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Meet the SPEEA Council budget

As part of budget planning, the SPEEA Council officers hosted a meeting Jan. 6 to give members an opportunity to review the proposed SPEEA Council budget and ask questions. Shown above (from left) **Lynn Burow**, committee officer, **Shannon Moriarty**, SPEEA Council chair and **Dennis Davaz**, committee officer. In photo at right: **Gordon Yip**, SPEEA Council treasurer, **Theryl Johnson**, SPEEA Council secretary and **Shannon Qualls**, Council Rep. The regional Council officers hosted a similar meeting prior to a vote at the regional meetings in December. The SPEEA Council (Northwest and Midwest) were voting on the SPEEA Council budget at the Jan. 16 meeting.



Arbitrator to issue ruling for Edwards and Palmdale

With legal briefs filed from the November National Labor Relations Board (NLRB) hearing, SPEEA and The Boeing Company are hopeful for a final ruling by the end of the month for employees denied union representation at Edwards Air Force Base and Palmdale.

This formal ruling from the arbitrator will outline the methodology for calculating the “make-whole” awards for the 600-plus current and former employees denied the benefits of union representation. These calculations will begin immediately upon receiving the ruling.

SPEEA had requested Boeing be ready to distribute all individual employee “make-whole” awards within 60 days of the arbitrator’s ruling. However, company representatives recently stated they may need up to 120 days. While disappointing, with conversations remaining productive, we expect individual awards to be issued within the time frame.

SPEEA - Boeing

Timeline for retention ratings

The annual retention rating process started Jan. 13 for Profs and Techs at The Boeing Company. Below is a high-level timeline of what’s next in the process.

- Jan. 27 -Feb. 21 – Skill captains/line managers complete retention meetings
- Feb. 17 – March 11 –Final review (includes Process Council/Skill Team/Workforce)
- March 12-25 - Employee notices distributed
- March 26 - Effective date of retention ratings

- April 5 – Reclassifications and promotions reopen

For more information about retention ratings, go to www.speea.org (click on drop-down menu for Member Tools/Career Information/Retention).

Honoring Martin Luther King

On Monday, Jan. 20, SPEEA offices will be closed in honor of Dr. Martin Luther King Jr., civil rights leader and economic justice advocate.

Seeking silent auction donations to help laid-off families

To help laid-off members’ families at the holidays, the Northwest Membership Activities Committee (MAC) is looking for donations for this year’s silent auction fundraiser at the NW Recognition Banquet. When dropping off an item at the SPEEA Everett or Tukwila halls, ask for a tax-deduction form for your records. Deadline to donate is Feb. 20. Questions? Email terryh@speea.org.

Negotiation Prep
kick off – P2

Member on
state board – P3

PM prep
pays off – P4



Everett Site Assembly

About 25 Council Reps, Area Reps and members attended the Everett Site Assembly (ESA) Jan. 8. The ESA gives members an opportunity to discuss issues related to their work area. Shown above (from left) are some of the attendees: Everett Council Reps **Nikki Wagener, Ron Smith, James Raskob** and **Suzanne Kamiya**.

Seeking award nominations

SPEEA is looking for nominations to recognize the contributions our activists make on a daily basis – both in the workplace and their communities. See details below.

- **Stephen Pezzini Helping Other People Excel (HOPE) award** - This award goes to a member who gives time, effort and benefits to the community, as well as being an active SPEEA member in *any* bargaining unit.

Submitting nomination - send an e-mail with the person's name and why you are nominating him or her (specific examples help) to terryhb@speea.org by Feb. 20.

- **Northwest Recognition Banquet** – SPEEA is seeking nominations for activists in the Northwest bargaining units. Award categories are:
 - New activist
 - Outstanding activist
 - Special leader
 - Lifetime achievement

Submitting nominations – complete the nomination form (available at www.speea.org) and send to terryhb@speea.org by Feb. 20.

Negotiation Prep kick off Feb.3

If you're a member interested in helping with the collective bargaining process, join the Northwest Negotiation Preparation Committee Monday, Feb. 3, from 5 to 7 p.m. at the SPEEA Seattle and Everett halls.

This committee helps to lay the groundwork for the 2016 Puget Sound contract negotiations.

Please RSVP where you plan to attend and note the date of the event and dietary restrictions such as food allergies or vegetarian.

SPEEA Tukwila (206) 433-0991
or e-mail sheilam@speea.org

SPEEA Everett (425) 355-2883
or email justinl@speea.org

Dues adjusted for 2014

The annual recalculation of SPEEA dues was performed in January, setting the monthly SPEEA dues rate for 2014 at \$ 42.01. The adjusted rate begins Feb. 13.

The calculation is based on a percentage of the average hourly rate of all the SPEEA bargaining units combined. Per the SPEEA constitution, the dues are set at 85% of the average hourly rate.

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Council Rep vacancies in Everett

Two Council Rep seats were recently vacated. See details below if interested in running for the vacant seat. Deadline: Feb. 11.

- Council Rep **Dennis Davaz** vacated his Council seat in District E-14 (representing Techs in the 40-21 and 40-22 buildings).
- Council Rep **Alex Ho** vacated his council seat in District E-29 (representing Profs in the 45-70, 45-80 and 45-801 buildings).

If you reside in either the E-14 or E-29 District, meet the minimum one-year SPEEA membership qualification and are interested

in serving your co-workers as their union rep, please complete and return your petition* by noon, Tuesday, Feb. 11. You can deliver the petition to the SPEEA Union Hall in Everett or fax to: (206) 374-2213.

Once seated, an extensive training course is provided.

If you have questions, contact **Terry Hall** at (206)674-7360 or email: terryh@speea.org

*The 2013-2015 Council Rep petitions can be downloaded at www.speea.org – see the drop-down menu for SPEEA Councils/Forms and Petitions.

UPCOMING TRAINING/EVENTS

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

Puget Sound

Boeing retirement process seminar

Wednesday, Jan. 22
SPEEA Tukwila (seminar is full)

Pension and retirement seminar

(With SPEEA Benefits Director **Matt Kempf**)

Wednesday, Jan. 29
SPEEA Tukwila (seminar is full)

Tuesday, Feb. 25
SPEEA Everett from (seminar is full)

Performance Management - Define

Wednesday, Jan. 29 - repeated Tuesday, Feb. 11
SPEEA Everett from 4:30 to 6 p.m.

Thursday, Jan. 30 - repeated Tuesday, Feb. 18
SPEEA Tukwila from 5 to 6:30 p.m.

New Hire Perspective: Promotions, Raises and Retentions

Monday, Feb. 10
SPEEA Tukwila/Everett at 5:30 p.m.

Wichita

Valentine's movie night discount

'That Awkward Moment' at the 13th Ave. Warren Theater

Thursday, Feb. 6 at 7 p.m.
(dinner available for purchase between 6 and 6:30 p.m.)

Tickets are \$9 – half off balcony seating – must be 21 or older
Purchase discount tickets only at SPEEA Wichita (space limited – first come/first served)

Hosted by the Midwest Membership Activities Committee (MAC)

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Member elected to Kansas state AFL-CIO board



Donna Lehane

At the Kansas AFL-CIO Biennial Convention, Midwest Council Rep **Donna Lehane** was re-elected to the state's AFL-CIO board of directors for a second two-year term.

She was nominated by the Kansas State AFL-CIO United Union Caucus, a statewide committee. She also belongs to the United Labor Caucus, which is part of the Wichita Hutchinson Labor Federation. Lehane serves as recording secretary and serves on the Executive Board for the seven-county Wichita Hutchinson Labor Federation.

At the two-day state AFL-CIO convention meeting in Topeka, more than 120 delegates attended to vote on motions and elect officers. The convention takes place on odd-numbered years.

NW Council actions – Dec. 12

At the regularly scheduled meeting, the Northwest Council voted on the following motion:

- **NW13-029** Proposed 2014/2015 Budget for Northwest Region Council. An amendment to the motion was passed: For: 55. Against: 21. The Council voted to approve the motion as amended: For: 69. Against: 5.



Executive Board/ Teller petitions due Jan. 22

If you're planning to run for Executive Board officer or the Teller Committee (overseeing elections), petitions are due by 5 p.m. (local time) Jan. 22 at your nearest SPEEA office.

- To be eligible for the **Executive Board**, candidates must have been a regular member in good standing for the preceding 24-month period.
- To be eligible for the **Teller Committee**, candidates must have been a regular member in good standing for the preceding 12-month period and cannot serve at the same time on the Executive Board, Council or Judicial Review Committee.

Candidate details, including petitions, campaign rules on use of company and union resources and other election requirements, are at www.speea.org (drop-down menu: Council Reps/Petitions and Forms).



Everett Council Rep **Evan Wipf** (left) talks with **Severin Wandji**, a project engineer, and **Chad Allie**, a propulsion engineer. They attended a recent Performance Management Define training with SPEEA Contract Administrator **Steve Spyridis**. Council Reps are encouraged to request a lunchtime training with Spyridis.

Performance Management

Preparation pays off

EVERETT – From **Evan Wipf's** experience as an Everett Council Rep, an ounce of prevention is worth a pound of cure. That's why he hosted a recent lunchtime meeting in his district on Performance Management (PM) with Contract Administrator **Steve Spyridis**.

As a Council Rep, Wipf is trained to attend disciplinary meetings for those who invoke their Weingarten right to union representation.

"Most of the problems I've tried to mediate could have been prevented with an ideal execution of the PM process," said Wipf, who became a Council Rep in 2012. "It's not always easy and it's not going to eliminate every problem, but it's something to shoot for."

Wipf, an engineer in the propulsion systems division, wants to see members succeed – "to do the work they enjoy and best

advance their careers," he said. That's why he hosted the PM lunchtime training with Spyridis, along with another meeting for the PM close-out last November.

"The majority of the problems I have seen in the workplace come down to communication paths that have broken down between the employee and supervisor," said Wipf, a member of SPEEA for about 30 years. "It's up to the member to take charge of the process."

The PM is critical to career growth, because it's linked to salary increases (beyond the minimum required by the contracts) and retention ratings.

"You should go in (to meetings with your manager on the PM) expecting to do the heavy lifting," said Wipf. "Anything you can do to promote clear communication is time well spent."

NLRB rules on FSRs

After years of effort and waiting for the National Labor Relations Board (NLRB) to act on behalf of Field Service Representatives (FSR), SPEEA received word our appeal to overturn the Region 19 ruling has been dismissed by the national board in Washington, D.C.

In issuing the decision, the national board agreed with the earlier order that Boeing's "non-professional Field Service Representatives (FSRs) do not share a sufficient community of interest" with SPEEA-represented employees in the Professional Bargaining Unit.

While disappointing, Organizing Committee member **Ross Hirsch** said the effort resulted in a number of improvements for FSRs, including:

- A mid-year raise for all FSRs (approximately 2%).
- Promotions for many FSRs.
- Overtime pay for FSRs instituted.
- Management reorganization.

"Based on all the factors, it is the Organizing Committee's recommendation that we take satisfaction from the progress made and discontinue this effort to join SPEEA," Ross said.



Sign up for home email at www.speea.org

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PST)

Week of January 20, 2014	
Wednesday, Jan. 22	4:30 p.m. NW Tellers
Thursday, Jan. 23	4:00 p.m. Executive Board
Thursday, Jan. 23	4:30 p.m. NW Labor Delegates
Week of January 27, 2014	
Monday, Jan. 27	5:00 p.m. NW Legislative & Public Affairs
Tuesday, Jan. 28	5:00 p.m. SPEEA Women's Advocacy Committee
Thursday, Jan. 30	4:00 p.m. SPEEA Diversity Committee
Week of February 3, 2014	
Monday, Feb. 3	4:30 p.m. Council Officers Meeting
Tuesday, Feb. 4	5:00 p.m. SPEEA Leadership Development & Training
Wednesday, Feb. 5	4:30 p.m. NW Action & Communications Taskforce Committee
Thursday, Feb. 6	4:00 p.m. Executive Board

MIDWEST MEETINGS (ALL TIMES CST)

Week of January 20, 2014	
Monday, Jan. 20	4:30 p.m. MW Governing Documents
Thursday, Jan. 23	6:00 p.m. Executive Board
Week of January 27, 2014	
Thursday, Jan. 30	6:00 p.m. SPEEA Diversity Committee
Week of February 3, 2014	
Monday, Feb. 3	6:30 p.m. Council Officers Meeting
Tuesday, Feb. 4	7:00 p.m. SPEEA Leadership Development & Training
Thursday, Feb. 6	4:30 p.m. MW Membership Activities Committee
Thursday, Feb. 6	6:00 p.m. Executive Board



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