

Representing aerospace professionals with competence, integrity and action

Kansas legislature

Members urge support for aerospace priorities

TOPEKA, Kan. – Kansas state lawmakers have a better idea about aerospace issues after meeting with SPEEA members in Topeka, Kansas.

SPEEA, IFPTE Local 2001, sent members to meet with their lawmakers Jan. 23-25. While there, they took part in the Kansas State AFL-CIO's one-day solidarity labor rally Jan. 24.

SPEEA members who attended were Area Rep **Ethan Jacobs**, SPEEA Council officer and IFPTE SPEEA-Area Vice President **R Matthew Joyce**, Council Rep **Rick Nelson** and SPEEA activist/retiree **Donna Lehane**.

Partnering with IFPTE, SPEEA hosted a bipartisan reception for Wichita area lawmakers and union leaders to have informal discussions at a nearby hotel.

"This was a good way to engage lawmakers outside of their offices," said **Susanne Murphy**, SPEEA Midwest contract administrator and legislative staff focal. "Although this was a first-time event, the reception was well received by lawmakers from both sides of the aisle."

In addition to the reception and state AFL-CIO convention, SPEEA members met with 14 Wichita-area lawmakers to discuss aerospace issues, including:



Several Kansas state lawmakers, SPEEA members and other union members are shown here at a Topeka hotel reception hosted by SPEEA, partnering with IFPTE. SPEEA hosted the event on the eve of a Kansas AFL-CIO solidarity labor rally in Topeka. SPEEA members also met with lawmakers in their offices to discuss SPEEA legislative priorities.

- Medicaid expansion to support Kansans and rural communities
- Enhancing fairness for workers by implementing fair-share policies for union dues
- State investments in infrastructure
- Investing in public education for a thriving aerospace engineering sector in Kansas

Interested in these issues? Join the Midwest Legislative and Public Affairs (L&PA), a committee of SPEEA members who meet monthly to discuss legislative issues, policy recommendations and actions to take in support of the issues. Check out the online calendar at www.speea.org for details or email susannem@speea.org.

Aviation Safety Action Program (ASAP)

SPEEA proposes safety program for Boeing professionals

In an effort to improve quality and safety procedures at Boeing, SPEEA has proposed a new process that would protect unionized engineers and technicians who speak out about potential problems they see in their work area or even mistakes with their own work.

The proposed Aviation Safety Action Program (ASAP) would be a tri-party agreement signed by Boeing, SPEEA and the Federal Aviation Administration (FAA). SPEEA brought the proposal forward in a meeting with Boeing executives on Jan. 31.

Boeing already has a similar agreement with the FAA and Machinists Union District Lodge 751, which protects hourly workers at Boeing who call out potential safety or quality issues.

"This agreement would be an important step toward improving the culture of safety at Boeing," said SPEEA Secretary **Shaunna Winton**, who was one of the union representatives making the proposal. "It would reassure our members at Boeing that they can report potential problems without having to fear any repercussions."

ASAP agreements are common throughout the aviation industry. As of December, the FAA had signed more than 1,000 of them, involving major airlines, private jet operators, helicopter services and manufacturers like Raytheon. They cover pilots, dispatchers, maintenance workers, flight attendants and other aerospace workers.

Under SPEEA's proposal, professional aerospace workers at Boeing would be encouraged to report – even self-report – whenever they saw an error or issue that could compromise aircraft safety or quality.

The reports would be reviewed by a standing committee of representatives from Boeing, the FAA and the union. That panel would be charged with determining why a specific mistake was made and what steps need to be taken to correct it. Further, it would investigate the circumstances that led up to the error and determine whether there needs to be systemic changes to a process to ensure the error isn't repeated.

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President

Ryan Rule

Executive Director

Ray Goforth

Executive Board

Dan Nowlin	Treasurer
Shaunna Winton	Secretary
Mike Arrington	NW Regional VP
John Dimas	NW Regional VP
Jeffrey L. Forbes	NW Regional VP
Chris Streckfus	MW Regional VP

SPEEA Council Officers

R Matthew Joyce	Chair
Theryl (TJ) Johnson	Treasurer
Byron D. Henderson	Secretary

Midwest Regional Council Officers

Emily Forest	Chair
R Matthew Joyce	Treasurer
Benjamin Blankley	Secretary

Northwest Regional Council Officers

Mike Pirone	Chair
David Fritz	Treasurer
Raquel P. Cundiff	Secretary

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SPEEA supports 'Speak Up' for a 'reporting culture'

By Rich Plunkett
SPEEA Director of Strategic Development

By now, most Profs and Techs have taken the Boeing Safety Management System (SMS) training "Product Safety: Every Decision Matters" and are aware of Boeing's Speak Up system. Yet, few use the Speak Up program, preferring to rely upon less formal reporting methodologies (e.g., talking with your local manager, another member of management, etc.) with the assumption that they will resolve the concern and/or mitigate the hazard. Unfortunately, informal reporting mechanisms don't guarantee the issue will find its way into the SMS as they do not have the formality of the Speak Up system.

Boeing President and CEO **Dave Calhoun's** words during the presentation by executives regarding the Alaska Flight 1282 accident were: "Everything matters, every detail matters" and "... the strength is all of you speaking up."

Boeing's technical and engineering professionals are in powerful and unique positions to improve product safety and quality. We have a direct impact on the technical *and* safety matters under our control (i.e., what we are paid to do).

We can also impact other safety areas with thoughtful suggestions on improvements to processes, decisions and protocols. Hence, we can answer Calhoun's call to action by sharing our unique insights regarding all things that impact the collective ability to produce the greatest aviation products on the planet.

Boeing is just starting to embrace the concept of "Just Culture," which encourages the reporting of safety concerns without fear of retaliation. Fortunately, SPEEA-represented employees have an additional layer of protection – Just Cause, which is found in Article 3 of the Prof and Tech contracts. With these tools, we can move towards what is known as a "reporting culture." To help with the redundant systems, please consider sending a copy of any Speak Up submittals to SpeakUp@speea.org.

Rich Plunkett, SPEEA director of strategic development, also serves on the Federal Aviation Administration (FAA) Organization Designation Authorizations Expert Panel and recently joined the Department of Transportation (DOT) Aerospace Supply Chain Resiliency Task Force.

Petition results for Executive Board and Tellers

Seven SPEEA members submitted valid petitions for Executive Board, and six members submitted valid petitions for the Northwest Teller committee by the Jan. 24 deadline.

Executive Board candidates

Ballot order determined in a random drawing by the Tellers.

President

- Shaunna Winton
- Riaz Khan
- John Dimas
- Christopher Tracy

Treasurer

- Dan Nowlin
- Rick O'Neill

Secretary

- Ryan Rule

Executive Board ballots

Voting packages containing instructions, ballots and candidate information for contested positions will be mailed to members' homes by Feb. 28. The deadline for ballots is noon (local time), Wednesday, March 13.

The Executive Board officers' two-year terms begin March 27.

Teller petitions

Congratulations to the members who submitted valid petitions for the Northwest Teller committee. They ran unopposed and will begin serving two-year terms April 1. The Northwest Council officers validated the petitions.

Northwest Tellers

- Carl Bakke
- Jimmie L. Mathis
- Robert Merriott
- Travis Moyer
- Todd Rosenfelt
- Mike Shea

In the Midwest, no Teller petitions were submitted by the deadline.

Teller vacancies

See the petition form at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations) to fill one of these Teller committee openings:

- Midwest (two seats)
- Northwest Tech bargaining unit (one seat)
- SPEEA Pilots and Instructors Unit (SPIU) (one seat)

Tellers oversee union elections, Council district delineations and review the annual financial audit for SPEEA.



NW New Hire/Young Members hybrid meeting

While many committees are still meeting virtually, the NW New Hire/Young Member Committee members held a hybrid meeting at the SPEEA Puget Sound halls and online Jan. 24. The members shown standing at the Tukwila hall, from left, are Committee Officer **Paul Black**, Committee Officer **Michael Knopp**, Council Rep **Gordon Yip** and SPEEA President **Ryan Rule**. Online are Area Rep **Justin Roll** and **Nikki Wagener** (SPEEA staff focal) at the Everett Hall, Committee Officer **Georgie Victor**, Committee Officer/Council Rep **Bobby Warwick**, Council Rep **Joseph Pham**, Committee Officer/Council Rep **Shawn Atkinson** and Area Rep **Stephanie Mansperger**. At their meeting, they planned upcoming events in March to build our union, including SPEEA 101 and an indoor rock-climbing event.

IAM contract talks begin in March

Boeing and Machinists Union District Lodge 751 agreed to delay the start of contract talks because of federal agency investigations into what happened with Alaska Airlines Flight 1282.

Talks were to start this month but now will begin March 8, IAM 751 said in a website post.

The IAM represents nearly 30,000 hourly production workers at Boeing in Puget Sound and Portland, Ore.

The Machinists' contract with Boeing expires on Sept. 12. This is the first time the union and company have bargained for a new contract since 2014, when 51% of IAM 751 members voted to approve the current agreement, which took away pension benefits and dramatically limited wage increases, in exchange for a guarantee that 777X final assembly would be located in Everett.

"This is the first time many of our members have experienced an IAM bargaining session at Boeing, so this is a good time to review a few things," SPEEA President **Ryan Rule** said.

"First – and this should go without saying – we absolutely will support the Machinists," Rule said. "Standing alongside our fellow trade unionists is the right thing to do, plus, their bargaining wins will be the foundation for us when we negotiate our new contract in 2026."

What support looks like

This support could take any number of forms, Rule said. "Our SPEEA staff is in touch regularly with their IAM 751 counterparts to talk about what kind of support they'll need, and when they'll need it. Maybe they'll need people to attend a rally; maybe they'll ask us to wear or display visibility items at work."

Either way, he said. "When the time comes, SPEEA Council Reps and Area Reps should expect to get a call to do their part."

If there is a strike, SPEEA members won't be joining IAM 751 on the picket line – at least not during work hours.

"Our contract mandates that we keep coming to work, even if another union is on strike at Boeing," Rule explained. "We can't stage a sympathy strike, but we can join them on the picket line in our off-work time."

If there should be a strike, SPEEA members absolutely must not do any work normally assigned to IAM-represented employees.

"Nobody wins when a union is forced to strike, so I really hope Boeing management comes to the table ready to give the Machinists the kind of contract they deserve," Rule said. "But we've got to be ready for any eventuality, and we will gladly support the Machinists, however their contract negotiations play out."

TRAINING/ EVENTS

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

Northwest

Movie Night

Movie title to be announced via home email and bulletin board notice due to licensing restrictions

Tuesday, Feb. 27, 4:30 p.m.

Free – dinner included

SPEEA Tukwila and SPEEA Everett

RSVP to meetings@speea.org and include where you plan to attend by Feb. 22

Bring clothing donation for Jubilee Women's Center to either site

NW Women's Advocacy Committee

Midwest

Young Professionals no-host social

Friday, Feb. 9, 4 p.m.

Location TBD

Email tjtrousdale@gmail.com for location details

MW Young Professionals

SPEEA proposes safety program for Boeing professionals

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Workers who self-report their own mistakes or call out mistakes made by others would be protected from discipline during this process.

"We all should be accountable for our own mistakes," said SPEEA Northwest Regional Vice President **John Dimas**. "But it's not always easy. Our proposed ASAP agreement would make it safer for workers to come forward about issues they see or mistakes they've made before they become critical problems."

SPEEA Treasurer **Dan Nowlin** concurred. "We need this kind of process to restore Boeing's reputation for engineering excellence," Nowlin said. "All of us on the Executive Board hope the company's leadership agrees."

Along with Winton, Dimas and Nowlin, SPEEA Northwest Regional Vice Presidents **Mike Arrington** and **Jeff Forbes** and Director of Strategic Development **Rich Plunkett** took part in the presentation to Boeing and the FAA. As of the time this SPEEA News went to print, Boeing had not responded to it.



Get learning with ACE

SPEEA Aerospace Career Enhancement (ACE) offers free in-person and online training for personal and professional development. Join us, your peers and aerospace students in broadening your skills and abilities.

To learn more and sign up for any of these offerings, go to canvas.aerocareer.org.

- **Language Learning for Engineers & Aerospace Professionals | Launched Feb. 1 | Virtual**
 - Pick from 24 languages to learn and advance your fluency, plus check out business language lessons in English, Spanish, German, French and Italian.
- **First Aid / CPR / AED Training | Feb. 3, 9 a.m. - 1:30 p.m. | SPEEA Everett Hall**
 - Come get certified training from BestCPRSeattle. Nationally recognized course-completion cards are issued immediately via email and are valid for two years.

- **2024 Mentorship Program Kickoff | Feb. 6, 5 - 7 p.m. | Virtual**
 - We need mentors! The SPEEA ACE mentoring program pairs students with current and retired aerospace professionals.
- **First Aid / CPR / AED Training | Feb. 10, 9 a.m. - 1:30 p.m. | SPEEA Tukwila Hall**
 - Course repeated for South Puget Sound participants.
- **Live & Interactive: Project Essentials for Engineers | Feb. 20-21, 5 - 7 p.m. | Virtual**
 - For current and future project managers and those who use MS Project, this course will help you get the most from Project Management software.

More classes are always coming up – be sure to check canvas.aerocareer.org on a regular basis. Courses fill up – so register right away.

NW Women's Advocacy Committee

Movie night with WAC – think pink!

The Northwest Women's Advocacy Committee invites members and their families to the SPEEA Puget Sound halls Tuesday, Feb. 27, to watch a movie, enjoy dinner and feel empowered.

Although SPEEA's license to show the movie doesn't allow mention of the title name in print, think pink with a message of empowerment for women from an unlikely childhood source.

WAC movie night

Tuesday, Feb. 27, at 4:30 p.m.
SPEEA Everett and Tukwila
Free – dinner included

RSVP to meetings@speea.org and include the number attending and where you plan to attend by Thursday, Feb. 22.

Everett Roundtable

Seeking applicants for Planning Committee

SPEEA is seeking two Everett Council Reps to fill vacant seats on the Everett Roundtable Planning Committee.

Email nikkiw@speea.org by Thursday, Feb. 29, with a brief description of why you are interested in serving on the planning committee.

The Everett Roundtable brings together Everett Council Reps and Boeing Everett managers, Human Resources and Labor Relations to address issues of mutual concern in the workplace.

At the last quarterly Roundtable meeting, participants discussed parking-lot safety/shuttles, site conservation, other updates and information about Ed Wells Partnership Career Services.

About the planning committee

The Planning Committee typically has five SPEEA Council Reps and five representatives from Boeing.

The committee meets every other Monday for an hour to prepare for quarterly Everett Roundtable meetings. Once a year, this committee devotes a half-day to assess the previous year's Everett Roundtable quarterly meetings, set goals and topics for upcoming meetings and review potential dates and other logistics.

Clothing drive reminder

Be sure to bring gently used or new clothing geared toward working women to help those in need. NW WAC will collect only women's clothing through the end of March for the Jubilee Women's Center. Learn more at jwcenter.org.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

Week of February 5, 2024	
Tuesday, Feb. 6	4:00 p.m. SPEEA Leadership Development & Training
Tuesday, Feb. 6	4:30 p.m. NW Tellers
Wednesday, Feb. 7	4:30 p.m. NW Action Communication Taskforce (ACT)
Thursday, Feb. 8	4:00 p.m. NW Council
Week of February 12, 2024	
Tuesday, Feb. 13	4:30 p.m. NW Membership Activities
Wednesday, Feb. 14	4:30 p.m. SPEEA Diversity
Thursday, Feb. 15	4:00 p.m. Executive Board
Week of February 19, 2024	
Monday, Feb. 19	3:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, Feb. 20	4:00 p.m. SPEEA Organizational Planning
Wednesday, Feb. 21	4:00 p.m. SPEEA Governing Documents
Wednesday, Feb. 21	5:00 p.m. NW Governing Documents

MIDWEST MEETINGS (ALL TIMES CT)

Week of February 5, 2024	
Tuesday, Feb. 6	6:00 p.m. SPEEA Leadership Development & Training
Thursday, Feb. 8	4:30 p.m. MW Council
Week of February 12, 2024	
Wednesday, Feb. 14	6:30 p.m. SPEEA Diversity
Thursday, Feb. 15	4:30 p.m. MW Young Professionals
Thursday, Feb. 15	6:00 p.m. Executive Board
Week of February 19, 2024	
Monday, Feb. 19	4:30 p.m. MW Legislative & Public Affairs
Monday, Feb. 19	5:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, Feb. 20	4:00 p.m. MW Governing Documents
Tuesday, Feb. 20	6:00 p.m. SPEEA Organizational Planning
Wednesday, Feb. 21	6:00 p.m. SPEEA Governing Documents



Meetings are virtual/hybrid and subject to change/cancellations. See online regional calendars at www.speea.org for details.