

Representing aerospace professionals with competence, integrity and action

Support for other labor unions



SPEEA members showed support for fair contracts for teachers and Machinists who work at Alaska Airlines. Members, including Auburn Council Rep **Doug Brazeal**, shown above, joined the picket line for the Tukwila educators who were on strike for three days before voting to approve a contract Sept. 8. SPEEA President **Joel Funfar** and SPEEA Executive Director **Ray Goforth** walked the line at a rally Sept. 10 with employees in IAM Local 2202 who were seeking a fair wage increase.



SPEEA 101 in Tukwila

Members interested in learning more about their union and their contract can attend SPEEA 101 at the SPEEA Tukwila hall, at 5 p.m., Tuesday, Oct. 9.

The New Hire and Young Members committees organize the SPEEA 101 periodically for newer hires. If hired in the past year, SPEEA provides a \$50 gift card for attending the class.

To sign up, email speea@speea.org by Wednesday, Oct. 3.

The committees rotate hosting SPEEA 101 at the Puget Sound halls. The previous SPEEA 101, held in Everett, drew nearly 40 people.

Stay connected



Get the **Spotlight App**

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



WEU internal meetings

The Wichita Engineering Unit (WEU) Negotiation Team frequently met at the SPEEA office, shown above, while preparing for Main Table contract talks with Spirit AeroSystems.

Contract negotiations

WEU team to go back to Main Table

WICHITA – Main Table contract talks resume Monday, Sept. 24, between the SPEEA Wichita Engineering Unit (WEU) Negotiation Team and Spirit AeroSystems.

When an offer is lifted for a vote by the members, SPEEA will provide contract highlights and red-line changes. The WEU Negotiation Team and staff will also hold lunchtime and after-hour meetings for more information.

Look for this information at www.speea.org.

The current WEU contract, which covers nearly 1,000 engineers at Spirit, expires Dec. 1. Nearly 75% of the bargaining unit engineers are dues-paying SPEEA members.

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M-Th, 8 a.m. to 5 p.m. • Fri, 8 a.m. to 4:30 p.m.
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SPEEA Council Reps shown above (from left): Rick Nelson, Joe Abbott, Aaron Kitterman, R. Matthew Joyce and Donna Lehane. Not shown (attending): Ben Blankley, Ronda Cockrell, Jo Miklos, Tonya Sanders and Ponolar Washington.

Wichita support for United Way

WICHITA - SPEEA members joined hundreds of others in a kick off to support the United Way of the Plains, Sept. 6.

This year's campaign is especially important for Area Rep **Ronda Cockrell** and SPEEA member **Roy Moye III**, who are both loaned 'executives' from Spirit AeroSystems to help with fundraising.

The United Way set a goal of \$14 million for this year's campaign, according to Midwest

Council Rep **Donna Lehane**, who serves as the labor representative on the United Way Executive Board through her involvement in the Wichita/Hutchinson Labor Federation.

The United Way kickoff featured **Tish Haynes Keys**, a contestant on the singing competition called "The Voice," as a guest speaker. Keys is a longtime advocate of United Way, which helped her when she had a baby at age 17 and helped her even more when she lost both her parents at age 26.

Gift certificate for SPEEA apparel

Council Reps recognize Area Reps

October is Area Rep Recognition Month. This year, Council Reps will present gift certificates to their Area Reps to shop for SPEEA apparel. This year's certificate provides \$35 credit toward their purchase.

To present the certificates, Council Reps are working with SPEEA staff to plan lunchtime meetings to occur in the month of October. Area Reps have until Nov. 19 to place their order at www.speea.org (drop-down menu: Member Tools/SPEEA store).

At the lunchtime meetings, Council Reps can work with staff to provide relevant training or information for their areas. Council Reps are encouraged to individually thank each of their Area Reps in person.

In January, Council Reps can pick up their Area Reps' orders to deliver them.

Recruit more SPEEA Area Reps

The number of Area Reps has dropped significantly in recent years from nearly 700 to 358 currently serving in the role. With fewer Area Reps, Council Reps can have a harder time staying in touch with the 200 members (plus or minus) in their district. Typically, Area Reps are assigned to a smaller group within a district to keep in touch on union and contract issues.

Each Council Rep can recruit as many Area Reps as possible to help reach members.

SPEEA Area Reps:

- Bring issues and questions to their Council Rep on behalf of their work area
- Help host lunchtime meetings and distribute SPEEA emails as needed.
- Welcome new members in their area and introduce them to SPEEA
- Encourage members to get involved in SPEEA by going to an event or joining a committee, for example.

Largest number of Area Reps

Renton District R-50, with five Council Reps, has 23 Area Reps, the most ARs per district. This district represents about 1,000 engineers and techs in the SPEEA bargaining units.

Sign up

Members can sign up by having their Council Rep sign an AR petition, available at www.speea.org - drop-down menu: Councils/Forms and Petitions.

If the Council Rep is not available, the Area Rep candidate can have five other members sign the petition.

Area Reps re-endorse for two-year terms every odd year, right after Council Rep elections. That ensures Area Reps are still interested in serving in the role.



SPEEA Midwest Golf Tournament winners are shown here from left, **Dakota Hegi, Russell Adam, Mike Guetzmer and Clayton McKenna**. They competed against eight other foursomes and won by one stroke at the Augusta Country Club, Sept. 15. Midwest Membership Activities Committee (MAC) members **Joe Abbott and Daryl Doshier** organized the tournament.

Congratulations to the Midwest golf winners

WICHITA - This year's winning foursome took the lead by a single stroke at the Augusta Country Club Sept. 15. Nine teams played in this year's tournament.

Wichita Council Reps **Joe Abbott** and **Daryl Doshier** organized the event for the Midwest Membership Activities Committee (MAC).

The Wichita golf tournament winners are:

- First place - **Russell Adam, Mike Guetzmer, Dakota Hegi and Clayton McKenna**

- Second place - **Joe Abbott, Josh Cork, Casey Everleigh and Kent Miller**
- Third place - **Craig Dockery, Daryl Doshier, Marc Doshier and Cale Nelson**
- Longest drive - **Clayton McKenna**
- Closest to the Pin:
 - ♦ Hole #4 - **Scott Weaver**
 - ♦ Hole #8 - **Kent Miller**
 - ♦ Hole #13 - **Dakota Hegi**
 - ♦ Hole #17 - **Cale Nelson**
- Door prizes - **Mike Guetzmer, Jared Pulley and Chris Rudick**

Kent Council district changes

The SPEEA Tellers recently changed the Kent district delineation to better serve the members. All of the districts in Kent, Wash., are now K-10 to include both Prof and Tech units.

Kent has a total of four Council seats for the site and one current vacancy - representing Profs and Techs in buildings 18-41, 18-42, 18-43, 47-29, 18-24, 18-26, 18-28, 18-61 and 18-62.

SPEEA also has Puget Sound Council Rep vacancies in the Developmental Center, Everett, Plant II, Renton and second shift for Everett and Renton. See vacant seats at www.speea.org (drop-down menu: Find Your Council Rep).

If you have been a dues-paying member for at least one year, reside in a district with a vacancy and are interested in serving as your co-workers' union rep, follow the steps to apply by noon, Tuesday, Oct. 9.

Steps to apply

- **CR petition** - Download the instructions and Council Rep petition at www.speea.org (drop-down menu: Councils/Forms and Petitions) and obtain the signatures of 15 dues-paying SPEEA members.
- **Submit petition** - Email your completed petition to terryh@speea.org or fax (206) 248-3990.
- **Platform statement** - Email your platform statement to terryh@speea.org. The 150-word (max) statement is for a ballot packet if an election occurs.

Once seated, an extensive training course is provided. If you have questions about submitting a petition, contact **Terry Hall** at (206) 674-7360 or email terryh@speea.org.

TRAINING/ EVENTS

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

PUGET SOUND

Self-defense seminars at SPEEA halls

Saturday, Oct. 6 - 10 a.m. to noon
SPEEA Everett

Saturday, Oct. 13 - 10 a.m. to noon
SPEEA Tukwila

RSVP - speea@speea.org

Northwest Women's Advocacy Committee

SPEEA 101

Tuesday, Oct. 9 - 5 p.m.
SPEEA Tukwila

Pumpkin decorating at SPEEA halls (free)

Saturday, Oct. 20 - 10 a.m. to 1 p.m.
SPEEA Tukwila and SPEEA Everett

Children are welcome to wear costumes
Donations welcome for food bank

RSVP - speea@speea.org

Northwest Membership Activities Committee

MIDWEST

Veterans Parade

Saturday, Nov. 10 - 11 a.m.
Starts at Central and Main, Wichita
Join the SPEEA parade entry

SPEEA Midwest Council

Spirit salary charts coming soon

WICHITA - Salary charts reflecting 2018 raises for the SPEEA-represented employees at Spirit AeroSystems will be posted online at www.speea.org by the end of September.

Access is for members only. Charts are also available for SPEEA bargaining units at The Boeing Company. See www.speea.org - the drop-down menu for 'Member Tools.'



'It's not just me'

Involvement reveals value of SPEEA

By *Karen McLean*
SPEEA Publications Editor



John Dimas

EVERETT – Council Rep **John Dimas**, a design engineer on the 777, credits his involvement in SPEEA for helping him learn a lot more about his union as well as where he works.

"It's opened my eyes to the inner working relationship we have with The Boeing Company. I have a deeper understanding of that," he said.

As a Council Rep, he serves on the Everett Roundtable Planning Committee, which includes Boeing Everett site leaders. The Roundtable meets regularly with all Everett Council Reps, human resources generalists and managers to discuss workplace issues and updates.

Dimas also serves on the Joint Workforce Committee, a SPEEA-Boeing contractual agreement to connect with Boeing engineering and technical leaders on related issues and updates.

"It's a lot of learning both ways - them to us and us to them," he said about the meetings, which include Boeing executives. "To me, that says Boeing takes the relationship seriously."

When Dimas started at Boeing in 2005, he joined SPEEA right away. He didn't become more involved until Council Rep **Tami Reichersamer**, recruited him to fill a vacancy in 2015.

Since then, Dimas joined several member committees, including the SPEEA Legislative and Public Affairs Committee (L&PA). A highlight includes meeting U.S. Sen. **Maria Cantwell** and U.S. Sen. **Patty Murray** in Washington, D.C., to share

members' perspective on SPEEA issues. "I never would have had that opportunity if not for being on a committee," he said.

He urges others to take advantage of union opportunities. "Whatever time you have to commit, there is something for you to at least get your foot in the door," he said, mentioning lunchtime meetings, committees or talking to a Council Rep or Area Rep about SPEEA.

"The value is that involvement," he said. "Everything we decide, whether officer elections or contracts, we do together. It's not just me; it's the other 20,000 engineers and technical workers. Without that, things such as pay, benefits and working conditions would be different."

Growing up in Illinois, Dimas recalls how his mother worked in a factory manufacturing televisions until the company outsourced the entire operation to Mexico. Later, she worked for another manufacturer building small electrical components.

"Unfortunately," Dimas said, "my mom's jobs were not union, and her pay definitely showed it."

SPEEA Profs/Techs/SPIU

Lunchtime meetings for open enrollment

With Boeing open enrollment scheduled for Nov. 6-27, Council Reps are already scheduling lunchtime meetings.

Council Reps are encouraged to email **michelles@speea.org** to request a lunchtime meeting in their area. Teaming up with other Council Reps in the area to co-host a lunchtime meeting helps ensure members have access to a meeting in their area.

Puget Sound

New instructor for self-defense training

The Northwest Women's Advocacy Committee (WAC) offers self-defense training for members and their families at the SPEEA Puget Sound halls.

- SPEEA Everett - Saturday, Oct. 6 at 10 a.m. (sign up - justinl@speea.org)
- SPEEA Tukwila - Saturday, Oct. 13 at 10 a.m. (sign up - sheilam@speea.org)

The training features a new organization called Strategic Living. **Joanne Factor**, owner/instructor, has taught self defense to a range of audiences, from business executives to sorority sisters for nearly 25 years. She holds a black belt in traditional Japanese karate and Okinawan weapons from the International Karate Federation.

The co-ed class is free for members and their families. Participants must be 14 or older, and accompanied by an adult.

Space is limited. Sign up where you plan to attend.

Save the date for Wichita Veterans Parade

WICHITA - SPEEA members are encouraged to join the Veterans Parade with members of the Midwest Council, other members, family and friends who hand out small U.S. flags and candy to parade watchers. This year's parade starts at 11 a.m. at Central and Main, Saturday, Nov. 10. If you'd like to help SPEEA salute the veterans' service, email **daniel.j.ryan@spiraero.com**.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PDT)

| Week of September 24, 2018 | |
|----------------------------|--|
| Tuesday, Sept. 25 | 4:30 p.m. NW Women's Advocacy |
| Wednesday, Sept. 26 | 4:30 p.m. NW New Hire & Young Members |
| Thursday, Sept. 27 | 4:00 p.m. SPEEA Veterans |
| Week of October 1, 2018 | |
| Monday, Oct. 1 | 4:00 p.m. Council Officers |
| Tuesday, Oct. 2 | 4:00 p.m. SPEEA Leadership Development & Training |
| Wednesday, Oct. 3 | 4:30 p.m. NW Action & Communications Taskforce (ACT) Committee |
| Thursday, Oct. 4 | 4:00 p.m. Executive Board |
| Week of October 8, 2018 | |
| Wednesday, Oct. 10 | 4:00 p.m. SPEEA Diversity |
| Thursday, Oct. 11 | TBD SPEEA Council Meeting |

MIDWEST MEETINGS (ALL TIMES CDT)

| Week of September 24, 2018 | |
|----------------------------|---|
| Thursday, Sept. 27 | 6:00 p.m. SPEEA Veterans |
| Week of October 1, 2018 | |
| Monday, Oct. 1 | 6:00 p.m. Council Officers |
| Tuesday, Oct. 2 | 6:00 p.m. SPEEA Leadership Development & Training |
| Thursday, Oct. 4 | 4:00 p.m. MW Membership Activities |
| Thursday, Oct. 4 | 6:00 p.m. Executive Board |
| Week of October 8, 2018 | |
| Wednesday, Oct. 10 | 6:00 p.m. SPEEA Diversity |
| Thursday, Oct. 11 | TBD SPEEA Council Meeting |