Career Enhancement (ACE) scholarships this year. Some of the awardees are shown here at recent college scholarship recognition events.

SPEEA ACE provides tuition assistance in the form of scholarships for engineering and other high-demand aerospace degrees. This is part of a state-funded grant to support the industry.

The students are pursuing associate's, bachelor's, master's and doctorate degrees from Washington state's public higher-education systems.

Students apply directly to their schools or organizations and are subject to their scholarship guidelines.

To help increase diversity and equity in professional and technical aerospace careers, preference is given to students who are veterans, military spouses and students from under-represented communities.

Learn more at aerocareer.org.

University of Washington

Congrats to University of Washington (UW) students **Kyle Johnson, Chung-Ping Ho and Kuang-Ying (Eddie) Ting** who received ACE scholarships this year. They are shown here at a UW scholar donor celebration.



Everett Community College

Rosemary Carrizales (right) received an ACE scholarship last year while studying at Everett Community College. She is shown here with **Susanne Murphy**, SPEEA staff, at a scholarship reception.



Volume 66, Number 12, December 2022
ISSN 0194-8687

President

Ryan Rule

Executive Director

Ray Goforth

Executive Board

| | |
|-----------------|----------------|
| Dan Nowlin | Treasurer |
| Shaunna Winton | Secretary |
| Mike Arrington | NW Regional VP |
| John Dimas | NW Regional VP |
| Deena Hougham | NW Regional VP |
| Chris Streckfus | MW Regional VP |

SPEEA Council Officers

| | |
|---------------------|-----------|
| R Matthew Joyce | Chair |
| Theryl (TJ) Johnson | Treasurer |
| Byron D. Henderson | Secretary |

Midwest Regional Council Officers

| | |
|-----------------|-----------|
| Emily Forest | Chair |
| R Matthew Joyce | Treasurer |
| Tonya Sanders | Secretary |

Northwest Regional Council Officers

| | |
|------------------|-----------|
| Jeffrey Forbes | Chair |
| Peter Goodfellow | Treasurer |
| David Garrett | Secretary |

SPEEA Publications

| | |
|-----------------|--------------------------------|
| Bill Dugovich | Communications Director |
| Lori Dupuis | Graphic Designer/Web Developer |
| Karen McLean | Publications Editor |
| Amber Musselman | Communications Support |

speea@speea.org • www.speea.org

published monthly by:

Society of Professional Engineering Employees
in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
15205 52nd Ave. S • Seattle, WA 98188 • 206-433-0991

Reproduction rights reserved. No part of this publication may be reproduced without permission. When permission is granted, material must be used in context and credit given to the SPEEA SPOTLITE.

Original articles and feedback are solicited.

Subscription rate: \$2.00 per year.
\$2.00 of the annual membership dues is paid as a year's subscription to the SPEEA SPOTLITE.

Periodicals Postage Paid at Seattle, Washington

SEATTLE HALL

15205 52nd Ave. S, Seattle, WA 98188
Mon-Thu, 8 a.m. to 5 p.m. • Fri, 8 a.m. to 4:30 p.m.
Phone: 206-433-0991 • 1-800-325-0811

EVERETT HALL

2414 106th St. SW, Everett, WA 98204
Mon-Fri, 8 a.m. to 4:30 p.m.
Phone: 425-355-2883 • 1-800-325-0811

WICHITA HALL

4621 E 47th St. S, Wichita, KS 67210
Mon-Thu, 8:30 a.m. to 5 p.m. • Fri, 8 a.m. to 4:30 p.m.
Phone: 316-682-0262 • 1-800-325-0811



More than a few accomplishments this past year

By Ryan Rule, SPEEA President

The passage of the recent Constitutional Referendum was a major accomplishment for SPEEA this past year.

However, while significant for our union, the reality of this governing document update is it brings SPEEA in line with almost every other labor union in existence. Hobbling ourselves with a requirement to hold all-member votes before being able to help employees outside of The Boeing Company or Spirit AeroSystems gain union representation is unheard of among labor unions.

The 76% approval from voting members is a significant victory. My thanks go out to all the elected leaders, committee members, SPEEA staff and regular members who helped make this happen. The hard work paid off.

Passing the Referendum was not the only accomplishment SPEEA had during the past year. Despite the pandemic-altered workplace, the day-to-day business of our union has continued without missing a beat.

While SPEEA remains non-political, we do advocate member issues to our political leaders. Our work helped bring about passage of legislation to improve communications between the Federal Aviation Administration and the SPEEA-represented Organization Designation Authorization (ODA) representatives.

In a continuing fight to help our pilots, SPEEA was recently before the National Labor Relations Board (NLRB) in a hearing stemming from our Unfair Labor Practice (ULP) charges against Boeing for laying off instructor pilots and moving flight simulators to Florida. While a decision is still pending, the case is an example of the actions our union is taking to defend the rights and jobs of members.

In Wichita, SPEEA is fighting an effort by Spirit AeroSystems to bypass proper negotiations and directly impose new employment terms on employees which would require some of them to use their personal cell phones for company business. The "Bring Your Own Device (BYOD)" policy would have allowed Spirit to place proprietary software on personal devices and would have required employees to provide their phone and credentials to their employer upon demand, among other things.

Along with administering our labor contracts and helping members with workplace, benefit and emerging issues, a small portion of your union dues helped members of other unions who were forced out on strike by their employers. Depending on the need and requests, your elected Executive Board donated and/or provided letters of support to workers at Kellogg's, John Deere, Nabisco, Amazon, Tacoma Art Museum, Weyerhaeuser and striking teachers in Kent, Washington. Most recently, we

also continued our support for Science, Technology, Engineering and Mathematics (STEM) education by authorizing a total of \$30,000 for grants divided among 37 different high school robotics, middle and elementary schools as well as community programs.

SPEEA Aerospace Career Enhancement (ACE) provided more than 75 scholarships to students around the state. While funded by a grant from Washington state, the program's day-to-day operations are performed entirely by SPEEA. Along with the scholarships, SPEEA ACE is now providing regular classes for aerospace professionals. Finally, ACE's mentoring program is helping new professionals get a leg up when starting their careers. All of the opportunities and programs are available to existing members and anyone in the aerospace industry.

These are just a few of the accomplishments and work our union has done this past year. The new year will bring more challenges, work and achievements. Take time to enjoy the break along with your family and friends. We've got more to do in 2023!

Boeing – Spirit 2023 payday calendars

www.speea.org

Index

| | |
|--|-----|
| Constitutional Referendum approved by 76%..... | P4 |
| Gearing up for Executive Board vice president elections..... | P5 |
| Dates for SPEEA retirement seminars in 2023 | P5 |
| SPEEA proud to support Kansas robotics competition | P6 |
| First-time mentor learns the focus is on fun | P7 |
| Labor Union Bill of Rights | P8 |
| Right to union representation if 'boss wants to talk' | P8 |
| Partial-day absences part of Prof contract benefits..... | P9 |
| Members help laid-off members at holidays | P9 |
| Shining a light on after-hours Area Reps..... | P10 |
| Finding the right Ed Wells Partnership event for you | P11 |
| SPEEA studies apprenticeships beyond the trades | P12 |
| Enhance your skills through hybrid ACE classes..... | P12 |



Benefits of union-representation

SPEEA-represented employees at Spirit: No need to BYOD

WICHITA, Kan. – With management unwilling to meet concerns regarding the safety of employees' information and providing equitable reimbursement for the use of personal mobile phones, SPEEA and Spirit AeroSystems have agreed the new "Bring Your Own Device" (BYOD) program does not apply to employees in a SPEEA bargaining unit. Any agreements already signed by SPEEA-represented employees are now null and void.

The exemption for 2,500 SPEEA-represented employees resulted after union officials met with Spirit management and posed a number of pertinent questions. What we learned is surprising:

- Spirit cannot say how much money the company is saving by having employees use their own cell phones. The company said it is not tracking that information.

- Asked how much Spirit paid for mobile devices prior to moving towards BYOD, the company waffled between; "We don't know," and "That's not relevant."
- When asked why Spirit was only offering \$45 per month reimbursement when other aerospace companies provide at or near full cost for their employees in BYOD programs, Spirit representatives said: "We do not understand the relevance of the question and it appears to be out of scope. Spirit makes decisions based on its own unique circumstances."
- We also learned Spirit is unable to locate about 500 mobile phones, at least partially due to the layoffs of key employees who used to track that information. It's our view management is taking advantage of the mobile phone losses to ask employees

Continued on page 7



In a SPEEA-wide effort to get out the vote to 'Accept' the Constitutional Referendum, dozens of SPEEA members sent a strong message with photos of themselves holding 'Accept' signs. SPEEA featured many of the photos in publications, emails, web and other outreach. Thanks to the members who sent us their photos!

Door to expansion opened

Constitutional Referendum approved by 76%

Recognizing the importance of opening SPEEA to professionals outside The Boeing Company and Spirit AeroSystems, union members overwhelmingly approved a Constitutional Referendum to ease that process.

While needing 60% of the members to vote "ACCEPT," the final tally showed 2,210 "Accept" and 698 "Reject" votes for a final approval from 76% of the voting members. Out of those authorized to vote, 19% turned in their ballots in time to be counted.

"Thanks to the efforts of the SPEEA Expansion Team, Tellers and unanimous support from our Councils and committees, we are able to make this needed update to our Constitution," said Executive Director **Ray Goforth**.

Passage means the elected SPEEA Council

now has the authority to approve organizing campaigns for employees outside Boeing or Spirit. No other votes or aspects of organizing change. No longer is a costly and time-consuming all-member vote required to bring new professionals who need and want the protections of a labor union into SPEEA. The SPEEA Council will learn about and debate the issues and have the authority to approve each organizing campaign.

The referendum had broad support from union leaders. The Executive Board, all three union Councils and every SPEEA, Northwest and Midwest committee approved motions of support. IFPTE President **Matt Biggs** and Former President **Paul Shearon** voiced strong support for the referendum.

"This is very good news," said Biggs. "The real work of bringing a union to more aerospace workers now begins."

Ballots were mailed to all members in good standing on Oct. 5. Voting closed at noon, Oct. 26, with SPEEA Tellers counting and certifying the results.

The Constitutional change takes effect immediately.

SPEEA Constitution
2.1.1 Addition of Bargaining Units
New Language
 The addition of new Bargaining Unit(s) to SPEEA requires approval by the SPEEA Council.

SPEEA joins Wichita Veterans Day parade

At the Veterans Day parade in Wichita, SPEEA Midwest Council Chair **Emily Forest**, her husband, **Doug**, and their dog, **Frank**, are shown here with grandson **Gabe Butler**. He's with the U.S. Army Junior Reserve Officer Training Corps (JROTC) Color Guard. "We are so proud," said Emily.



SPEEA volunteers are from left, **Doug Forest**, Midwest Council Chair **Emily Forest**, **Susanne Murphy**, SPEEA contract administrator, Council Rep **Aaron Kitterman** with his son, **Tom**, Midwest Regional Vice President **Chris Streckfus**, Council Rep **Daryl Doshier**, **Kim Ryan** and Council Rep **Daniel Ryan**. SPEEA Midwest Director **BJ Moore** (not shown) volunteered to be a float judge.

Ed Wells Partnership

Dates for SPEEA retirement seminars in 2023

For a comprehensive overview of SPEEA-Boeing negotiated retirement benefits, plan to attend a retirement webinar/seminar.

All presentations run from 4:30 to 6:30 p.m.

Seminars in 2023

Virtual

- Jan. 3
- Feb. 7
- April 4
- June 6
- Aug. 1
- Sept. 5
- Nov. 14

Hybrid (in-person and virtual)

- March 7 – SPEEA Tukwila
- May 2 – SPEEA Everett
- Oct. 3 – SPEEA Everett
- Dec. 5 – SPEEA Tukwila

About the seminar

The seminar is tailored to those who are older than 50, hired before 2013 and/or nearing retirement. The seminar covers the 401(k)/Voluntary Investment Plan (VIP) as well as pension, early retiree medical insurance and Boeing Medicare supplement for those eligible.

Matt Kempf, CFP®, CEBS, SPEEA senior director of compensation and retirement, presents the overview based on retirement benefits in the Prof and Tech contracts.

Other (virtual)

- Sept. 18 – Financial Planning 101 for Early/Mid-Career SPEEA-represented employees

Sign up

Register for the seminar of your choice through Ed Wells Partnership at edwells.web.boeing.com on the Boeing intranet. Keyword search: SPEEA.

OT voluntary on holiday weekend

Overtime (OT) is voluntary on a holiday or the weekend which precedes or follows a holiday per the SPEEA contracts for Profs and Techs and represented employees at Spirit AeroSystems. This applies to the winter break.

Executive Board

Gearing up for Executive Board vice president elections

Early next year, SPEEA will conduct a member-wide election to seat three vice presidents from the Northwest region and one Midwest region vice president. The top vote getters will serve on the SPEEA Executive Board.

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. See more, including meeting minutes and policy procedures manual, at www.speea.org (drop-down menu: About Us/Executive Board).

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

Steps to take

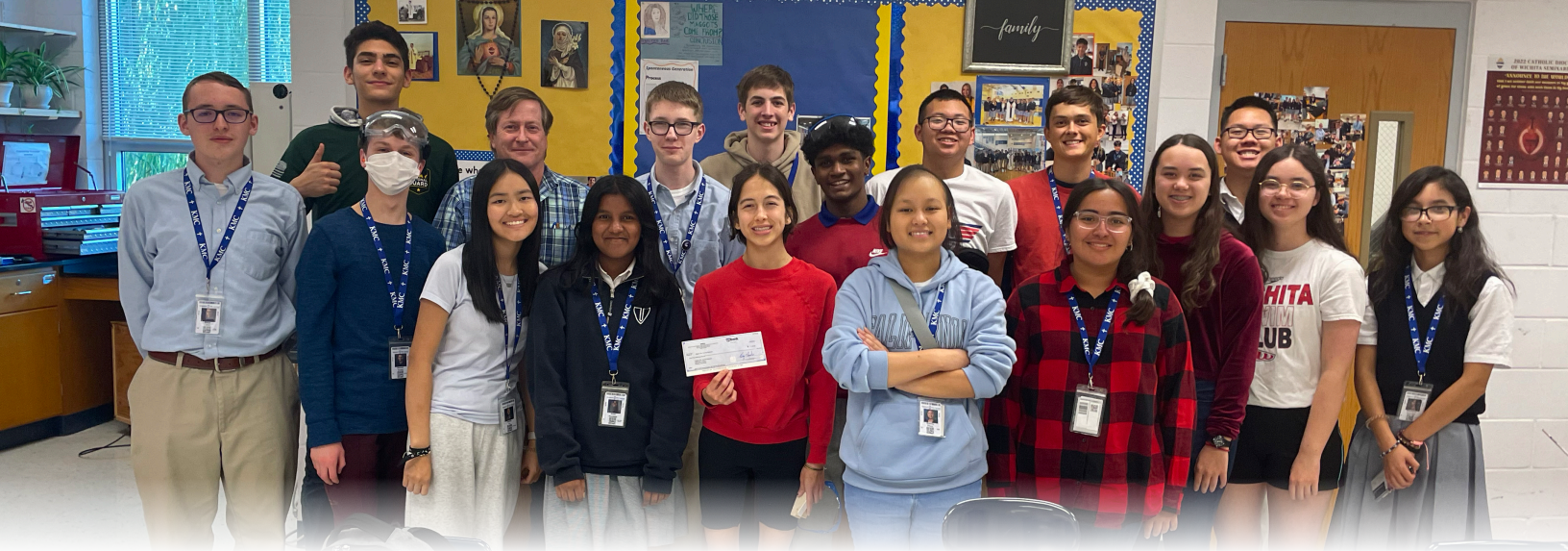
If you are ready to run, you will find SPEEA election book to be invaluable. The book will soon be posted at www.speea.org (drop-down

menu: Councils/Forms, Petitions, Delineations). The election book includes eligibility requirements, instructions on the petition process and other steps to take, including what is needed for the voters' guide from each candidate.

2023 election timeline

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

- Wednesday, Jan. 11 – earliest date to turn in a petition
- Wednesday, Jan. 25 – deadline to turn in a petition
- Monday, Jan. 30 – candidate statements due
- Wednesday, Feb. 20 – ballots go in the mail to all members' homes
- Wednesday, March 8 – ballot count in the Midwest and Northwest
- Wednesday, March 22 – newly elected vice presidents begin two-year terms



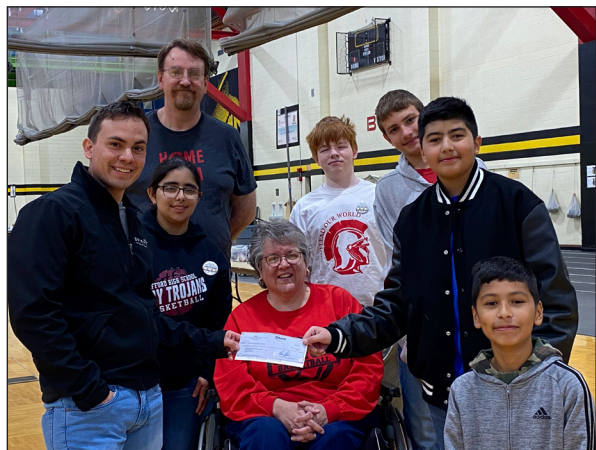
Kapaun Mt. Carmel High School

SPEEA Midwest Regional Vice President **Chris Streckfus** is shown here, back row, second from left. Kapaun Mt. Carmel students shown above, bottom, left to right: **Ethan Lafon, Samuel Ternes, Tammy Le, Anne Rayappa, Lexie Wilbert, Sydney Pham, Gabriela Casados, Alexandra Grimm, Brooke Grimm and Stephanie Alvarado**. Top, left to right: **Freddy Acevedo, Chris Streckfus, mentor, Comor Beard, Daniel Noel, Dimitri Fernando, Andrew Le, Alexander Beutel and Brandon Le**.

Boosting Engineering, Science and Technology (BEST)

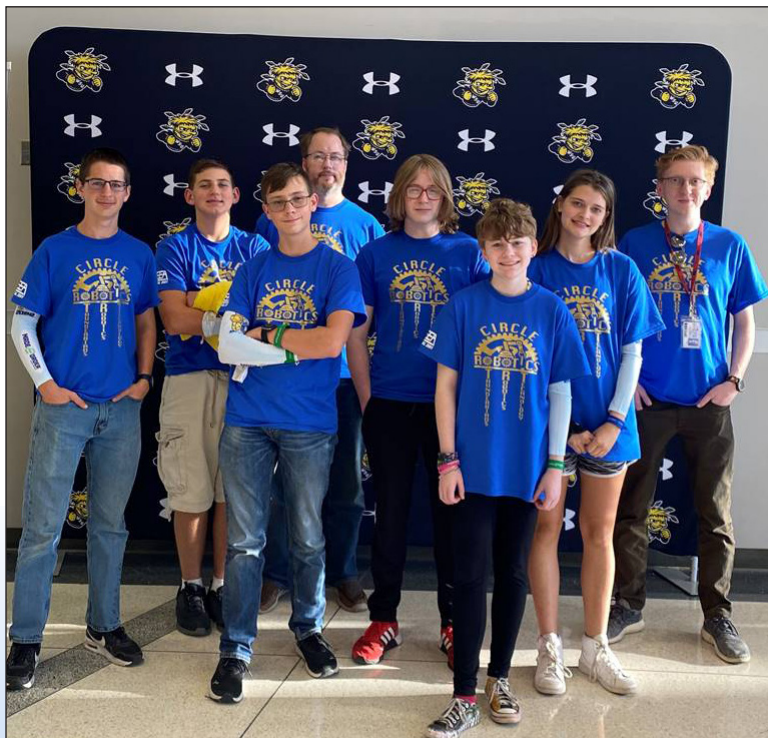
SPEEA proud to support Kansas robotics competition

The Midwest Council voted to support four high school teams competing in Kansas Boosting Engineering, Science and Technology (BEST). This year, students had eight weeks to design, build and control a robot that could move along a track to pick up parts and ‘build’ a robot.



Stafford Middle and High School

This robotics team includes, from left, **Daniel Leal**, mentor and SPEEA member, **Jeff Heminway**, teacher, standing behind **Idali Loya, Jennifer Heminway**, teacher, **Connor Wiley, Landon Baird, Joseph Valadez and Jobe Valadez**.



Circle High School

Circle High School robotics team is shown here from left, **Aiden Wendell, Lennon Earner, Thomas McLendon, Brad Newby (coach), Donovan Newby, Leah Moore, Carmen Shaver and Elijah Owens (coach)**. Not shown here: SPEEA member and mentor **Tonya McLendon**.



Mentor and SPEEA member **Tonya McLendon**, a Spirit engineer, volunteered on the Circle High School robotics team in Towanda, Kansas. Her son, **Thomas**, shown here, joined the team. This is one of the four SPEEA-sponsored teams in Kansas.

SPEEA-represented employees at Spirit: No need to BYOD

Continued from page 3

to “chip in” and share the cost of replacing the devices. Management representatives offered an alternative explanation: “It’s what the market is doing, including companies right here in Kansas.”

Nonetheless, in the spirit of cooperation, SPEEA elected officers in Wichita, along with members of the Executive Board, moved forward with asking Spirit to address a number of our concerns. These included:

- Lack of privacy/potential access to personal information.
- \$45 per month is not enough for a dedicated smartphone and plan.
- Approval-process is too subjective.
- Management can cancel reimbursement at any time.
- Potential abuse of personal/non-work time.
- Insufficient protections for those who don’t agree to BYOD.

With management unwilling to address our concerns, SPEEA and Spirit agreed the BYOD program is not applicable to SPEEA-represented employees. It remains management’s responsibility to provide the necessary tools to accomplish the work assigned, including company purchased mobile devices for communicating company business.

No BYOD for SPEEA

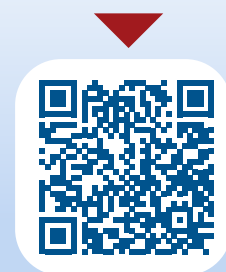
If management asks anyone to provide their personal phone for company use, politely decline and let your local Council Rep or SPEEA staff know immediately. Not sure who is your Council Rep? Go to www.speea.org (drop-down menu: Find Your Council Rep).

SPEEA-represented employees are not required to use their personal phone for company business.

SPEEA Home Email

Still working remote? Or are you back at work and want work-related updates?

Sign up at www.speea.org



Circle High School

First-time mentor learns the focus is on fun

When **Tonya McLendon** volunteered this fall as a mentor with the Circle High School robotics team, her son, a freshman on the team, gave her a mission.

Don’t make it *not* fun.

“Our team just wanted to build a robot and have fun,” said McLendon, a liaison engineer and SPEEA member at Spirit AeroSystems. “The kids all worked so hard to have a good robot and had a great time doing it.”

Starting with about 10 students, the team shrunk to eight, including two coaches. Despite the smaller team size, their robot managed to place sixth in overall performance at the state competition of Kansas Boosting Engineering, Science and Technology (BEST) in October.

The fun continues as the Circle High School team still gets together to work on robots, even though they didn’t advance to the regional BEST competition.

Lessons learned

After going through a season with the team, McLendon has a better idea of what to expect and how to help more next year. “For me, it was about learning the process this year.” Her advice to others is to block out time for the eight-week build season and be sure to attend the competition kickoff “to know what to expect.”

For the two months prior to competition, her son’s team met Monday through Friday for two to three hours each day. They met at the high school’s robotics room, which had woodworking equipment and spare tools along with a white board and table.

Even though it’s work, it can be fun for adults as well as the students, she said. “I’m looking forward to next year.”

Aerospace and SPEEA

McLendon’s aerospace career spans 27 years, starting at Boeing Wichita while she was still a mechanical engineering student in a co-op and internship. Later, she transitioned to Spirit AeroSystems. Along the way, she worked on missiles for five years in Utah and earned a master’s degree in systems engineering.

She joined SPEEA years ago to vote on a contract and continued paying dues because she saw and appreciated how SPEEA stood up for employees, especially during a mass layoff.

McLendon also appreciates Council Reps’ role in the workplace to help if a co-worker has issues or questions. “They are super responsive,” she said. “I like knowing they are there to provide support for folks who need it.”

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.

Weingarten rights

Right to union representation if 'boss wants to talk'

If your boss wants to talk about a discipline-related issue, performance management or a security issue, you have the right to ask for your Council Rep.

The right to union representation is often referred to as Weingarten rights, based on a 1975 Supreme Court ruling.

SPEEA is there to help ensure communication is clear, the contract is adhered to and help is provided if follow up is needed.

If your Council Rep is not available, call SPEEA at 1-800-325-0811.

Flexing not required

Partial-day absences part of Prof contract benefits

EVERETT, Wash. – Techs can use partial vacation days or partial-day sick leave to fill in gaps for appointments or other issues.

What can Profs do?

Per the SPEEA contract, Profs can use PerBus and Non-Ind to compensate for partial-day absences.

“Management can get in the habit of insisting you flex your time,” said SPEEA Contract Administrator **Steve Spyridis**. “Then you’re denied a part of your contract benefits.”

Last month, Spyridis presented an overview on how PerBus and Non-Ind work for SPEEA members in Everett. Council Rep **Debi Pennington** hosted the lunchtime meeting in the Everett Flat Tops building along with Council Reps **Harkamaljit Deol** and **Chris Kwoka**.

How PerBus works

PerBus is short for Personal Business. This can be used for personal appointments that can’t be made outside of business hours. See Article 11.5(c) in the SPEEA Prof contract.

How Non-Ind works

Non-Ind is short for Non-Industrial illness. This is for medical appointments or sudden illness while you are at work, such as a headache. “If you’re sick, you’re sick,” Spyridis said. See Article 6.4 in the SPEEA Prof contract.

Key points

- **Coordination** – Give your manager as much notice as you can for PerBus, such as an upcoming non-medical appointment.
- **Personal** – You don’t need to go into detail why you need to use either PerBus or Non-Ind.
- **Flexing** – Management *cannot require* flexing for partial-day absences using PerBus or Non-Ind. If you want to flex your time for other reasons, you need management approval.

Communicate

Communicating with the manager is key, Spyridis said. “If there is push back, make us (SPEEA contract administrators and Council Reps) aware.”

He suggested raising awareness of the SPEEA contract with the manager with a collaborative approach. Ask if your manager is aware of the related article in the SPEEA contract.



Shown above are many of the SPEEA activists who attended a workplace lunchtime meeting with SPEEA Contract Administrator (CA) **Steve Spyridis**. *Spyridis talked about contract benefits related to taking time off, particularly partial-day absences for Profs. From left, Council Reps **Chris Kwoka**, **Harkamaljit Deol**, **Debi Pennington**, Area Rep **George Sotolongo** and **Spyridis**. Area Rep **Norm Barilleaux** (not shown here) also attended.*

“The purpose of a collective bargaining agreement,” he added, “is to spell out wages, hours and working conditions.”

Get help

Ask your Council Rep for a lunchtime meeting that covers this topic for your area. Not sure who your Council Rep is? Go to www.speea.org (drop-down menu: Member Tools/Find Your Council Rep). Don’t have a Council Rep? Email speea@speea.org.

Ability Point

SPEEA Night for holiday lights fundraiser

WICHITA, Kan. – Join co-workers, friends and family volunteering for Lights at Ability Point on SPEEA Night, Thursday, Dec. 15.

Or just plan to drive through on SPEEA’s night to say hello to volunteers and enjoy the show.

This holiday tradition, formerly known as Lights on St. Paul, is a fundraiser for Ability Point, which helps individuals with physical and developmental disabilities and their families.

SPEEA volunteers guide traffic and collect donations as cars drive past several light displays in a neighborhood.

Donations welcome

Members help laid-off members at holidays

Each November, SPEEA sends letters to laid-off members to offer a bit of extra cheer through the Holiday Outreach Fund.

If interested, members with children who are 18 or younger will receive a gift card per child and a grocery store gift card for the family.

The outreach letter goes to SPEEA members in both the Northwest and Midwest.

This fund is driven solely by members’ donations. If you’d like to contribute, email robinf@speea.org.

For financial emergencies, SPEEA Cares can help

The SPEEA Cares Fund provides emergency assistance for members and their families who are facing difficulties due to layoffs.

For approved requests, the fund pays up to a maximum amount for a one-time-only bill related to housing or utilities and can also provide gift cards for gas or groceries.

Need help?

If you’re laid off and facing a financial emergency, email your contact information, a brief explanation of your circumstances and a copy of the bill you need help paying to robinf@speea.org.

Want to help?

You can donate to SPEEA Cares. With no administrative fees, 100% of donated funds go to help eligible individuals in all SPEEA bargaining units. This is also funded solely through donations.

Send donations to:

SPEEA Cares Fund
15205 52nd Ave. S
Seattle, WA 98188

Those who work at Boeing can do a recurring donation from their paychecks. Go to YourCause, through Worklife/Boeing Global Engagement. Search for Puget Sound Labor Agency (ie. Reg ID 91-0927902), then choose recurring payroll. In the section to add a designation, choose *other* and fill in SPEEA Cares.

Volunteers

Interested in helping? You can sign up for a shift or the entire evening which goes from 5 to 9 p.m. Email Council Rep **Daryl Doshier** at daryl.l.doshier@spiraero.com. Family and friends are welcome, too. Snacks are provided to the volunteers.

See more about Ability Point and the lights at abilitypoint.org.

Shining a light on after-hours Area Reps

Area Reps are co-workers who help Council Reps stay connected to members in the workplace. Second and third shift Area Reps cover a broader area with fewer people. Everett Second Shift Area Rep **Sandra Gutierrez** and Everett Third Shift Area Rep **Jan Tuggle**, featured here, support Council Rep **Mike Shea**, who serves members in all Everett buildings for both shifts. He works second shift.

“My Area Reps are engaged and enthusiastic,” Shea said. “I can’t thank or express appreciation enough.”

Sees the union difference

EVERETT, Wash. – For many years, **Sandra Gutierrez** worked in non-union jobs. Then she transferred to the SPEEA Tech bargaining unit as a quality production specialist in Material Review Board Designee (MRBD).

“Being non-union made me want to be an Area Rep,” she said. “I see the overwhelming difference.”

She really felt the difference when she called her Council Rep, **Mike Shea**, as a preventive measure when she faced a conflict between two managers. Although the managers resolved the issue, she liked knowing SPEEA was there in case.

“I know if the situation at hand requires it, I have someone I can go to for help,” she said.

Gutierrez is one of the second-shift Area Reps at Everett covering all buildings.

“Knowledge is king. This is why I do it,” Gutierrez said.

When she worked in non-union jobs at Boeing, she recalls hearing “whispers” about changes coming or other issues. Now as an Area Rep, when she hears chatting that raises questions, she can go to Shea for answers. Council Reps can follow up with SPEEA contract administrators and other staff.

“When there is water-cooler talk, I can get the information and take it to the next level,” Gutierrez said. “This allows me to get to know other SPEEA members on the floor.”

As a non-union employee, she felt differently about speaking up. She felt intimidated. “As a union member, you can be honest and forthright – you can speak up and not worry about being pulled into a corner,” she said.

“I want to let others know you can do this, too,”

Gutierrez said. “You can speak up and not lose your job.”

Being of value

EVERETT, Wash. – Value. That is **Jan Tuggle’s** goal in becoming an Area Rep.

She sees the value in having a union because she knows where to go if she needs help. And as an Area Rep, she can help others if they need a Council Rep or have questions related to SPEEA.

“I feel like with union, I have a bit of protection. If or when a disagreement arises with my manager, I know I can be treated fairly,” she said. “As an Area Rep, I want to know enough to lead someone in the right direction. I want to be of value.”

Tuggle works in Shipyards Operations Support as a Shipyards Operations Specialist in Everett on third shift. “We support the shop floor as liaisons to the engineers.”

For most of her 20 years at Boeing, Tuggle worked the day shift, except for a few months on second shift years ago. About 10 years ago, she transitioned to working late nights because she felt like trying something different. “I really enjoy it,” she said. “I’m not looking to move to the top of the ladder – I just want to be value added.”

Tuggle remembers what it’s like to work without a union. For 17 years, she enjoyed her work as an engineering aid in new product development at a Redmond company making heart monitors and defibrillators. She decided to leave when she returned from maternity leave to discover they put her in the documentation center instead of returning her to the job she loved. That’s why, in 1996, she went to work at Boeing Harbour Pointe as a methods operation analyst.

In her early years as a SPEEA member, she thought about becoming an Area Rep, then didn’t pursue it. She left Boeing for a handful of years to focus on family, then came back to a non-SPEEA represented job, which became SPEEA-represented in March 2020.

Tuggle became an Area Rep in September 2020 after learning more about the role from her co-worker, Council Rep **Mohammed Khan**. He encouraged her to apply, she said. “He said ‘just do it’ – see what it’s all about.”



Everett Area Rep **Jan Tuggle**, shown above, works third shift at Boeing Everett. Area Reps help members know who to contact, such as their Council Rep, when questions or issues come up in the workplace.



Everett Area Rep **Sandra Gutierrez** works second shift along with Council Rep **Mike Shea** shown above at the SPEEA Everett Hall. They both help members with questions and SPEEA information in all Everett buildings on second shift.

What SPEEA Area Reps do:

- Connect members to their Council Rep
- Help Council Reps distribute SPEEA emails as needed
- Welcome new members in their area to SPEEA

Sign up

Members can become Area Reps by asking their Council Rep to sign an Area Rep petition, available at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations). If the Council Rep is not available, the Area Rep candidate can have five other members sign the petition. See more about the Area Rep role at www.speea.org (drop-down menu: Member Tools/Area Reps).

Spirit salary charts

Now online

www.speea.org

Member Tools/Salary Charts

Finding the right Ed Wells Partnership event for you

By Kelly Hanes
SPEEA co-director, Ed Wells Partnership

All SPEEA members receive a bi-weekly Ed Wells Partnership email listing classes coming up in the next six weeks. What if you would like to make a proactive plan for your learning that looks farther ahead? Here are some strategies for finding the right Ed Wells class for you.

Advanced search

Inside the Boeing network, navigate to <https://edwells.web.boeing.com/Event/Search> to search our entire catalog by keyword, title, instructor name and many other fields.

- The **Program** field helps you narrow down the choices to Professional or Technical Skills classes
- Use the **Geographical Area** field to search for a location that works best for you, including virtual classes.
- If you would like to broaden your technical knowledge, searching for a title with the word "Intro" brings up all of the classes designed at an introductory level.

Learning areas

On the left-hand side of the Ed Wells Partnership website, you can navigate to view classes in each of our learning areas. When you click on a Learning Area, it will take you to a page that lists all upcoming classes in that learning area. (See sidebar for a list of all Learning Areas).

Pivot Explorer

You can find a Pivot Explorer view of all upcoming classes at <https://edwells.web.boeing.com/Browse> by clicking on the *Search Upcoming Classes with Pivot Explorer* link. Once you are in the Explorer view, you can

use the checkboxes along the left side to filter your view depending on your interests. The resulting display will include a summary of each class, so you can decide which classes are most intriguing.

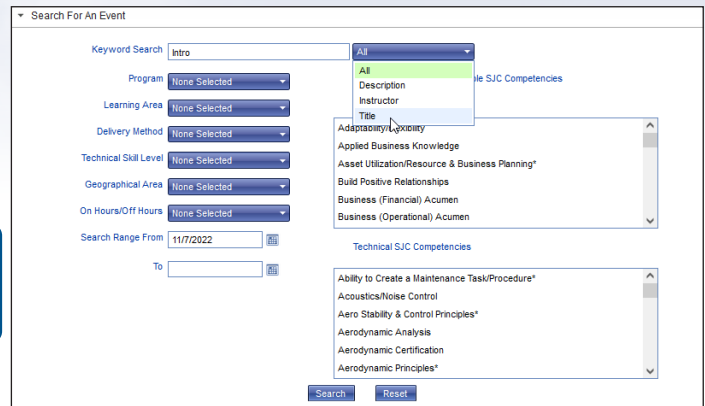
Join the Ed Wells Partnership inSite page

Another way to find out about new classes and classes with available spaces is on the Ed Wells Partnership inSite page. This is also where we post any recorded training, such as our EWP Live! webcasts, to view on demand. To join, go to <https://insite.web.boeing.com> and search for Group ID 102595.

If you still don't find what you are looking for, propose a new event by navigating to *Course Proposal* on our website or clicking on <https://edwells.web.boeing.com/CourseProposal/>.

About Ed Wells Partnership

The Ed Wells Partnership (EWP) is a joint initiative between SPEEA and Boeing. It provides union-represented employees the opportunity to select and



Search For An Event

Keyword Search: Intro

Program: None Selected

Learning Area: None Selected

Delivery Method: None Selected

Technical Skill Level: None Selected

Geographical Area: None Selected

On Hours/Off Hours: None Selected

Search Range From: 11/7/2022

To:

Technical SJC Competencies

Ability to Create a Maintenance Task/Procedure*

Acoustics/Noise Control

Aero Stability & Control Principles*

Aerodynamic Analysis

Aerodynamic Certification

Aerodynamic Principles*

Search Reset

Advanced Search

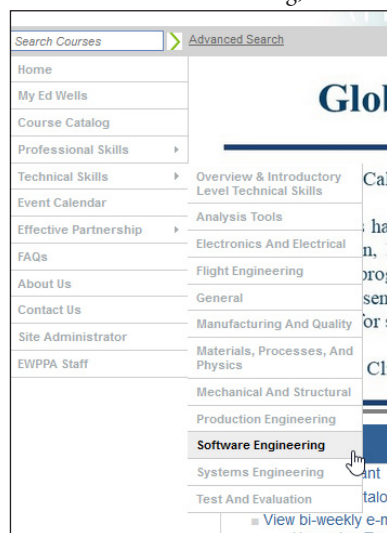
enroll in discretionary training to enhance their skills, while having access to resources to help plan for a successful future. Learn more at edwells.web.boeing.com (on the Boeing intranet).

Technical learning areas

- Analysis Tools
- Electronics and Electrical
- Flight Engineering
- General Technical Skills
- Manufacturing and Quality
- Materials, Processes and Physics
- Mechanical and Structural
- Project Management
- Software Engineering
- Systems Engineering
- Test and Evaluation

Professional learning areas

- Business Acumen
- Career Development
- Collaboration, Conflict Management and Negotiation
- Communication
- Decision Making/Critical Thinking
- Innovation
- Knowledge Management and Mentoring
- Leadership
- Productivity/Time Management
- Understanding Self and Others



Search Courses

Advanced Search

Home

My Ed Wells

Course Catalog

Professional Skills

Technical Skills

Event Calendar

Effective Partnership

FAQs

About Us

Contact Us

Site Administrator

EWPPA Staff

Overview & Introductory Level Technical Skills

Analysis Tools

Electronics And Electrical

Flight Engineering

General

Manufacturing And Quality

Materials, Processes, And Physics

Mechanical And Structural

Production Engineering

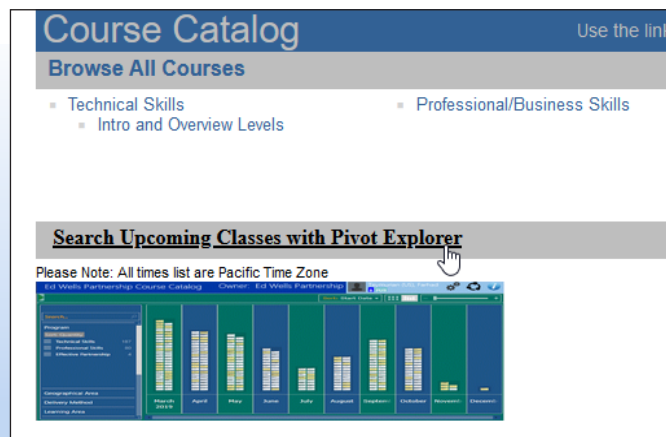
Software Engineering

Systems Engineering

Test And Evaluation

View bi-weekly e-n

Learning Areas



Course Catalog

Use the link

Browse All Courses

Technical Skills

Professional/Business Skills

Intro and Overview Levels

Search Upcoming Classes with Pivot Explorer

Please Note: All times list are Pacific Time Zone

Ed Wells Partnership Course Catalog

Ed Wells Partnership

Program

Learning Area

Delivery Method

Technical Skill Level

Geographical Area

On Hours/Off Hours

Search

Filter

Sort

Page 1 of 1

Pivot Explorer



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



Periodicals Postage Paid at
Seattle, Washington

Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
15205 52nd Ave. S • Seattle, WA 98188

MOVING? Remember to correct your address with your employer.

THE SPEEA SPOTLITE • 15205 52nd Ave. S • Seattle, WA 98188

SPEEA studies apprenticeships beyond the trades

By *Brandon Anderson*
SPEEA Legislative Director

Struggling with labor shortages due to aging workers and shrinking college enrollments, white-collar employers are turning to apprenticeships to address workforce challenges.

Although most U.S. apprenticeships are still trades-focused, hundreds of new apprenticeship programs have been created in white-collar fields such as cybersecurity, financial services, information technology and health care. Apprenticeships in white-collar jobs have even taken off at high-tech giants like Microsoft, Amazon and IBM.

Recognizing how apprenticeships could benefit aerospace workers and employers alike, SPEEA began exploring the idea of apprenticeships in professional aerospace career paths.

In 2020, SPEEA was awarded a Washington state aerospace workforce grant to, in part, study the creation of new white-collar apprenticeships in Washington's aerospace sector.

Viable option for aerospace

The SPEEA-backed study indicated a favorable response from Washington aerospace employers who see the potential of aerospace professional apprenticeships as a viable tool to help address workforce and diversity gaps.

Why it matters to SPEEA members

- Apprenticeships offer workers an “earn while you learn” pathway to in-demand careers while avoiding the need to take on significant student debt.
- As technology advances and the demand for some careers diminish, apprenticeships could provide incumbent workers new opportunities for mid-career advancement and provide a “safety net” for incumbent workers who may find themselves out of work.
- Apprenticeships also help actively promote diversity, equity and inclusion in our workplace by creating non-traditional

pathways for women, communities of color, veterans and other under-represented populations.

About the study

SPEEA's Apprenticeship Feasibility Report analyzed the need and viability of creating apprenticeship pathways for workers to enter professional aerospace careers.

The report researched industry analysis, employer and SPEEA-member surveys and featured one-on-one interviews with Washington aerospace industry leaders.

The report identified several workforce challenges which apprenticeships could help address. These industry challenges include:

- An aging workforce and growing risk of losing long-term employees due to retirement
- A high demand for seasoned and mid-career/experienced aerospace workers
- Labor shortages in certain engineering, technical and other professional fields
- A growing need for diversity in the aerospace workforce
- A statewide drop in aerospace-related higher education enrollment and program completions

Next steps

Since the completion of the apprenticeship study, SPEEA has been reaching out to employers to share the study results and to identify employers interested in partnering on the development of white-collar aerospace apprenticeships.

As part of our legislative priorities, SPEEA will also be pursuing additional state funding to aid in the creation of new apprenticeship programs.

For a copy of the study or for more information on SPEEA apprenticeship efforts, contact **Brandon Anderson**, brandona@speea.org.



Enhance skills through hybrid ACE classes

Check out upcoming SPEEA Aerospace Career Enhancement (ACE) classes and register at <https://canvas.aerocareer.org/>.

Classes take place at the SPEEA Puget Sound halls and online.

To receive ACE updates, sign up for SPEEA home email at www.speea.org.

Upcoming classes

Live & Interactive Excel Training: Lookups & Pivot Tables (two-day course)
- Tap the power of Excel to manage and analyze large data sets.

**Tuesday, Dec. 6 and
Wednesday, Dec. 7**
5 to 7 p.m. (both days)

SPEEA Everett or virtual

Microsoft Project Essentials for Engineers (two-day course) – Get started with Microsoft Project by learning best practices and essential features to make this part of your engineering toolbox.

**Tuesday, Jan. 17 and
Thursday, Jan. 19**
5 to 7 p.m. (both days)

SPEEA Tukwila or virtual

Winter break

In conjunction with winter break at Boeing and Spirit AeroSystems, SPEEA staff will be off from Friday, Dec. 23, through Monday, Jan. 2.