

Representing aerospace professionals with competence, integrity and action



Portland members turn out for BBQ

About 120 came out for a hot dog lunch July 17, hosted by SPEEA Council Reps **Emily Brent-Fulps** and **Albert Phillips**. SPEEA Treasurer **Jimmie Mathis** and NW Council Treasurer **Mike Arrington** came down to help and show support for Portland members. SPEEA Contract Administrator **Mike Hochberg** helped organize the event and met with individual members who had questions about their SPEEA contract and/or workplace issues.

Non-Boeing personnel

ULP settlement requires Boeing to provide data

SEATTLE – The Boeing Company and SPEEA have agreed to settle a recent Unfair Labor Practice (ULP) charge SPEEA filed in May. The agreement required a posting that employees recently received, and Boeing must furnish the data requested by SPEEA that led to the charge in the first place.

A year ago, SPEEA requested the data which is relevant to contract administration. After a lengthy delay, misleading and incomplete data, SPEEA filed a grievance and filed the ULP with Region 19 of the National Labor Relations Board. The arbitration on the matter is currently scheduled for this fall.

“Our grievance states Boeing has expanded the use of Contract Labor without adhering to the required process by falsely labeling it as Purchased Services,” said **Rich Plunkett**, SPEEA director of strategic development. He discussed the ULP in a May 3 SPEEA News article.

“In our investigation, it became apparent local management has a perverse incentive to use Purchased Services over Contract Labor. Organizations are assessed a ‘headcount tax’ for each Boeing employee AND each contractor reporting to that same group. On the other hand, this tax is not levied for individuals coded as Purchased Services,” he said.

“It is unclear how this financial sleight of hand benefits Boeing’s bottom line but is indicative of the sub-optimizing, cost-cutting culture of Boeing today,” he said. “We need the data to understand the full scope of the situation.”

He also pointed out “this clandestine use of

non-Boeing personnel is also frequently out of sight of the skill teams – the management group responsible for managing the necessary resident expertise for current and future work.”

In SPEEA contracts

SPEEA contracts allow for non-Boeing personnel to perform bargaining unit work on site, but also spell out the associated conditions, definitions and limitations.

Article 1 and Article 22 in the Professional (engineering) and Technical contracts spell out who is represented by SPEEA by virtue of the work performed.

Article 9 in both contracts contains the details relating to non-Boeing labor and the normal reporting requirements. This data is used for forecasting discussions in concert with Article 9 and Letters of Understanding (LOU) 6, 8, 9, 21 and 28.

About non-Boeing labor

Contract Labor – This is technical or engineering personnel supplied to Boeing through a third-party in the business of recruiting and supplying contracted staff to other companies. Contract personnel typically perform Boeing work on Boeing premises and are supervised by Boeing managers.

Purchased Services – This is non-Boeing labor wherein specialized engineering or technical services obtained from an outside company specifically to be used by or incorporated into a product or service. Generally, Purchased Services are contracted

to complete defined statements of work.

The application, notification and protections afforded SPEEA members is significantly different for these two categories of non-Boeing labor.

For more information, contact your Council Rep or local SPEEA office. SPEEA has begun a few lunchtime meetings in areas where these individuals are resident in order to better hone our case.

Salary increase timeline for Spirit AeroSystems

WICHITA - Spirit AeroSystems salary increases will be posted after Aug. 2 and will be backdated to July 5. Raises and applicable back pay will appear in the Aug. 22 paycheck.

The backdating ensures employees receive all the appropriate pay for any increases to their base salary they may receive and also meets SPEEA contractual requirements.

SPEEA staff will monitor the salary exercise to ensure contractual minimums were applied in accordance with the Wichita Engineering Unit (WEU) and Wichita Technical and Professional Unit (WTPU) collective bargaining agreements.

Managers will start distributing salary planning notifications the week of Aug. 5.

Robert’s Rules – P2

MW Teller retires – P3

SIUW training – P4



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Robert's Rules training draws crowd

Nearly 35 took part in Robert's Rules training for effective meetings July 23 at SPEEA Tukwila and Wichita. Shown here are participants in Tukwila. SPEEA hosts the training for Council Reps and committee officers to learn more about how to conduct and participate in meetings that follow parliamentary procedure. The trainer, **Ann MacFarlane**, is a professional registered parliamentarian who co-wrote 'Mastering Council Meetings.' She has been training elected officers, staff and non-profit board members across the country since launching Jurassic Parliament in 2000.

Good of the union

Putting SPEEA front and center



Tami Reichersamer

EVERETT – Boeing stockholders and executives were recently invited to a special event at the Everett Delivery Center. Everett Council Rep **Tami Reichersamer** was 'there' too, and she made sure to put SPEEA front and center even though she wasn't invited.

Reichersamer and **Tuan Lam** were asked to pose for a photo that appeared on a banner at the event held earlier in July. The two, who are both SPEEA members, were singled out in recognition of their award-winning

work to improve workflow in final assembly. Before Reichersamer left to join the photography team on the factory floor, she grabbed the closest SPEEA item she had handy, which turned out to be a SPEEA jacket. The logo is prominently displayed on the front of the jacket. "That's the good news," she said, sharing this 'success' during the Northwest Council meeting's 'Good of the Union.' "It was sort of like we were there."

She looks for opportunities to show where SPEEA and the company can work together. "It would be nice to do that (working together) more often."

Apply for NW STEM grant

If you are a Northwest SPEEA member involved with students working on Science, Technology, Engineering and Math (STEM) projects, apply for a STEM grant.

The Northwest Council distributes grants to encourage students to pursue STEM-related careers.

The deadline to apply is Thursday, Aug. 15. See details at www.speea.org.

Union Solidarity Night with Everett AquaSox

EVERETT – Join other union members for Union Solidarity Night at the AquaSox, minor league baseball, Thursday, Aug. 15. The gates open at 6 p.m., and the game starts at 7:05 p.m. at Funko Field, 3900 Broadway, Everett.

A limited number of free ticket vouchers are available at the SPEEA Puget Sound halls.

Come early to check out the union booths and enjoy discount items at the concession stands, including \$2.50 hot dogs and \$2.50 popcorn.



More Tellers needed

Midwest Teller chair retires

**RG Reser**

WICHITA – **RG Reser**, a SPEEA Teller, retires from Spirit AeroSystems July 31.

With Reser's departure, the Midwest needs more Tellers. "There are a lot of positives to being a Teller. When you leave a meeting, you know you did your job right," he said, referring to counting ballots for Council officer elections, for example.

"You want someone to be grounded, not looking for personal achievement," he said. "It's not hard. Sometimes you get accolades, but it's mostly behind the scenes."

He describes the Teller role as complying with the rules and laws when counting ballots and hearing election charges. "That's what we do," he said. "I learned it's kind of like being on staff for Congress. You're not there to vote (at a Council meeting, for example) but you understand what's going on."

Reser, a business relationship manager, is a member of the Wichita Technical and Professional Unit (WTPU). He joined the union to have a say in how it worked. "I got tired of being the non-member talking about what the union is not doing."

Before he became a Teller, he recalls a problem SPEEA helped resolve. He was working through a Notice of Remedial Action (NORA). His Council Rep asked pointed questions of the manager at each meeting – including whether or not Reser was meeting the action plan and if he was, why did the

manager still have Reser on the plan. "The manager dropped it because I had a Council Rep," Reser said.

About RG Reser

Reser spent 33-plus years in aerospace and 41 years total in Information Technology. He has a master's in management and a Green Belt Six Sigma, a business management approach to improving processes.

He served as a Council Rep in 2015 and became a Teller in 2016.

He served in the U.S. Air Force at Strategic Air Command (SAC) Headquarters during the Vietnam War. His community involvement includes life membership in the American Legion. He was commander in 2013. He was master of the Mason Lodge in 2016 and is a life member. He was president of the Peach Capital Soccer Club for two years and Little League baseball coach for 11 years.

Run for Teller Committees

If you are interested in the SPEEA election process, submit a petition for your region's Teller Committee, which oversees SPEEA elections.

To be eligible, you must be a regular SPEEA member in good standing for at least the past 12 months and cannot serve at the same time on the Executive Board, Council or Judicial Review Committee.

Teller petitions are available at www.speea.org (see the link for Councils/Forms and Petitions). Petitions and statements (in case of a contested election) are due by Thursday, Aug. 29.

Support grocery workers at informational pickets

Support efforts to secure fair contracts for grocery store workers at informational pickets in Tacoma July 30 and Aug. 1.

If you can attend, members of United Food and Commercial Workers (UFCW) Local 367 will provide signs for the picket in front of the stores. UFCW Local 367 represents Pierce County workers at Fred Meyer, Safeway and Albertson's.

Informational Pickets

Tuesday, July 30 - Fred Meyer,
4505 S. 19th St.

Thursday, Aug. 1 - Fred Meyer,
7250 Pacific Ave.

Times are the same both days - 10 a.m. to noon, 2 - 4 p.m. and 6 - 8 p.m.

About the effort

Workers are facing horrible first offers from their employers, including pay cuts and take-aways in shift differential pay and holiday pay.

Other unions involved include UFCW Local 21 & Teamsters Local 38. These unions represent workers in King, Kitsap, Snohomish, Skagit and Whatcom counties.

Stay connected



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

TRAINING/ EVENTS

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

PUGET SOUND

Union Solidarity Night at the AquaSox

Thursday, Aug. 15 - 7:05 p.m.
Everett AquaSox vs. Tri-City Dust Devils-
Funko Field, Everett

Ticket vouchers at
SPEEA Puget Sound halls

Snohomish and Island County Labor Councils

Denny Creek Trail hike

Saturday, Aug. 17 - 8 a.m.
Carpool from Eastgate Park and Ride
to Snoqualmie Pass

Six miles roundtrip - elevation
gain of 1,345 feet

Email speea@speea.org

NW Young Members Committee

SPEEA 101

Tuesday, Aug. 20 - 5 p.m.
SPEEA Tukwila

Email speea@speea.org - space limited
\$50 gift card for first-time attendees if
dues-paying member hired within past year

NW New Hire/Young Members Committees

WICHITA

Discount tickets

All Star Adventures

Wristbands - \$8 each

Good from Sept. 1-30

Open Labor Day, Sept. 2, and weekends

On sale Aug. 1 at SPEEA Wichita only

Midwest Membership Activities Committee

ICT S.O.S. Race for Freedom

5K race/walk

Saturday, Sept. 7 - 8 a.m.
Carpenter Place, Wichita

Join the SPEEA team
'Because People Matter'

Registration form online at
www.speea.org (SPEEA Events)

SPEEA Midwest Council

Gaining awareness at training to fight oppression

VANCOUVER, B.C. – Changing the world starts with awareness. That was the foundation of a four-day training organized by the Summer Institute for Union Women (SIUW).

SPEEA members and staff joined about 200 participants attending workshops, joining solidarity actions and listening to guest speakers address issues related to the theme of “Equity! Justice! Reconciliation!”

“I learned how important language is,” said **Amy Freiburghaus**, Developmental Center Council Rep and chair of the NW Women’s Advocacy Committee (WAC). “The words you say and hear every day make a difference. When you make a mistake you need to own up to it.”

Freiburghaus, an electrical design and analysis engineer, wanted to go to “learn about others, to challenge my own conscious and unconscious biases and to learn how to fight oppression!”

She learned a lot from other participants. For example, she shared her experiences as a new mother with a participant in the film industry who wants to start a conversation on having dedicated mothers’ rooms where she works.

“Getting to talk with this woman and sharing with her how Boeing does their mothers’ rooms as well as the improvements I would like to see Boeing make was amazing,” Freiburghaus said.

SIUW rotates every year among Western region states and provinces. The training



Shown here from left are **Catherine Owen**, NW Women’s Advocacy Committee (WAC) vice chair, **Elaine Carlson**, SPEEA staff, and **Amy Freiburghaus**, WAC chair, with her daughter. They joined about 200 participating in labor training for women.

this year took place at the University of British Columbia, Vancouver, located on the unceded territory of the x̱m̱əθḵʷəy̱’əm (Musqueam) First Nation. To raise awareness of the First Nations’ struggles, participants watched “The Road Forward,” a musical documentary about the history of Indian Nationalism, beginning in the 1930s.

Elaine Carlson, SPEEA staff, went to the conference to learn from the classes, connect with other labor union women and also look at ways to help promote awareness. “It’s not enough to say we didn’t know,” she said, about learning about how specific words can cause harm to some. “We have to recognize we have many different types of members. I wanted to learn how to be an ally to all of those members.”

Carlson, who is also active in her union, Office and Professional Employees International Union (OPEIU) Local 8, also noted how glad she was to take part in SIUW protests for workers and immigrant rights. “As much as we talk about helping one another, here we are actually doing it.”

Wichita discount tickets for All Star Adventures

WICHITA - The Midwest Membership Activities Committee (MAC) arranged for discount tickets for members and their families to enjoy All Star Adventures in September.

Tickets are only \$8 each for a wrist band good for three hours during open hours in September

Open hours in September

- Fridays – 5 to 10 p.m.
- Saturdays – 11 a.m. to 10 p.m.
- Sundays - 11 a.m. to 9 p.m.

Amusement rides are also open Labor Day, Monday, Sept. 2.

All Star Adventures offers miniature golf, go-karts, bumper cars, rookie go-karts and bumper boats. The discount tickets include 20 tokens for arcade games.

Tickets go on sale starting Aug. 1 only at the SPEEA Wichita office.

Northwest Council actions – July 11

At their regular meeting, the Northwest Council

- Heard an update on Northwest policy manual changes
- Voted to pass the following motions:
 - ♦ **NW19-020:** Support of United Food and Commercial Workers (UFCW) Local 21, United Food and Commercial Workers Local 367 & Teamsters Local 38 in negotiations with grocery stores. Voice vote. For: Most. Against: Few.
 - ♦ **NW19-021:** Waiver for 2019 Council Rep Election. The motion unanimously passed on a voice vote.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PDT)

Week of July 29, 2019	
Monday, July 29	4:00 p.m. Council Officers
Thursday, Aug. 1	4:00 p.m. Executive Board
Week of Aug. 5, 2019	
Tuesday, Aug. 6	4:00 p.m. SPEEA Leadership Development & Training
Wednesday, Aug. 7	4:30 p.m. NW Action & Communication Taskforce
Thursday, Aug. 8	TBD NW Council
Week of Aug. 12, 2019	
Wednesday, Aug. 14	4:00 p.m. SPEEA Diversity
Thursday, Aug. 15	4:00 p.m. Executive Board

MIDWEST MEETINGS (ALL TIMES CDT)

Week of July 29, 2019	
Monday, July 29	6:00 p.m. Council Officers
Thursday, Aug. 1	4:15 p.m. MW Membership Activities
Thursday, Aug. 1	6:00 p.m. Executive Board
Week of Aug. 5, 2019	
Tuesday, Aug. 6	6:00 p.m. SPEEA Leadership Development & Training
Thursday, Aug. 8	4:30 p.m. MW Council
Week of Aug. 12, 2019	
Wednesday, Aug. 14	6:00 p.m. SPEEA Diversity
Thursday, Aug. 15	6:00 p.m. Executive Board