Solidarity from the membership seems to be expected by many of the existing officers, but how can we have solidarity when the officers themselves don't foster the ideas of our members? The officers of SPEEA need to listen to the members, find groups of members with common interests and help them succeed in accomplishing their goals. We will only be successful together if we listen to and support each other.

For the last few years I have served on the SPEEA Executive Board as the youngest executive officer and second youngest board member. Although I have a different perspective, I have repeatedly shown my dedication to the entire membership; I've carried messages about improving benefits that don't apply to me; for older members, younger members and members on part-time schedules. I've pushed for improvements applicable to members who make less than I and for improvements desired by those who earn far more. As a negotiation team member it didn't matter if the issue impacted me personally. I brought forward issues after investigating contract and implementation details in depth for all members and I was integral in getting SPEEA to pick up parental leave as a focus. My achievements aren't just benefits related; during my past term as president of SPEEA I got a permanent home for our members in the Midwest, eliminating unnecessary rent when many thought that to be an insurmountable goal. I am open, honest, and candid; I will expect the same from our staff and other officers.

John Dimas (for President)

Qualifications:
- Council Representative (Everett)
- NW Legislative & Public Affairs (Chair)
- Leadership Development & Training (Secretary)
- Governing Documents Committees
- Joint Workforce Committee
- IFPTE Delegate
- 15-year Boeing (Professional)

Platform Statement
A Strong SPEEA, Works Wonders.

20 years ago, SPEEA went on strike. The world doubted this union, and you showed the world what being a SPEEA member meant. The achievements we have had since those 40 days, were forged the day everyone walked out.

“As long as it takes.”

Today, we are facing the most challenging time in our history, however I am confident that SPEEA members are going to chart the course of the future of our employers and our jobs. The greatest strength of this union are its members. So, I humbly ask for the privilege to serve as your next President on the SPEEA Executive Board.

As SPEEA President my top priorities will be:
1. Jobs. The 737 will fly again. However, what will be next? The decisions made in the next 5 years will affect all our jobs for the next 25 years. Those engineering and technical jobs will be SPEEA jobs and we will always be ready to make the case.
2. Transparency. Leaders can always improve on being clear to the membership. What is the mission? What are the priorities? Are we getting results?
3. Communication. Better member to member communications.
4. Action. Paid Family Medical Leave is again a possibility as I write this. This only happened because SPEEA members spoke up and acted. I want to see more of this, and we are capable of more.

Let’s talk and make this happen.
E-mail: jadimas2001@gmail.com
Website: www.vote4dimas.com

Joel Funfar (for President)

Qualifications:
- Current SPEEA President & IFPTE Vice President Twice
- Former SPEEA Secretary & NW VP.
- 2008, 2012, 2016 Negotiation Team Member
- Current SPEEA President & IFPTE Vice President Twice
- Former SPEEA  Secretary & NW VP.
- 2008, 2012, 2016 Negotiation Team Member
- Council Representative 14 years

Platform Statement

Your Vote is very important!

Do you know me?
A lot of SPEEA members do. You probably saw my name or articles in the SPEEA publications, IFPTE webpage, or the Negotiations communications. You can be assured I will show up and be your advocate.

Our employers attack the benefits of our co-workers without union contracts and feel they can ignore our contracts. I have and will continue to stand firm when dealing with them to enforce our contracts.

Attending Executive Board meetings since 2004 gives me experience, continuity and an insider’s perspective regarding the significant issues SPEEA now faces.

Being a member of the Executive Board, Joint Workforce, and previous Negotiation teams shows my commitment to voicing our issues. In the proper forum, no matter how much our employers may dislike the discussion; this strengthens our position. Working for the long term success of our employers provides long term employment for all of us as members.

Based on my experience, SPEEA must remain vigilant about preserving and improving our members’ jobs and benefits. We have a changing membership with a growing amount of members without benefits like pensions, and Family Leave.

An involved membership is the strength of SPEEA, one of the most democratic unions in structure and membership control. I challenge you to get involved.

Ryan Rule (for President)

Qualifications:
- Former SPEEA President
- Current IFPTE Executive Council Member
- SPEEA Member and Engineer since 2001
- Worked in Phantom Works, Connexion, Defense and Commercial
- Associate Technical Fellow

Platform Statement
Solidarity from the membership seems to be expected by many of the existing
As President, I have worked diligently to ensure a fiscally responsible Executive Board and one which is receptive and responsive to your questions and concerns. I respectfully ask for your vote. Joel Funfar

**Platform Statement**

I have actively participate in union meetings as an Area Representative or Council Representatives; participated in grievance process; at labor conventions on my own expense; at community organizing events in my own time and signature drives for legislative change, in my local community. I have lent my voice on your behalf as an Area Representative and as a Council Representative when the need has arisen in the past and have chosen to stay in the background.

Now is the time for change; I strongly believe in inclusion, diversity, fair representation, and transparency. I believe that if the members are aware of what is going to happen and are included in the decision making, it will best serve their interests and will peak their interest in the union, knowing that their voices matter. I know I haven’t spent a lot of time learning the ways of SPEEA Executive Board, like my opponents did; but I’ve been activist long enough to know that the ways of Executive Board must change.

The reason I have chosen to run for president because I believe union leaders has higher fiduciary obligation to serve union members, not special interest and politicians. Decisions concerning any bargaining unit must be made with members' involvement. No more backroom deals that rips our membership a part.

That beneath all the differences and regional boundaries, we are one bargaining unit, one people. I want us to take up the unfinished business of perfecting our union, and building solidarity.

There should be better accountability for our requests. There should be more visibility of SPEEA in our workplace and we should demand that the language of our contract be followed and respected. The president’s purpose is to serve the will of the members rather than to restrain it. The time is NOW to prepare for the upcoming contract negotiations. NOW is the time to hear from the SPEEA membership and begin building the foundation of our future contract. NOW is the time for ACTION! I have the fortitude and tenacity to face the challenge and to be a meaningful President for you. I am ready to roll up my sleeves and get to work!

Please mail in your ballots and vote for me, Tami Reichersamer!

**Platform Statement**

Meaningful communication is pivotal to understanding the SPEEA membership's desires. Strong, clear contract language is the strongest weapon we can have in our dealings with Boeing. I've been your Council Representative since 2009. I have acted on your behalf on every request that you the SPEEA membership have requested from me. I have fought discrimination against our members through the EEDEE. I have enforced our contract when the language of our contract has been violated. I’ve mentored SPEEA leaders and Boeing Supervisors alike so that we all can have a better working together environment. It’s important for us to have good interactions with our union as well as our employer. We should have timely resolution to our issues.

As SPEEA Treasurer, my top priorities will be:

- Responsible stewardship of SPEEA's finances. Our SPEEA budget keeps growing at a greater rate than our income grows. This trend is not sustainable. We’ve begun to dip into our financial reserves. How much reserve spending will we allow? If these trends continue, we will need to make some hard decisions. As Northwest Vice President, to date I’ve supported spending per budget as approved by our Councils. I seek to develop SPEEA guidelines or policy to more clearly define acceptable

Please mail in your ballots and vote for me, Mike Shea!
Mike Shea (for Treasurer) Continued from page 3

reserve spending parameters under both normal and non-normal circumstances.

Income growth. Budget and spending control are only part of the equation. We cannot simply cut our way to financial strength. We also need to expand income. I support a Constitutional amendment to improve SPEEA’s ability to organize nonunion sites and grow additional bargaining units (or to organize groups as IFPTE locals, with financial support from IFPTE). This makes sense from perspectives of union organizing and strength. From a financial perspective, organizational growth facilitates our ability to increase income to grow stronger and healthier finances. Additionally, I will seek creative but responsible alternatives to maximize return on our existing resources.

Budget and spending control. I will continue the efforts of our current Treasurer to work with our Council and committee officers to optimize our budget process and discretionary spending. We are not a profit center. But with modest resources relative to our employers’ vast treasuries, we must manage our spending effectively.

CANDIDATES FOR EXECUTIVE BOARD - SECRETARY

Jimmie Mathis (for Secretary)

Qualifications:
• SPEEA Treasurer, Secretary
• Chair IFPTE Finances
• SPEEA Council Officer, Council Representative, Teller
• Engineering & Technical background

Platform Statement

Experience – SPEEA needs experienced members to mentor our officers. My experience meets these requirements including 12 years as SPEEA’s Treasurer and Secretary. I have documentation, budgeting and expenditure management background, deep understanding of our governing documents and IFPTE experience to effectively provide the leadership required of an Executive Board member.

Leadership – Twelve years on the Executive Board as SPEEA Secretary and Treasurer are examples of the leadership required of a member of the Executive Board. My experience in record keeping, budgeting and expenditure management background, deep understanding of our governing documents effectively provide the leadership that our union needs.

Dues – Your dues should always be spent on the highest benefit to our members. Enforcing our contracts, protecting our members, training Council Representatives. The strike in 2000 showed our financial reserves were important in supporting SPEEA members and careful budgeting and spending has improved the reserves. All board members should be responsible to the members and not draw on your reserves for expenditures that are of less benefit to our members.

Parental Leave – We will continue to negotiate to have paid parental leave without takeaways.

I am well experienced in the Secretary and Treasurer jobs and can and will continue to do the job.

Shaunna Winton (for Secretary)

Qualifications:
SPEEA Professional member, 15 years
F-10 Designated Alternate Council Representative
CMC Area Representative
Ed Wells Ambassador

Platform Statement

Shaunna Winton is an active member of SPEEA in good standing. She began her Boeing career as a Liaison Engineer in 2005. She has worked primarily in the BCA fabrication division at the Frederickson site supporting the 777 and 787 programs. However, she has worked extended assignments in North Charleston and Australia on the 787 program and multiple shorter rotations on other BCA programs and other organizations in Puget Sound, including Everett and Renton.

Since 2013, Shaunna has served as an Area Representative and Ed Wells Partnership (EWP) Ambassador. In her role as Ambassador, she has shared and promoted the resources available to SPEEA members through the EWP program. She sees the value in these resources and encourages members to utilize them for continued growth and opportunity. In 2019, she served on the STEM Grant committee and was selected again as Designated Alternate Council Rep for F-10 (formerly A-40).

Shaunna wants to support all members as the SPEEA Secretary by providing another perspective that will bring more diversity to the board and looks forward to the opportunity to listen to your feedback and support you.

POSITION STATEMENT QUESTIONS

How has your experience as a SPEEA activist prepared you for this position?

John Dimas (for President)

Do you know what is the most effective tool a SPEEA activist can have?

A SPEEA coffee cup, filled with SPEEA pens. People will know you are an activist and they know you have pens. It’s a non-verbal message to members that you are there, when needed. When called upon, the conversations you will have will be helping a member at a critical time. It may be good news, or it may be bad news. That is what being in a Labor Union is about, Solidarity. It means having each other backs.

The conversations with members have been:
• Disciplinary Actions
• Retirement
• No Paid Family Leave
• Drug and alcohol
• Workplace safety
• Level Retentions
• Promotions
• And many others.

Activism for SPEEA members happens not just in the workplace but also in the halls of our government. At both the state and federal level, I have had the opportunity to take on issues on behalf of our members. Various elected officials. Many issues at both levels of government affect SPEEA members and talking these issues is an important part of being an activist.

Ryan Rule (for President)

The SPEEA executive board has a great deal of authority and with that, a significant responsibility. As a current executive officer and a past vice president, I am well aware of the duties required. I have four years of experience as the president of SPEEA and I learned how critical it is for the president to work with the other board members, staff, and council officers to ensure everyone is informed and working toward the same goal. In my time as president, I made sure that the board was aware of the facts before coming to a conclusion. I insisted that staff provide information ahead of time and then worked collaboratively to come to mutually beneficial solutions with our employers whenever possible. By stepping back from my role as President for these past two years (due to term limits), I have seen first-hand just how detrimental it is to have important decisions made by an incohesive group on short notice with little to no background. This seems to be occurring more often and with more significant impacts. I plan to immediately correct that.

Continued on page 5

Candidate Questionaire ▶ Page 4
**Ryan Rule** (for President) Continued from page 4

As chairman of the IFPTE young members committee advisory council I brought together young union leaders from across IFPTE, I ran the forum and encouraged them to express their concerns, of course they quickly agreed that some of the biggest concerns for younger professionals were around paid family leave and college costs / student debt. As one of the younger members, these issues were obvious to me but perhaps not to most of the other SPEEA leaders at the time. By hosting this forum, I was able to bring enough attention to some of the issues of younger workers that it finally gained traction at SPEEA. We have only started making progress, and there is much to do, but I am proud to have played a key role in making it a clear priority.

In my role as an engineer and associate technical fellow for Boeing, and over the course of earning each of my five degrees, I have routinely found acceptable solutions to complicated problems that have no easy answer. I frequently see when people are talking past each other and have been able to quickly clarify what each party needs from the interaction to avoid wasted time, effort, and unnecessary frustration. All of the skills that help me excel at work also help in SPEEA situations and I find that when we are open with each other and eager to make everyone succeed, we can obtain positive results.

**Joel Funfar** (for President)

I want to continue as your SPEEA President and provide the leadership needed to navigate SPEEA through the challenging times ahead of us.

My involvement at SPEEA, IFPTE, Labor Councils, and as a strike leader demonstrate my commitment to serve our membership. Working to ensure SPEEA runs well at all levels, is an ambition of mine.

My activism, elected officer experience and leadership skills have prepared me for this position. I have served as: Executive Board President, Secretary and NW Vice President, IFPTE Vice President & Delegate, SPEEA Council Chairman and Secretary, NW Council Chairman and Secretary, SPEEA and NW Legislative and Public Affairs committee Chair, State and County Labor Council Delegate, and Four times a Negotiation Team member. In addition a long term Organizational Planning committee member.

As a SPEEA leader, I work hard to strengthen relationships between the Midwest, Northwest, staff and our IFPTE International. Also represented SPEEA in meetings with Congressional and Senatorial leaders, constantly advocating for our issues.

As a SPEEA President, SPEEA and NW Regional Council Chair, I conducted many meetings over the years and pride myself in running business efficiently with full debate of issues so all viewpoints are heard. I have been recognized by SPEEA for my leadership skills and activism.

I am well prepared and with your vote, eager to continue to lead SPEEA as President.

**Ugur Mehmet Koksu** (for President)

My work as a SPEEA activist allowed me to meet members face to face. I joined with SPEEA staff and Area representatives to deal with members they have been over worked; not appreciated and left in the dark; lost their spirit by inadequate performance evaluation. Actively participate in union meetings as an Area Representative or Council Representatives; participated in grievance process; at labor conventions on my own expense; at community organizing events in my own time and signature drives for legislative change, in my local community. I have lent my voice on your behalf as an Area Representative and as a Council Representative when the need has arisen. Helped any one is in need.

**Tami Reichersamer** (for President)

I’ve had the pleasure to be a SPEEA activist since 2007 when I first started at BCA. Being an activist can be exciting, like when I led marches down the Boeing transportation aisles. At first it was scary but once we got going, it was powerful all the SPEEA members marching, the IAM answering to our chants as to say to us that they were standing behind our fight. Solidarity is a strong companion and it can fuel the fire you need for the challenges that you are to encounter. It can also be disappointing, like when I tried to get SPEEA members Family Leave that the company had given to their nonunion personnel. My efforts fell short mostly because at that time the membership was predominately older and had no appetite for it. That taught me to always know my demographic and constituency. We are an ever changing membership in a constantly changing environment. There is no time to waste on issues that are not important to the SPEEA members. I’ve also learned that issues mainly arise due to lack of knowledge on what the actual rules are or a misinterpretation of them. For the most part, everyone wants to do the right thing it just takes finding the one thing that we can agree on and then building from there. In my opinion it benefits us all to work together in order to succeed together and sometimes I think Boeing forgets SPEEA is Boeing.

**Michelle Cooper** (for Treasurer)

How has my SPEEA involvement prepared me to meet the challenges of being an officer on the Executive Board as the SPEEA Treasurer? As the current SPEEA Council Treasurer and past NW Council Secretary and I’ve been in every standing committee officer position. I am a past Activist of the Year awardee and was the chair of the STEM committee (that awards $40,000 a year to various STEM related groups). As a member I’ve been assisted by Council Reps (CRs) and myself as a Council Representative, I advocate for member’s rights.

SPEEA has taught me to be bold and direct. Every dollar counts! Every member counts! Every vote counts!

**Mike Shea** (for Treasurer)

Overall, I have significant experience with SPEEA’s budget and spending processes. I have previously served as an officer of several SPEEA and NW Council Committees (Chairman or Secretary). I have prepared and submitted budget requests to our Council Treasurers. As a Council Representative I have prepared DOL LM2 (activist hours) reports and voted on numerous Council and SPEEA budget motions. I regularly attend Meet the Budget meetings. Currently serving on the Executive Board, I review and approve both budgeted and non-budgeted spending requests, sign checks for SPEEA expenditures, review SPEEA staff salary planning, and review IRS 990 form (Exempt organization tax return).

**Jimmie Mathis** (for Secretary)

My experience as a SPEEA activist led me to further activities as a Council Representative, Officer and Executive Board member. My willingness to become involved and lead the activities by encouraging others to become involved and to assist is what this position is about.

Individually we can only do so much, motivating a group can accomplish much more.

My activist roles and skills allowed SPEEA to loan me to IFPTE. In the course of my professional career, I have developed the knowledge, skills and attributes of a leader. Our union and membership face great challenges and a skilled and dedicated leadership team will be necessary for us to succeed.

I am committed to the values we espouse as an institution. I believe that the ideals, positive actions, and experience I bring to this position will have a positive affect for our membership over the next two years.

I want to be your Secretary and provide the leadership needed to navigate SPEEA through the challenging times ahead of us.

**Shaunna Winton** (for Secretary)

As a SPEEA activist, I have encouraged members to look deeper into the issues and have helped them to find the information necessary to make an informed opinion or decision on topics related to SPEEA. I have learned alternative ways to communicate the information to members to try and provide a different perspective that allows for great discussion. By doing this, instead of just providing statements without listening, I have found that the members have been able to share their viewpoint while also getting a better understanding of why SPEEA leaders chose the words or actions that they did.
followed by a contract question. Since they recognized me, they asked "Oh, you were at my new hire orientation three years ago!" This is invariably my lunch hour. I still appreciate passing someone in the hallway who says simple, I attended several hundred new hire orientations to meet some of SPEEA's outreach to new hires was a problem, so I did something. Earlier, as a new activist, I was told by the senior leadership at the time communication directly from SPEEA.

The improvement, but I went a step beyond tracking it, I made sure that all of the improvements have been applied to nearly everyone at Boeing. At the same time, negotiations communication was critical, so when I found claiming tax rules didn't allow it, so I researched the regulations myself. I worked to utilize the negotiation teams' collective strength in dealing with the employer. As SPEEA Council Chairman, conducted meetings with over 130 people in multiple locations and time zones, balancing the need to administer business efficiently with the need for full debate of issues so all viewpoints were heard and being respectful of meeting length.

As Legislative & Public Affairs committee Chair, led a team of SPEEA activists and staff to investigate the Airbus subsidies issues and effects on our member's jobs. Efforts to push this in various ways led to SPEEA & Boeing convincing the US Government to file the WTO case against the European Union.

During the 2000 Strike, proudly served as a Plant 2 co-site Picketing Coordinator to ensure operations progressed smoothly. Worked with members experiencing problems during the strike and learned to speak with press reporters visiting the picket line, assuring our issues were clearly conveyed.

I used the power of position to build teams; solidarity, and unity. I have taken Servant Leadership roles as Area Representative and Council Representative where I could make a difference in members' life and in our community. I served in SPEEA NW Council; Action Committee; local college Advisory Committees and College Boards. Currently I am on the SPEEA delegates in Pierce County Central Labor Cancel. Built long lasting bridges in community; realizing that few obstacles can withstand the power of thousands of voices calling for change. By ourselves, this change will not happen. Divided, we are bound to fail.

I have used my previous leadership positions in SPEEA to fight for the SPEEA membership. I have been a member of the Action and Communication Taskforce (ACT) preparing for rallies, making signs, and preparing routes. Everett Site Assembly (ESA) 2 year participation discussing issues that affected Everett members across the site. Bargaining Unit, Negotiation Support (BUNS) leading rallies, Banging drums, building burn barrels in case we strike. (I wished we'd struck) a member of the Diversity Committee, Membership Activities Committee (MAC), Woman's Advocacy Committee (WAC) and a regular at the Round Table SPEEA/Boeing/HR meetings. As a SPEEA Council Representative I have stood by numerous members during Corporate Investigations. I have stood by members while they've received corrective action. Each time fighting for everyone's best interest and a favorable resolution. There have been times when I’ve listened because a member just needed to talk. I have kept members apprised of the SPEEA happenings. I have volunteered many hours each year to try to make our membership have stronger visibility and to make our members feel like they have a way to truly communicate with SPEEA. I have spoken up when members needed a louder voice. I have worked very hard to make the SPEEA members lives and their families better.
**POSITION STATEMENT QUESTIONS**

**Michelle Cooper (for Treasurer)**

SPEEA is a member driven union, I am an advocate for every member of SPEEA. I have been able to guide members through company investigations, receiving company traffic violations, and discipline related meetings with managers. I have lead Site meetings and have sponsored membership site meetings. I was a captain during the strike of 2001. I have mentored the lesser experienced members as committee officers, as well as, some chronologically gifted members/SPEEA officers. Finally as SPEEA Council Treasurer, I authenticated and certified next fiscal year's budget for the SPEEA Council and committees.

Let me be direct, I want to do more.

**Mike Shea (for Treasurer)**

As Northwest Vice President, I traveled to Washington DC to share SPEEA’s voice at a special committee of the U.S. Department of Transportation regarding FAA’s delegated certification process with Boeing. I have supported the Organizational Planning Committee’s decisions and requests to grow CREATE and organize Boeing workers in southern California. I voted in favor of expanding Wichita Technical Professional Unit’s Letter of Understanding with Spirit regarding job classifications and add Environmental Engineers/Scientists to the bargaining unit. I also voted to approve WTPU Bargaining Unit Council’s request to open contract negotiations early during 2019.

As NW VP and E-21 Council Representative since 2015 I’ve represented numerous individual SPEEA members facing potential disciplinary action or termination for job performance issues (NORAs). I can recall only two outcomes that weren’t successful. Though I personally voted to reject the Prof contract in 2016, as a Council Representative I voted to lift the offer for a vote by members because my personal interests must be secondary to allowing our members to voice their choice for their contract terms. During 2016 I served as Vice Chairman of the Negotiation Team Nominating Committee to elect a member negotiations team to be ready in case SPEEA members chose not to accept the contract offers that were negotiated by the Executive Board.

I was a founding member and former Chairman of the SPEEA Veterans’ Committee. I have worked to advance the workplace interests of our Boeing, Spirit, and Triumph veterans and Reserve/National Guard military employees, to include support of improving pay differential for military employees who still serve periods of active duty in the U.S. military. I also represent SPEEA at the IPFTE Veterans’ Committee. I have variously served by acclamation as Secretary or Chairman of the Everett Site Assembly, ACT Committee, and NW Governing Documents Committee because those were the roles in which our committees needed me to serve.

**Jimmie Mathis (for Secretary)**

As Council Representative, I have assisted our members since the 1980’s.

As the longest serving member of the Executive Board, I am always providing background and training to the Executive Board members and to assist our members.

I have a proven track record and I am dedicated to taking the time to get it done right.

During my terms on the board, we have introduced several improvements at SPEEA. These changes have improved accountability, visibility, clarity and reducing expenses. We are developing future actions that will complement and enhance these improvements.

My leadership experience includes: SPEEA Treasurer, SPEEA Secretary, SPEEA Council Officers, and Lead, Principle Lead, and Program Manager in Boeing and several positions in industry including SAE and ASTM.

I contribute my time and effort to OUR union, my experience as an activist and a commitment to hard work to be a good steward of our resources and members’ dues.

**Shaunna Winton (for Secretary)**

As an Area Representative and Designated Alternate for Council Rep, I have acted as a resource to members for union information and forwarded them to the appropriate individuals as required for issues I could not address. One of the greater ways I have used my position to benefit SPEEA members was as an Ed Wells Ambassador. In this role, I was able to share with members the benefits available to them that many at the time were not aware were available. I encourage them to use these benefits, such as applying for conference grants, to further improve themselves and possibly open new future growth opportunities they did not know existed.

**How would you use the executive officer position for the benefit of SPEEA members?**

**John Dimas (for President)**

**Empowerment of the membership.** SPEEA membership is very empowered, it is enshrined in various parts of our governing documents. It is the realization and utilization of this empowerment that I want every SPEEA member to know. In conversations with various members, some say “What is the Union going to do?”. The “Union” is all of us. The best example I have for you is the recent turn of events with Paid Family Medical Leave in Washington State.

When the law was first passed, it was passed with a provision barring Unions from participating until their next contract.

Who does this affect the most? SPEEA and IAM 751. SPEEA members have been focused and relentless.

You let Council Representatives, Executive Board, and SPEEA Staff know that this was an important issue. You let The Boeing Company know this was important. As I write this in late January 2020, there has been legislation introduced in the Washington State Senate to undo this provision. I was at the committee hearing where the bill was being talked. When it came up for discussion, the Chair of the committee and prime sponsor of the bill started by reading portions of an e-mail she received from a member in Everett. This bill may pass, it may not. We’ll know soon how this effort will go.

I want you to always remember one thing: The fact that we have arrived at this point is a testament to the power of the SPEEA membership. It is your power.

**Ryan Rule (for President)**

I intend to immediately correct a situation where the general membership and even many council representatives are surprised about a strategy being taken. We can’t have a small group of officers fighting with one of our employers when the rest of the membership has no idea what is going on. We can start by making sure everyone has the information needed to make informed decisions and to keep the officers and staff in lock-step with the general membership.

**Joel Funfar (for President)**

Having worked at many Boeing sites such as Everett, Renton, Developmental Center, Bellevue, and Seattle, I understand various local site issues. I am aware of and supported issues at Wichita, Portland, Spokane, California, Utah and Florida and the need to represent all SPEEA members.

In addition to being SPEEA President, I am on the SPEEA/Boeing Partnership and Joint Workforce Committee with SPEEA and Boeing leaders discussing critical membership issues.

As the son of a Boeing engineer, I am a second generation Boeing/SPEEA member with an excellent understanding of our technical, professional, and pilots’ members concerns. I also understand the need to represent all SPEEA members regardless of physical location, job type or age.
Ugur Mehmet Koksu (for President)

Executive Board has been challenged every day; they are responsible for setting and administering the annual budget and administering the affairs of SPEEA according to the constitution, bylaws and policies established by the membership and the union councils. What’s stopped them from meeting these challenges in the past was not the absence of an agenda or sound policies and sensible plans. What’s stopped us is the failure of leadership, the smallness of their politics – we can’t afford to be distracted by the petty and trivial, or our chronic avoidance of tough decisions, and our preference for scoring cheap political points. Instead we are going to roll up our sleeves and building a working consensus to tackle big problems. We will deliver on our commitments to members. We will have higher fiduciary duty for member and we will put their interest first.

Tami Reichersamer (for President)

This is the time when it’s critical to be prepared for the many challenges that face us. The climate between Boeings in SPEEA is tumultuous. It will demand someone who can work together with others to form solutions and agreements. Someone who can compromise but is not afraid of confrontation or bullies. Because of the new HR, fact finders, and Cooperative Investigation tactics we should have member training blitzes so they can be educated on how to handle interactions with them and not to get entrapped by their tricky tactics. There should be a contract 101 course for our members as many members are unaware of how SPEEA works and that it’s a membership run union.

Michelle Cooper (for Treasurer)

SPEEA members share a common goal with our company, we want the company to be successful. The Executive board is the face of the union, it reviews ongoing activities with/for/against members and also activities outside of SPEEA, like Washington state legislature. It conducts provisional negotiations, like the special incentives for those who will help with preparing and delivering of the 737 Max once it is released. The Executive Board is also the ultimate party responsible for the judicial spending of your union funds. I plan to ensure your union funds are used wisely, providing good value for the membership (that’s you)!

Mike Shea (for Treasurer)

SPEEA’s financial challenges are clear. Our members’ employers have vastly more financial resources at their disposal than SPEEA does. Our approved budgets increase at a greater rate than our income increases. SPEEA members demand responsible stewardship of their dues money. SPEEA’s 2000 strike taught the criticality of strong financial reserves. We must bolster the financial health of SPEEA and optimize use of our limited financial resources. My academic education includes degrees in business management and industrial engineering. I plan to bring fresh eyes to SPEEA’s financial affairs, while availing myself of experience from our elected treasurers, officers, and SPEEA staff. I will work to find ways for our budget growth rate to parallel, intercept, and eventually track below our income growth rate. SPEEA incurs required costs such as representation, facilities, operations (such as staff labor and utilities), and union organizing. We need to optimize these required costs where possible. We have discretionary costs, which many know from council budgets such as nonrepresentation events and activities. We must balance better control of these discretionary costs without starving SPEEA of vitality.

We also need to find creative but responsible ways to increase income because we can’t sustain financial strength by cost cutting alone. Organizing success to add bargaining units and optimizing returns on our assets could improve our income growth.

We also need to sustain SPEEA’s financial health by not spending into our reserves as a part of normal operations.

Bottom line: I seek to serve members by strengthening and sustaining SPEEA’s overall financial health optimizing balance between value of SPEEA services and members’ dues investment.

Jimmie Mathis (for Secretary)

The goal of any organization should be to have the experienced members mentor less experienced members. SPEEA’s members benefit when we can shorten our processes with experience and not wait until those less experienced take long times to learn.

As the longest serving member of the Executive Board, I am always providing background and training to the Executive Board members.

I have a unique background that has trained me for this position. This includes working with SPEEA Executive Boards for decades and as SPEEA Treasurer and Secretary. This has given me a strong background of knowledge of the legal requirements.

I volunteer my time to OUR union, my experience as an activist and a commitment to hard work to be a good steward of our members’ dues and resources.

I am well versed in our governing documents and am very experienced in the duties of the SPEEA Secretary, fulfill the duties of the Treasurer as needed and the board committees.

It is a primary responsibility of all SPEEA elected officials to be good stewards of our resources.

I pledge to continue to do so with diligence when elected. More importantly, I am aware of the time commitment required to accomplish the assigned duties of the SPEEA Secretary. My dedication to the various positions I have held within SPEEA has not been one of convenience. I am honored by the trust our members have given me.

Shaunna Winton (for Secretary)

I plan to use my skills in the executive officer position to find ways to better engage our members. I want to listen to members and do my best to address concerns regarding our union or the challenges that we face.

How would you use the executive officer position to increase activism among our members?

John Dimas (for President)

• Improve member to member communications in the workplace.
• Improve tools to help Council Representatives and Area Representative.
• More Lunch Time Meetings at various locations hosted by Executive Board.
• Increase membership followers for @SPEEA on Twitter.
• Increase use of Union Halls by members.
• Get members to read “Picket Line” book by former SPEEA President, Tom McCarty.

Ryan Rule (for President)

I know there are people out there who have common interests which aren’t being pursued substantially by SPEEA, worse, I’m sure some of them have even tried and been dismissed. I am eager to get SPEEA to actively pursue those shared interests of our members. We need to stand up for each other and it starts with the officers setting a good example.

Joel Funfar (for President)

Having been an activist and mentored by many great mentors, I feel a need to do the same for our members to increase their activism in whatever way they want to be active.

Continued on page 9
**Joel Funfar (for President) Continued from page 8**

Active, involved members are our greatest strength, from having them vote in every election, reading SPEEA information, to displaying SPEEA visibility items, to being an Area rep, serving on a committee of their interest, or serving as an elected leader. I am and will be available to any member who wants my help or advice.

In 2000 the world learned of the strength of SPEEA members collectively acting together to make Boeing better, you have that power if you use it. Even just voting in this election is a huge message to our employers. They do point to voter turnout in our elections in negotiations.

I will leverage my experience as an activist, my commitment to hard work and my dedication and passion to OUR union to help all members.

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**Tami Reichersamer (for President)**

I would like for the SPEEA halls to be more family friendly as many of our members have families and should feel comfortable coming to the halls. There should be better secure and remote access to meetings. I would like SPEEA to be more active at BOEING. When BOEING has an event SPEEA should be hosting a booth at it. There should be more Partnership Committees that members could attend and participate at work. We should have innovation and stem committees and offer training in the "future jobs" that Boeing intend to invest in. We have to help members feel comfortable doing SPEEA activities so it becomes the norm instead of a taboo. I want our members to feel like SPEEA is just another team member. They do point to voter turnout in our elections in negotiations.

Together, we are the strength of our union.

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**Michelle Cooper (for Treasurer)**

Listening to concerns from members, addressing issues concerning members and then advocating for every member. This means timely communication to members and not just through regular publications and emails but through personal conversations with members and meetings in your workplace with union officers. Making this a personal journey for each member.

Together, we are the strength of our union.

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**Mike Shea (for Treasurer)**

SPEEA’s finances are a serious consideration for many members. Why must I pay dues? What do my dues get me? Are my dues spent effectively? SPEEA must offer services of good value in return. This requires responsible stewardship of SPEEA’s finances. We must also communicate for members to understand the less apparent value of our contracts. It isn’t just pay raises, medical benefits, and retirement plans. Before SPEEA I worked nonunion jobs without a contract (60+ hours/week typical). No “just cause” termination protection, paid time off, paid family leave, paid overtime, or work schedule rules.

Using our popular SPEEA Retirement Seminars as a model, perhaps we can encourage more member interest in SPEEA’s finances, therefore more active interest in the value of union membership. “Town Hall” events for regular members explaining operational finances might encourage more member activism.

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**Ugur Mehmet Koksu (for President)**

No more backroom deals that favor the employer; a strong union is where the leadership cares about the members. With more union democracy and greater accountability, we must organize a stronger union to counter oppression based on race, gender, sexuality, or disability. Because the e-board is where decisions are made that affect all members.

**Shaunna Winton (for Secretary)**

I plan to use my diverse perspective as a mid-career female engineer to encourage activism from members who may not otherwise identify with the people they see leading SPEEA. I hope to demonstrate that all members are encouraged and welcome to make their voice heard and help shape the future of our union in a way that will benefit us all.

**Jimmie Mathis (for Secretary)**

My track record is for member participation in our union known during my 25 years as a Council Representative and 12 years as an Executive Board member.

- Helped move SPEEA from an occasional committee meeting to making our halls more available and used.
- Increasing use of the SPEEA halls for member use.
- Bringing increased opportunities for member involvement by training including:
  - Labor Notes Activist;
  - Leadership;
  - Discount member activities;
  - Labor law;
  - Roberts Rules;
  - Organizing;

**What do you believe the Executive Board needs to focus on for the next two years, and what steps would you take to achieve this?**

**John Dimas (for President)**

- Jobs
  - Fight for member jobs on 737 and future airplane programs.
  - Make the case to local, state, and federal elected officials for SPEEA members.
- Paid Family Medical Leave in Washington State
  - If current efforts fail this session, be ready to come back in the next.
- Yearly wage increases-Puget Sound Contracts-The Boeing Company
  - Fight for what the members want, with no takeaways.
- Puget Sound contracts-The Boeing Company, October 2022
  - See question 4.
  - With increased activism from the membership, we know what to fight for.
  - Activism is our feedback loop.
- Increase membership numbers in Wichita
  - Work with and support SPEEA Governing Documents committee to have a referendum to the membership to amend the SPEEA Constitution in 2021 SPEEA Executive Board election to help our members there grow their numbers.

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Candidate Questionaire > Page 9
Our employers continue outsourcing and moving our work to other decades. We also need to advocate for formal training plans to prepare or correcting designs of engineers whose primary experience was not in aerospace. We need to continue supporting legislation to limit outsourcing and encouraging you to bring up issues, challenging you to get involved and acknowledging your support.

Ryan Rule (for President)

Solidarity, transparency and inclusion of new ideas.

First and foremost, the officers need to listen. I’ll immediately add a “member inquiry” time at the beginning of every executive board meeting agenda. Luncheon meetings should be utilized as well. And most significantly, before some dramatic steps or a shift in direction is taken, a comprehensive plan should be developed to ensure support of the officers and membership. We can’t have another scenario where a large number of council representatives are confused about the direction being taken yet expected to deliver a coherent message to the membership.

Joel Funfar (for President)

Contract negotiations preparedness

With our contract due in 2022, we need our membership and union to be prepared for the negotiations. In my president’s article I have urged members to start saving up for an emergency fund for next negotiation’s so you have the ability to vote no on a contract and send your team back to the table to get a better deal. We need members to sign up for home emails and be active. We need more area reps, all council seats filled. This will show our employers we are standing together in strength and ready to get the pay and benefits we deserve.

Young member retention

With our aging population, retirements have generated the need to fill those positions with new hires. We need to insist on expanding mentoring programs and work on 401K improvements for members without a pension, leave, student loan debt, and other benefits needed to retain these workers.

Membership involvement

When SPEEA members are involved, amazing results have been accomplished. When a large number of members desire to resolve an issue, our collective strength & determination have moved our employers in the right direction.

I hope to rekindle that spirit in us by making myself available to you, encouraging you to bring up issues, challenging you to get involved and acknowledging your support.

Employment Security

Outsourcing of design engineering has clearly demonstrated the need for in-house design engineers, as significant effort is focused on completing or correcting designs of engineers whose primary experience was not in aerospace. We also need to advocate for formal training plans to prepare our existing members with new job skills that will be needed in the coming decades.

Organizing / Outsourcing

Our employers continue outsourcing and moving our work to other locations. We need to:

- Follow the work and organize those employees when possible so we are not forced to compete with other non-represented people.
- Organize new bargaining units at the companies we are employed by and assist other unions who are on an organizing drive.

We need to continue supporting legislation to limit outsourcing and encourage company investment in present employees and facilities, thus being more attractive to the bottom line.

Executive Board should work on equity in SPEEA council first. Listening to comments and concerns of the SPEEA members council representatives and take timely actions. E-board should also demand monthly progress reports from SPEEA President and Council Committees. Executive Board also ensure there is no district without a Council or Area Reps. Council Reps who are not attending council meetings regularly should be held accountable for their absence.

Ugur Mehmet Koksu (for President)

SPEEA negotiators are our fellow SPEEA represented employees our fellow Engineers and Techs. They go to the negotiating table and face Boeings greatest and finest high paid attorneys. In those kind of circumstance I believe our Executive Board and our Negotiation team should be trained in the art of negotiations as early as possible so we are prepared. Our best offence is a strong and educated defense. I would like to learn the inner working of the business tool suite SPEEA is using. I would like to help modernize the business tools and help with efficiency strategies so that we can streamline the business costs. It is imperative that our dues be used wisely. The next few years is when our costs and spending will be the highest because of preparation for contract negotiations. We should invest in a safe and secure online communication network. Our members’ issues should be a priority. I would implement a required response time when a member calls for help. Each case should be addressed in a timely manner and there should be accountability for the work that is being done on our member’s behalf. There should be data collection of successes and failures with Root Cause Analysis reported to the Executive Board for oversight. Customer satisfaction forms should be sent out so we can identify where SPEEA needs to improve. I would also start surveys and work place meetings to find out the member priorities for the next contract.

Tami Reichersamer (for President)

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Michelle Cooper (for Treasurer)

The two biggest issues are related to contracts:

1. Getting ready for the next contract.
   - Listening to members
   - Communicating with members
   - Standing together as an union
   - Taking action

2. Current contract compliance:
   - No member left behind mentality; representing every member fairly and justly.
   - Being bold: This entails not being afraid to speak up and tell our employer that they need get on the ball and do what they agreed to do.
   - Ensuring concurrence with our employer does not erode our current contract agreements: not settling for just part of the negotiated benefits when we are entitled to all of them.
   - Full compliance with our current contract; there is a lot that happens behind the scenes to support items like data that builds our salary charts. This isn’t something that everyone really keeps tabs on but SPEEA staff does, and when our employer delays requests for information it hurts you and it hurts everyone.

Another illustration you might relate to, is that the pay raise approach per our contract which certainly is not conveying the results as expected. We need to ensure our members continue to have raises and that compliance with the contract is 100%. By settling with any compromise of the contract, we are setting up ourselves for future compromises, just because we did it for 3 years prior and thereby set a precedence. We cannot continue down the long path of erosion of benefits for short term gains.
For the next two years, there really is a singular overarching priority for the Executive Board: SPEEA contracts. From this broad priority, many subordinate priorities follow. WTU completed successful contract negotiations in December 2019 (81% acceptance). Contracts for our Pilots and Triumph Units expire in 2020, and our NW Prof and Tech Units expire in 2022. Paid parental and/or family medical leave is a top priority for many SPEEA families. As NW VP I have voted to support our current legislative campaign (5B 6216) and have actively enlisted support of other unions and organizations to get this bill passed. Pay raises are also a major priority for many SPEEA members. Presently the Executive Board is working to resolve the pay raise problem in the interim, though ultimately a contractual fix will be needed. This just isn’t working as intended. Movement of work outside of SPEEA bargaining units is also a major concern. SPEEA has and will continue to enforce our contracts. But the terms of those contracts also need to be strengthened regarding movement of work. For this we will need the engagement and commitment of all SPEEA members as we prepare for coming contract negotiations. The Board cannot succeed alone.

With multiple contracts expiring in the next two years, growth of SPEEA must also continue to be a top priority. We must work to foster success for CREATE to organize the Boeing work force in southern California. Together, we are stronger as a union both in terms of leverage AND finances.

**Jimmie Mathis** (for Secretary)

**Parental Leave**

We have been negotiating for parental leave and resisting takeaways required by our employer. We deserve to work for a company who values our family life with more than a quid pro quo attitude. Valuable applicants elect to work for other companies who value family more than our employer. It is long past time for our employer to recognize employees as more than a renewable resource. I have pursued parental leave and pledge to continue to do so.

**Outsourcing**

Boeing and its subcontractors have clearly stated that globalization is part of its future and we have seen the effects of outsourcing our jobs to Europe, South America, Russia, Japan, and China. Some of this outsourcing has clearly affected the 787 and the future of The Boeing Company, Triumph, and Spirit.

SPEEA must work with our employers to ensure that they understand the value our members provide and the hidden costs of outsourcing. Our employers should make their decisions based on total cost, not initial cost.

Moving work from our existing locations to external companies or locations with a less experienced workforce is a lose-lose proposition for our companies to be in. Today’s corporations do not recognize what is required to survive and need constructive feedback.

**Employment Security**

Outsourcing design engineering has clearly demonstrated the need for our own design engineers as more of our design engineers have to complete or fix the designs of engineers whose primary design skills are automotive and not aerospace.

*We need to continue transition plans to grow our members into new job skills that are needed in the next decade.*

**Diversities**

Boeing has continued to sell off rare skills and facilities to BAE, GKN, Labinal, and Onex to reduce its costs. A lot of these higher costs are due to non-optimized processes, high overhead and poor planning. As Boeing has discovered and keeps forgetting, a process under Boeing control can be improved to reduce cost and meet delivery schedules. Once this is outsourced, Boeing has very little leverage to prevent parts shortages and inadequate designs.

*We need to work with our employers to flatten the overhead, remove roadblocks, and make each employee more effective.*

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**Shaunnna Winton** (for Secretary)

One of the challenges I believe the Executive Board needs to focus on in the next couple of years is the engagement of members across all sites, especially some of the smaller sites. Some members may feel they are not heard, especially during times of negotiations. I believe communication is key to facing this challenge and finding ways to encourage members to share their ideas on how to improve our union.

**Why are you running for this executive position?**

**John Dimas** (for President)

Being an employee at The Boeing Company for about 15 years and a SPEEA Council Representative for about 5 years, I have a deeper understanding of both organizations. This is because of my SPEEA activism. Talking to members and finding out the battles we should be fighting is something I enjoy. I am in it for that fight. I want to protect what those before me have built and help to blaze the trail to the future. Let’s get it done, together.

**Will you join the fight?**

**Ryan Rule** (for President)

It would have been easy for me to “sit this one out” but we are at a critical time, when our employers are facing complicated situations. We need to be supportive when our employers are being honest with us and we need to make sure the membership is aligned when we need to take an employer to task. I have been and will continue to be very open and candid when discussing whatever situation comes up with the general membership. I will do everything I can to improve our situation during my remaining time as secretary and as your president, I will insist upon openness from the other officers because that will lead to greatly improved solidarity. Please feel free to contact me with any questions.

**Joel Funfar** (for President)

I have been blessed to have SPEEA benefits in my life. I want to make SPEEA stronger by serving one more term as SPEEA president to continue the work I have started.

I take all duties as SPEEA president seriously including the monthly president’s article in the Spotlight

I have a passion for SPEEA and why I dedicate so much time and effort to SPEEA to pay forward to the current SPEEA members what I received.

I respectfully ask for your vote to continue my service to SPEEA.

**Ugar Mehmet Koksu** (for President)

In the coming months, we will need to stand united and keep our Union strong to face the challenges that lie ahead, by bringing transparency and build solidarity I want to build the foundation for 2nd century SPEEA contract for all.

**Tami Reichersamer** (for President)

As a SPEEA member and Council Rep I am ready for Change, I am ready to help prepare us for the future by leading the way. I can bring to the table how to make change by respecting others experience, learning from them, adapting to the changing environment and reading between the lines. I will to learn what it is our membership wants and so we can do our best to make it happen. We have fantastic Staff at SPEEA who work hard for us and they should be recognized for all that they do. They are also an integral part of the team. They lend invaluable experience and knowledge that we
Tami Reichersamer (for President) Continued from page 11

need to leverage for our success. I understand we can't always win every fight but we can make an embolden attempt at it. We can learn from our past, regroup and forge ahead. I feel that I have the tenacity and a fully functional BS meter that we will need for the challenges we will be facing.

Michelle Cooper (for Treasurer)

I am running for the SPEEA Treasurer, to serve our members and our union. And I want to have a larger voice in the decisions that impacts each and every one of us. I am prepared to provide my personal time, my consideration, and even my money to these objectives and serve the membership at the same time.

I want to ensure union funds which are spent are done for the greater good of the union; to ensure these funds are providing value for the membership.

I want to ensure the union continues to serve the members and future members.

Frankly, these objectives can be done more effectively as a member of the Executive Board.

For all these reasons, I am running for position of SPEEA Treasurer.

Mike Shea (for Treasurer)

With daunting challenges facing all our employers and SPEEA, plus multiple contract negotiations approaching, it's likely we will fly through turbulent “skies” ahead in the next two years. Our current path with spending growth rate exceeding income growth rate isn't sustainable. A balanced approach to manage both spending and income is required to optimize our precious resources especially as we prepare to renegotiate contracts over the next two years. I'm running for SPEEA Treasurer because we need an experienced officer in this position to succeed our current Treasurer. Now serving my second term on the Executive Board and with my knowledge of SPEEA's budget process I'm confident that my experience has prepared me for this role. I'll be honored to earn your vote for SPEEA Treasurer.

Jimmie Mathis (for Secretary)

Our members need a well-trained and capable Executive Board to represent them. I want to be your Secretary to provide the leadership needed to navigate SPEEA through the challenging times ahead of us.

I have a proven track record and I am dedicated to taking the time to get it done right.

In the course of my professional career, I have developed the knowledge, skills, and attributes of a leader. Our union and membership face great challenges and a skilled and dedicated leadership team will be necessary for us to succeed.

I am committed to SPEEA's values and will continue to bring these values to this position that will have a positive affect for our membership over the next two years.

Shaunna Winton (for Secretary)

I believe I can provide a unique perspective to the board as a female engineer and feel that I can use my experience in leadership positions in other organizations to benefit SPEEA. Throughout my career I have been involved in organizations, such as the Society of Women engineers (SWE), where I have gained leadership experience in elected positions that include President, VP and section representative for the local professional section of SWE. Although the society governing structure is different between SWE and SPEEA, the leadership responsibilities require similar qualities.

Remember to fill out and mail your ballot!

Ballots are due at SPEEA offices by noon on May 13, 2020.