

Representing aerospace professionals with competence, integrity and action



Shown here at Arlington National Cemetery, from left, SPEEA President **Joel Funfar**, SPEEA Veterans Committee Chair **Jeff Forbes**, **Tim Rudolph**, Local 195 and chair of the IFPTE Veterans Committee, IFPTE President **Paul Shearon**, **Ben Toyama**, from Local 121 at Pearl Harbor, and **Danny Moore**, from Local 1937 at Tennessee Valley Authority. They took part in the Tomb of the Unknown Soldier wreath-laying ceremony on behalf of IFPTE.

## Veterans' wreath-laying ceremony

SPEEA Veterans Committee Chair **Jeff Forbes** joined IFPTE for a wreath ceremony at the Tomb of Unknown Soldier, Feb. 2.

This is the second time SPEEA members participated in the wreath-laying ceremony, courtesy of IFPTE.

The ceremony coincided with the annual IFPTE Legislative Advocacy Conference Feb. 3-8. SPEEA members joined other IFPTE delegates in meetings with lawmakers on Capitol Hill to raise awareness of labor/aerospace issues. See the March Spotlight for details.

## NW candidate withdraws from VP election

**Nikolas Geiselman** withdrew his candidacy for Northwest regional vice president on the Executive Board. Although he submitted a valid petition, he withdrew from the race afterward for personal reasons. Nine candidates remain in the contested race for three positions.

Ballots, along with candidates' information, will be mailed by Feb. 27 to members' homes in the Northwest. When the candidate information is final, it will be posted online at [www.speea.org](http://www.speea.org).

**Keith Covert**, Midwest regional vice president, is unopposed for another term.

### Community/Technical Colleges

## Governor appoints SPEEA rep to state board

OLYMPIA - Washington State Governor **Jay Inslee** recently appointed SPEEA Legislative Director **Chelsea Mason** to serve on a state board as the state's labor representative.

Mason joins the nine-member Washington State Board for Community and Technical Colleges. The board provides leadership, advocacy and coordination for Washington's system of 34 public community and technical colleges.

"It will be an honor to support the community and technical college system by serving on the board," Mason said. "I look forward to bringing labor's perspective to many important discussions."

Mason succeeds **Larry Brown**, who was recently elected president of the Washington State Labor Council (WSLC), AFL-CIO. Mason is appointed to a four-year term.

In addition, Mason serves on the:

- U.S. Department of Labor's Workforce Information Advisory Council
- Washington State Center of Excellence for Aerospace and Advanced Manufacturing Advisory Board
- Advanced Materials Manufacturing Pipeline Advisory Committee
- Workforce Development Committee for the Choose Washington New Mid-Market Airplane (NMA) Council, which she co-chairs.

"Just like workers in every other industry in our state, many SPEEA members start, or grow, their careers in aerospace as community and technical college students," Mason said. "I deeply value the role of our colleges in developing Washington's cutting edge workforce talent and fostering rewarding career opportunities."

Nearly 370,000 students train each year at the community and technical college level to prepare to transfer to a university or pursue continuing education.

Value of lunch - P2

Impact in Olympia - P3

Labor conference - 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**

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Karen McLean	Publications Editor
Amber Musselman	Communications Support

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## Building for the future through Area Rep lunchtime meetings



Aaron Allen

**E**VERETT - Everett Council Rep **Aaron Allen** has an agenda.

He's hosting monthly lunchtime meetings with Area Reps to build connections and raise awareness about issues. He's also planning for the future.

"The more people we have involved and interacting together, at contract time, that will make the difference," he said. "Earlier is better. Then you're strong and more prepared when something hits."

Allen started as an Area Rep when his Council Rep recruited him a few years ago. He stepped up to the Council Rep role to fill a vacancy last November.

In both roles, he's worked to help get answers to members' questions and raise awareness about the benefits of a contract. Lunchtime meetings matter.

### Face to face

"We know who people are when we meet face to face. We get to know people, their lives," he said. "Great things happen over a meal."

Through the lunchtime Area Rep meetings, he's building up a network for the workplace.

He's worked in areas where the members keep to themselves. "That can perpetuate a disconnect," he noted, "that doesn't help."

When Area Reps have information to share, they have a purpose for connecting with other members and that builds connectivity. "When issues come up, they know who to go to," Allen said.

That's good advice from someone who didn't have much opinion about unions before he started at Boeing eight years ago. He's a third-generation Boeing employee. His grandfather was an engineer and his father was an electrician, so he knew about unions. He just didn't give unions much thought until his Council Rep recruited him to the AR role. Then he started attending monthly SPEEA CR/AR meetings.

Prior to Boeing, he served in the Army Reserves and worked for a consulting firm in sales and marketing. While deployed to Afghanistan, he managed transportation logistics for ships, trucks, planes, convoys and check points.

He currently works as a Tech in the industrial engineering product development group. He came from tooling (all wide bodies) and also worked four years on the 787.

### 'Just do it'

His advice to others considering the Council Rep role is a lot like the Nike slogan - 'just do it.'

"It's not as hard as you think. It's mostly about helping members with issues and communication," he said. "You're a guide to where members can get answers and learn more about their contract. There are benefits that I didn't know I had."

## Proposed change to Midwest by-laws

**O**n Jan. 31, the Midwest Council unanimously approved publishing a proposed revision to the SPEEA Midwest by-laws regarding Council Rep petition deadlines.

The SPEEA Midwest Governing Documents Committee drafted and approved the proposed change to By-Laws Section 5.3.2, which addresses the timing for filing a petition for a Council Representative position every odd-numbered year.

This amendment needs to be published, for comment before being accepted or rejected, according to the SPEEA Constitution - Article 15.2.2 - 2 and 15.2.2 - 3.

The intention of the proposed change is to ease the application process, to make advertising the deadline easier and to give staff adequate time to process and prepare the election ballots.

The Midwest Council will vote on the changes Feb. 21.

The proposed changes are shown here. Deleted text has a line through it and new text is underlined.

### 5.3.2 Nomination

Any regular member of the Midwest Region, with continuous membership during the 12 months prior, may file a petition for a Council Representative position with the Midwest Regional Tellers Committee on or before the ~~first last~~ Wednesday in April ~~March~~ of odd-numbered years. The petition shall include the endorsements of a minimum of fifteen regular members in the council district and be signed by the candidate. The Midwest Regional Tellers shall validate the petition signatures for membership and district location. The Midwest Regional Tellers may determine the number of endorsements of regular members in small membership districts.



SPEEA activist **Dave Baine** (above, second from right) joined fellow union members from Washington state's 30th legislative district in meetings with lawmakers, including Sen. **Claire Wilson** (shown here in the middle of the front row). Union members participated in the Washington State Labor Council (WSLC), AFL-CIO, legislative conference.

## Making an impact in Olympia

OLYMPIA - SPEEA delegates joined about 300 union activists from across the state to meet with lawmakers in Olympia Jan. 31.

The Washington State Labor Council (WSLC), AFL-CIO, organized the legislative conference and provided talking points and handouts to share during office visits.

SPEEA and Northwest Legislative and Public Affairs (L&PA) committee associate member **Dave Baine** attended more than a dozen of these annual WSLC conferences. Baine, also a NW Labor Delegate committee associate member, keeps coming back, even though he's now retired, because he wants elected leaders in his legislative district (including Federal Way) to know he cares.

"I care because those elected leaders, one way or another, have a big impact on our lives," he said. "That's what democracy looks like."

Area Rep **Mohammed Khan**, also a member of the NW L&PA committee and NW Labor Delegates committee, talked with his lawmakers about specific concerns in his legislative district, including Everett. "I'm taking what I learned back to discuss with members."

SPEEA Northwest Regional Vice President **Daniel Peters** joined meetings with lawmakers representing his district, which includes Renton. "It's refreshing to meet with legislators so supportive of workers' issues," said Peters, a NW labor delegate, who also serves as the at-large IFPTE vice president on the WSLC Executive Board.

Prior to meetings with lawmakers, a panel of union members explained pro-worker legislative priorities and Sen. **Karen Keiser**, D-33<sup>rd</sup> district (Kent) gave some suggestions for talking with lawmakers. "The most import-

ant thing is to show up and let them you were there," she said. She also suggested following up with lawmakers when they are back in their district. "Have coffee with them and let them know what you see as front-line workers."

After meetings with lawmakers, the WSLC conference participants met for a debriefing and a legislative panel discussion on priorities. The panel featured Sen. **Hans Zeiger**, R-Puyallup, Rep. **Mike Sells**, D-Everett and **David Postman**, the governor's chief of staff. They all emphasized the need for bipartisan cooperation.

For more information, see the article: "State's unions 'strong and getting stronger'" in WSLC's online labor news site at [www.thestand.org](http://www.thestand.org).

## Washington State Labor Council VP

The Washington State Labor Council (WSLC), AFL-CIO, Executive Board recently appointed **Daniel Peters** to serve as the at-large vice president for the International Federation of Professional and Technical Engineers (IFPTE).

Peters, who is also Northwest regional vice president, ran unopposed for a new four-year term on the WSLC Executive Board, which establishes policies and programs between annual conventions. He filled an interim vacancy in 2017.

## TRAINING/ EVENTS

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

### ALL LOCATIONS

#### Free SPEEA movie night - 'Dolores'

**Dolores Huerta** co-founded the United Farm Workers union

**Wednesday, Feb. 13 - 5 p.m. (local time)**

SPEEA Everett, Tukwila and Wichita

Email [speea@speea.org](mailto:speea@speea.org)

SPEEA Diversity Committee

### PUGET SOUND

#### Northwest Council Guest Night

Annual event to highlight how Council works

**Thursday, Feb. 21 - 4:30 p.m.**

Teamsters Hall, Tukwila

SPEEA bus departs Everett hall at 2:45 p.m.

Email [michelles@speea.org](mailto:michelles@speea.org)

#### Discount hockey tickets - Union Solidarity Night

**Friday, Feb. 22 - 7:35 p.m.**

Everett Silvertips vs. Seattle Thunderbirds

Angel of the Winds Arena, Everett

Limited number of discount tickets

On sale online at

[everettsilvertips.com/sclc](http://everettsilvertips.com/sclc)

Presented by Snohomish County Labor Council (SCLC)

#### SPEEA discount hockey tickets

**Saturday, March 9 - 6:05 p.m.**

Seattle Thunderbirds vs. Everett Silvertips ShoWare Center, Kent

\$10 per ticket - limited number

Link to buy tickets now online - see events page at [www.speea.org](http://www.speea.org)

Northwest Membership Activities Committee

### WICHITA

#### St. Patrick's Day Bingo

**Saturday, March 9 - 2 p.m.**

SPEEA Wichita

Prizes and refreshments

Members and their families welcome

Email [vickim@speea.org](mailto:vickim@speea.org)

Midwest Membership Activities Committee

## Executive Board mini-minutes - Jan. 17

**Attendees:** Joel Funfar, Jimmie Mathis, Daniel Peters, Mark Worden, Mike Shea

**Excused:** Ryan Rule, Keith Covert

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

**Staff:** Ray Goforth, Robin Fleming, Steve Spyridis, BJ Moore, Rich Plunkett, Matt Kempf, Hillary McConnell

At their regular meeting, the Board:

- Approved, at a cost not to exceed \$1,800, Stan Sorscher to attend the Coalition for a Prosperous America trade conference March 12-14.

## SPEEA Council actions - Jan. 10

At their quarterly meeting, the SPEEA Council voted on the following motions:

- M19-001 - Proposed FY2020 SPEEA Council Budget. For: 74. Against: 3. The motion passed.
- M19-002 - Retirement (Support for Social Security and Medicare Benefits). For: 77. Against: 3. The motion passed as amended.
- M19-003 - Trade agreements. For: 75. Against: 3. The motion passed as amended.
- M19-004 - Request Waiver for 2019 Regional VP Election (regarding leave of absence). For: All. Against: None. The motion passed.

See additional information on the motions at [www.speea.org](http://www.speea.org) (drop-down menu: Councils/Approved Council Motions).

## Aerospace jobs and organizing a part of labor conference



Tefere Gebre

If you care about the future of the labor movement, you will find many good reasons to apply for an upcoming labor education conference, Feb. 22-23, in Seattle.

SPEEA is accepting applications until Monday, Feb. 11, for those interested in attending the two-day conference called “The Best is Yet to Come: The Future of Jobs and Organizing.” For those selected, SPEEA will cover the \$50 registration fee, which includes meals.

Interested? Email [apply@speea.org](mailto:apply@speea.org) with a brief explanation of why you are applying.

The Washington State Labor Education and Research Center (WA LERC) organized this as a ‘reopening celebration’ and conference at South Seattle College.

The conference kicks off at 5 p.m., Friday, Feb. 22, with a banquet and keynote by Tefere Gebre, AFL-CIO executive vice president, at the campus’ West Seattle location.

On Saturday, Feb. 23, the conference begins at 9 a.m. with a talk on “Overcoming Barriers to Solidarity in the Workplace,” with Gebre, followed by separate breakout sessions (choice of two). The conference concludes with a talk on “The Future of Organizing” from 3 to 4:30 p.m. The day-long session is at the Georgetown campus.

Breakout session topics include:

- Aerospace Jobs and Organizing (*featuring SPEEA and IAM*)
- Tech Jobs and Organizing
- Race and Labor
- Education Justice: Union Power for the Public Good
- Beating Apathy
- Raising our Voices for Safety
- The Union Effect 1: Recent successes in raising the floor - what we learned
- The Union Effect 2: What’s labor’s future role in raising the floor?

See details on the breakout sessions and more at [georgetown.southseattle.edu/lerc/](http://georgetown.southseattle.edu/lerc/).

## Boeing and Spirit bonus payouts

SPEEA contracts with The Boeing Company and Spirit AeroSystems include company performance bonus language.

**Boeing** - The Boeing Company announced this year’s Employee Incentive Plan (EIP) bonus, which applies to all SPEEA-represented employees. The EIP has a target of 10 days with results ranging from 0% - 200% of the target. Boeing’s 2018 performance period resulted in a payout of 166%, which equates to 16.6 days. This will appear in the Feb. 21 paycheck.

**Spirit** - Spirit AeroSystems announced the company-wide score for the 2018 Company Short Term Incentive Plan (STIP) is 0.89 against a target of 1. Managers will notify their employees how their team performed based on specific program, function and/or site metrics. A meeting will be held within the employee’s organization to discuss the final score and payout amount, which will appear in the Feb. 21 paycheck.

# UPCOMING MEETING SCHEDULES

### NORTHWEST MEETINGS (ALL TIMES PST)

Week of February 11, 2019	
Monday, Feb. 11	4:00 p.m. Council Officers
Tuesday, Feb. 12	4:00 p.m. SPEEA Leadership Development and Training
Wednesday, Feb. 13	4:00 p.m. Executive Board
Wednesday, Feb. 13	5:00 p.m. SPEEA Diversity
Week of February 18, 2019	
Monday, Feb. 18	3:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, Feb. 19	4:30 p.m. Tellers
Wednesday, Feb. 20	4:00 p.m. SPEEA Governing Documents
Wednesday, Feb. 20	5:00 p.m. NW Governing Documents
Wednesday, Feb. 20	5:00 p.m. NW Membership Activities
Thursday, Feb. 21	5:00 p.m. NW Council Meeting
Week of February 25, 2019	
Monday, Feb. 25	4:30 p.m. NW Legislative & Public Affairs
Tuesday, Feb. 26	4:30 p.m. NW Women’s Advocacy
Wednesday, Feb. 27	4:30 p.m. NW New Hire/Young Members
Thursday, Feb. 28	4:00 p.m. Executive Board

### MIDWEST MEETINGS (ALL TIMES CST)

Week of February 11, 2019	
Monday, Feb. 11	6:00 p.m. Council Officers
Tuesday, Feb. 12	6:00 p.m. SPEEA Leadership Development and Training
Wednesday, Feb. 13	6:00 p.m. Executive Board
Wednesday, Feb. 13	5:00 p.m. SPEEA Diversity
Week of February 18, 2019	
Monday, Feb. 18	4:00 p.m. MW Legislative & Public Affairs
Monday, Feb. 18	5:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, Feb. 19	4:00 p.m. MW Governing Documents
Wednesday, Feb. 20	6:00 p.m. SPEEA Governing Documents
Thursday, Feb. 21	5:30 p.m. MW Council Meeting
Week of February 25, 2019	
Thursday, Feb. 28	6:00 p.m. Executive Board