

Representing aerospace professionals with competence, integrity and action



Members receive a briefing on national labor issues during a meeting at the Department of Professional Employees (DPE). From left, are, SPEEA members **Matthew Joyce**, **Steve Ellis** and **Joe Abbott** with DPE President **Paul Almeida** and Legislative and Outreach Director **Michael Wasser**.

Northwest and Midwest members meet with officials in the nation's capitol

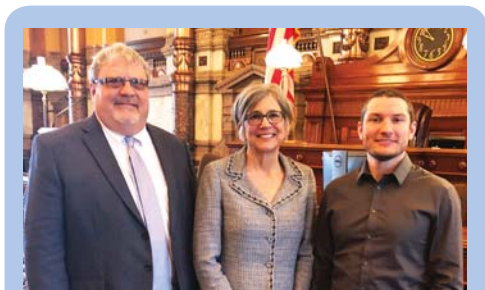
WASHINGTON, D.C. - Representatives from the SPEEA Northwest and Midwest regions were recently in Washington, D.C., meeting with political and labor leaders as part of the annual Legislative Week.

In addition to 36 meetings with members of Congress and/or their staff, SPEEA representatives received updates on professional worker issues and efforts at the Department of Professional Employees (DPE), AFL-CIO, and held a face-to-face meeting with U.S. Secretary of Labor **R. Alexander Acosta**. The group also met with Boeing Executive Vice President of Government Operations **Tim Keating**.

SPEEA members and staff attending included Northwest member **John Dimas**, **Bill Dugovich**, **Steve Ellis**, **Jimmie Mathis**, **Dan Nowlin**, **James Raskob**, **Stan Sorscher** and **Nikki Wagener**. Midwest members included **Joe Abbott**, **Ronda Cockrell** and **Matthew Joyce**.

Attendees said officials and staff from both sides of the political aisle expressed interest in the issues and concerns of aerospace professionals.

Members addressed issues including high-tech visa reform, the Export-Import Bank, higher education (including affordability), the U.S. worker visa programs and efforts around Boeing's proposed New Mid-Market Airplane.



On a separate trip, SPEEA Midwest members **Mark Gayer** and **Matt Cannon** are shown here in Topeka with Kansas State Senate President **Susan Wagle**. SPEEA member **Ponolar Washington** also joined the state lawmaker meetings.

Kansas state lawmaker meetings

Midwest members **Matthew Cannon**, **Mark Gayer** and **Ponolar Washington** met with state lawmakers in Topeka, Kansas, March 6-8 to discuss labor and aerospace issues.

See more in the April SPEEA Spotlight.

Executive Board elections

Gearing up for ballot count

Tellers count ballots for Executive Board elections on Wednesday, March 14. This is a SPEEA-wide election.

Members are urged to vote in this election for their union's leadership.

Ballots are due at the SPEEA office by noon, March 14 (whether delivered to the U.S. Post Office or a ballot box at a SPEEA office).

Ballot packets were mailed Feb. 28. The candidate statements (included in the packets) are online at www.speea.org.

The vote totals for SPEEA president, treasurer and secretary are posted at www.speea.org after results are finalized by the Tellers.

WEU Negotiation Team launches contract survey

The SPEEA Wichita Engineering Unit (WEU) Negotiation Team is seeking input on a survey regarding upcoming contract negotiations. In the survey, the team asks for input on compensation, working conditions and benefits. The online survey went out March 2.

The WEU Negotiation Team and staff continue to meet weekly and will review survey data as they prepare for talks with Spirit AeroSystems. Training for the Negotiation Team is scheduled for March 28-29. Subcommittee meetings with the company are expected to start soon after that.

Membership in the WEU continues to climb with outreach efforts bringing in new membership cards daily. Only members have the right to vote on the contract along with other SPEEA benefits. Encourage a non-member to sign up and make the most of their union benefits. See www.speea.org (Join Our Union).

IFPTE candidates - P2

CR shares NORA tips - P3

Labor 'Oscar' winners - 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

Members to vote on IFPTE candidates

A total of 22 members submitted valid petitions for IFPTE positions, including three regional SPEEA-area vice president seats and 15 convention delegate seats.

Members will vote on the contested races for Northwest IFPTE vice president and Northwest and Midwest convention delegates. For contested races listed below, names are in ballot order determined by the Tellers. SPEEA sends ballots to all members' homes by April 11 and ballots are counted April 25.

Northwest IFPTE VP

(Two seats)



Mohammed Riaz Khan

Joel Funfar

Ryan Rule

Jimmie Mathis

Midwest IFPTE VP

(Unopposed)



Donna Lebane

Appeal process

Prof/Tech retention ratings

With retention-rating notices distributed by managers starting March 12, some may have questions related to their SPEEA-Boeing contracts (Article 8.4 in both Prof and Tech contracts).

Retention ratings are assigned by management to determine the order of layoff if needed. Both the ranking and rating are done within the same major organization, Job Family and Skill Management Code (SMC) and level if in the Tech Unit.

To request an appeal

Take a closer look at the steps and documents needed at www.speea.org (drop-down menu for Member Tools/Retention). Appeal requests must be submitted to SPEEA within 30 days of receiving the notice.

Convention delegates

Northwest

(13 seats)

- Gordon Yip
- John Dimas
- Bob Wilkerson
- James Raskob
- Nikolas Geiselman
- Joseph Pham
- Roger Aisaka
- Michael Knopp
- Daniel Peters
- Jimmie Mathis
- Carrie Rule
- Dan Nowlin
- Mike Arrington
- Rogelio Garcia

Midwest

(Two seats)

- Ronda Cockrell
- Keith A. Covert
- R Matthew Joyce

About the convention



INTERNATIONAL FEDERATION OF
PROFESSIONAL AND TECHNICAL ENGINEERS
ADVOCATING FOR PROFESSIONALS SINCE 1918

At the convention, held every three years, delegates from all IFPTE locals vote to formally seat the Executive Council. Delegates also vote on IFPTE leadership. With IFPTE Pres. **Greg Junemann** retiring, the delegates elect a president at the convention in June. IFPTE Secretary-Treasurer **Paul Shearon** is running for IFPTE president.

This year, the convention is in Atlantic City, N.J., June 25-28. Hundreds of IFPTE delegates plan to attend from across North America, including Canada. The convention features workshops, guest speakers and a special focus this year on IFPTE's 100th anniversary.

The international union started with shipyard engineers and drafters in 10 unions receiving a charter from the AFL in 1918. The union has grown to represent more than 80,000 in professions ranging from scientists to judges, aerospace engineers and techs and auditors.

Correction

SPEEA Secretary **Joel Funfar** was incorrectly identified as Northwest vice president in the article: "Competitiveness study progresses" in the Feb. 23 SPEEA News.

Council Rep: 'If you see something, say something'

EVERETT - In nearly 20 years as a Council Rep, **Roger Pullman** recalls his most dramatic experience took place last year and only took about 10 minutes to resolve.



Roger Pullman

He responded to a call from a co-worker who was worried about a member who threatened suicide. Pullman escorted the member to the medical office. Within 10 minutes, the threat was reduced. Ultimately, the member received a medical leave that turned into a voluntary layoff.

"The co-worker was extremely grateful," said Pullman, noting the signs were there, but no one had "connected the dots" on how to help.

Pullman, who has been at Boeing for nearly 30 years, shared this at a Council meeting, with emotion in his voice, to remind everyone - "if you see something, say something."

The outcome for the troubled member also highlights what Pullman appreciates about the role of Council Rep - helping people get to where they need/want to be.

Not every case is so dramatic. Pullman, a manufacturing change management specialist in Everett, is more often (about once a year) involved in Notice of Remedial Action (NORA) cases.

From helping others whose jobs are on the line, he's learned some valuable lessons about NORAs and the CR role.

- Go to the weekly meetings (between the manager and employee)

- Listen
- Have offline conversations with the employee to ensure the manager's expectations are clearly understood
- Make sure management follows the process

What does success look like? "Preserving someone's job - only if I can get an employee to a place where they see what they're doing to not meet expectations," he said.

Advice he heard early in his Council Rep 'career' came from a staff person who cautioned him against taking sides (i.e. assuming the company is always wrong). "I'm not an attorney," Pullman said, about the advice. "I'm not representing employee A at the expense of other employees."

Pullman occasionally receives a request from a manager to talk to a represented employee about an issue that could negatively affect the employee. The Council Rep role gives Pullman more "credibility" to approach members about situations that could have serious consequences. "I'm there to help," he noted.

For example, he talked with someone who was falling asleep at his desk. Other co-workers were concerned and brought the issue to their manager's attention, who then reached out to Pullman. "It was a hard conversation to have with the guy - he didn't want to hear it," Pullman said. As a result of their meeting, the employee realized it was a medical problem and that accommodation was available.

What keeps Pullman motivated to continue serving as Council Rep? "I was raised with a sense of fairness - there's justice out there. If you see it's not happening, you have to go set it straight."

MAC discount hockey tickets sell out

Within days of announcing \$10 discount tickets (reg. \$28), the Northwest Membership Activities sold all 75 of its tickets for Saturday, March 17. Tickets are still available for \$20 for the same seating area that night.

The Seattle Thunderbirds play the Portland Winterhawks at 6:05 p.m., March 17, at Kent ShoWare Center.

To purchase the \$20 tickets, see the events link at www.speea.org.

Executive Board mini-minutes - Feb. 15

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

Excused: Ryan Rule

Council officers: R. Matthew Joyce, Chris Streckfus, Doug Brazeal, James Raskob, Tony Hickerson

Guests: Gordon Yip, Dan Nowlin

Staff: Ray Goforth, Robin Fleming, BJ Moore, Pauline Tamblin, Terry Hall

At their regular meeting, the Board:

- Approved using SPEEA's name on the Citizens Trade Campaign NAFTA replacement letter.
- Approved funding 15 delegates to attend the 100th IFPTE Convention (June 25-28).



TRAINING/ EVENTS

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

PUGET SOUND

Bowling with the New Hire Committee

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

Garage, 1120 Broadway, Seattle

Sign up - email speea@speea.org

Discount Everett hockey tickets

Friday, March 16 - 7:35 p.m.

Everett Silvertips vs. Victoria Royals
Xfinity Arena, Everett

Limited number of half-price tickets

See www.speea.org (events page)

Snohomish County Labor Council

Discount Seattle hockey tickets

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

Seattle Thunderbirds vs.
Portland Winterhawks
ShoWare Center, Kent

Discount tickets - \$20 each (reg. \$28)
See www.speea.org (events page)

Northwest Membership Activities Committee

SPEEA 101

Wednesday, March 28 - 5 p.m.
SPEEA Tukwila

Northwest New Hire and Young Members Committees

MIDWEST

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)

Union discount - Everett hockey

A limited number of half-price tickets are on sale through the Snohomish County Labor Council's (SCLC) website for the Everett Silvertips vs. Victoria Royals, at 7:35 p.m., Friday, March 16.

Purchase tickets at www.snolabor.org. Tickets are \$10 or \$13 each depending on seat location (regularly \$20 and \$26 each). The link is also on the events page at www.speea.org.

Congratulations to MLKCLC labor 'Oscar' winners

The Martin Luther King County Labor Council (MLKCLC) turned 130 this year. To celebrate, the labor council hosted the 'Labor Oscars' Feb. 24 at the Museum of History and Industry. SPEEA was nominated for two awards (Shop Steward of the Year - **Tony Hickerson** and Best Union Communications - Spotlite). The awards for those categories went to Carpenters Local 30 Warden **JR Herrington** and The Stand, produced by the Washington State Labor Council (WSLC).



Northwest Council Chair **Tony Hickerson**, left, was a nominee for a labor 'Oscar' award at the Martin Luther King County Labor Council recognition event. **Cynthia** and **Doug Brazeal** (Doug is Northwest Council secretary) also attended the event.

- **Best Political Director or Lobbyist:** Dale Bright, Laborers Local 242
- **Best Political Campaign:** The Burien Fantastic Four - consisting of Pedro Olguin, member of Teamsters 117, Jimmy Matta, member of Carpenters 41, Krystal Marx, and Nancy Tosta and ran by Guillermo Mogollan-Diego.
- **Volunteer of the Year:** Theresa Purtell, IAFF 27, for personally calling every firefighter in Seattle City limits up until election day to remind them to vote for Jenny Durkan and Teresa Mosqueda.

- **Ally of the Year:** Organized Workers for Labor Solidarity
- **Best Rally:** The Right-to-Work Rally at the State Capitol organized primarily by Ironworkers 86 and Sheet Metal Workers 66.
- **Best Reporter:** Elisa Hahn, KING 5
- **Best Labor Lawyer:** Dmitri Iglitzin, Schwerin Campbell Barnard Iglitzin & Lavitt
- **Educator of the Year:** Michael Tamayo, Seattle elementary school teacher and vice president of the Seattle Education Association, and Rosa Powers, Garfield High School teacher.
- **Best Faith Ally:** Michael Ramos, Executive Director of the Church Council of Greater Seattle.
- **Best Civil Rights Organization:** The Ingersoll Gender Center for supporting trans workers including leading the conversation on apprenticeships.
- **Best Union Communications:** The Stand - the daily union newsletter published by David Groves of the Washington State Labor Council.
- **Best Labor-Friendly Small Business:** Plum Restaurants - a woman-of-color-owned vegan restaurant chain that has

supported progressive worker legislation like high wages and paid sick days.

- **Best Union Construction Company:** Hoffman Construction
- **Labor's Worst Person of the Year:** Donald Trump
- **Best Social Media Drag:** Lindsey Grad, SEIU Healthcare 1199NW, for calling out a sexual harasser on Facebook.
- **Best Union Tattoo:** Clint Bryson, IBEW 77
- **Best Organizing Campaign:** Teamsters 117 for successful organizing of paratransit, taxi cab, and app-based drivers.
- **Best Non-Profit Organization:** The Puget Sound Labor Agency (PSLA)
- **Best Political Consulting Firm:** Christian Sinderman and Erin Schultz of Northwest Passage for their work on Teresa Mosqueda's successful city council campaign.
- **Best Elected Official:** Congresswoman Pramila Jayapal

- **Best Strike:** Teamsters 174 - for the strike at CalPortland Sand and Gravel Seattle, which maximized leverage and achieved major wins for those workers and the First Student Bus Driver strike in Seattle earlier this month, which won drivers expanded health care benefits for themselves and their families.
- **Shop Steward of the Year:** JR Herrington, Carpenters Local 30
- **Best Overall Union:** IAM District 751 for great leadership in tough times, bold political action, support of the entire labor movement, and devotion to our community.
- **Best Principal Officer:** John Scarcy, Teamsters 117, for his principled and strategic leadership of the Uber and Lyft organizing campaign, the unity in his diverse ranks, his intentional decision to hire staff from immigrant communities and communities of color, and constantly working his ass off for his members.
- **Nancy Rising Lifetime Achievement Award:** Larry Brown, IAM District 751

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PDT)

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
Week of March 19, 2018	
Monday, March 19	3:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, March 20	4:00 p.m. SPEEA Organizational Planning
Wednesday, March 21	4:00 p.m. SPEEA Governing Documents
Wednesday, March 21	5:00 p.m. NW Governing Documents
Wednesday, March 21	5:00 p.m. NW Membership Activities Committee
Week of March 26, 2018	
Monday, March 26	4:30 p.m. NW Legislative & Public Affairs
Tuesday, March 27	4:30 p.m. NW Women's Advocacy Committee
Wednesday, March 28	4:30 p.m. NW New Hire/Young Members

MIDWEST MEETINGS (ALL TIMES CDT)

Week of March 12, 2018	
Wednesday, March 14	6:00 p.m. SPEEA Diversity Committee
Thursday, March 15	6:00 p.m. Executive Board
Week of March 19, 2018	
Monday, March 19	4:30 p.m. MW Legislative & Public Affairs
Monday, March 19	5:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, March 20	4:00 p.m. MW Governing Documents
Tuesday, March 20	6:00 p.m. SPEEA Organizational Planning
Wednesday, March 21	6:00 p.m. SPEEA Governing Documents
Week of March 26, 2018	
No meetings scheduled	