

Representing aerospace professionals with competence, integrity and action



Panel members from left are Dr. **Deborah Smith**, **Nikki Hessner**, SPEEA member, **Trinity Downing**, SPEEA member and **Michael Villanueva**, panel moderator. Their discussion was broadcast to several Boeing sites June 21.

SPEEA members on transgender panel help to raise awareness

By **Karen McLean**
SPEEA Publications Editor

BELLEVUE – SPEEA members helped raise awareness of transgender and gender fluidity issues in a panel discussion at Boeing’s Bellevue site June 21. The event was held in conjunction with Lesbian, Gay, Bisexual, Transgender (LGBT) Heritage Month.

Trinity Downing, SPEEA member and tech designer in propulsion, organized the Propulsion System Diversity Council lunch-and-learn meeting, which was broadcast to several Boeing sites across the country.

Downing reflected on her personal journey and the support she received from “90%” of her family, friends and co-workers, when she transitioned to her authentic self. “That’s a huge step,” she said, about how society has shifted.

Nikki Hessner, a SPEEA member who identifies as gender neutral, shared her perspective about trying to understand herself. Hessner, a facilities mechanical engineer for Site Services in Everett, also uses they/their pronouns.

“As a millennial, I know there is a perception that we try to make up words and force them on people,” Hessner said. “Instead, we’re trying to come up with words for how it feels. I’m not just seeking attention, I promise. I’m

on a journey of self understanding.”

Joining the panel, Dr. **Deborah Smith**, senior manager for Boeing Health Services, talked about her transition in 2013. She also discussed theories on what makes some people feel like they were born with the wrong body.

“When your chromosomes match your body and mind, you win,” she said referring to most of society. “When you have the right chemistry, the right body, it’s amazing how the world changes.”

Noting estimates indicating about one in 250 may be transgender, she described her experience prior to her transition.

“It just grinds away at your soul,” she said. “One can’t get over the anger, the sadness, anxiety, depression. I know how hard it is to understand or accept, but that is what it is. It’s not a lifestyle choice.”

Boeing Global Diversity and Inclusion Specialist **Michael Villanueva**, panel moderator, is one of two gender transition focals for The Boeing Company. He urged audience members to seek out accomplishments of the transgender community, including **Lynn Conway**, who has been called the ‘hidden hand’ behind revolutionary technology for the computer chips that make cell phones ‘smart.’

“We are really a creative and accomplished bunch,” said Smith.

Workshop sparks interest among younger members

If you look at how long the participants continued to meet after a recent SPEEA workshop, you might call it a resounding success.

The Northwest Young Members Committee teamed up with the SPEEA Leadership Development and Training Committee to invite members to a special workshop, which lasted more than three times longer because participants continued the conversations.

The workshop was part of a day-long SPEEA Leadership Conference, June 10, to help Council Reps in their role as workplace union liaisons.

The session, called “What Does the Future of SPEEA Look Like? A Workshop for Young Members,” included a panel of speakers, followed by time in the scheduled workshop to discuss next steps for a plan to engage their peers in SPEEA. The conference ended at 4:30 p.m., but the members continued meeting until 9 p.m.

“In this session, we invited regular members who had no prior experience in SPEEA leadership or elected office to listen to the insights of our panel speakers on organizing younger professionals,” said **Daniel Peters**, committee officer and Council Rep.

“These younger members then shared their ideas on how to better engage our membership,” Peters said, “and they will work with the Young Members Committee in the coming weeks to plan some outreach events.”

Peters appreciated the efforts to bring in the members who would not have otherwise attended the SPEEA Leadership Conference which is primarily geared toward Council Reps. The conference theme, “Empowering Future Activists,” tied in with several related workshops to help with outreach and understanding.

“I think it’s more important than ever that we devote ourselves not just to developing our current activists, but identifying and cultivating new leaders who can bring a fresh perspective, new ideas, and a renewed sense of purpose to our union,” Peters said.

Kansas poverty simulation – P2

Council Rep perfect attendance – P3

First contract for berry pickers – P4

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At the Kansas State AFL-CIO Community Service Conference were from left: **Mario Cervantes**, AFL-CIO labor liaison for United Way of the Plains, **Tony Spicer**, Kansas State AFL-CIO president, **Susan Thompson**, Wichita/Hutchinson Labor Federation president, **Donna Lehane**, SPEEA Council Rep, **Andy Sanchez**, Kansas State AFL-CIO executive secretary-treasurer and **Ronda Cockrell**, SPEEA Area Rep.

Simulation at Kansas conference sheds light on impact of poverty

TOPEKA, KANSAS – If you had to choose, would you give up having a computer, cell phone and TV to own a car or having three meals a day?

For most of the people gathered at the Kansas State AFL-CIO Community Service Conference, this was simply an exercise to understand what people face on fixed incomes.

“It definitely was a challenge to decide what you would be able to spend a limited income on,” said **Ronda Cockrell**, SPEEA Wichita Area Rep, and conference participant along with Midwest Council Rep **Donna Lehane**.

The simulation came with categories for housing, healthcare, food, technology, child-care and groceries. For each category, participants could choose from three options with an increasing number of circles to fill with a piece of small candy.

For example, if they wanted to have a com-

puter, plus TV with cable and a cell phone, they had to ‘spend’ three candies. Each person received a total of 15 pieces of candy to ‘purchase’ their choices. To select all of the best options would have ‘cost’ 35 pieces of candy.

The Kansas poverty level is \$24,600 a year for a family of four.

In their reports, both Cockrell and Lehane noted statistics shared at the conference, including:

- 80% of the students in Topeka are on reduced-cost lunch programs due to their household income levels
- 80% of children in third grade cannot read at their grade level
- 14.5% of Kansans have no health insurance

Next year, the Kansas AFL-CIO will hold the annual conference in Wichita.

Executive Board mini-minutes – June 15

Attendees: Ryan Rule, Jimmie Mathis, Joel Funfar, Shannon Deacon, Mark Worden, Mike Shea, Keith Covert

Council officers: Theryl Johnson, Matthew Joyce, Tony Hickerson, James Raskob

Guests: Catherine Owen, Nikki Wagener

Staff: Ray Goforth, Robin Fleming, Rich Plunkett, Steve Spyridis, BJ Moore, Matt Kempf

At their regular meeting, the Board:

- Approved up to 16 hours compensated time and \$400 expenses for SPEEA Area Rep **Matt Carter** to participate in the Oregon Manufacturing Innovation Center (OMIC) funding meetings in Salem, Oregon, June 20-21.
- Approved up to 32 hours compensated time each for **Michelle Cooper**, **Robert Wilkerson** and **Nikki Wagener** to

attend the Coalition of Labor Union Women (CLUW) convention in Detroit, Sept. 6-9.

- Approved purchasing advertising with the Seattle Chapter of A. Philip Randolph Institute (APRI) “Taking a Walk for Education” for \$150.

The next meeting is Thursday, July 6.

Correction

The wrong photo appeared with the caption “Council Reps from other states discuss issues” in the June 16 SPEEA News. Both the intended photo and the printed photo were in connection with the SPEEA Convention/Leadership Conference, but the Council Reps in the printed photo were at the convention (not the out-of-towners meeting).



Northwest Council Reps with perfect attendance at Council meetings for the previous year are shown here at the SPEEA Convention. A photo of Midwest Council Reps with perfect attendance appears in the July Spotlight.

SPEEA Council actions – June 9

At the annual SPEEA Council Convention, the SPEEA Council Reps:

Recognized new Council Reps:

- **David H. Carpenter** (P-2)
- **Richard Hughes** (E-28)
- **Tarja Kallinen** (E-22)
- **Manizheh Sedghinasab** (E-8)
- **David Wilkinson** (E-2)

Elected SPEEA Council officers to serve new two-year terms:

- **Theryl Johnson** (P-5) – chair
- **Emily Brent-Fulps** (O-10) – treasurer
- **Ben Blankley** (S-1) – secretary

Voted on the following motions:

- M17-012 Support of Communication Workers of America (CWA) locals (in case of an extended strike at AT&T). The amended motion passed. For: 86. Against: 5.
- M17-013 Opposition to the “Preserving Employee Wellness Programs Act,” HR1313 or any bills like it that allow companies to pressure the use of employees DNA in wellness programs. The motion passed. For: 89. Against: 5.
- M17-014 Statement of principle regarding threats and acts of violence against union members and other nonviolent demonstrators. The motion passed on a voice vote.

Special recognition for 100% Council attendance

The following are the recipients of the Special Award Recognition for either attending or sending a designated alternate to all of the Council meetings from May 2016 to April 2017.

Midwest

- Joe Abbott (S-2)
- Ben Blankley (S-1)
- Emily Forest (S-14)
- Nancy Frazier (S-26)
- Wes Gardner (S-14)
- Mark Gayer (S-22)
- R. Matthew Joyce (S-1)
- Aaron Kitterman (S-16)
- Donna Lehane (S-18)
- Shane Michael (S-1)
- Rick Nelson (S-1)
- Daniel Ryan (S-4)
- Chris Streckfus (S-1)

Northwest

- Roger Aisaka (X-10)
- James Applebee (E-30)
- Babak Arvani (E-1)

- Mahliek Barnes (E-13)
- Doug Brazeal (A-30)
- Alejandro Castro (E-35)
- Michelle Cooper (K-1)
- Jeffrey Forbes (D-10)
- Nikolas Geiselman (E-29)
- Mohammed Kadir (E-11)
- Karen Karonis (AS-10)
- Michael Knopp (P-3)
- Ron Mathes (D-6)
- Rick Mochow (E-11)
- Dan Nowlin (E-32)
- Richard Ogden (B-10)
- Daniel Peters (D-1)
- Joseph Pham (R-3)
- James Raskob (E-23)
- Carolyn Wilson (E-31)
- Gordon Yip (P-1)

TRAINING/ EVENTS

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

PUGET SOUND Northwest Golf Tournament

Saturday, July 15 – 8 a.m.
(shotgun scramble)

Redmond Ridge Golf Course

Northwest Membership Activities Committee

Discount tickets – Seattle Storm women’s basketball

Friday, July 28 – 7 p.m.
KeyArena, Seattle

Tickets are \$10 each – reg. \$19
(limited number of seats)

Purchase tickets by July 1 to be
eligible for two Storm drawings

Northwest Membership Activities Committee

New Hire/Intern hike

Saturday, July 29 – 8 a.m.

Annette Lake, Snoqualmie Pass

Northwest New Hire Committee

Northwest New Hire/Intern picnic

Saturday, Aug. 20 – 6 to 9 p.m.

Golden Gardens park, Seattle

Dinner/games provided

RSVP – speea@speea.org

Northwest New Hire/Young Members Committees

Wichita

Discount tickets All Star Adventures

Wristbands - \$8 each – good for three
hours of rides plus 20 arcade tokens
Valid through Aug. 31

Purchase (cash only) at SPEEA Wichita

Midwest Membership Activities Committee

Discount tickets – Mosley Street Melodrama

Saturday, Aug. 5

Tickets are half price - \$15 each
Purchase (cash only) at SPEEA Wichita

Midwest Membership Activities Committees

Race for Freedom 5k run/walk to end human trafficking

Saturday, Sept. 9

To join SPEEA team (runner/walker/volun-
teer), email vickim@speea.org

Midwest Council

Sakuma Bros.

Berry workers ratify contract

By Brian Metz
SPEEA Communications

On June 19, the members of Familias Unidas por la Justicia (FUJ) went to the strawberry fields of Sakuma Bros. Berry Farm in the Skagit Valley, protected by the terms of a collective bargaining agreement they ratified the previous week by more than 85%.

The successful contract negotiations come after four years of organizing, strikes and boycotts at the Burlington-based Sakuma Bros. Farms. SPEEA supported the efforts of FUJ since 2014.

“This is a historic victory for all our members that harvest berries, they are happy to be working at Sakuma Farms with a union contract, everybody is ready to get to work, there will soon be union berries in the market-

place,” said Ramon Torres, FUJ president, in an article on the FUJ website.

Highlights of the contract

- **Wages** - ensures an average wage of at least \$15 per hour
- **Grievance procedure and just cause** - establishes a grievance procedure and just cause provisions
- **Labor Management Communications Committee** - establishes a Labor Management Communications Committee to meet regularly to informally resolve issues

The contract expires June 15, 2019. For more information, go to <http://familiasunidasjusticia.org/>.



Union discount for Seattle Mariners baseball game

Take advantage of the union discount for Union Solidarity Night, Friday, July 7, when the Mariners play against the Oakland Athletics.

The discount is offered by the Mariners for all labor union members, their families and friends. Tickets are only \$18 for view level and \$28 for main level when using the promo code - UNION - to purchase tickets online (only) at <http://m.mlb.com/mariners/tickets/group/union-solidarity-night>.

Mariners vs Oakland A's Friday, July 7 – 7:10 p.m.

Tickets are \$18 for view level and \$28 for main level

Reminder - the discount is only available online – use the special offer promo code: UNION.

The deadline to purchase is 5p.m., Thursday, July 6.

If you go, wear your red SPEEA T-shirt. Need one? Multiple sizes are available at the SPEEA Everett and Tukwila halls. Go to www.speea.org for directions to the halls (drop-down menu – Contact Us/SPEEA Halls).



Save the date

New hire/ intern BBQ

Plan to join new hires and interns at a beach park in Seattle with the members of the New Hire Committee on Sunday, Aug. 20.

Connect with fellow engineers and technical workers, their families and friends over free food and games at Ballard's Golden Gardens Park (near Shilshole Bay Marina).

BBQ at Golden Gardens, Seattle Sunday, Aug. 20 - 6 to 9 p.m.

Food and games provided
RSVP: speea@speea.org

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PDT)

Week of July 3, 2017		
Thursday, July 6	4:00 p.m.	Executive Board
Week of July 10, 2017		
Monday, July 10	4:00 p.m.	NW Labor Delegates
Wednesday, July 12	4:00 p.m.	SPEEA Diversity Committee
Thursday, July 13	TBD	NW Council Meeting
Week of July 17, 2017		
Monday, July 17	3:30 p.m.	SPEEA Legislative & Public Affairs
Tuesday, July 18	4:00 p.m.	SPEEA Organizational Planning
Tuesday, July 18	4:00 p.m.	SPEEA Veterans Committee
Tuesday, July 18	5:00 p.m.	SPEEA Leadership Development/Training
Wednesday, July 19	4:00 p.m.	SPEEA Governing Documents
Wednesday, July 19	5:00 p.m.	NW Governing Documents
Wednesday, July 19	5:00 p.m.	NW Membership Activities Committee
Thursday, July 20	4:00 p.m.	Executive Board

MIDWEST MEETINGS (ALL TIMES CDT)

Week of July 3, 2017		
Thursday, July 6	4:15 p.m.	MW Membership Activities Committee
Thursday, July 6	6:00 p.m.	Executive Board
Week of July 10, 2017		
Wednesday, July 12	6:00 p.m.	SPEEA Diversity Committee
Thursday, July 13	4:30 p.m.	MW Council Meeting
Week of July 17, 2017		
Monday, July 17	4:30 p.m.	MW Legislative & Public Affairs
Monday, July 17	5:30 p.m.	SPEEA Legislative & Public Affairs
Tuesday, July 18	4:00 p.m.	MW Governing Documents
Wednesday, July 19	6:00 p.m.	SPEEA Governing Documents
Thursday, July 20	6:00 p.m.	Executive Board