

Representing aerospace professionals with competence, integrity and action



## Lunchtime meeting offers tips to pursue an upgrade

Steve Spyridis, SPEEA contract administrator, met with members in Bellevue to discuss how to pursue an upgrade at a lunchtime meeting. Council Rep **Evan Wipf** hosted the lunchtime meeting Jan. 18. Council Reps often host lunchtime meetings on SPEEA-related topics of interest to members in their districts.

## Productive talks for pilot/instructor contract

Contract talks are under way for the SPEEA Pilot/Instructors (SPIU) Negotiations Team, which hopes to have an offer for members to vote prior to the current contract expiring Feb. 9. Look for updates at [www.speea.org](http://www.speea.org).

### Executive Board election

## Eight to run for three positions

Eight members submitted valid petitions to run for three Northwest regional vice president seats on the SPEEA Executive Board.

**Keith Covert**, the Midwest regional vice president, is running unopposed for another term.

The Tellers confirmed the petitions were signed by members to ensure the candidates followed the election process.

### The candidates

(Council districts noted where applicable)

#### Midwest – one position

- Keith Covert\*

#### Northwest – three positions

- John Dimas (E-29)
- Justin Doh (D-3)
- Robert W. Sutton, Jr. (E-2)
- William Mark Worden (E-33)
- Mike Shea (E-21)
- Dan C. Nowlin (E-32)
- Shannon Deacon\*
- Orlando De Los Santos (R-50)

The candidates have until Monday, Jan. 30, to submit qualifications, statements and answers to Council-approved questions.

SPEEA will mail a ballot packet, including candidate information, by Feb. 22. Ballots will be counted March 8.

\*Current office holder

## Council Rep petition timeline

All SPEEA Council seats will be up for new two-year terms this spring. The 2017-2019 Council Rep petition will be posted online later in February, after the SPEEA Tellers finish the Council redistricting. The Council Rep petitions are due March 29.

## EIP deferral into Voluntary Investment Plan

A new feature in the SPEEA Prof and Tech contracts gives bargaining unit employees the option of putting Boeing's Employee Incentive Plan (EIP) bonus into their Voluntary Investment Plan (VIP).

As long as you make the election at least two weeks before the incentive award is scheduled to be paid out, that election will apply to your incentive award.

The incentive award program's payout is included on the same paycheck as regular pay, so the required withholding, including FICA, is taken from regular pay first and then, if necessary, from the incentive award.

For examples and more information, see the Incentive Award Withholding Guide (Nonmanagement Incentive Plans version) at *TotalAccess > Total Compensation > My Retirement Benefits > Manage My Retirement Income > Library*.



MLK march  
in Seattle – P2

VP vacancy on WSLC  
board – P3

CR beats  
the odds – P4



**President**

Ryan Rule

**Executive Director**

Ray Goforth

**Executive Board**

Jimmie Mathis	Treasurer
Joel Funfar	Secretary
Brent McFarlane	NW Regional VP
Shannon (Moriarty) Deacon	NW Regional VP
Nikki Wagener	NW Regional VP
Keith Covert	MW Regional VP

**SPEEA Council Officers**

Theryl Johnson	Chair
Matthew Joyce	Treasurer
Sandra Hastings	Secretary

**Midwest Regional Council Officers**

Mark Gayer	Chair
Matthew Joyce	Treasurer
Emily Forest	Secretary

**Northwest Regional Council Officers**

Tony Hickerson	Chair
Orlando De Los Santos	Treasurer
James Raskob	Secretary

**SPEEA Communications**

Bill Dugovich	Communications Director
Lori Dupuis	Graphic Designer
Karen McLean	Publications Editor
Amber Musselman	Communications Support
Brian Metz	Communications Intern

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**SEATTLE HALL**

15205 52nd Ave S • Seattle, WA 98188  
M-Th, 8 am to 5 pm • Fri, 8 am to 4:30 pm  
Phone: (206) 433-0991  
1 (800) 325-0811

**EVERETT HALL**

2414 106th St SW • Everett, WA 98204  
M-F, 8 am to 4:30 pm  
Phone: (425) 355-2883

**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



**Large turnout for MLK march in Seattle**

Thousands took part in a march to honor Martin Luther King Jr. on Jan. 16. The celebration also included workshops and a career fair with a resume coaching station. The photo shown here was taken by SPEEA Northwest Regional Vice President **Brent McFarlane**.

**Northwest Council actions – Nov. 10**

At their regular meeting, the Northwest Council voted on the following motion:

- **NW16-25 PRE-SUBMITTED NEW BUSINESS: Questions for Northwest Vice President Elections** – It is moved that the following questions be submitted to the applicants for the Northwest regional vice presidential candidates and their responses be included in the voters' guide.
  1. What do you see as the primary challenges SPEEA faces and what are your solutions?

2. What do you see as the primary challenges the NW Region faces and what are your solutions?
3. What experience and skills would you bring to the Executive Board?
4. How will you represent the NW region as a regional vice president?
5. Why are you interested in the vice president position?

The motion passed. For: 70; Against: 8.

**Northwest Council actions – Dec. 15**

At their regular meeting, the Northwest Council: Recognized new Council Reps **Chad Keck** (E-3) and **Dan Sergent** (R-20).

Voted on the following motions:

- NW16-027 **David Baine** (A-40) referred to the 2012/2013 motion NW11-042 in presenting the motion NW16-027 and said the purpose of this motion is to clarify that \$6,000 is to carry forward annually. Motion: The NW shall budget an annual \$6,000 contribution to the Washington Fair Trade Coalition. Passed. For: 51; Against 17.
- NW16-026: Proposed 2017/2018 Budget for Northwest Region Council: It is moved that The Northwest Council approve the proposed 2017/2018 Northwest Council budget and submit the proposed budget to the SPEEA Executive Board for consideration and incorporation into the SPEEA budget. For: 46; Against: 8. The budget passed as amended.

• Budget amendments included:

- Increase Line #23 Member Self Defense Course from \$1,950 to \$3,900. Passed. For: 48; Against 16.
- Increase Line #130 Pierce CCLC, Solidarity Day – Tacoma Rainiers from \$800 to \$1,000. Passed. For: 42; Against: 19.
- Adjustments to Line #52 WSLC Convention (10) and Line #53 WSLC Legislative Conference (10) as follows:
  - Line # 52 Column C from 10 to 19, Column AJ to \$21,384, Column AL (SPEEA time) to 484 hours and Column AM (estimated SPEEA cost) to \$22,748. Line #53 Column C from 10 to 9, Colum AJ to \$4,039.50, Column AL (SPEEA time) to 106 hours and Column AM (estimated SPEEA cost) to \$4,982. For: 28; Against 24. The amendment to Lines #52 & 53 passed.





## 'Hidden Figures' draws a crowd

To help promote diversity awareness, SPEEA provided tickets for members to see 'Hidden Figures,' a movie about a group of African American women who broke through career barriers as mathematicians at NASA during the Space Race of the 1960s. The free tickets were only for members

and only for the showing on Jan. 11 in Everett, Tukwila and Wichita. SPEEA Diversity Committee members helped with member sign in and recruited members to discuss the movie at the next Diversity Committee meeting, Wednesday, Feb. 8, at the SPEEA halls (4 p.m. in the Puget Sound and 6 p.m. in Wichita). Shown above from left: **Chazz Logan**, **Kwame Boler** and **Graciela Kawa** (SPEEA Diversity Committee member). At right, **Bobby Barrion**, a member, is next to his wife, **Uyen**, and **Luci Hood**, a SPEEA Council Rep, who helped sign in members.



## TRAINING/ EVENTS

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

### PUGET SOUND

#### Discount hockey tickets

##### EVERETT

Friday, Feb. 24 - 7:35 p.m.

Everett Silvertips vs.  
Portland Winterhawks

##### KENT

Friday, March 10 - 7:35 p.m.

Seattle Thunderbirds vs.  
Everett Silvertips

See Northwest online calendar  
at [www.speea.org](http://www.speea.org) for details.

Northwest Membership Activities Committee

### Wichita

#### Valentine's movie discount tickets – 'Hidden Figures'

Wednesday, Feb. 8 - 7 p.m.

13<sup>th</sup> Ave. Warren Theatre

Half-price tickets - balcony/lounge  
seating (21 and older only)

Purchase tickets at SPEEA office - \$9 each

Midwest Membership Activities Committee

#### St. Patrick's Day Bingo – save the date

Saturday, March 11

SPEEA Wichita office

Midwest Membership Activities Committee

### Washington State Labor Council

## Interim VP vacancy on state Labor Board

Due to a resignation related to retirement, WSLC has an interim vacancy for the IFPTE vice president at-large on the Washington State Labor Council (WSLC) Executive Board.

If you're interested and eligible (SPEEA, IFPTE Local 2001 member in good standing in Washington state), apply by April 1.

### To apply

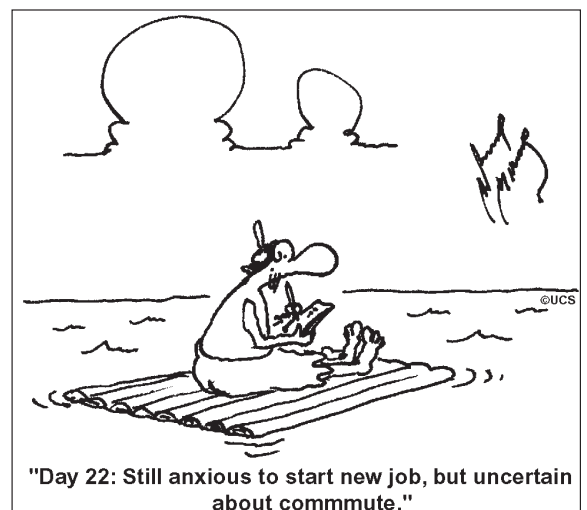
Send your name, contact information and a brief statement on why you're interested to [apply@speea.org](mailto:apply@speea.org). The SPEEA Executive Board will review the applicants and nominate a member to the WSLC Executive Board, which makes the final appointment.

### About the WSLC Board

The WSLC Executive Board includes the president, secretary-treasurer and vice presidents, representing districts across the state, as well as representatives from constituent groups. The Board meets quarterly and establishes policies and programs between annual conventions.

WSLC membership includes delegates from 600 union locals and councils representing about 400,000 union members.

To learn more, go to [www.wslc.org](http://www.wslc.org).



# Council Rep beats the odds, despite hearing loss

EVERETT – When Tech Council Rep **Richard Hughes** reflects on his 31-year career at Boeing, he recalls the reaction from others who didn't think he would make it.



Richard Hughes

“Engineering is a communication world,” said Hughes, who can speak in a normal voice but only has 8% of his hearing. “There were some who thought I couldn't make it,” he said. “That just made me stronger.”

He suffered hearing loss from a high fever when he was three years old. He learned how to read lips so well he was able to attend public schools.

“I've been through a lot of obstacles,” Hughes said. “I learned a lot about how to communicate, about body language and lip reading and how to deal with different types of people.”

He remembers many summers spent with his mother and older brother who worked with him on his lip-reading and speaking skills. He also worked various jobs from fast food to construction and participated in sports, where he continued to build his communication skills.

He was taking computer-aided design classes

in college to become an architect when Boeing hired him to work as a drafter in flight manuals. He was 21 at the time.

In the early days at work, he would go home angry. He struggled to read lips if he was in a group setting, so he would walk away. “There was nothing I could do (about the hearing loss), so I tried to figure it out with them.”

For the past 10 years, he's worked with the same group in fleet support – aerodynamic performance at Everett's Harbour Pointe site. “I enjoy what I do – it's a great bunch of people,” he said.

His SPEEA involvement grew from his interest in contract negotiations. After asking a lot of questions, he was recruited to become an Area Rep. In 2015, on the advice of Council Reps **Jeff Aga** and **David Fritz**, he successfully ran for a Council Rep vacancy.

As a Council Rep, he likes getting information firsthand on what's happening with SPEEA. “I hate rumors,” he said. “I want to know what's actually going on. A lot of people are depending on me for that information.”

# Executive Board mini minutes – Jan. 5

**Attendees:** Ryan Rule, Jimmie Mathis, Joel Funfar, Brent McFarlane, Shannon Deacon, Nikki Wagener, Keith Covert

**Council officers:** Orlando De Los Santos, Tony Hickerson, Theryl Johnson, R. Matthew Joyce, James Raskob

**Staff:** Ray Goforth, Bill Dugovich, Pauline Tamblyn, Maria Nelson, Robin Fleming, Steve Spyridis, BJ Moore, Matt Kempf, Rich Plunkett

At their regular meeting, the Board:

- Appointed **Nick Genet** to fill the Ed Wells Partnership Joint Policy Board position for the next term.
- Appointed **Jimmie Mathis** as the Mates representative.
- Approved up to eight compensated hours each for **Carolyn Brock, Joel Funfar, Suzy Kamiya-Harding, Tony Hickerson, Mohammed Khan, Daniel Peters** and **Kurt Schuetz** to participate in Washington State Labor Council Legislative Day on Feb. 3.
- Endorsed **Reece Lumsden** as a labor representative to the Renton Technical College Engineering Design Technology and Advisory Committee and **Kelly Jones** to the Bellingham Technical College Engineering Technology Advisory Committee.
- Approved sending IFPTE Vice Presidents **Ryan Rule, Joel Funfar** and **Donna Lehane** to participate in the IFPTE 2017 Legislative Week Feb. 5-10.
- Approved up to 40 hours compensated time (~\$1,900) each and up to \$3,000 expenses each for SPEEA IFPTE Vice Presidents **Ryan Rule, Joel Funfar** and **Donna Lehane** to participate in the IFPTE 2017 Legislative Week Feb. 5-10.
- Approved **Shannon Deacon** the use of the SPEEA Everett Facility on Jan. 7.

# Wichita discount tickets for 'Hidden Figures'

WICHITA – The Midwest Membership Activities Committee (MAC) will offer discount tickets for a Valentine's movie night at 13<sup>th</sup> Avenue Warren Theater on Feb. 8. The movie has been changed to 'Hidden Figures.'

The theater planned to show 'A Dog's Purpose,' but animal rights concerns about

a scene in the movie led to the theater owner withdrawing the movie.

The MAC discount tickets are half-price for balcony/lounge seating at 7 p.m., with doors opening at about 6 p.m., Wednesday, Feb. 8. Tickets are only on sale at the SPEEA Wichita office and are \$9 each (cash only) for members and their guests.

## UPCOMING MEETING SCHEDULES

### NORTHWEST MEETINGS (ALL TIMES PST)

Week of January 30, 2017		
Monday, Jan. 30	4:00 p.m.	Council Officers
Monday, Jan. 30	4:00 p.m.	Veterans Committee
Wednesday, Feb. 1	4:30 p.m.	ACT Committee
Thursday, Feb. 2	4:00 p.m.	Executive Board
Week of February 6, 2017		
Tuesday, Feb. 7	5:00 p.m.	Leadership Development & Training
Wednesday, Feb. 8	4:00 p.m.	Diversity Committee
Thursday, Feb. 9	4:30 p.m.	Council Meeting
Week of February 13, 2017		
Wednesday, Feb. 15	4:00 p.m.	SPEEA Governing Documents
Wednesday, Feb. 15	5:00 p.m.	NW Governing Documents
Wednesday, Feb. 15	5:00 p.m.	Membership Activities Committee
Thursday, Feb. 16	4:00 p.m.	Executive Board

### MIDWEST MEETINGS (ALL TIMES CST)

Week of January 30, 2017		
Monday, Jan. 30	6:00 p.m.	Council Officers
Monday, Jan. 30	6:00 p.m.	Veterans Committee
Thursday, Feb. 2	4:00 p.m.	MW Membership Activities Committee
Thursday, Feb. 2	6:00 p.m.	Executive Board
Week of February 6, 2017		
Thursday, Feb. 9	4:30 p.m.	Council Meeting
Week of February 13, 2017		
Wednesday, Feb. 15	6:00 p.m.	SPEEA Governing Documents
Thursday, Feb. 16	6:00 p.m.	Executive Board