

Representing aerospace professionals with competence, integrity and action

Numbers matter

Help get out the vote in Executive Board election

Elections for two of our union's leaders – president and treasurer – are underway. Ballots went in the mail Feb. 28 and are due back no later than noon (local time) on Wednesday, March 13.

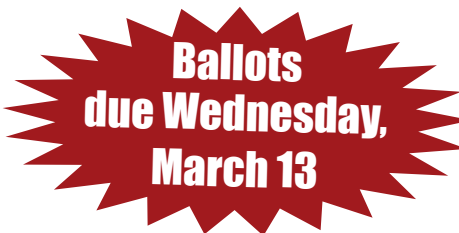
SPEEA is urging all Council and Area Reps to encourage the members in their areas to take the time to fill out their ballots and put them in the mail.

Voter turnout is significant because:

- 1) We're electing the people to lead during a time of multiple contract negotiations, including this year's SPEEA Pilots and Instructors Unit (SPIU) and Wichita Engineering Unit (WEU) negotiations. The Wichita Technical and Professional Unit (WTPU) contract expires in January 2026, followed by Prof and Tech contracts in October 2026.
- 2) These leaders will speak on behalf of professional aerospace workers at a crucial time for our industry, with Congress and the Federal Aviation Administration (FAA) both considering changes in the oversight of aerospace manufacturing.
- 3) The companies are watching. Making sure we have a strong turnout in this election sends a message and is something members can do NOW to help us have a stronger position in negotiations.

Council Reps and Area Reps should remind members voting is easy:

- The ballots will come in the mail to their homes.
- There are only two contested races, so it will literally take them seconds to fill out their ballots and put them into the return envelopes – no stamp needed. Postage is pre-paid.
- If they're running out of time to get the ballot delivered before noon, Wednesday,



March 13, they can drop ballots off at SPEEA offices in Everett, Tukwila or Wichita either during normal business hours or in the mail slot in the buildings up until noon local time on March 13.

To encourage more participation, the print newsletter wrapper (with the mailing address) has a desk tent to display at your workstation after you voted.

"A minimal investment of time and energy will pay big dividends when it's time to negotiate with both Spirit and Boeing," said outgoing SPEEA President **Ryan Rule**. "Please encourage your members to vote in this election – and make sure you vote, too."

Deadline March 22

Scholarship for Pierce County grads

The 2024 Jerry Beckendorf Community Services Scholarship is accepting applications. Students must be graduating from a Pierce County high school to be eligible. Whether it be a university, community college or trade school, they must be planning to attend an institution of higher education next fall.

Applicants must have at least one union member parent or guardian or be a union member themselves. Applications must be received or postmarked no later than March 22. To learn more or apply, visit pclaborcares.org.

SPEEA welcomes FAA report on Boeing safety culture; calls for change

A Federal Aviation Administration (FAA) panel of experts, which included SPEEA Director of Strategic Development **Rich Plunkett**, spent the past 14 months reviewing safety procedures and quality processes at the Boeing Co. The 50-page report went public Feb. 26.

SPEEA's response is as follows:

"SPEEA welcomes the report and believes it can be a catalyst for positive change at Boeing. "Our members have long reported a disconnect between the messaging they get from Boeing headquarters in Chicago or Virginia, and the messages they get from their direct supervisors here. Quality and safety must be the Boeing Co.'s core values, embraced by everyone, but the report reflects the reality that people who see something are afraid of saying anything for fear of jeopardizing their careers."

"Our union has proposed an Aviation Safety Action Program (ASAP), in partnership with Boeing and the FAA, that would allow our members to come forward without fear of retaliation whenever they spot a production or design error – or make one themselves."

Said Plunkett: "We hope that Boeing will accept our proposed program so that together we can work to restore Boeing's reputation for quality, that generations of SPEEA members worked so hard to achieve."

The full FAA report is at www.speea.org.

Follow SPEEA on social media



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Ryan Rule

Executive Director

Ray Goforth

Executive Board

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Shaunna Winton	Secretary
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John Dimas	NW Regional VP
Jeffrey L. Forbes	NW Regional VP
Chris Streckfus	MW Regional VP

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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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WICHITA HALL

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Mon-Thu, 8:30 a.m. to 5 p.m. • Fri, 8 a.m. to 4:30 p.m.

Phone: 316-682-0262 • 1-800-325-0811



Peter Campbell (second from right), a contract administrator for SPEEA, IFPTE Local 2001, was one of a handful of SPEEA members and staff at the rally for flight attendants Feb. 13 at Seattle-Tacoma International Airport. Campbell is shown here with members of the International Association of Machinists (IAM) District 751.

SPEEA joins one-day picket for flight attendants

By Julia Groves
SPEEA Communications

SEATAC, Wash. – About a half-dozen members and staff from SPEEA, IFPTE Local 2001, joined hundreds of chanting flight attendants and cheering union activists gathered outside Seattle-Tacoma International Airport on Feb. 13.

Sea-Tac was one of more than 30 airports picketed that day by the Association of Flight Attendants (AFA)-CWA, the Association of Professional Flight Attendants and the Transportation Workers Union, which together represent nearly 100,000 flight attendants at airlines including Alaska, American, Southwest and United.

More than two-thirds of U.S. flight attendants are in contract negotiations right now – with some having gone years without a wage increase. Calls for better contracts are loud; on Feb. 13 the AFA announced that 99% of Alaska Airlines flight attendants voted “yes” to authorize a strike.

Most flight attendants don’t start earning hourly pay until the doors of their aircraft close. The minority that are paid for boarding time, like at Delta Air Lines, are only paid half of their hourly wages. Between staying

on call around the clock and the downtime spent in airports between flights, the picket line chants about working for free were more literal than most travelers would know.

Members and staff of SPEEA/IFPTE Local 2001 showed up with signs to join the picket.

“Flight attendants make the aviation industry work, just like our members,” said SPEEA Contract Administrator **Peter Campbell**. “In an emergency, their skills and courage can save lives. They deserve to be paid for all the time they’re working.”

The flight attendants were enthused by the turnout of unions across industries, a welcome reminder of the labor movement’s ability to transcend. **Gretchen DeMulling** and **Anna Peterman**, longtime AFA members from American Airlines, said they felt this as they picketed alongside colleagues from other airlines.

“We are here supporting *all* flight attendants today,” DeMulling said. “It’s not about who you fly for.”

Peterman, who has flown for 23 years, took in the scene with a smile. “The professional aerospace union is here!” she called behind to her counterparts.

One quipped back: “And you’re surprised?”

Check out the member portal online

More than 1,000 SPEEA members have already signed into the MemberLink portal.

The more popular functions in this password-protected portal are the online membership application and dues-deduction authorization form.

Once you are enrolled, you can make changes to your contact information and/or password.

Other features of the portal:

- Pay union dues – for those without payroll deduction

- Salary charts – for most job families/occupations (depending on group size)
- Meetings/Events – both Northwest and Midwest
- Communications – digital Spotlight and home email

More features coming soon!

Sign up at member.speea.org.



Council/Area Reps discuss workplace issues

SPEEA activists at South Park, from left, are Area Rep **Tim Brown**, Council Rep **Alex Phillips** and Area Reps **Rich Wichels** and **Mike Fox**. The Area Reps wore their new SPEEA hats, which were presented at the meeting as an Area Rep recognition gift coordinated by the NW Action Communication Taskforce (ACT). At the lunchtime meeting, SPEEA Contract Administrator **Hillary McConnell** gave an update and discussed workplace issues.

Bureau of Labor Statistics

Union membership, wages up

Union membership in Washington increased by 58,000 working people in 2023, the latest data from the federal Bureau of Labor Statistics (BLS) shows.

In other key SPEEA states, Utah saw an increase of 5,000 union members while Kansas saw a decline of 9,000 people. In California, 109,000 working people joined unions.

Nationwide, unions added 191,000 private-sector workers to their roles last year. Union density – the percentage of workers belonging to unions – stayed flat, however, as enough people entered the workforce to keep rates at about 10%.

Union workers nationwide earned wages that, on average, were 15.9% greater than their non-union counterparts, according to the same federal report.

Washington continues to be the state with the third-highest union density, with 16.5% of the state's workforce being union members. Hawaii (24.1%) and New York (20.6%) were the top two.

California has union density of 15.4%. Kansas and Utah – both right-to-work states that allow non-members to reap the benefits of union representation without paying for them – had union density of 8.9% and 4.1% respectively.

Strong union membership is especially important in Wichita right now. Members of SPEEA's Wichita Engineering Unit (WEU) will negotiate with Spirit AeroSystems management later this year. Increased membership sends a stronger message of solidarity for improved contracts.

More people are trying to form unions. There was a 3% increase in filings for new union elec-

tions with the National Labor Relations Board in 2023, which came on the heels of a 53% increase in 2022, the Economic Policy Institute reported. Workers won 80% of those elections in the first half of 2023. (Historically, workers have won just over 50% of elections.)

The Institute's analysis of the BLS report suggests more than 60 million workers wanted to join a union in 2023, but for several reasons couldn't do so. The Institute based that estimate on a 2017 survey that found 48% of nonunion workers would vote to unionize their workplace if they could and put that figure against the 128.3 million wage and salary workers in the U.S. workforce last year.

"Why is it that so many of us say we would join a union right now if we could – but we can't?" asked Washington State Labor Council, AFL-CIO President **April Sims**. "The answer is that there are too many obstacles. Corporate union-busters spend billions to deny workers their rights. Anti-worker politicians and Supreme Court justices continue to create roadblocks. We need to demand – in the streets with our voices and at the ballot box with our votes – that our freedom to join together in unions is restored."

Correction

The SPEEA News Feb. 16 article: "Boeing EIP pays out for 2023 Performance Year" included a sentence with the wrong year, which is corrected here. *The resulting score for each business unit is multiplied times the target of 5% and applied to eligible 2023 pay.* The original sentence said 2022 pay.

TRAINING/ EVENTS

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

Northwest

Free indoor rock climbing

Free for members only

Saturday, March 16, 5-7 p.m.
Vertical World, Seattle

Spaces filled - waiting list only

For waiting list, RSVP to meetings@speea.org by Friday, March 8

NW Hire and Young Members Committee

NW Council guest night

Free dinner and drawings for prizes

Wednesday, April 10
Teamsters Hall, Tukwila

Bus departing from SPEEA Everett

Details coming soon

Midwest

Young Professionals no-host social

Friday, March 8, 4 p.m.
Location TBD

Email tjtrousdale@gmail.com
for location details

MW Young Professionals

Spirit announces bonus payout

WICHITA – SPEEA-represented employees received a bonus Feb. 22 from Spirit AeroSystems for the company's Short Term Incentive Plan (STIP).

The payout was based on the 2023 performance score for three company divisions – Defense and Space, Aftermarket and Commercial. The payout ranged from 0.08 to 1.025% depending on the division.

Eligible pay includes leave with pay, overtime wages, Earned Time Off (ETO) and holiday pay as noted in the SPEEA-Spirit AeroSystems contracts.



March with SPEEA ACE

Spring ahead with classes to grow your career

SPEEA Aerospace Career Enhancement (ACE) offers free in-person and online training for personal and professional development.

Check out these opportunities in March!

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

- **Update Your Resume and Stand Out from the Crowd** – Virtual, March 5, from 5 to 7:30 p.m. This course is intended for anyone looking to build their resume, whether you are starting from scratch or looking to enhance what you already have.
- **Strategic Agility and Taking Intentional Risk** – Virtual, March 12 from 5 to 7 p.m. What does it mean to be strategic? Learn how to ask bigger, better questions to foster discussions, collaboration and decisions.
- **Live & Interactive Excel Training: Essential Functions for Engineers** – Virtual, March 20- 21 from 5 to 7 p.m. This new class is focused on several of the most useful features and functions within Excel and their practical application in engineering contexts. This class is designed for beginner-to-intermediate Excel users.

- **Communication Level Up: Playful Skills for Critical Conversations** – Virtual, March 27 from 5 to 7 p.m. Learn cutting-edge methods to manage the trajectory of a critical conversation using direct yet empathetic language in a variety of workplace scenarios.
- **Python & Machine Learning: Coding Basics and Beyond** – Virtual, five Saturdays, starting March 30. Each class is from 9 a.m. to 1 p.m. This new class will teach participants to use Python coding while being exposed to Machine Learning (ML), which is a form of Artificial Intelligence (AI).

ACE mission statement

SPEEA ACE aims to promote, expand and enhance workforce training and education in support of the aerospace industry and supply chain in the state of Washington. See the website at aerocareer.org.

Petitions now online

Run for IFPTE SPEEA-Area VP and/or delegate

SPEEA is looking for eligible members to get more involved. Run for IFPTE SPEEA-Area vice president representing the Northwest or Midwest. You can also run for SPEEA delegate to this year's IFPTE convention.

For either position, you must be a regular member in continuous good standing for at least two full years prior to the convention, July 8-11 in New Orleans.

You will need to review the election requirements at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations) and gather members' signatures on your petition for either position.

You have until 5 p.m., Monday, April 1, to submit both your petition(s) and statement(s).

In case of contested races, ballots are mailed to members' homes by May 1. Ballots will be counted May 15.

About the roles

- **SPEEA-Area VP** – Responsible for communicating SPEEA's concerns and priorities to the IFPTE Executive Council, which holds semi-annual meetings.
- **Convention delegate** – Discuss issues, vote on resolutions, elect leaders and join training/workshops on labor issues.

Learn more about the convention and IFPTE at www.ifpte.org.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

Week of March 4, 2024	
Monday, March 4	3:00 p.m. NW Council officers
Monday, March 4	4:00 p.m. Council officers
Tuesday, March 5	4:00 p.m. SPEEA Leadership Development & Training
Wednesday, March 6	4:30 p.m. NW Action Communication Taskforce
Thursday, March 7	4:00 p.m. Executive Board
Thursday, March 7	4:30 p.m. NW Safety & Wellness
Week of March 11, 2024	
Tuesday, March 12	4:30 p.m. NW Membership Activities
Tuesday, March 12	4:30 p.m. SPEEA Tellers
Wednesday, March 13	4:30 p.m. SPEEA Diversity
Thursday, March 14	3:30 p.m. SPEEA Council
Week of March 18, 2024	
Monday, March 18	3:30 p.m. SPEEA Legislative & Public Affairs
Wednesday, March 20	4:00 p.m. SPEEA Governing Documents
Wednesday, March 20	5:00 p.m. NW Governing Documents
Thursday, March 21	4:00 p.m. Executive Board

MIDWEST MEETINGS (ALL TIMES CT)

Week of March 4, 2024	
Monday, March 4	6:00 p.m. Council officers
Tuesday, March 5	6:00 p.m. SPEEA Leadership Development & Training
Thursday, March 7	4:30 p.m. MW Membership Activities
Thursday, March 7	6:00 p.m. Executive Board
Week of March 11, 2024	
Tuesday, March 12	6:30 p.m. SPEEA Tellers
Wednesday, March 13	6:30 p.m. SPEEA Diversity
Thursday, March 14	4:30 p.m. MW Council
Thursday, March 14	5:30 p.m. SPEEA Council
Week of March 18, 2024	
Monday, March 18	4:30 p.m. MW Legislative & Public Affairs
Monday, March 18	5:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, March 19	4:00 p.m. MW Governing Documents
Wednesday, March 20	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.