

Representing aerospace professionals with competence, integrity and action



Northwest Council Guest Night

Council Reps, guests and SPEEA leaders are shown here at the annual Northwest Council Guest Night. For this meeting, the Northwest Council makes a special effort to invite members interested in learning more about SPEEA and how the Council works. To accommodate all of the Council Reps who usually meet at SPEEA Everett and Tukwila and added guests, the meeting was held at the Teamsters Hall. About 100 attended the meeting. The meal was catered by the culinary students from Renton Technical College. Several visibility items were handed out as prizes in random drawings. Members are welcome at any Council meeting - ask your Council Rep for details.

Ballots mailed by Feb. 28

Get out the vote for SPEEA elections

With ballots soon arriving at members' homes, encourage members in your area to vote. The packets include candidate information.

Every year, ballots go uncounted because they arrive after the deadline. Remind your members to get their ballots in the mail to arrive by

noon, Wednesday, March 14. Ballot boxes are also available at all three SPEEA offices.

If a SPEEA member does not receive a ballot, call SPEEA headquarters at (206) 674-7360 or SPEEA Wichita at (316) 682-0262.

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

Candidates for Executive Board officer positions

(Note: Candidates are listed below in ballot order as determined in a random drawing by the Tellers. Candidate **Shannon Deacon** withdrew.)

President

- Mehmet Ugur Koku
- Joel Funfar
- Keith A. Covert

Treasurer

- Jimmie Mathis
- Michelle L. Cooper

Secretary

- Ryan Rule
- Stanley Huang
- Dan Nowlin

Petitions due for IFPTE seats

If you're planning to submit a petition for an IFPTE seat, the deadline is Wednesday, March 7.

The petitions are for SPEEA delegate to the IFPTE triennial convention (celebrating IFPTE's 100th anniversary) and three SPEEA vice president regional seats on the IFPTE Executive Council.

The convention is in Atlantic City, N.J., from June 25-28.

See the petitions, eligibility requirements and other election details at www.speea.org (drop-down menu: Councils/Forms & Petitions).

For contested IFPTE races, SPEEA sends ballots to all members' homes by April 11 and ballots are counted April 25.

Competitiveness study progresses

Union leaders and staff recently met with researchers driving a new assessment of Washington's competitiveness in aerospace. SPEEA teamed up with the Machinists District 751 to secure independent data regarding the state's strengths and weaknesses for securing the proposed new Boeing aircraft, the New Middle-Market Aircraft (NMA).

The study is part of the Governor's Choose Washington NMA Council. **Richard Aboulafia**, vice president of the Teal Group, and **Evan Woods**, CEO of Olympic Analytics, met with the group at the Machinists Hall in Seattle. At the meeting, Aboulafia reported on the scope of the study and fielded questions about the aerospace industry from the governor's NMA council.

SPEEA Northwest Vice President **Joel Funfar** attended the meeting on behalf of SPEEA elected leaders. **Chelsea Orvella**, SPEEA staff, sits on the Executive Committee of the NMA Council and **Stan Sorscher**, SPEEA staff, co-chairs the Workforce Development Group of the NMA Council.

SPEEA 101

Overview of union and contracts

At the next SPEEA 101, learn about your contract and how SPEEA operates at 5 p.m., Wednesday, March 28 at SPEEA Tukwila. To reserve a space - email speea@speea.org.

You can also learn more about benefits that can help advance your career.

Members who are still within one year of their hire date are eligible for a \$50 gift card if they attend.

The Northwest New Hire and Young Members Committees are hosting this event. SPEEA 101 for Everett is coming soon.

Recruiting
ARs - P2

Lunchtime
meetings - P3

Labor history
conference - P4



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

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
 1 (800) 325-0811

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

Success stories for recruiting Area Reps

No matter how many Area Reps serve in each district, Council Reps can always benefit from more to improve member outreach.

Vanpool set the stage

Developmental Center Council Rep **Jeff Forbes** recruited a member who used to ride in his van pool.

When Forbes saw a SPEEA bulletin board in this member's area that needed a focal, he picked up an extra set of SPEEA fliers and asked the member to put them up. Then he invited the member to become an Area Rep at a monthly CR/AR meeting, when Council Reps distributed gift vouchers for SPEEA apparel. "Since she's already doing some of the work," Forbes said, "why not be rewarded?"

Another one of Forbes' newer Area Reps came into the SPEEA bargaining unit through a successful organizing campaign for a specific job code/level. "He was so grateful to be back in SPEEA (after transferring out), he wanted to give back," said Forbes, a maintenance analyst.

Why does he like Area Reps? "Council Reps can't be everywhere. I only sit in one place but I have four buildings. There may be nothing going on (where he sits) but there have been numerous times when there have been problems for members in other areas."

Forbes' first foray into SPEEA involvement came about when a Council Rep invited him to a Renton SPEEA-Boeing Partnership meeting. After becoming an Area Rep, he was invited to a Northwest Council guest night. "I've been steamrolling ever since."



Nominating a member works, too

Everett Council Rep **Manizheh Sedghinasab** recently succeeded in recruiting an Area Rep by nominating her to the role. Another Area Rep, whose work transferred to a different area, thought the recruit was a perfect candidate and "dropped everything in the middle of the move to talk to her."



When recruiting, Sedghinasab makes a point of clarifying the Area Rep role to emphasize the focus on sharing SPEEA communications and connecting members to a Council Rep for questions.

"They may not see the difference between being an Area Rep and a Council Rep," she said, in response to members' concerns about having enough time.

Sedghinasab, a tech analyst, enjoys the role of Council Rep because she learns from members' questions about issues and the contract.

"We have very smart members - they take the time, read the details. Their questions are good points," she said. "Council Reps don't have the contract memorized, that's why you look into it," she said. "I'm still learning."

She credits former Council Rep **Rich Madrid** (retired)

with recruiting her. "I didn't really know the role, but he said 'I'll support you' and walked me through the steps to apply."

Her path to Council Rep began when another Area Rep connected her to Madrid to answer her SPEEA questions. "I was trying to gain more knowledge and understand SPEEA and the contracts better," she said.

Sedghinasab is serving her second term as Council Rep in the Twin Towers.

Become an Area Rep

To learn more about the role of Area Rep, go to www.speea.org (dropdown menu: Member Tools/Area Reps). Also under Member Tools, the Council Rep page includes a tip sheet for recruiting Area Reps.

WEU Negotiation Team ramping up

WICHITA - The Wichita Engineering Unit (WEU) Negotiation Team is gearing up for next steps, including a member survey and negotiation team training.

The five-member team is also working on a timeline for starting subcommittee meetings with Spirit AeroSystems.

The SPEEA members meet weekly with staff, including their chief spokesman, **BJ Moore**, SPEEA Midwest director.

Bus drivers back to work after strike

More than 400 bus drivers went back to work after a nine-day strike yielded a contract approved by a 97% margin. The agreement includes quality health care at an affordable cost and provides bus drivers with a Teamster pension plan - a first for contracted school bus drivers in Seattle.

The Northwest SPEEA Council voted to support the bus drivers strike at its monthly meeting Feb. 8. The Teamsters Local 174 bus drivers voted on the contract offer Feb. 10.



Matt Kempf, SPEEA senior director of compensation and retirement, is shown here at Plant II, talking about salary charts.

Lunchtime meetings inform members

Council Reps are setting up lunchtime meetings in their areas for members to learn about their contracts, benefits and related issues.

Council Reps can request a lunchtime meeting for retirement and compensation issues with **Matt Kempf**, senior director of compensation and retirement, by emailing michelles@speea.org.

Contract administrators are also available for lunchtime meetings to discuss a number of SPEEA-related topics.

Topics for lunchtime meetings* include:

- How to pursue a level upgrade
- Performance Management: Define
- Compensation pools explained
- Understanding the retention process
- Boeing pension and retirement tailored to those 50+
- Boeing pension Q/A

*As noted on the SPEEA events page - see the link at www.speea.org.

Boeing Employees Whitewater Rafting & Touring (BEWET)

Orientation for BEWET guide training

If you like whitewater rafting, consider becoming a guide with Boeing Employees Whitewater Rafting & Touring Club (BEWET). Plan to attend an information session, at 3 p.m., Tuesday, Feb. 27, in Everett (Boeing Atrium Auditorium

in the 40-81 building).

Check out details at <https://bewet.org/guide-training>. Email SPEEA member **Nate Confer** at Nathan.confer@bewet.org if you have questions.

Executive Board mini-minutes - Feb. 1

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

Council: R Matthew Joyce, Chris Streckfus, Doug Brazeal, James Raskob, Theryl Johnson

Staff: Ray Goforth, Robin Fleming, Rich Plunkett, BJ Moore, Bill Dugovich, Matt Kempf, Maria Nelson, Jason Collette

At their regular meeting, the Board:

- Approved \$1,000 speaker fee for **Michael K. Honey** to speak at the March Northwest Recognition Banquet.
- Approved donating \$2,500 to the Martin Luther King County Central Labor Council (MLKCLC) event Feb. 24.
- Approved **Joseph Carty** the use of the SPEEA Everett facilities on March 24.
- Approved up to 24 hours of SPEEA paid time each for **Matthew Cannon**, **Ronda Cockrell**, **Mark Gayer**, **Dan Ryan** and up to 30 hours of SPEEA paid time for **Yvette Washington** to attend the lobby trip to Topeka, Kansas, March 5-8, for a total of up to 126 hours of SPEEA paid time.
- Recommended **Matt Adkins** and **John Dimas** to the Washington State Labor Council for a candidate training course.
- Approved up to \$2,000 for Career Connections.

Everett Council Rep vacancy

Due to a job transfer, Everett Council Rep **Nikolas Geiselman** resigned his council position in District E-29, representing Profs in buildings 45-80 and 45-802. Geiselman ran unopposed to fill a Council Rep vacancy in District E-25.

If you reside in the E-29 district, meet the minimum one-year SPEEA membership qualification and are interested in serving your co-workers as their union rep, complete

and return your petition* by noon, March 6. You can deliver the petition to SPEEA Everett or fax to (206) 248-3990. Once seated, an extensive training course is provided.

If you have questions, contact **Terry Hall** at (206) 674-7360 or email terryh@speea.org.

*The 2017-2019 Council Rep petition can be downloaded at www.speea.org (drop-down menu: Councils/Forms and Petitions).

TRAINING/ EVENTS

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

PUGET SOUND

SPEEA Council 'Meet the Budget'

Monday, March 5 - 4 p.m.

SPEEA Everett and Tukwila
Sign up - speea@speea.org

Discount hockey tickets

Saturday, March 17 - 6:05 p.m.

Seattle Thunderbirds vs. Portland Winterhawks

ShoWare Center, Kent

Limited number of discount tickets - \$10 each

See www.speea.org (events page) for link to purchase tickets

Northwest Membership Activities Committee

Bowling with the New Hire Committee

Wednesday, March 14 - 4:30 to 6:30 p.m.

Garage, 1120 Broadway, Seattle

Members welcome

Email speea@speea.org to sign up

SPEEA 101

Wednesday, March 28 - 5 p.m.

SPEEA Tukwila

Northwest New Hire and Young Members Committees

MIDWEST

SPEEA Council 'Meet the Budget'

Monday, March 5 - 6 p.m.

SPEEA Wichita

Sign up - speea@speea.org

St. Patrick's Day Bingo

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

SPEEA Wichita office

Free - refreshments and prizes
Sign up - email vickim@speea.org

Midwest Membership Activities Committee (MAC)

Stay connected



Get the **Spotlight App**

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

Seats available for labor history conference

SPEEA has complimentary seats for the Pacific Northwest Labor History Association (PNLHA) conference April 6-8 at the Hilton in SeaTac.

This is the 50th anniversary of the conference. This year's theme is "Honoring Our

Past, Creating Our Future." For more details, go to www.pnlha.org.

SPEEA is a member/conference donor. If interested, send an email to apply@speea.org by March 13.

Northwest Council actions - Feb. 8

At the annual guest night, the Northwest Council:

- Gave a round of applause to the Renton Vocational Technical College (RTC) Catering Servers. The Council collected \$252 in donations for a tip for the college students at the event.
- Heard a panel discussion on SPEEA's political involvement hosted by the Northwest Legislative & Public Affairs Committee. Everett Council Rep **John Dimas** (panel discussion moderator) introduced the panelists: **Joel Funfar** (SPEEA secretary), **Katie Garrow** (deputy executive director, Martin Luther King County Labor Council), **Daniel Peters** (SPEEA/IFPTE at-large vice president to the Washington State Labor Council), and **James Raskob** (NW Council treasurer).
- Recognized newly seated Everett Council Rep **Nikolas Geiselman** (who transferred to District E-25 and filled a vacant seat).
- Heard from **Shannon Deacon** (NW vice president) who announced she was taking a voluntary layoff and would be withdrawing from the SPEEA Executive Board election.

- Voted on NW18-004 - Motion to Support Passage of Washington (State) Senate Bill 5140 – Gender Pay Equity. It is moved that: the Northwest Council supports pay equality. The Council encourages activists and staff to lobby in support of Senate Bill 5140, and to educate SPEEA members about such legislation and encourage them to support it. The motion passed. For: 62. Against: 1. Abstain: 7.
- Voted on NW 18-005 - NW SPEEA, IFPTE Local 2001 Support to Picket With Teamsters Local 174 (Seattle School Bus Drivers) During Duration of Their Strike Against First Student (Employer). It is moved that: The SPEEA Northwest Council stands in solidarity with the school bus drivers of Teamsters Local 174 and supports the picketing of First Student until a fair and reasonable deal is reached. The motion was amended to include financial support of \$3,000. The amended motion passed. For: 44. Against: 8.



Hockey discount for Seattle Thunderbirds

The Northwest Membership Activities Committee (MAC) coordinated discount tickets for the Seattle Thunderbirds vs. the Portland Winterhawks, Saturday, March 17, at 6:05 p.m.

The tickets are \$10 each - purchase them online only at www.speea.org (see link on events page).

Reminder - see more upcoming events, including bingo in Wichita and bowling in Seattle, at www.speea.org (events page).

Openings on local and state labor councils

SPEEA is looking for members who want to serve as delegates to their local (or state) labor council to fill vacant seats.

At labor council meetings, delegates from a variety of unions come together to discuss issues and develop ways to support labor and social justice.

Labor Councils

- Washington State Labor Council, AFL-CIO
- Snohomish County Labor Council
- M. L. King County Labor Council
- Pierce County Central Labor Council
- Northwest Oregon Labor Council
- Spokane County Labor Council

To apply

If you have been a SPEEA member for at least one year and are interested, send your contact information, the labor council you want to apply for, and a brief description about why you are interested to apply@speea.org by Tuesday, March 13.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PDT)

Week of February 26, 2018	
Monday, Feb. 26	4:00 p.m. Council Officers
Tuesday, Feb. 27	4:30 p.m. NW Women's Advocacy Committee (WAC)
Wednesday, Feb. 28	4:30 p.m. NW New Hire & Young Members Committees
Thursday, March 1	4:00 p.m. Executive Board
Week of March 5, 2018	
Tuesday, March 6	5:00 p.m. SPEEA Leadership Development & Training (LD&T)
Wednesday, March 7	4:30 p.m. NW Action & Communication Taskforce (ACT)
Thursday, March 8	3:30 p.m. SPEEA Council
Week of March 12, 2018	
Monday, March 12	5:00 p.m. NW Labor Delegates
Wednesday, March 14	4:00 p.m. SPEEA Diversity Committee
Thursday, March 15	4:00 p.m. Executive Board

MIDWEST MEETINGS (ALL TIMES CDT)

Week of February 26, 2018	
Monday, Feb. 26	6:00 p.m. Council Officers
Thursday, March 1	4:00 p.m. MW Membership Activities Committee (MAC)
Thursday, March 1	6:00 p.m. Executive Board
Week of March 5, 2018	
Tuesday, March 6	7:00 p.m. SPEEA Leadership Development & Training (LD&T)
Thursday, March 8	5:30 p.m. SPEEA Council
Week of March 12, 2018	
Wednesday, March 14	6:00 p.m. SPEEA Diversity Committee
Thursday, March 15	6:00 p.m. Executive Board