

Representing aerospace professionals with competence, integrity and action

## Executive Board election

### Members to vote for candidates

Nine SPEEA activists are running for three Executive Board officer positions. The candidates are listed below in the order they will appear on the ballot (as determined by the Tellers Committee in a random drawing).

#### President

- Mehmet Ugur Koksü
- Shannon Deacon
- Joel Funfar
- Keith A. Covert

#### Treasurer

- Jimmie Mathis
- Michelle L. Cooper

#### Secretary

- Ryan Rule
- Stanley Huang
- Dan Nowlin

The Tellers validated petitions following the deadline Jan. 24.

Ballot packages, including candidate statements and responses to Council-approved questions, go in the mail to all members in good standing by Feb. 28. Ballots are due by noon, Wednesday, March 14.

The newly elected Executive Board officers start their two-year terms March 28.

### Seeking more members for the regional Tellers Committees

Five candidates submitted valid petitions for the regional Tellers Committees, which oversee union elections. They serve two-year terms.

With vacancies remaining on both committees (three seats in the Northwest and one seat in the Midwest), no election is necessary.

#### Northwest Tellers

- David Garrett
- Stephen Karich
- Michael Knopp
- Lynda Maynard

#### Midwest Tellers

- R.G. Reser

If you're interested in submitting a petition to run for Teller, go to [www.speea.org](http://www.speea.org) (drop-down menu for Councils/Forms and Petitions).

### Council Rep knows what a difference SPEEA makes

For most of Everett Council Rep **Patrick Kolodge's** career, he worked in Michigan as a designer in the automotive industry - without a union contract. "You are better off with union benefits," he said.



Patrick Kolodge

In one year, Kolodge worked at six different companies. "If there was no work, you were laid off without any advance notice," he said.

Per federal law, larger companies are required to give 60-day (Worker Adjustment and Retraining Notification (WARN)) notices to its employees. SPEEA contracts also include additional layoff benefits, such as voluntary layoff, enhanced benefits (regarding work movement) and priority recall to bring back laid-off workers if Boeing rehires in those skill codes.

The culture is different too, he said, noting the smaller shops' employees worked to deadlines no matter what the workers saw as flaws or concerns. "By having a union, employees feel more empowered," he said.

Kolodge, who is serving his first term as a Council Rep, also serves on the Everett Roundtable Planning Committee. This group of SPEEA and Boeing leaders meets monthly to plan for quarterly meetings of the Everett Roundtable (focusing on communication and cooperation between SPEEA Council Reps, Boeing managers/Human Resources).

From serving on the planning committee and attending the Roundtable meetings, he appreciated seeing "the union and Boeing trying to work together. The managers and HR (generalists) I met really want to enhance communications," he said.

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### Nominate members for SPEEA awards

Remember to nominate a member for recognition by Feb. 16. See details below.

#### Stephen Pezzini Helping Other People Excel (HOPE) award

This SPEEA-wide award is named for a strong union advocate who was also actively supporting his community. To nominate a member from any bargaining unit, email [terryh@speea.org](mailto:terryh@speea.org) - include specific examples.

#### Northwest activist awards

At the annual recognition banquet March 24, the SPEEA Northwest Council will honor members in the following categories:

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

Fill out the award nomination form at [www.speea.org](http://www.speea.org) (drop-down menu for Councils/Forms and Petitions).

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**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 Communications**

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

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**Next steps for Wichita Engineering Unit negotiations**

SPEEA members and staff are shown here at an orientation session Jan. 9 for those interested in applying for the Wichita Engineering Unit (WEU) Negotiation Team. Seven members applied for the team by the Jan. 12 deadline. The WEU Bargaining Unit Council held a special meeting Jan. 25 for WEU Council Reps to elect the team members. The SPEEA-Spirit WEU contract expires Dec. 1.

**New Market Airplane**

**SPEEA joins governor's effort**

With talk of Boeing building a new airplane, SPEEA and IAM District 751 are part of the 'Choose Washington NMA Council' launched in January by Washington State Gov. **Jay Inslee**.

This state-wide coalition will focus on securing design, fabrication, manufacturing and final assembly of the proposed new market airplane (NMA) in Washington state.

Showcasing the experienced workforce represented by SPEEA and the Machinists

751, and the robust network of aerospace suppliers, the governor and council make the case that the Puget Sound is the best place to launch and build the NMA.

On the executive committee of the governor's council, **Chelsea Orvella**, SPEEA, and **Larry Brown**, IAM District 751, serve with industry, economic development and government representatives.

A Snohomish County Aerospace Task Force is also forming with SPEEA's involvement.

**PM Define lunchtime meetings**

SPEEA staff are available to provide lunchtime meeting training on the Performance Management (PM) process with tips to maximize the process and gain clarity from your manager.

Council Reps can schedule lunchtime training with Contract Administrator **Steve Spyridis** (steves@speea.org) or their contract administrator.



**Thousands march in Seattle to honor MLK**

In Seattle, thousands "took a knee for justice" in honor of Martin Luther King Jr. on Jan. 15 (the federal holiday in honor of the civil rights leader). Workshops and rallies were part of the celebration, which drew families with children of all ages and countless labor unions and social justice activists.



## Guest at Legislative and Public Affairs meeting

At this month's meeting of the SPEEA Legislative and Public Affairs (L&PA) Committee, members heard from **Sarah Smith** (above), a candidate for Congress in the 9th district (Washington state). Northwest L&PA Committee member **Jason Groves-Stephens** invited her to the meeting to learn more about SPEEA issues. Smith noted she has met with other labor unions. About 20 committee members, including retirees, took part in the meeting via televideo (Tukwila shown here).

### Council Guest Night Feb. 8

## Expanding SPEEA's political voice

Many political decisions at the state and federal level affect the professional aerospace employees represented by SPEEA. However, while our union works hard to take our issues to lawmakers, we lack the ability to endorse political candidates or permit our delegates to county and state labor councils to vote on endorsements by those entities.

The pros and cons of allowing our delegates to vote on endorsements and other ways to expand SPEEA's political influence is the subject of the Northwest Regional Council's annual Guest Night on Thursday, Feb. 8. The annual event allows Council Reps to

invite an Area Rep or another guest to experience and take part in a Council meeting.

"Speaking with Solidarity: What is SPEEA's Political Voice in the Northwest?" will be explored by a panel of labor delegates and Legislative and Public Affairs Committee members. Council Reps and their guests are asked to attend, participate and bring their thoughts and questions.

Area Reps and members interested in attending should contact their district's Council Representative. Find your Council Representative at [www.speea.org](http://www.speea.org). Use the Member Tools dropdown and click on "Find your Council Rep."

## Historic union vote at LA Times

The Los Angeles Times newsroom employees voted 248-44 to join the NewsGuild-Communications Workers of America. This is the first newsroom union in the paper's 136-year history.

The National Labor Relations Board announced the results Jan. 19.

The Los Angeles Times was one of the few major U.S. newspapers without union representation for newsroom employees. The NewsGuild, founded in 1933, represents about 25,000 journalists and other media workers at news organizations in the U.S.,

Canada and Puerto Rico.

Reporters, copy editors, graphic artists and photographers formed the organizing committee that led to the 85% vote for the NewsGuild.

Union organizers said they are seeking improved pay, better benefits, pay equity for women and people of color, greater diversity and better working conditions. The staff has been reduced from more than 1,000 to less than 400 in recent years.

For more details, go to [www.newsguild.org](http://www.newsguild.org).

## Executive Board mini-minutes - Dec. 21

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

**Council officers:** Tony Hickerson, Theryl Johnson, James Raskob

**Staff:** Ray Goforth, Rich Plunkett, Bill Dugovich, Matt Kempf, BJ Moore

At a special meeting, the Board:

- Approved revising the Puget Sound Professional compensation pool from 1.0% salary adjustment with a 4.0% lump sum to 3.2% salary adjustment with a 1.8% lump sum for the 2018 salary exercise and approved releasing a joint statement that is acceptable to both parties.

## TRAINING/ EVENTS

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

### PUGET SOUND

#### Whitewater rafting guide orientation

**Tuesday, Feb. 27 - 3 p.m.**

Boeing Atrium Auditorium - 40-81.1

Everett

Boeing Employees Whitewater Rafting & Touring (BEWET)

### MIDWEST

#### St. Patrick's Day Bingo

#### Save the date

**Saturday, March 10 - 2 to 4 p.m.**

SPEEA Wichita office

Free - refreshments and prizes

Midwest Membership Activities Committee (MAC)

#### Hockey tickets sold out

The MAC Wichita Thunder discount hockey tickets are sold out.

## Current Council Rep vacancies

If you are interested and eligible in serving your co-workers as their union rep, see the current Council Rep vacancies below. An extensive training course is provided for those who are seated.

Current Council Rep vacancies\*

- Developmental Center – D-1, D-5
- Everett – E-3, E-10, E-13, E-25, E-31, E-33, ES-10 (second/third shift)
- Kent – K-2
- Renton – RS-10 (second/third shift)

\*District delineation (buildings and floors) at [www.speea.org](http://www.speea.org) (drop-down menu: Councils/Forms and Petitions).

If you reside in a district with a vacancy and meet the minimum one-year SPEEA membership qualification, complete and return your petition (see Forms/Petitions) by noon, Tuesday, Feb. 6. You can deliver the petition to the SPEEA hall in Tukwila or Everett or fax to (206) 248-3990.

Questions? Contact **Terry Hall** at (206) 674-7360 or email [terryh@speea.org](mailto:terryh@speea.org).

**New labor data**

## More professionals joining unions

The Bureau of Labor Statistics (BLS) reported a growing number of professionals joining unions in 2017. The professionals represented by unions grew by nearly 90,000 members to more than 6.1 million last year.

Professionals now reflect more than 40% of the labor movement. In the last 15 years, more than 800,000 professionals became union members, according to a release by the Department for Professional Employees (DPE), AFL-CIO.

The BLS data, released Jan. 19, shows union membership nationwide and by state. Although total union membership grew by 262,000, the union density rate of 10.7% remains the same. The total number of wage (hourly) and salary workers belonging to a

union in 2017 was 14.8 million.

In 2017, union members' median weekly earnings were \$1,041, compared with \$829 for non-unionists. Union wage earners' weekly earnings increased by \$46 compared to the year before and non-unionists' earnings increased by only \$27 a week.

Washington state became the third most unionized state after ranking fifth highest the year before. New York is first and Hawaii is second for union density for 2017.

Other states with SPEEA bargaining units decreased, but in each state, the drop was less than 1%.

To see the report, go to [www.bls.gov](http://www.bls.gov) (search for Union Members Summary).

## Council Rep knows what a difference SPEEA makes

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Kolodge, an Everett tech designer on the 767 wing/empennage, started as a contractor at Boeing six years ago and became a member of the SPEEA Tech unit a year later. He credits former Area Rep **Eduardo Huarez** for recruiting him. When a Council seat opened up in his district, he took the next step.

"There's a bit of a learning curve, but it's not really bad," he said. "There are plenty of resources, other Council Reps and Contract Administrators, for example, who are more than willing to help you out."

**Seattle 2018**

## Special Olympics needs volunteers

More than 4,000 Special Olympics USA athletes and coaches are gearing up for this year's event in Seattle, June 29-July 7. About 10,000 volunteers are needed, including those interested in medical, emergency management, communications and security/safety positions.

Volunteers of every skill and experience level are needed for the 14 sports competitions, special events, behind the scenes, logistics support and emergency management.

For emergency volunteer opportunities, go to <https://tinyurl.com/GamesMed>.

For more opportunities for this year's games, go to [www.specialolympicsusagames.org](http://www.specialolympicsusagames.org).



## Executive Board mini-minutes - Jan. 4

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

**Excused:** Mike Shea

**Council officer:** R. Matthew Joyce

**Guest:** Andrew Alenski (Council Rep)

**Staff:** Ray Goforth, Robin Fleming, Steve Spyridis, BJ Moore, Bill Dugovich, Matt Kempf

At their regular meeting, the Board:

- Appointed **Jessica Bonebright** as a delegate to the Washington State Labor Council, AFL-CIO (WSLC) for the 2017-2019 term.
- Nominated **Chelsea Orvella** for the WSLC Education, Training and Apprenticeship Committee and **Dave Baine** for the Department of Safety and Health (DOSH)/Industrial Insurance Committee.

- Approved up to 16 compensated hours for Council Rep **Daniel Peters** (WSLC IFPTE-area VP) to participate in the WSLC Executive Council and Legislative Reception/Conference on Feb. 1-2, and up to eight compensated hours for **Mohammed Khan** and **Suzu Kamiya-Harding** to participate in WSLC Legislative Reception/Conference, Feb. 1-2.
- Approved up to 40 hours compensated time each for SPEEA members **Joe Abbott**, **John Dimas**, **Steve Ellis**, **R. Matthew Joyce**, **Donna Lehane**, **Jimmie Mathis**, **Dan Nowlin** and **James Raskob** to participate in the SPEEA Legislative Week Feb. 26 through March 2 (in Washington, D.C.).
- Approved **Shannon Deacon** the use of the SPEEA Everett facility on Jan. 7 and Jan. 20.
- Approved up to \$6,000 for safety glasses as a visibility item (in Wichita).

## UPCOMING MEETING SCHEDULES

### NORTHWEST MEETINGS (ALL TIMES PDT)

**Week of January 29, 2018**

Monday, Jan. 29 4:00 p.m. Council Officers  
Thursday, Feb. 1 4:00 p.m. Executive Board

**Week of February 5, 2018**

Tuesday, Feb. 6 4:30 p.m. NW Tellers  
Tuesday, Feb. 6 5:00 p.m. SPEEA Leadership Development & Training (LD&T)  
Wednesday, Feb. 7 4:30 p.m. NW Action & Communication Taskforce (ACT)  
Thursday, Feb. 8 5:00 p.m. NW Council

**Week of February 12, 2018**

Tuesday, Feb. 13 4:00 p.m. SPEEA Diversity Committee  
Thursday, Feb. 15 4:00 p.m. Executive Board

### MIDWEST MEETINGS (ALL TIMES CDT)

**Week of January 29, 2018**

Monday, Jan. 29 6:00 p.m. Council Officers  
Thursday, Feb. 1 4:15 p.m. MW Membership Activities Committee (MAC)  
Thursday, Feb. 1 6:00 p.m. Executive Board

**Week of February 5, 2018**

Tuesday, Feb. 6 7:00 p.m. SPEEA Leadership Development & Training (LD&T)  
Thursday, Feb. 8 4:30 p.m. MW Council

**Week of February 12, 2018**

Tuesday, Feb. 13 6:00 p.m. SPEEA Diversity Committee  
Thursday, Feb. 15 6:00 p.m. Executive Board