

Representing aerospace professionals with competence, integrity and action



Guest speaker on IFPTE LEAP PAC

SEEA and IFPTE are working together to increase contributions to the IFPTE Legislative Education Action Program (LEAP) PAC (Political Action Committee). IFPTE Legislative and Political Director **Matt Biggs** (above in dark blue shirt) was at a training of the Legislative and Public Affairs Committee (L&PA) and the Action and Communication Taskforce (ACT) in Tukwila (connected to Everett and Portland). Biggs also attended the Northwest Council meeting Sept. 8. SPEEA recently established payroll deduction at Boeing for members who want to support IFPTE LEAP PAC and is working with Spirit AeroSystems.

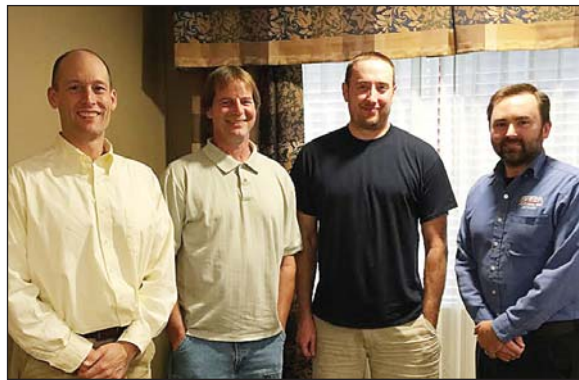
Negotiations start soon at Triumph

SPokane, Wash. – SPEEA, IFPTE Local 2001 contract negotiations with Triumph Composite Systems, Inc. are scheduled to start Sept. 19.

The team recently sent a reminder to members about checking their non-work email for negotiations updates.

The team includes SPEEA members **Alan Adams**, **Tim Conley** (Council Rep), **Paul Jones** and **Paul Zvonar** as well as SPEEA staff, including **Steve Spyridis**, contract administrator, **Matt Kempf**, benefits director and **Rich Plunkett**, director of strategic development.

In their message to the members, the team noted: “Our efforts during negotiations will rely on results from the member survey and your input to our team. We are hopeful bargaining is collaborative and advances using mutual problem solving. Preparations for



Shown here from left are SPEEA members **Paul Zvonar**, **Alan Adams** and **Paul Jones** (negotiation team members) with SPEEA President **Ryan Rule**. Not shown (on the team): **Tim Conley**, Council Rep at Triumph Composite Systems in Spokane. They were meeting with staff in preparation for negotiations.

negotiations included training designed to assure success regardless of the tenor of the sessions. Our goal is to negotiate an offer members can ratify with confidence.”

The current SPEEA-Triumph contract is online at www.speea.org.

Area Rep recognition reminder

SPEEA Council Reps are encouraged to host a lunchtime meeting for their Area Reps this month or next to say thanks for their outreach effort.

October is Area Rep recognition month!

Since SPEEA leaders combined the money for an AR recognition item for two years to allow the purchase of a SPEEA AR jacket, no item will be distributed for hand out this fall.

Council Reps are urged to use their SPEEA Area Rep lunch budget at this time and discuss ways to improve communication in the workplace.

IFPTE on agenda

At the lunchtime meetings, Northwest Council Reps are encouraged to include a guest speaker on the need and the process for using payroll deduction for voluntary donations to the IFPTE Legislative Education Action Program (LEAP) Political Action Committee (PAC). Contact aimet@speea.org if you're ready to schedule a meeting (provide the date, time, location and hosts – if more than one Council Rep).

SPEEA has established payroll deduction at Boeing and is in the process of establishing the same option for represented employees at Spirit AeroSystems. Members can also sign up for credit card deduction or one-time donations to the bipartisan PAC.

Spirit salary charts coming soon

WICHITA - Salary charts reflecting 2016 raises for the SPEEA-represented employees at Spirit AeroSystems will soon be online at www.speea.org.

Note - access is for members only. Charts are also available for SPEEA bargaining units at The Boeing Company. See www.speea.org – the drop-down menu for ‘Member Tools.’

Council Rep lessons learned – P2

Grant Review Committee – P3

State legislators conference – P4



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Members participate in labor training

SPEEA members joined more than 125 others at a week-long labor training to develop leadership skills. They attended the Summer Institute on Union Women (SIUW) in Los Angeles last month. Members from Puget Sound, Oregon and Wichita attended multi-day workshops on issues such as collective bargaining, young workers and organizing. SIUW participants could also take part in an informational picket (shown here) at a Los Angeles area grocery store, El Super, where wages and working conditions have been compared to Wal-Mart and contract negotiations are stalled.

Lessons learned from successful cases

Two Council Reps reported recent successes that led to lessons learned. In both cases, the issues were ultimately resolved in the members' favor.

'Win the Week' – Auburn Council Rep **Bill Barrett** worked with a member to meet a manager's requirements for a Notice of Remedial Action (NORA). Each week, the manager had a list of assignments and criteria, and each week, Barrett and the member would review the list and then have a discussion with the manager.

Barrett would ask "are we good this week?" That led the member to come up with "win the week." The phrase helped remind them both to stay focused on the work of that week, and not get sidetracked by past history.

"That phrase really helped me to keep my sights on the priorities as I was helping the member in a difficult situation," said Barrett. After successfully completing the NORA, the member was thankful for having union representation in a difficult time.

Sick leave payout – When Everett Council Rep **Mike Shea** heard about a member's request regarding sick leave payout, he wasn't sure how he could help.

The member had recently retired and didn't receive the full SPEEA benefit for sick leave. Shea reached out to a contract administrator who helped him follow up with the right people at Boeing who promptly took action to correct the problem.

"At the surface, I didn't think that there was

much we could do from our level to resolve this, but I learned that we could," Shea said. "It turned out to be an honest misunderstanding and my manager and HR rep were very supportive in getting it resolved."

CR vacancy in your district?

Interested in filling a Council Rep vacancy in your area? You are eligible if you are a bargaining unit member in good standing for a minimum of one year and are interested in serving your coworkers as their union rep. Once seated, an extensive training course is provided.

Complete and return your petition* to your nearest SPEEA Union Hall or fax to (206) 374-2213, along with a 150-word (max) statement in case of an election. If you have questions, contact **Terry Hall** at (206) 674-7360 or email terryh@speea.org.

*The 2015-2017 Council Rep petition can be downloaded at www.speea.org (drop-down menu for Councils/Forms and Petitions).

How to check for vacancies

Not sure if there's a vacancy? Go to www.speea.org - drop-down menu - Member Tools/Find your Council Rep. Council Rep districts with vacancies are noted – along with the contact information for current Council Reps in districts with no vacancies.



Shown here are Northwest Council officers and members of the STEM grant review committee. Shown in the photo above are **Tony Hickerson**, NW Council chair, **Dennis Davaz** and **Orlando De Los Santos**, NW Council treasurer. In the second photo from left, are **James Raskob**, Northwest Council secretary, **Todd Rosenfelt**, and **Chris McMuldloch**, also a Council Rep. Not shown (participating in Everett): **Marjorie Blanco**.

Grant review committee at work

The review committee for Northwest Council grants related to Science, Technology, Engineering and Math (STEM) reviewed and recommended more than 50 applicants.

The Northwest Council was set to vote on the committee's recommendation Sept. 8. The grants are intended to encourage young people to consider STEM-related careers.

Dozens of the applicants were affiliated with high school robotics teams. Each applicant must have a SPEEA member involved as a volunteer, mentor or parent.



Labor Day celebrations

SPEEA members are shown here at Labor Day celebrations in Wichita and Seattle. In Seattle, SPEEA, IFPTE Local 2001 donated several hundred ice cream snacks to the Martin Luther King County Labor Council, AFL-CIO, event at the Labor Temple Sept. 5, which included games, food and music. Executive Board members **Brent McFarlane** and **Joel Funfar** were among the participants/volunteers along with SPEEA staff **Elaine Carlson** (Funfar and Carlson shown here). Midwest Council Rep **Donna Lebane** and other members took part in the Wichita/Hutchison Labor Federation event Sept. 3, which featured food and bingo with prizes.



TRAINING/ EVENTS

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

PUGET SOUND

Early/mid-career financial planning

SPEEA Benefits Director **Matt Kempf**
Wednesday, Sept. 14 – 5 to 7 p.m.

SPEEA Tukwila

Tuesday, Oct. 4 – 4:30 to 6:30 p.m.

SPEEA Everett

Ed Wells Partnership

SPEEA Veterans Committee kickoff

Thursday, Sept. 29 at 4 p.m.
SPEEA Tukwila and Everett

Photos with Santa

Saturday, Dec. 3 – 10 a.m. to 2 p.m.

SPEEA Everett

Saturday, Dec. 10 – 10 a.m. to 2 p.m.

SPEEA Tukwila

Northwest Membership Activities Committee

Wichita

SPEEA Veterans Committee kickoff

Thursday, Sept. 29 at 6 p.m.
SPEEA Wichita

Veterans Day Parade

Saturday, Nov. 5 - 11 a.m.

Join SPEEA members to hand out small flags along the parade route

Midwest Membership Activities Committee

Bowling with Santa

Saturday, Dec. 10 – 1:30 to 4:30 p.m.

Derby Bowl, Wichita

Midwest Membership Activities Committee





Attending a Northwest Council meeting

Don Fleming, an Area Rep since June, is shown here (left) with Council Rep **Gordon Yip** after the Northwest Council meeting Aug. 11. Fleming's Council Rep, **Joseph Pham** invited Fleming to the meeting, where Fleming ran into former classmate and friend Yip. Both Yip and Pham "have given me good insight" into SPEEA, said Fleming, who works at Boeing Renton. "It's not just a way to pay the bills," Fleming said about his interest in his work, "but to continue having a good job, I realize the importance of SPEEA."

Conference of state legislators sheds light

SPEEA members took a closer look at issues that are on the agendas for state lawmakers at the National Conference of State Legislators (NCSL) in Chicago.

"It was great to see how our state legislators are thinking about issues going on in the community," said **Emily Brent-Fulps**, Oregon Council Rep who attended for the first time. "It was really good to see the state lawmakers would speak up on our behalf."

Matthew Joyce, Wichita and SPEEA Council officer, highlighted some of the workshops he attended on issues such as

filling the Supreme Court vacancy and the impact that could have on issues, including labor. "It was a very lively discussion," he said.

Among the workshops attended, he noted the International Trade Panel and Discussion and a session called "The Seismic Demographic Shift: Generations in the Office," which noted the impact of Generation X as it enters the workforce.

Judy Mogan, Northwest Legislative and Public Affairs (L&PA) committee chair, also attended the conference.

Executive Board mini-minutes – Aug. 18

Attendees: Ryan Rule, Jimmie Mathis, Joel Funfar, Shannon (Moriarty) Deacon, Brent McFarlane, Nikki Wagener

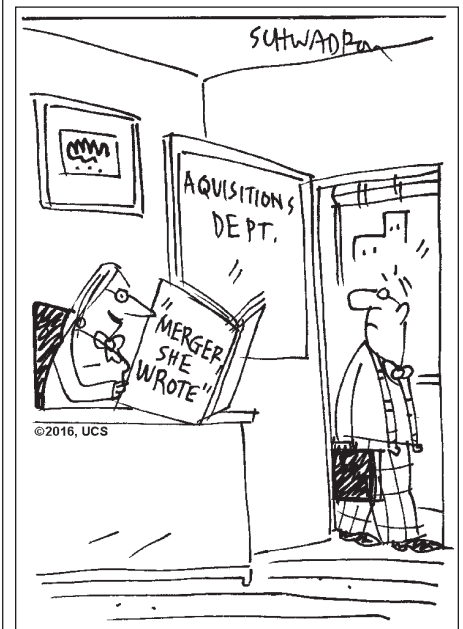
Excused: Keith Covert

Council officers: Orlando De Los Santos, Mark Gayer

Staff: Ray Goforth, Robin Fleming, Earl Carter, Rich Plunkett, Steve Spyridis

At their regular meeting, the Board:

- Approved up to \$150 for meals at the Everett Site Assembly meeting at the Everett office tentatively scheduled for Aug. 29 and incorporate an Everett Site Assembly meeting meal once every eight months into the fiscal year 2018 budget.



UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PDT)

Week of September 12, 2016	
Tuesday, Sept. 13	4:30 p.m. Young Members Committee
Wednesday, Sept. 14	4:00 p.m. Diversity Committee
Thursday, Sept. 15	4:00 p.m. Executive Board
Week of September 19, 2016	
Monday, Sept. 19	3:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, Sept. 20	4:00 p.m. Organizational Planning
Wednesday, Sept. 21	4:00 p.m. SPEEA Governing Documents
Wednesday, Sept. 21	5:00 p.m. NW Governing Documents
Wednesday, Sept. 21	5:00 p.m. Membership Activities Committee
Thursday, Sept. 22	4:30 p.m. Labor Delegates
Week of September 26, 2016	
Monday, Sept. 26	4:30 p.m. NW Legislative & Public Affairs
Tuesday, Sept. 27	4:30 p.m. NW Women's Advocacy Committee
Wednesday, Sept. 28	4:30 p.m. New Hire Committee
Thursday, Sept. 29	4:00 p.m. Veterans Committee

MIDWEST MEETINGS (ALL TIMES CDT)

Week of September 12, 2016	
Wednesday, Sept. 14	6:00 p.m. Diversity Committee
Thursday, Sept. 15	6:00 p.m. Executive Board
Week of September 19, 2016	
Monday, Sept. 19	4:30 p.m. MW Legislative & Public Affairs
Monday, Sept. 19	5:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, Sept. 20	4:00 p.m. MW Governing Documents
Wednesday, Sept. 21	6:00 p.m. SPEEA Governing Documents
Week of September 26, 2016	
Tuesday, Sept. 27	4:30 p.m. MW Women's Advocacy Committee
Thursday, Sept. 29	6:00 p.m. Veterans Committee