

Representing aerospace professionals with competence, integrity and action



About 25 SPEEA elected leaders, members and represented employees came to the Wichita office Nov. 30 to discuss work-place issues, such as Spirit's new Bring Your Own Device (BYOD) cell phone policy affecting non-represented employees.

Questions growing about BYOD

Work disruption likely from Spirit's BYOD program

WICHITA, Kan. – SPEEA continues to receive questions around Spirit's "Bring Your Own Device" (BYOD) program and the decision to turn off ALL company provided cell phones on Dec. 15.

SPEEA-represented employees are exempt from the BYOD program because management is unwilling to address concerns regarding the protection and safety of employees' information and provide equitable reimbursement for the use of personal mobile phones. With management putting proprietary software on employees' personal cell phones, your information is at risk.

The exemption for 2,500 SPEEA-represented employees resulted after union officials met with Spirit management.

Among our concerns are:

- 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 (dropdown menu: Find Your Council Rep).

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

See the link at www.speea.org (home page) for "Questions SPEEA-represented employees are asking about Spirit's BYOD."

SPEEA hiring two new Northwest staff

Due to a transfer and departure, SPEEA is looking to fill two open staff positions. Both jobs are based at either SPEEA Tukwila or SPEEA Everett with flexibility to partially work from home.

- **SPEEA organizer** – This job is geared toward assisting with organizing and campaign support. Labor union professionals with experience in bargaining or other facets of union representation are welcome to apply. External union organizing experience is required. This position will help non-union workers through the process of forming their own union, help grow SPEEA through internal organizing campaigns and more.
- **SPEEA ACE workforce training coordinator** – Manage SPEEA's Aerospace Career Enhancement (ACE) worker training program, which offers a mix of technical training and leadership development. This role requires research, data analysis, outreach and coordination with instructors, schools and others. This is a temporary position through June 30 with the possibility of continued funding through a state grant which funds the ACE program.

Learn more about the openings, including salary ranges and application details, at www.unionjobs.com (search SPEEA).



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.

PM training - P2

ACE success - P3

Meet lawmakers - P4

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

| | |
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| 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 Communications

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

speea@speea.org • www.speea.org

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 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



SPEEA members are shown above in Renton at a lunchtime training on Performance Management presented by Contract Administrator **Michael Hochberg**.

Performance Management**Renton lunchtime meeting offers tips for close-out**

RENTON, Wash. – At a lunchtime meeting Nov. 30, members learned strategies and techniques to get more out of their Boeing Performance Management (PM) close-out.

At least 30 people attended in person and another 50 listened online to a presentation by Renton Contract Administrator **Michael Hochberg**. Council Rep **Dan Sergent** hosted the meeting.

Hochberg shared tips for preparing for the close-out as well as what to do during the meeting.

Key takeaways

- **Talk to your manager** – Listen and ask clarifying questions to find out what your boss expects for you to meet or exceed expectations. “Don’t leave the PM meeting without knowing how to get the grade/score you want,” Hochberg said. If the manager needs to cut the conversation short, request another meeting.
- **Know your competencies** – During the meeting, talk with your manager about your 2022 competencies to gain their perspective. A list of competencies can be found on your retention rating notification sheet. Ask your manager for your 2023 competencies if you cannot

find them in Worklife. Competency scores make up 60% of your composite score, which is a major factor in retention ratings and raises.

- **PM matters** – Put some effort into your PM process, urged Hochberg. The priorities and Performance Values (PV) make up the other 40% of your composite score which affects retention ratings.
- **Overall Performance Assessment (OPA)** – After your PM close-out, you are assigned an OPA rating from exemplary to not effective. This is based on your PM scores and how you compare with your peers in your job family and level.
- **Questions?** – Council Reps in every district can help members connect with their contract administrator or you can email speea@speea.org and ask for your site’s contract administrator.

“The goal is to seek to understand and grow, not get into an argument with your manager,” Hochberg said. If you need help, ask.

Reminder

Council Reps can host lunchtime meetings with their site’s SPEEA contract administrator on topics such as Performance Management. Area Reps and members can also request lunchtime meetings.

Executive Board mini minutes – Nov. 3

Attendees: Ryan Rule, Dan Nowlin, John Dimas, Deena Hougham, Chris Streckfus, Mike Arrington

Excused: Shaunna Winton

Council officers: R Matthew Joyce, Byron Henderson, David Garrett, Peter Goodfellow, Jeff Forbes, Theryl Johnson

Guests: Jimmie Mathis, Frank Wiesner

Staff: Ray Goforth, BJ Moore, Steve Spyridis, Rich Plunkett, Matt Kempf, Bill Dugovich,

Robin Fleming, Brandon Anderson

At their regular meeting, the Board:

- Approved reprinting 750 Wichita Technical and Professional Unit (WTPU) contracts, funds not to exceed \$3,300.
- Approved funding up to \$2,000 for members to attend Washington State Labor Council (WSLC), AFL-CIO Legislative Day 2023 in Olympia, Washington.

Congrats to ACE for major accomplishments

Since launching two years ago, SPEEA Aerospace Career Enhancement has succeeded in promoting, expanding and enhancing workforce training and education in aerospace.

ACE accomplishments

- More than 100 scholarships awarded to students in need through partnerships with 15 Washington state colleges and universities as well as eight technical and professional organizations
- More than 50 learning events offered online, in-person and hybrid
- More than 30 mentor matches between aerospace students and aerospace professionals

About ACE

The state of Washington's \$5 million grant allowed SPEEA to develop and administer the program. ACE continues to:

- Provide tuition and child-care assistance to students pursuing engineering and

other high demand degrees at Washington public colleges and universities.

- Offer free technical and professional training to help advance the professional and technical aerospace workforce.
- Explore apprenticeships within engineering and technical professional occupations.

Mentors needed

SPEEA members are invited to become ACE mentors to aerospace students. ACE offers monthly events for mentors and mentees. Mentor coaching is available. Email ace@speea.org with any questions and to sign up.

ACE survey

If you haven't already taken the 10-question ACE survey, go to <https://bit.ly/SPEEA-ACE>. Your input will help ACE to improve and grow.

Learn more about ACE at www.aerocareer.org.

New Council Rep vacancies

SPEEA has seven new Council Rep interim vacancies in the Northwest and Midwest.

New vacancies

Auburn – A-1 – representing Profs in buildings 17-07, 17-10, 17-12, 17-15, 17-45, 17-70

Everett

- **E-12** – representing Techs in building 40-56
- **E-13** – representing Profs in building 40-87, floors 3 and 4
- **E-31** – representing Profs in building 45-802
- **E-33** – representing Profs in buildings 7-20 and 45-801

Facilities – X-10 – at-large position to be filled by a Safety Health and Environmental Affairs (SHEA)/Facilities employee

Spirit AeroSystems – S-2 – representing Wichita Technical and Professional Unit (WTPU) in buildings 3-1900, 4-056G and 5-5086

Departing Council Reps

Council Reps who recently resigned their seats are **Doug Brazeal** (A-1), **Sean Peters** (E-12), **Kayhan Ezati** (E-13), **Brad Kibbel** (E-31), **Carolyn Wilson** (E-33), **Roger Aisaka** (X-10) and **Shelly Jones** (S-2).

TRAINING/ EVENTS

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

Midwest

SPEEA Night at Lights on Ability Point

Thursday, Dec. 15, 5-9 p.m.
Formerly Lights on St. Paul

Email daryl.i.doshier@spiritaero.com
to volunteer

*Fundraiser benefits Ability Point
(formerly Arc of Sedgwick County)*

Young Professionals no-host social

Friday, Jan. 13, 4:30 p.m.
Social Tap

4510 E 19th St N Suite #101, Wichita

Midwest Young Professionals Committee

Executive Board

SPEEA regional vice president seats up for election

If you're ready to take your union involvement to a higher level, consider running for a regional vice president seat on the Executive Board.

- Northwest – three seats
- Midwest – one seat

About the election

Eligibility – Candidates must have been a regular SPEEA member in good standing for the preceding twenty-four-month period.

Election instructions – See the election booklet at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations). The election booklet includes the petition, deadlines and candidate questions.

Timeline – Petitions and candidate information are due toward the end of January. SPEEA sends ballots to all members in good standing in February. Votes are counted March 8. New two-year terms start March 22.

Eligibility

If you work in a district with an open seat, meet the minimum one-year SPEEA membership requirement and are interested in serving your co-workers as their union rep, complete and return your petition by noon, Tuesday, Jan. 10.

Steps to apply

- **Instructions and petition** – Download the election information and petition booklet on SPEEA's website, at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations). The instructions include a template for collecting petition signatures if working remote.
- **Complete petition** – Fill out the required information and obtain the signatures of at least 15 SPEEA members in good standing from your district.
- **Submit petition** – Email petition to petitions@speea.org by noon, Tuesday, Jan. 10.
- **Platform statement** – Email your statement to petitions@speea.org. The 150-word (max) statement is for a ballot packet if an election occurs.

Questions? Email petitions@speea.org.

Additional Council Rep vacancies are in the district roster at www.speea.org (drop-down menu: Councils/Find Your Council Rep).

Save the date for SPEEA in Olympia, Jan. 24

SPEEA members interested in meeting with Washington state lawmakers in Olympia can 'save the date' Tuesday, Jan. 24.

The Northwest Legislative and Public Affairs (L&PA) Committee is working with SPEEA staff to schedule appointments with lawmakers.

The small-group meetings will focus on issues impacting our workforce, wages and job security.

No experience is required. On the day of the event, you will learn tips and tools to help you make the most of this time with your elected leaders. First-timers will pair up with SPEEA members who participated in similar meetings.

Members will be reimbursed for travel costs, including mileage and parking fees. Lunch and morning coffee will be provided.

Why this matters

Every year, state lawmakers consider countless bills having a direct impact on our wages, workplace, retirement, education, job security and collective bargaining rights.

Our members' efforts to speak with lawmakers are critical to ensuring aerospace workers and their families are a top priority for lawmakers when making decisions in Olympia.

To sign up, go to actionnetwork.org/events/speea-lobby-day-in-olympia/.

2023 SPEEA NW legislative priorities

- Support state funding for aerospace workforce grants
- Develop accountability and labor standards in state grants and incentives
- Enhance access to affordable housing for

working families

- Improve access to affordable quality childcare
- Grow local access to Sustainable Aviation Fuels (SAFs)

About NW L&PA

This committee analyzes pending state and local legislation/issues at all levels of government and candidates' positions as they relate to the Northwest Region's goals and objectives. Any federal or international issues impacting more than one region will be referred to the SPEEA L&PA Committee. All legislative issues will be in compliance with the Northwest Policy on legislative issues and endorsements. The committee meets at 4:30 p.m. on the fourth Monday of the month. Email meetings@speea.org to request the meeting link.

Plan ahead for upcoming ACE classes

Check out upcoming SPEEA Aerospace Career Enhancement (ACE) classes and register at canvas.aerocareer.org.

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



Upcoming classes

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

First Aid/CPR/AED – This certification training incorporates the latest science and teaches students to recognize and care for a variety of first-aid emergencies such as burns, cuts, scrapes, sudden illnesses, head, neck, back injuries, heat and cold emergencies and how to respond to breathing and cardiac emergencies.

Saturday, Jan. 21
9 a.m. to 1 p.m.
SPEEA Tukwila

Saturday, Jan. 28
9 a.m. to 1 p.m.
SPEEA Everett

Washington state law

Reminder on travel pay for Boeing Techs

At a recent Northwest Council meeting, Council Reps were reminded about SPEEA-Boeing Tech travel time.

If you're a SPEEA-represented Tech in Washington state, you get paid for your work travel time, per a change in Washington state law last year.

This applies to ALL travel time, including travel time to the airport, from the airport to the hotel and from the airport back to home.

For more information, see the Boeing Paid Time at Work Handbook.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

| Week of December 12, 2022 | |
|---------------------------|---|
| Wednesday, Dec. 14 | 4:30 p.m. NW New Hire/Young Members |
| Wednesday, Dec. 14 | 4:30 p.m. SPEEA Diversity |
| Thursday, Dec. 15 | 4:00 p.m. Executive Board |
| Week of December 19, 2022 | |
| Monday, Dec. 19 | 4:00 p.m. SPEEA Legislative & Public Affairs |
| Monday, Dec. 19 | 4:30 p.m. NW Legislative & Public Affairs |
| Week of January 2, 2023 | |
| Tuesday, Jan. 3 | 3:30 p.m. NW Council officers |
| Tuesday, Jan. 3 | 4:00 p.m. Council officers |
| Wednesday, Jan. 4 | 4:30 p.m. NW Action and Communication Taskforce |
| Thursday, Jan. 5 | 4:00 p.m. Executive Board |

MIDWEST MEETINGS (ALL TIMES CT)

| Week of December 12, 2022 | |
|---------------------------|--|
| Wednesday, Dec. 14 | 6:30 p.m. SPEEA Diversity |
| Thursday, Dec. 15 | 4:30 p.m. MW Young Professionals |
| Thursday, Dec. 15 | 6:00 p.m. Executive Board |
| Week of December 19, 2022 | |
| Monday, Dec. 19 | 4:30 p.m. MW Legislative & Public Affairs |
| Monday, Dec. 19 | 6:00 p.m. SPEEA Legislative & Public Affairs |
| Tuesday, Dec. 20 | 11:00 a.m. MW Council officers |
| Week of January 2, 2023 | |
| Tuesday, Jan. 3 | 6:00 p.m. Council officers |
| Thursday, Jan. 5 | 4:30 p.m. MW MAC |
| Thursday, Jan. 5 | 6:00 p.m. Executive Board |

Meetings are being held virtually and are subject to change/cancellations. See online regional calendars at www.speea.org for details.