

Representing aerospace professionals with competence, integrity and action



A SPEEA member and staff assisted Northwest Teller **Steve Karich** (at right) and Northwest Teller **Lynda Maynard** (at a table in the back) with the ballot count at SPEEA headquarters.

### New two-year terms

## CR petitions due March 29

All Council Rep seats are up for election for two-year terms starting in May. If you're a member interested in serving as your co-workers' liaison to SPEEA, the petition is due Wednesday, March 29.

### Remember

You must be a member for the preceding 12 months to be eligible, and you need to check the district delineation to determine if there have been changes in the buildings/floors covered in your district.

### How to apply

Both the delineation and petition are online at [www.speea.org](http://www.speea.org) (drop-down menu for Councils/Forms and Petitions). Print the petition and gather signatures of members in your district.

Statements (150 words max) are also due Wednesday, March 29, along with the petition. The statements will be used in case of an election in your district.

Submit statements via email, and you can scan or fax petitions (see below). The original petitions must also be delivered to your nearest SPEEA hall (see location information at [www.speea.org](http://www.speea.org)).

### Submit petitions/statements

- Northwest – email [terryh@speea.org](mailto:terryh@speea.org) or fax (petition only) to (206) 374-2213
- Midwest – email [vickim@speea.org](mailto:vickim@speea.org) or fax (petition only) to (316) 682-4668

All Council Reps will be seated at the May 11 regional Council meetings.



**Shannon Deacon**  
Northwest VP



**William Mark Worden**  
Northwest VP



**Mike Shea**  
Northwest VP



**Keith Covert**  
Midwest VP

### Election results certified

## Deacon, Worden and Shea elected to Executive Board

SPEEA members in the Northwest Region re-elected **Shannon Deacon** and voted to seat Everett Council Reps **William Mark Worden** and **Mike Shea** as Northwest Vice Presidents on the SPEEA Executive Board.

Northwest Tellers certified the results March 9 after receiving confirmation from the U.S. Postal Service that all mail in the SPEEA Post Office Box before the noon, Wednesday, March 8, deadline was processed.

Tellers asked for the recheck Wednesday and were informed the necessary personnel would not be available until Thursday morning.

In the Midwest, **Keith Covert** was unopposed and advanced for a second term as Midwest Regional Vice President.

The new two-year terms begin March 22 for the VPs. The seven-member board meets twice a month and provides oversight to SPEEA activities and expenses in addition to serving as the interim negotiations team if necessary.

Northwest Regional VPs*	Votes
John Dimas	162
Justin Doh	168
<b>William Mark Worden</b>	<b>608</b>
<b>Mike Shea</b>	<b>491</b>
Dan Nowlin	424
<b>Shannon Deacon</b>	<b>715</b>
Orlando De Los Santos	298

\* ballot order, winners bold

### Voter turnout

Valid ballots cast.....1,599  
Invalid ballots.....18  
Total ballots authorized.....17,230

Leadership training - P2

'Hidden Figures' in Portland - P3

Lawmaker meetings in Kansas - P4



**President**

Ryan Rule

**Executive Director**

Ray Goforth

**Executive Board**

Jimmie Mathis	Treasurer
Joel Funfar	Secretary
Brent McFarlane	NW Regional VP
Shannon 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

speea@speea.org • www.speea.org

**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

# Leadership school in Oregon

**P**ORTLAND – Three SPEEA members gained insights on building a stronger labor movement at the Portland Metro Leadership School presented by the Labor Education and Research Center (LERC).

The training, held on Saturday, Feb. 25, included a choice of three workshops cover-



*Ricardo Salve, a SPEEA Oregon Area Rep, is shown here at leadership training in Portland, which focused on grievance handling, recruiting and mentoring new leaders and finding common ground despite diverse perspectives.*

ing grievance handling, recruiting and communications.

The workshops focused on:

- How to involve members more actively in worksite problem-solving
- How to recognize and mentor new activists as potential leaders
- How to seek common ground

Council Rep **Emily Brent-Fulps** chose the session on effective communication and came away with tools to be more tolerant, accepting and supportive of different political issues.

“I quickly realized that although we can have differing views on politics, we should feel safe and supported within our union,” she said.

An Oregon SPEEA Area Rep, **Ricardo Salve**, also found the workshop on communications helpful. “I learned to better communicate and interact with other members’ points of view and experiences.”

**Dan Nowlin**, an Everett Council Rep and chair of the SPEEA Leadership Development and Training committee, also went to the training.

**Washington State Labor Council**

## VP vacancy on state labor board

**S**PEEA is seeking members interested in a vice president position on the Washington State Labor Council (WSLC), AFL-CIO, Executive Board. This is an interim position for IFPTE VP at large.

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

**To apply**

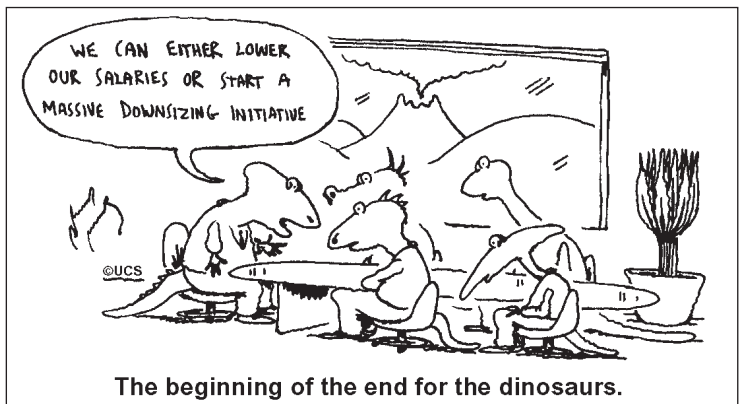
Send your name, contact information and a brief statement on why you’re interested to [apply@speea.org](mailto:apply@speea.org). The SPEEA Executive Board will review the applicants and nominate a member to the WSLC Executive Board, which makes the final appointment.

**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).



The beginning of the end for the dinosaurs.



## Budget discussion at SPEEA

About a dozen SPEEA members in the Northwest and Midwest took part in a 'Meet the Budget' by phone and in person at SPEEA halls March 6. SPEEA Treasurer **Jimmie Mathis** (shown here, top left, in Tukwila) gave an overview of the proposed 2017/2018 SPEEA budget and answered questions from participants ranging from line items to operating expenses. Council Reps were invited to the meeting to ask questions prior to voting on the budget at the March SPEEA Council meeting.

## Executive Board mini-minutes – Feb. 16

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

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

**Guest:** Dan Nowlin

**Staff:** Ray Goforth, Carrie Blackwood, Earl Carter, Frank Guglielmo, Matt Kempf, BJ Moore, Rich Plunkett, Steve Spyridis, Michelle Stanley, Pauline Tamblyn

At their regular meeting, the Board:

- Approved sending a letter to US Bank urging divestment from Energy Transfer Partners - current funding of the Dakota Access Pipe Line and other long term dirty fossil fuel projects. Included consideration to move SPEEA banking to an established credit union or bank with a track record for social and environmentally responsible investment, within a reasonable timeframe.
- Appointed **Sean Bell, Rebekah Hewitt, Ryan Rule, Carolyn Brock** and **Brent McFarlane** to the Joint Benefit discussion group for the term February 2017 to June 2019.
- Appointed **Bronwyn Jackson, Carrie Rule, Amir Shaterian, Mike Shea** and **Destry Ransier** to the Joint Compensation discussion group for the term February 2017 to June 2019.
- Appointed **Roger Aisaka, John Dimas, Mark Friesen, David Fritz, Bob Wilkerson, Joel Funfar** and **Dan Nowlin** to the Joint Workforce discussion group for the term February 2017 to June 2019.
- Approved SPEEA time for **Michelle Cooper** and **Bob Wilkerson** (48 hours total) to attend the March Coalition of Labor Union Women (CLUW) National Executive Board (NEB) meeting in Silver

Spring, Maryland.

- Supported March for Science events in Seattle and Wichita April 22, with a banner: "SPEEA Supports Science."
- Authorized up to \$375 for five people to participate in Labor Education and Research Center (LERC) Leadership School in Portland, Feb. 25.
- Approved up to 1.5 hours of SPEEA paid time each for **Joe Abbott** and **Daryl Doshier** to attend the ARC of Sedgwick County (Kansas) breakfast on March 8 for a total of three hours paid time.
- Accepted the Letter of Understanding (LOU) between SPEEA (Wichita Technical and Professional Unit (WTPU) and Wichita Engineering Unit (WEU)) and Spirit AeroSystems regarding supply chain procurement agents and medical plan options.



## Members at 'Hidden Figures' movie in Portland

Following a successful event with the movie "Hidden Figures" in Tukwila, Everett and Wichita, Oregon Council Rep **Emily Brent-Fulps** arranged for Portland members to see the movie with SPEEA tickets (shown here on Feb. 23). The movie was inspired by true stories of a group of African-American women who broke through color and gender barriers as mathematicians at NASA during the Space Race of the 1960s. The Diversity Committee invites members from any bargaining unit to join its meetings on the second Wednesday of the month (by phone or via televideo at SPEEA offices in Everett, Tukwila, and Wichita) at 4 p.m. (PST). See the online calendar at [www.speea.org](http://www.speea.org) for details.

## TRAINING/ EVENTS

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

### PUGET SOUND

#### Social Security 101

Wednesday, March 29 at 4:30 p.m.  
SPEEA Tukwila

RSVP – [edwells.web.boeing.com](http://edwells.web.boeing.com)

### Wichita

#### Wichita Force – discount tickets

Indoor professional football

Saturday, April 8  
at INTRUST Bank Arena

Tickets are \$5 each – on sale at SPEEA  
Wichita office

Midwest Membership Activities Committee

## Bonus at Spirit

**W**ICHITA – SPEEA-represented employees at Spirit AeroSystems received a bonus in their Feb. 23 paychecks. The company score for the Short Term Incentive Plan (STIP) was 1.49 against a target of 1. Individuals' bonuses are tied to criteria based on program and performance.

The SPEEA contracts for both the Wichita Engineering Unit (WEU) and Wichita Technical and Professional Unit (WTPU) include bonus payout language.

*Meetings with lawmakers*

## Gaining support for SPEEA issues in Kansas

**T**OPEKA – Five SPEEA members met with lawmakers in the state capitol of Kansas to talk about issues important to aerospace engineers and technical workers and their communities.

In meetings Feb. 22-24, SPEEA members sought and gained support for issues including tax incentive accountability and affordable higher education.

Although the legislature was in session, several lawmakers made time to meet with SPEEA members to discuss issues. While there, the members witnessed a House vote to override Kansas Gov. **Sam Brownback's** veto on the tax bill. Since the Senate did not have two-thirds approval following debate, the veto was upheld.

Some of the lawmakers made a point of flexing their schedule to meet when they saw SPEEA members dropping off informational packets. Sen. **Mike Petersen**, R-District 28 and Sen. **Larry Alley**, R-District 32, met with a group of SPEEA members even though an appointment had not been scheduled.

The SPEEA participants, who are all members of the Midwest Legislative and Public Affairs Committee (L&PA), also met with state labor economists and analysts to discuss Kansas job projections and current labor market data.

“Even though we didn't get to meet with as many representatives and senators as we have in the past, I believe the days spent there were invaluable,” said **Joe Abbott**, Midwest Council Rep and SPEEA L&PA vice chair. “The three members who have not been on this trip before received an education seeing Kansas politicians in action as they acted on several bills.”

Midwest Area Rep **Ronda Cockrell** was one of the first-time participants in lawmaker

meetings in Topeka.

“I was so excited to be able to see the House and Senate,” she said, noting the battle over the tax bill veto. “There was lots of discussion during the sessions which was very educational. It was a great trip!”

Other L&PA members who took part included Midwest Regional Vice President **Keith Covert**, vice chair of the Midwest L&PA, Midwest Council Chair **Mark Gayer** and Council Rep **Rick Nelson**. In addition to coordinating the outreach and SPEEA legislative priorities in Topeka, SPEEA Legislative Director **Chelsea Orvella** joined the group in meetings with lawmakers and economists.



SPEEA Midwest members are shown here with Representative **Louis Ruiz**, D-District 31, in Topeka. The members went to the state capitol to share information on SPEEA legislative issues with state lawmakers.

### SPEEA Midwest public policy priorities

- Include strong performance accountability in corporate tax incentive programs
- Ensure access and affordability of higher education
- Restore local control of prevailing wage standards on public projects and related workforce investments
- Support workers' compensation reforms that benefit workers

### Divorce impact

## Graduate student seeks survey takers

A doctoral student studying the impact of divorce on children's later relationships is seeking adults to take an online survey at [www.surveymonkey.com/r/N72QHSS](http://www.surveymonkey.com/r/N72QHSS). The link includes a brief description, eligibility requirements (must be 18 or older) and contact information for questions. The graduate student, who is married to a SPEEA member, is pursuing a Ph.D. in clinical psychology at Walden University.

## UPCOMING MEETING SCHEDULES

### NORTHWEST MEETINGS (ALL TIMES PST)

Week of March 13, 2017	
Wednesday, March 15	4:00 p.m. SPEEA Governing Documents
Wednesday, March 15	5:00 p.m. NW Governing Documents
Wednesday, March 15	5:00 p.m. Membership Activities Committee
Thursday, March 16	4:00 p.m. Executive Board
Week of March 20, 2017	
Monday, March 20	3:30 p.m. SPEEA Legislative & Public Affairs
Wednesday, March 22	4:30 p.m. New Hire Committee
Thursday, March 23	4:00 p.m. Labor Delegates
Week of March 27, 2017	
Monday, March 27	4:30 p.m. NW Legislative & Public Affairs
Tuesday, March 28	4:30 p.m. NW Women's Advocacy Committee

### MIDWEST MEETINGS (ALL TIMES CST)

Week of March 13, 2017	
Wednesday, March 15	6:00 p.m. SPEEA Governing Documents
Thursday, March 16	6:00 p.m. Executive Board
Week of March 20, 2017	
Monday, March 20	4:30 p.m. MW Legislative & Public Affairs
Monday, March 20	5:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, March 21	4:00 p.m. MW Governing Documents
Week of March 27, 2017	
Tuesday, March 28	4:30 p.m. MW Women's Advocacy Committee