

Representing aerospace professionals with competence, integrity and action



SPEEA Treasurer **Jimmie Mathis**, right, received the highest leadership award from IFPTE. He's shown here with IFPTE President **Paul Shearon** at the IFPTE convention. Mathis has more than 20 years experience as an elected leader for both SPEEA and IFPTE.

## Congrats to SPEEA leader for IFPTE award

Congratulations to SPEEA Treasurer **Jimmie Mathis** who received the IFPTE Len Cornwall Leadership Award. IFPTE President **Paul Shearon** presented the award to Mathis at the conclusion of the IFPTE triennial conference June 28. The nomination recognizes longstanding

union leadership. According to the award description, the nominee must have displayed "the dedication and perseverance as a union leader, which sets the nominee apart as a leader among his/her fellow members."

The first Len Cornwall Leadership Award was presented in 2009.

## Family Wellness Fair a success

EVERETT - Standing at the door of the Youth and Family Wellness Fair, SPEEA Ambassador **Rod Siders** showed his 'true' colors.

Siders, an Everett Council Rep, wore his red SPEEA T-shirt as he greeted hundreds who attended the fair at Evergreen Middle School in Everett.

The fair in May offered 80 services and activities, which kept Siders busy as he gave directions to families coming in the door.

"I was glad I could make it to have SPEEA representation. I made sure to make a plug for us," he said. "It was a high volume of people."

The organizations involved in the fair included the Labor Advisory Council of the United Way of Snohomish County. The United Way of Snohomish County issued a wrap-up report.

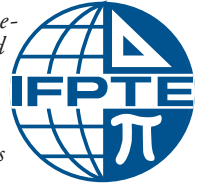
Highlights include:

- More than 700 people attended - including 353 children
- More than 80 services and activities were offered
- More than 50 children received dental services plus 21 adults with urgent dental needs
- More than 200 youth participated in art activities hosted by Tulalip Tribes Behavioral Health and Recovery Program
- More than half of the attendees reported being in a low-income household (of those who responded to the question)

Interested in becoming a SPEEA Ambassador? Email [susannem@speea.org](mailto:susannem@speea.org) to learn more about volunteer opportunities.

## IFPTE statement on Janus decision

The following statement was issued by IFPTE Pres. **Paul Shearon** on a Supreme Court decision that significantly impacts public sector unions.



Today's Supreme Court decision in *Janus v AFSCME* was based on a bogus free speech argument. This politically motivated case brought by Mark Janus, paid for by corporate interests, was designed to undercut the bargaining power of those employed in local and state government. This wasn't about free speech – this was about silencing workers' voices. The Justices who supported this slap in the face to public employees and their families, reversing settled law, telegraphed that they are little better than political hacks.

In the short run, the Janus decision may hurt some unions financially, but in the long run it will serve to make unions and their members more militant and force a stronger culture of internal organizing. The recent statewide teacher strikes demonstrate that when public sector workers face limitations on their bargaining rights, they take their case to the streets.

## Everett Council Rep election results

Congratulations to newly elected Everett Council Rep **Shahryar (Shah) Shahrivar**, District E-11.

SPEEA Northwest Tellers counted the ballots July 11.

### Candidates\*

#### District E-11

**Shahryar (Shah) Shahrivar**

Brad Kibbel

\*Names in ballot order

**Shah** was seated at the July 12 Northwest Council meeting.

Kansas conference - P2

Labor delegates - P3

SPEEA summer intern - P4

**President**

Joel Funfar

**Executive Director**

Ray Goforth

**Executive Board**

|               |                |
|---------------|----------------|
| Jimmie Mathis | Treasurer      |
| Ryan Rule     | Secretary      |
| Daniel Peters | 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



Shown here are SPEEA members attending the conference in Wichita. From left: **Joymesia Lee**, **Michelle Gramke**, **Donna Lebane** and **Ronda Cockrell**. They learned more about issues facing the community and the services available to help, such as the United Way's 2-1-1 referral service. Featured speaker **John Kretzschmar** talked about "How to Effectively Talk Union."

## Kansas AFL-CIO Community Services Conference highlights unions

**W**ICHITA - You might not guess what SPEEA members learned at the 40<sup>th</sup> annual Kansas AFL-CIO Community Services Conference held in Wichita.

In addition to information about services helping those in need, such as the United Way of the Plains' 2-1-1 referral service, speakers also talked about what to do in an 'active shooter' situation and offered tips about debt management and budgeting.

**Michelle Gramke**, Wichita Area Rep, appreciated the active shooter tips from **Terri Moses**, executive director of safety services, Wichita Public Schools USD 259.

"With today's happenings," Gramke said, "I think we all needed this presentation whether we are at work, walking through the park or at the department store."

Gramke highlighted the tips, such as reporting odd, concerning or threatening behavior and looking for signs and signals indicating someone is at risk of hurting themselves or others.

**Jeff Witherspoon**, with Consumer Credit Counseling (CCC), also offered information and tips. The United Way helps to fund CCC, which is a free service. He suggested tips to compromise on transportation, food, clothing

and cell phones, for example.

Witherspoon's tips struck a chord with Area Rep **Ronda Cockrell**. "His talk was so informative. He gave lots of information about how to get out of debt and stay out."

Lebane really enjoyed **John Kretzschmar's** presentation, called "Union Awareness and How to Effectively Talk Union." After four hours, Lebane said she wished he could have kept going. Kretzschmar is director of the William Brennan Institute for Labor Studies, at the University of Nebraska, Omaha, a think tank for labor.

**Joymesia Lee**, Wichita Area Rep, also appreciated the insights from Kretzschmar's presentation when he stated: "Building solidarity builds power and power equals membership." There are challenges within all unions, and one of the biggest challenges is increasing membership. "I can honestly say that as an Area Rep, this is one of the largest struggles for me as my peers know that they are represented regardless of paying dues. This, in my opinion, is a huge problem for the Wichita Technical and Professional Unit (WTPU) and the membership."

Participants represented about 30 union locals, labor organizations and community services at the conference May 30 to June 1.

## Tickets for union night at Everett AquaSox baseball

**S**PEEA has a limited number of free ticket vouchers for the Everett AquaSox game, Thursday, Aug. 9, which is also Union Solidarity Night. Pick up your tickets at either the SPEEA Everett or Tukwila halls.

**Everett AquaSox vs. Eugene Emeralds**

Thursday, Aug. 9 - 7:05 p.m.

Doors open at 6 p.m.

Everett Memorial Stadium

SPEEA teams up with the Snohomish County Labor Council's other union affiliates for this annual event at Everett Memorial Stadium.

Enjoy discounts (\$2.50 each for hot dogs, beer, soda and popcorn), and check out the SPEEA booth as well as other union booths at the stadium.



*Robert W. Sutton Jr., left, and Mohammad R. Khan attended the Northwest Labor Delegates Committee meeting in Everett July 9. They connected via televideo and phone with other SPEEA delegates. The state labor delegates are planning for the annual Washington State Labor Council (WSLC) convention July 17-19 in Wenatchee. In addition to the labor delegate role, Sutton is an Everett Council Rep and Khan is an Everett Area Rep.*

## Delegates needed for local labor councils

SPEEA is looking for members interested in supporting the labor movement as a delegate to labor councils.

### Eligibility

You have to be a SPEEA member for at least one year.

### About the labor councils/delegates

The councils bring together delegates from area unions to network and support social justice issues and efforts to secure living wages and benefits. Meetings are typically held monthly.

Since more than one SPEEA member often serves on labor councils, you would not necessarily be the only aerospace professional union delegate.

The SPEEA Northwest Labor Delegates Committee coordinates on issues, develops positions to be recommended to the Northwest Regional Council and connects

with the Northwest Legislative and Public Affairs Committee as needed.

### Labor delegate openings

- Washington State Labor Council
- MLK Labor (King County Labor Council)
- Pierce County Central Labor Council
- Snohomish County Labor Council
- Spokane County Labor Council (Triumph Composite Systems)
- Northwest Oregon Labor Council (Boeing Portland)
- Los Angeles County Federation of Labor (includes Edwards Air Force Base and Palmdale, Calif.)

### To apply

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](mailto:apply@speea.org) by Friday, Aug. 10.

## Executive Board mini-minutes - June 21

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

**Excused:** Ryan Rule

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

**Guests:** Roger Pullman

**Staff:** Ray Goforth, Robin Fleming, Matt Kempf, Rich Plunkett, BJ Moore, April Rebollo, David Glenn

At their regular meeting, the Board:

- Approved up to 32 SPEEA-compensated hours for **Beyhar Gourdazian** to attend the NAACP annual convention in San Antonio, Texas, July 14-18.
- Approved up to 8 hours SPEEA-compensated time for **Donna Lehane** to attend the Kansas AFL-CIO Executive Board quarterly meeting July 12 in Topeka.

The next meeting is July 19.

## TRAINING/ EVENTS

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

### PUGET SOUND

#### SPEEA 101

**Thursday, July 26 - 4:30 p.m.**

SPEEA Everett Hall

Sign up - [speea@speea.org](mailto:speea@speea.org)

*Northwest New Hire and Young Members Committees*

#### Committee officer training

**Tuesday, July 31 - 5 p.m., Tukwila**

Sign up - [sheilam@speea.org](mailto:sheilam@speea.org)

#### Beach BBQ at Golden Gardens

**Sunday, Aug. 5 - 5 to 9 p.m.**

Golden Gardens, Seattle

*Northwest New Hire and Young Members Committees*

#### Union Solidarity Night at the AquaSox

**Thursday, Aug. 9**

Everett

Free ticket vouchers at SPEEA Everett and Tukwila

*Snohomish County Labor Council*

#### Seattle Storm basketball discount tickets

**Sunday, Aug. 19 at 4 p.m.**

Key Arena, Seattle

*Northwest Women's Advocacy Committee and Membership Activities Committee*

#### Seattle Reign soccer discount tickets

**Saturday, Aug. 25 at 1 p.m.**

Memorial Stadium, Seattle

*Northwest Women's Advocacy Committee*

## MIDWEST

### ICT S.O.S. Race for Freedom 5k race/walk

**Saturday, Sept. 8 - 8 a.m.**

Carpenter Place, Wichita

Join the SPEEA team: 'Because People Matter'

Registration link coming soon to run, walk and/or volunteer with SPEEA

*SPEEA Midwest Council*

### SPEEA Golf Tournament

**Saturday, Sept. 15 - 8 a.m.**

Augusta Country Club

\$50 per person for 18 holes, golf cart and lunch  
RSVP to [joe.abbott@spiritaero.com](mailto:joe.abbott@spiritaero.com) or [daryl.l.doshier@spiritaero.com](mailto:daryl.l.doshier@spiritaero.com) by Sept. 6

*SPEEA Midwest Council*



## Labor loves a parade in Everett

Snohomish County Labor Council invited SPEEA, IFPTE Local 2001 to participate in the 4<sup>th</sup> of July parade in Everett. Former SPEEA member **Gary Reum** joined **Kurt Schuetz** and **Nikki Wagener**, SPEEA staff, along with **Shelli McCulloch**, a friend of Schuetz, and her daughters, **Taryn** and **Kalynn** and her granddaughter, **Aniab**. Schuetz noted the good turnout along the route and said a number of people pointed out SPEEA to their families as the ‘union that represents me.’

### Good of the Union

## Turning a performance issue into a success

The turnaround seemed remarkable. A member was on the verge of termination because he was put on a Performance Coaching Plan (PCP) that wasn't going well. Through SPEEA's assistance in the coaching meetings, the termination plan was extended by three weeks.

That made the difference. The member kept his job and a short time later earned special recognition from his manager for outstanding customer service.

In hindsight, the issue was about communication and confusion over what was expected, the member said, giving credit

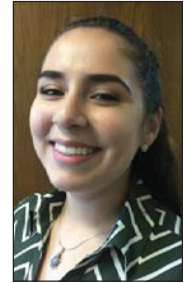
to SPEEA Council Rep **Joe Abbott** for helping him through the coaching plan.

“Joe's really knowledgeable,” the member said. “He guided me through the process, and gave me advice. If you get on a plan, keep lines of communication open with your manager. Do your best. It may seem rough at first, but make something negative into a positive.”



## SPEEA welcomes summer intern

**Raquel Binford** didn't have a lot of experience with unions before becoming SPEEA's intern through the Washington State Labor Council (WSLC), AFL-CIO Union Summer.



*Raquel Binford*

She did have a lot of experience in advocating for people to have a voice. At Franklin Pierce High School, she joined the Latino Education Achievement Project (LEAP) and went to Olympia to talk to lawmakers. LEAP students were part of a group advocating for HB1488, helping Deferred Action for Childhood Arrivals (DACA) students remain eligible for state aid for higher education expenses. “We let the lawmakers know how it affects their communities.” The bill passed.

For the Union Summer, interns spend one day a week at the WSLC office to learn more about how labor works and its history, and one day a week, the interns take part in actions or campaigns, including community action and door-knocking to talk to voters about issues and candidates. The other three days, Binford works at SPEEA.

In the fall, she plans to attend Tacoma Community College to lay the groundwork for a business management/hospitality degree. Her goal is to open a restaurant.

After working in a restaurant for two years, she saw firsthand how the workers have fewer rights. “I hope I can influence restaurants in the future,” she said.

Asked how she heard about the internship, she mentioned her best friend, who was president of the Black Student Union at her high school, told her about it. “Both of us are very involved in advocacy, making sure all people are heard,” she said. The Union Summer internship “aligned with our core values.”

# UPCOMING MEETING SCHEDULES

### NORTHWEST MEETINGS (ALL TIMES PDT)

| Week of July 16, 2018 |           |   |
|-----------------------|-----------|---|
| Monday, July 16       | 3:30 p.m. | SPEEA Legislative & Public Affairs        |
| Tuesday, July 17      | 4:00 p.m. | SPEEA Leadership Development & Training   |
| Wednesday, July 18    | 4:00 p.m. | SPEEA Governing Documents                 |
| Wednesday, July 18    | 5:00 p.m. | NW Governing Documents                    |
| Wednesday, July 18    | 5:00 p.m. | NW Membership Activities                  |
| Thursday, July 19     | 4:00 p.m. | Executive Board                           |
| Week of July 23, 2018 |           |   |
| Monday, July 23       | 4:00 p.m. | NW Legislative & Public Affairs           |
| Tuesday, July 24      | 4:30 p.m. | NW Women's Advocacy                       |
| Wednesday, July 25    | 4:30 p.m. | NW New Hire & Young Members               |
| Thursday, July 26     | 4:30 p.m. | NW Labor Delegates                        |
| Week of July 30, 2018 |           |   |
| Monday, July 30       | 4:00 p.m. | Council Officers                          |
| Wednesday, Aug. 1     | 4:30 p.m. | NW Action & Communication Taskforce (ACT) |
| Thursday, Aug. 2      | 4:00 p.m. | Executive Board                           |

### MIDWEST MEETINGS (ALL TIMES CDT)

| Week of July 16, 2018 |           |   |
|-----------------------|-----------|---|
| Monday, July 16       | 4:30 p.m. | MW Legislative & Public Affairs         |
| Monday, July 16       | 5:30 p.m. | SPEEA Legislative & Public Affairs      |
| Tuesday, July 17      | 4:00 p.m. | MW Governing Documents                  |
| Tuesday, July 17      | 6:00 p.m. | SPEEA Leadership Development & Training |
| Wednesday, July 18    | 6:00 p.m. | SPEEA Governing Documents               |
| Thursday, July 19     | 6:00 p.m. | Executive Board                         |
| Week of July 23, 2018 |           |   |
| No Meetings Scheduled |           |   |
| Week of July 30, 2018 |           |   |
| Monday, July 30       | 6:00 p.m. | Council Officers                        |
| Thursday, Aug. 2      | 4:00 p.m. | MW Membership Activities                |
| Thursday, Aug. 2      | 6:00 p.m. | Executive Board                         |