



Spotlight

PROFESSIONAL AEROSPACE UNION

Member Involvement

Join a committee!



You belong here

SPEEA members are encouraged to join a committee! Shown here are members of the Northwest New Hire and Young Members Committees meeting at SPEEA Tukwila with televideo connection to the SPEEA Everett hall. This committee meets once a month to discuss ways to improve outreach on issues such as navigating the family leave benefit, new-hire orientation and intern communication. See more information about committees on page 6.

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SPEEA Executive Board

Petitions due this month for SPEEA president, treasurer and secretary

SPEEA seeks qualified candidates to run for president, treasurer or secretary on the seven-member Executive Board. Four regional vice presidents, elected every other year, also serve on the Executive Board.

Candidates must be a regular member in good standing for at least the preceding 24 months.

To run for office, candidates must submit a petition and written statements. Petitions are due by Jan. 24.

See the election information, including petition and candidate information requirements, at www.speea.org.

Valid candidates' statements and answers are included with a ballot sent to the homes of all current SPEEA members by Feb. 28.

Ballots are counted March 14.

New two-year terms start March 28.

About the Executive Board

The Executive Board directs SPEEA activities through the executive director, monitors expenses and serves as the interim negotiations team if needed.

Federal laws apply to member mailings

Federal law requires labor organizations to comply with all reasonable requests of any candidate to distribute campaign literature, at the candidate's expense, to members in good standing of the labor organization.

If candidates or their supporters want to send a mailing to members, they will work through a bonded mailing house. Addresses are never provided directly to a candidate.

Company/union resources prohibited

Per federal law, candidates cannot use union or company resources to conduct their election campaigns.

Examples include:

- Campaigning on company time

Election information online

- Eligibility requirements
- Candidate petition
- Candidate information requirements
- Election timeline
- Campaigning

Go to www.speea.org for the election information and petition

- Using company (or union) resources such as paper, copy machines or email
- Posting on union or company bulletin boards

This applies to the candidates *and* their supporters.

Union honors civil rights 50th anniversary

In honor of the 50th anniversary of **Martin Luther King Jr.'s (MLK) assassination**

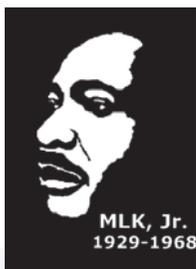
in Memphis, the American Federation of State, County and Municipal Employees (AFSCME) launched a special "I AM" campaign.

The I AM slogan came from the striking AFSCME sanitation workers. King was in Memphis to support them when he was assassinated April 4, 1968.

The night before King was shot and killed while standing on a hotel balcony, he delivered his "I have been to the Mountaintop" speech in support of the sanitation workers, civil rights and social justice.

The sanitation workers, who sought safer working conditions and increased pay, ended the strike April 16 with a contract.

On MLK Jr. Day, Jan. 15, surviving Memphis strikers, members of AFSCME Local 1733, are receiving an award from the NAACP. The award honors groundbreaking work to increase the understanding and awareness of racial and social issues.



Other 50th anniversary events include:

- **Moment of silence** - On Feb. 1, AFSCME is urging the labor movement to observe a moment of silence in honor of **Echol Cole** and **Robert Walker**, the AFSCME sanitation workers who were crushed by a garbage truck 50 years ago. Two other workers died this way in 1964, but the city refused to fix the faulty equipment that triggered the earlier deaths.
- **Memphis** - From April 2-4, AFSCME plans to commemorate the 50th anniversary of Dr. King's assassination and honor the legacy of the striking sanitation workers with activist trainings, panel discussions, musical performances, and a march re-enacting the one led by Dr. King's wife in Memphis on April 8, 1968.

SPEEA will close Jan. 15 in observance of the Martin Luther King Jr. holiday.

President

Ryan Rule

Executive Director

Ray Goforth

Executive Board

Jimmie Mathis	Treasurer
Joel Funfar	Secretary
Shannon Deacon	NW Regional VP
Mark Worden	NW Regional VP
Mike Shea	NW Regional VP
Keith Covert	MW Regional VP

SPEEA Council Officers

Theryl Johnson	Chair
Emily Brent-Fulps	Treasurer
Ben Blankley	Secretary

Midwest Regional Council Officers

Matthew Joyce	Chair
Chris Streckfus	Treasurer
Emily Forest	Secretary

Northwest Regional Council Officers

Tony Hickerson	Chair
James Raskob	Treasurer
Doug Brazeal	Secretary

SPEEA Publications

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Karen McLean	Publications Editor
Amber Musselman	Communications Support

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WICHITA HALL

4621 E 47th St S, Wichita, KS 67210
M-Th, 8:30 am to 5 pm • Fri, 8 am to 4:30 pm
Phone: (316) 682-0262 • 1 (800) 325-0811

Leadership changes in the year ahead

Upcoming elections will bring new leadership opportunities for members.

This month, members can submit petitions/statements for SPEEA president, treasurer or secretary. In July, the delegates to the IFPTE Triennial Convention will elect a new president and secretary-treasurer.

SPEEA President **Ryan Rule** is not running again because of the two-term limit, and IFPTE President **Greg Junemann** retires in June after serving a total of 25 years as an IFPTE officer (including serving as secretary-treasurer).

More elections

SPEEA members have the opportunity to run for delegate seats to the IFPTE Convention - which this year celebrates IFPTE's 100th anniversary. The convention, June 25-28, is in Atlantic City, N.J.

If the number of SPEEA candidates exceeds the number of delegates, SPEEA conducts a member-wide election. Look for details this spring.

In addition, members can run for IFPTE SPEEA-Area vice president seats (two Northwest and one Midwest) on the IFPTE Executive Council. SPEEA will conduct a member-wide election if contested.

Wichita Engineering Unit

In the Midwest, members of the Wichita Engineering Unit (WEU) bargaining unit are running for the SPEEA-WEU Negotiation Team. Applications are due Jan. 12 (see www.speea.org for details). The WEU Bargaining Unit Council elects the team.

Team members receive extensive training and work with SPEEA staff to identify and prioritize changes based on member surveys, case histories and market analysis.

After contract talks with Spirit AeroSystem's leaders, an offer is 'lifted' for a vote. SPEEA provides highlights along with proposed contract changes and sends ballots to WEU members. The current contract expires Dec. 1.

Other ways to step up

SPEEA offers a number of ways to become involved and show support for your union.

- **Join a committee** - Members are always welcome to the monthly meetings. Several committees plan events and take action in the workplace or at the state/federal capitols. See a list of committees and their meeting schedules on page 6.
- **Help count election ballots** - Run for a seat on the Tellers Committee, which oversees union elections. Training is provided. You can also volunteer to count ballots when SPEEA conducts member-wide elections.
- **Become an Area Rep** - This is a great way to learn more about how SPEEA operates and build a connection to co-workers. Talk to your Council Rep to learn more.

Find your Council Rep

Not sure who your Council Rep is? Go to www.speea.org - drop-down menu: Member Tools/Find Your Council Rep.

College scholarships for labor union members and their families

Union Plus Scholarship

The one-time cash awards of \$500 to \$4,000 are given for study beginning in the fall. Applicants are evaluated on a number of factors, including two essays (which count for up to half of your score). Learn more at www.unionplus.org.

Applications are due before noon (Eastern Time) Jan. 31. This is a nationwide scholarship program for all unions participating in the Union Plus program, which includes IFPTE. Current and retired members, their spouses and their dependent children are eligible.

IFPTE - Dominick D. Critelli, Jr. Scholarship

Scholarships worth \$2,500 each will be awarded to three high school seniors from IFPTE's public, private, and federal sectors (one per sector). This scholarship is for high school seniors who are children or grandchildren of SPEEA, IFPTE Local 2001 members.

Along with the application and transcripts, three letters of recommendation are required along

with an essay on "What Being a Member of a Union Family Means to Me." See more at www.ifpte.org (drop-down menu: Join Us/IFPTE Benefits). Due by March 15.

In 2017, **Anna Johnson** (SPEEA member **David M. Johnson**) won the IFPTE private sector scholarship.

Jerry Beckendorf Community Services Scholarship

To be eligible, high school seniors must be part of a union family (parent or guardian) and the student must be active in the community in Pierce County, Wash. An essay and letter of recommendation are part of the application process for those entering in a college, trade or technical school in the fall. Apply by March 15. Learn more at www.pclaborcares.org.

SPEEA has been a major sponsor of the scholarship fundraiser bowling tournament.

In 2016, **Rebecca Vonwahlde** (SPEEA member **Ronald Vonwahlde**) won a Beckendorf Community Services scholarship.

Activist/service awards

Nominate a member for recognition

SPEEA recognizes and honors members' efforts on behalf of their union and their community with special awards.

SPEEA Pezzini HOPE award

The Stephen Pezzini Helping Other People Excel (HOPE) award is given to a member who goes above and beyond for SPEEA and his/her community. The award honors the memory of a Council Rep who was a strong union advocate who was also active in supporting his community. He died of cancer at the age of 36.

To nominate someone you know (in any bargaining unit), email terryh@speea.org by Feb. 16. Include specific examples of how the member contributes to SPEEA and the community.

Northwest

At the March Recognition Banquet, the Northwest Council recognizes members in the following categories who were nominated by their peers:

- New activist
- Outstanding activist
- Outstanding leader
- Lifetime achievement

To nominate a Northwest member, see the award nomination form online (available under Councils/Forms and Petitions). Deadline: Feb. 16.

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Local 2001, AFL-CIO, CLC

Professional and support staff

On behalf of more than 20,000 members, SPEEA staff provides contract and benefits expertise, mem



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rayg@speea.org



Robin Fleming

- Executive director's secretary
 - Executive Board liaison
 - Notary
 - Scheduling meetings
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Pauline Tamblyn

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 - Executive Board finance
 - Expense reports
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 - Contract administrator (Thompson)
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April Rebollo

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 - Contract administrator (travel assignment)
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Stan Sorscher

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Communications Department

Member communications, publications, visibility and news media relations.



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 - Executive Board communications
 - News media contact
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Karen McLean

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Amber Musselman

- Communications support
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Contract Administrators

Support members by enforcing and interpreting the contract language.



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 - Contract administrator (California/Utah/travel assignments)
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richp@speea.org



Jason Collette

- Contract administrator (Developmental Center/Duwamish/Pilots)
 - Benefits coordinator
- (206) 674-7370
jasonc@speea.org



Frank Guglielmo

- Contract administrator (Auburn/Bellevue/Facilities)
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Michael Hochberg

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michaelh@speea.org



Matt Kempf, CFP®

- Senior director of compensation and retirement
 - Contract administrator (California)
- (206) 674-7362
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Hillary McConnell

- Contract administrator (Kent/Plant II)
- (206) 674-7353
hillarym@speea.org



Staff at SPEEA, IFPTE Local 2001

Member outreach, committee meeting support and more.

Support staff



Terry Hall

- Support staff coordinator
 - Council coordinator
- (206) 674-7360
terryh@speea.org



Elaine Carlson

- Administrative support
 - Accounting support
 - Receptionist
- (206) 674-7361
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Ann Gray

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 - Billing focal
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- Administrative support
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- (206) 674-7358
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- Membership coordinator
 - Administrative support
 - Benefits support
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Everett



Steve Spyridis

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 - Contract administrator (Everett – Factory/Flat Tops/Spokane)
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Justin Laem

- Office administrator
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Bill Razeto

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Nikki Wagener

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Wichita



B.J. Moore

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Vicki McKenna

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Ed Wells Partnership

A joint partnership between SPEEA and Boeing providing opportunities for members to enhance their skills and grow their careers.



Maria Nelson

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maria.b.nelson@boeing.com



Jerry DiLeonardo

- Program administrator
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Stay connected



Get the
Spotlight App

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

Join a committee to focus on issues important to you

One of the best ways to get the most from your SPEEA membership is to join one of the many issue-oriented committees. Committees bring together members with mutual interests to work issues, plan activities and build a stronger union. All members are welcome to attend, participate and bring their ideas to any of the committees. It's a great way to meet fellow members from across the union. Regular meetings are listed here and posted on the SPEEA online calendars on the website.

SPEEA committees

SPEEA Everett, Tukwila and Wichita (televideo or tie-in by phone). Times shown in PST/CST.

- **Diversity Committee**
4 p.m./6 p.m., second Wednesday of the month
- **Governing Documents**
4 p.m./6 p.m., third Wednesday of the month
- **Leadership Development and Training**
5 p.m./7 p.m., first Tuesday of the month
- **Legislative and Public Affairs**
3:30 p.m./5:30 p.m., third Monday of the month
- **Organizational Planning**
4 p.m./6 p.m., third Tuesday of March, June, September, December
- **Veterans Committee**
4 p.m./6 p.m., Jan. 8 (meets quarterly - check the SPEEA online calendar)

Northwest Region committees

Meet at SPEEA Everett and Tukwila (televideo or tie-in by phone if out-of-state).

- **Action and Communication Taskforce (ACT)**
4:30 p.m., first Wednesday of the month



The Northwest Labor Delegates committee is shown here at a meeting in December. SPEEA delegates serve on local and state labor councils. Learn more about all of the committees at www.speea.org (drop-down menu: Councils/Council Committees).

- **Governing Documents**
5 p.m., third Wednesday of the month
- **Labor Delegates**
4 p.m., Monday, March 12 (meets quarterly - check the SPEEA online calendar)



Members of the Midwest Legislative and Public Affairs (L&PA) Committee are shown here in Topeka last spring. From left: Wichita Council Reps **Rick Nelson**, **Mark Gayer**, Rep. **Louis Ruiz**, 31st District, Area Rep **Ronda Cockrell** and SPEEA Midwest Region Vice President **Keith Covert**. SPEEA has two regional L&PA committees in addition to the national SPEEA L&PA committee.

Midwest Region committees

Meet at SPEEA Wichita office.

- **Governing Documents Committee**
4:30 p.m., third Tuesday of the month
- **Legislative & Public Affairs Committee**
4:30 p.m., third Monday of the month
- **Membership Activities Committee**
4:15 p.m., first Thursday of the month

RSVP where you plan to attend

- SPEEA Everett – justinl@speea.org
- SPEEA Tukwila – sheilam@speea.org
- SPEEA Wichita – vickim@speea.org

If you live outside of the area and want to tie in by phone, call any SPEEA office to ask for the bridge line (includes a toll-free option).

Member discount for hockey in Everett and Wichita

- **Everett** - SPEEA members can see professional hockey for \$1 per ticket for Union Solidarity Night at the Everett Silvertips, Friday, Jan. 26, at 7:35 p.m.

To purchase tickets (first-come, first served), go to the Snohomish County Labor Council (SCLC) website at www.snolabor.org.

Since this is "Aerospace Night," stop by the union table and wear your red SPEEA shirt at this game against the Seattle Thunderbirds, at the Xfinity Arena, Everett.

- **Wichita** - Spend \$5 per ticket and receive a \$10 voucher for food at the Wichita Thunder game Friday, Feb. 2 at 7:05 p.m.

The SPEEA Midwest Membership Activities Committee (MAC) coordinated the discount for premium seats for the game against the Tulsa Oilers at INTRUST Bank Arena, Wichita.

SPEEA has a limited number of discount tickets on sale at the SPEEA office (cash only).

Bringing workplace perspective to technical colleges

By Karen McLean
SPEEA Publications Editor

What could you do to better prepare students for jobs? SPEEA members are bringing their workplace experience to local community/technical colleges through advisory committees that connect directly to the classroom.

If you think your opinion may not matter, talk to **Matt Adkins**, a SPEEA member and systems engineer for Boeing Commercial Airplanes (BCA). He volunteered to serve as a labor advisory rep for Edmonds Community College (ECC). "I think we underestimate the knowledge we have and its benefit to other groups."



Matt Adkins

Adkins, who has been at Boeing 13 years, serves on the ECC Engineering and Technology Department Advisory Committee. His position is coordinated through the Washington State Labor Council (WSLC), AFL-CIO. SPEEA recruits members who want to serve on committees to bring their workplace perspective and network with other committee members from the colleges and industries.

'Next best thing'

At the advisory meetings, Adkins saw how hard the college tries to stay relevant with the job market. "They (ECC) don't want to rest on what they currently have - they want to know what will be the next best thing to help students."

Adkins went to a community college while in high school. He earned an aerospace engineering degree from Purdue University. "I was the first person in my family to graduate from college. I can't thank college enough," he said. "Otherwise, I'd be in much different circumstances today. I hope everyone receives the benefits I did."



Reece Lumsden

Reece Lumsden, a SPEEA labor advisory rep who started at Boeing about 12 years ago, sees how Renton Technical College (RTC) focuses on similar issues in discussing current curriculum and what's ahead. He serves on the Design Technology and Advisory Board.

In addition to the labor advisory rep role, Lumsden is also involved in professional groups. For example, he served on the Aerospace and Electronics Systems Society Board of Governors for the Institute of Electrical and Electronic Engineers (IEEE) for three years. He continues to serve on the Systems Engineering Technical Committee for the American Institute of Aeronautics and Astronautics (AIAA).

"This (SPEEA labor rep) allows me to engage in something more local," he said, noting his other

advisory roles are more focused on the national and international level.

Retaining relevance

Lumsden connects the similarities of Ed Wells Partnership (EWP), a SPEEA-Boeing contract benefit, to what the technical colleges hope to achieve. "The emphasis is on keeping in touch with how the industry is evolving - to help employees to remain relevant," he said. Lumsden has taught a class on leadership for a certificate program offered by Ed Wells and will also teach a class on innovation this year for Ed Wells.

About the labor rep role, Lumsden offered this advice for others interested in serving. "It takes a willingness to provide your perspective from working in aerospace - that's what they're looking for."

Interested?

Email **Chelsea Orvella**, chelseao@speea.org, to find out about openings for labor advisory representatives. Orvella represents SPEEA on statewide advisory committees for aerospace workforce development. She also works with the WSLC, AFL-CIO, on placing SPEEA members on local advisory committees.

SPEEA Labor Advisory Representatives

- Matt Adkins
- Tom Dickens
- Jim Gillan
- Rick Hoffman
- Theryl Johnson
- Kelly Jones
- Mehmet Ugur Koksu
- Alexa Kulczyk
- Reece Lumsden
- Gary Mansell
- Chelsea Orvella
- John Pearson
- Larry Raymond
- Lynn Reynolds
- Gordon Yip

About the Labor Rep role

Members provide guidance for community and technical college curriculum based on their experiences. You can network with the broader industry, apply what you have learned at work to make a difference and reflect SPEEA's interest in supporting career growth in aerospace. The committees typically meet no more than quarterly. More information is provided to members selected to serve.

Advisory committees*

- Promote partnerships between vocational-technical education, business, labor and the communities they serve

- Provide recommendations and advice to make the training program as efficient and effective as possible
- Align skill and competency training to respond to local labor market needs

*Washington State Labor Council, AFL-CIO

About state community and technical colleges*

- Nearly 60% of all post-secondary students in the state are enrolled in a technical or community college (CTC)
- The median age of CTC students in the state is 26 years old, 44% are employed, 28% are parents and 43% are students of color
- The CTC system produces a \$20.5 billion annual positive impact on the state economy

*Washington State Labor Council, AFL-CIO

Society of Women Engineers (SWE)

Member earns SWE Emerging Leader award



Moushumi Shome

Congratulations to SPEEA member **Moushumi Shome**, who recently won the Emerging Leader award from the Society of Women Engineers (SWE).

Shome, the senior technical lead engineer on the Boeing 737 wireframe, was recognized for her technical achievements as well as her outreach efforts regarding science, technology, engineering and math (STEM) careers.

She was the only Boeing recipient of the award given to a total of six women from international companies at the 2017 SWE conference. The conference drew 14,500 participants.

Shome was recognized for her engineering innovation, having authored 19 invention disclosures patented by The Boeing Company, and more are under development. She is also involved in mentoring young women interested in engineering.



Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
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MOVING? Please correct your address

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Training/Events

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

Puget Sound

Union Solidarity Night

Everett Silvertips Hockey

Friday, Jan. 26 - 7:35 p.m.
Xfinity Arena, Everett

Discount tickets online only through
Snohomish County Labor Council

Midwest

WEU negotiations orientation

Jan. 9 and Jan. 10 - 4:30 p.m.
SPEEA Wichita office

Sign up by emailing vickim@speea.org

Discount hockey tickets

Wichita Thunder

Friday, Feb. 2 - 7:05 p.m.
Intrust Bank Arena

\$5 tickets include premium seating plus
\$10 food voucher
On sale (cash only) at SPEEA Wichita office
Midwest Membership Activities Committee

Sign up for SPEEA retirement seminar

Members in the Puget Sound who want to learn about retirement benefits can attend a two-hour retirement seminar.

The classes are held monthly at SPEEA Tukwila and Everett. See the schedule and sign up through Ed Wells Partnership. On the Boeing intranet, go to <https://edwells.web.boeing.com> (keyword search: SPEEA). Dinner is provided.

This seminar is a comprehensive overview of the SPEEA/Boeing negotiated retirement benefits presented by **Matt Kempf**, CFP®, SPEEA senior director of compensation and retirement.



Performance Management training in Wichita

A total of 110 Wichita bargaining unit employees attended SPEEA training to learn more about Performance Management (PM) at workplace meetings last month. Contract Administrator **Steve Spyridis** (standing above at the meeting Dec. 7) discussed the closeout appeal process (in the SPEEA-Spirit contracts) and provided tips for defining goals in the next phase of PM. Council Reps can schedule lunchtime PM training for their area by emailing steves@speea.org.

Union firefighters climb for Henry

Henry West, 3, lost his battle with leukemia in 2016, but his spirit will be honored at this year's stairclimb fundraiser in Seattle's tallest building.

International Association of Fire Fighters (IAFF Local I-66) member **Marnie Fox** is leading a team of Boeing firefighters who will climb 1,356 steps in full gear (55 pounds) to the top of the Columbia Tower March 11.

Henry met one of the Boeing firefighters who coordinated a special visit for Henry to the Boeing fire station in Seattle before he passed away Feb. 26, 2016.

Learn more about the stairclimb at www.illswa.org (click on Donate/Scott Firefighter Stairclimb and enter Marnie Fox or Boeing Fire). The fundraiser benefits the Leukemia and

Lymphoma Society (LLS) to put an end to blood cancers. New honorees are welcome, said Fox, who is the team captain.

SPEEA connection

Henry's father, **Nathan West**, his aunt, **Sarah Mills**, and both of his grandfathers, **Stephen West** and **Jamie Mills**, are SPEEA members. Henry's story was featured in the March 2016 Spotlight.

The IAFF Local I-66 Color Guard, including Fox, conducted a flag ceremony at SPEEA Northwest Recognition Banquets in recent years. IAFF Local I-66 also belongs to the Coalition of Labor Unions at Boeing (CLUB), along with SPEEA.



Boeing firefighter **Marnie Fox** has a photo of Henry on her helmet at the stairclimb.