

Representing aerospace professionals with competence, integrity and action



Wichita Engineering Unit (WEU) negotiations team

The newly elected Wichita Engineering Unit (WEU) Negotiations Team is shown above at the SPEEA Wichita office. They are from left, **R. Matthew Joyce**, **Ben Blankley**, **Laura Dame Santry**, **Derek Milligan** and **Brennan Macklin**. They met recently with **Matt Kempf**, senior director of compensation and retirement. Kempf was in Wichita for a Joint Benefits Committee meeting with SPEEA members and Spirit AeroSystems representatives. The WEU negotiations team will meet regularly with staff to prepare for contract negotiations with Spirit AeroSystems. The SPEEA-Spirit WEU contract expires Dec. 1.

Press release

SPEEA wins labor case against Boeing, union pilots reinstated

SEATTLE – The Boeing Company violated federal labor law by retaliating against seven of its instructor pilots who had engaged in union activity, a federal administrative law judge ruled.

“I find that Boeing was motivated by anti-union animus and was punishing its (Flight Training Airplane) pilots for their union activity in April 2020,” Judge **Gerald M. Etchingham** wrote in his order issued March 22 for the National Labor Relations Board (NLRB). “No other rational explanation exists.”

The judge ordered Boeing to offer the seven pilots their jobs back, pay them for lost wages and benefits and restore their positions – which had been outsourced to non-union contractors – to the company’s full-time, union-represented payroll.

“The ruling is a resounding win for our union-represented pilots,” said **Ray Goforth**, the executive director of SPEEA, IFPTE Local 2001, which represented the Boeing instructor pilots before their work was outsourced to third-party contractors. The union pursued the federal complaint on their behalf.

“Boeing systematically dismantled the pilot

training safety system that had served the company and its customers well for decades,” Goforth said. “They stripped the safety system for parts, pocketed the savings, then contracted out the remaining pieces to pretend that no substantive changes had occurred.”

See the complete press release and link to the NLRB ruling at www.speea.org.

Encourage members to join a committee!

SPEEA members are welcome to join any SPEEA or regional committee.

To get involved, go to speea.org, and under the Councils button, select Council Committees, then choose between SPEEA Committees, Midwest Committees and Northwest Committees for a list of committees and contact information for the committee officers.

To confirm the meeting schedule for each committee, go to the SPEEA online calendar for your region. Want to attend a meeting? Email meetings@speea.org.

SPEEA statement on Boeing executives' departures amid safety crisis

SPEEA responded to news of Boeing CEO and other executives leaving the company in the midst of the company’s safety crisis, including the door plug blowout on Alaska Flight 1282.

“The problems in Boeing’s executive suite are systemic. Nothing is going to change for the better without company leadership acknowledging their failures and thoroughly committing to fixing them,” the union said in a statement March 25.

SPEEA Executive Director **Ray Goforth** added: “The next CEO should be an aerospace engineer. This company thrived under engineering leadership for decades but has lurched from crisis to crisis with MBAs running the company.”



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Ray Goforth

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Midwest Regional Council Officers

Emily Forest	Chair
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Benjamin Blankley	Secretary

Northwest Regional Council Officers

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SPEEA Treasurer **Dan Nowlin**, left, and **Sydney Lankford**, a Homegrown worker who was unfairly fired, are shown above in February at a picket supporting flight attendants.

#SPEEA support

Puget Sound workers win strike, historic contracts

SEATTLE – Workers at local sandwich shop Homegrown ratified a historic first contract *and* won the strike to get their unfairly fired coworker **Sydney Lankford** reinstated with back pay. Homegrown workers were on strike for more than 100 days.

They are celebrating alongside Catapult NW distribution workers, who also ratified their first contract.

SPEEA sent a letter of support for the workers’ first contract and strike. SPEEA members and staff also joined Homegrown workers on the picket lines.

Executive Board mini-minutes – March 7

Attendees: Ryan Rule, Dan Nowlin, Shaunna Winton, John Dimas, Jeff Forbes, Mike Arrington, Chris Streckfus

Council officers: R Matthew Joyce, Byron Henderson, David Fritz

Guests: Travis Miller, Andrew Sherman, Stephanie Mansperger, Jimmie Mathis, Christopher Tracy

Staff: Ray Goforth, Rich Plunkett, BJ Moore, Steve Spyridis, Robin Fleming, Matt Kempf, Karen McLean, Nikki Wagener

At their regular meeting, the Board:

- Approved additional funds from the FY2024 Budget for expenses for SPEEA NW Council Guest Night, not to exceed \$500.
- Approved additional funds in FY2024 for the SPEEA NW Young Members Committee Rock-Climbing event on Saturday, March 16, not to exceed \$250.
- Approved a donation of \$500 to the Washington State Labor Council (WSLC), AFL-CIO, for helping cover

transportation costs to the labor rally in Olympia, Washington, on Feb. 28, in support of HB1893, Unemployment Insurance for striking workers.

- Approved funding of \$1,500 gift card or equivalent for staff retiring with 23-plus years’ service.
- Approved the use of the Everett Hall for **Farhod Shroff** on March 22 from 5-10 p.m., with **John Dimas** as the sponsor.
- Approved the deposit in the amount of \$300 for the MW Membership Activities Committee (MAC) event ahead of the 2025 budget.
- Approved up to three hours of SPEEA-paid time for NW Council officers and Executive Board members to attend the Machinists Union contract opener press conference March 8.



SPEEA members and staff took part in AFL-CIO Organizing Institute (OI) training offered by the Washington State Labor Council (WSLC), AFL-CIO. From left, Everett Council Rep **David Garrett**, Everett Council Rep **Mike Berryhill**, Northwest Council Chair **Mike Pirone**, who is also chair of SPEEA Organizational Planning Committee, and SPEEA Contract Administrator **Michael Hochberg**, who was one of the instructors for the training. They are shown here on a break from training at the International Brotherhood of Electrical Workers (IBEW) Local 46 Hall

SPEEA activists benefit from 'amazing' organizing training

SPEEA activists recently took part in a three-day organizing training to build up their skills with one-on-one organizing conversations, recruiting and developing new workplace leaders. They also learned tips on how to run issue campaigns to build on momentum.

The AFL-CIO Organizing Institute (OI) partnered with the Washington State Labor Council (WSLC), AFL-CIO, to provide the training for nearly 40 union activists from 14 unions.

What our SPEEA activists had to say about the training:

- Everett Council Rep **Mike Berryhill** – “The OI training class by the AFL-CIO is a great way to get involved and learn for new and experienced labor organizers alike! I can't recommend the class enough to anyone trying to build working-class solidarity, and especially to newer SPEEA members looking to develop their skills as an organizer!”
- Everett Council Rep **David Garrett** – “I personally thought it was amazing. It

taught me a lot about organizing, something I have never participated in before, so I feel good that I have tools to help organize and grow SPEEA in the future. We did a lot of role playing to solidify the concepts and skills they were teaching us, so it was a very interactive teaching method that made me learn a lot and gave me a lot of confidence in the subject matter.”

- NW Council Chair **Mike Pirone** – “The OI was an outstanding experience, highly educational and best summed up by the graduation ceremony, in which we each had to use one word to describe how we felt at the end. My one word was feeling ‘prepared,’ and stood among fellow labor leaders and enthusiasts exclaiming ‘hopeful, excited’ and other superlatives.”

The mission of the AFL-CIO Organizing Institute is to tool-up organizers to assist working people as they win respect, dignity and a voice at work through organizing a union.

SPEEA Council actions – March 14

At their quarterly meeting, the SPEEA Council:

- Recognized new Council Rep **Angelito Imadhay** - X-10 (Facilities)
- Voted on the following motions:
 - M24-004 SPEEA Fiscal Year 2025 Budget - It is moved the SPEEA Council concurs with the SPEEA Fiscal Year 2025 budget. The

motion passed unanimously.

- M24-005 Support Cease Fire in Hamas-Israel War - It is moved the SPEEA Council calls upon the (U.S.) President and Congress to support an immediate ceasefire. See the full motion at www.speea.org (drop-down menu: Councils/ Approved Council motions). The motion passed. For: 30. Against: 17. Abstain: 6.

TRAINING/ EVENTS

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

Northwest

NW Council guest night

NW Council meeting

Wednesday, April 10, 4:30 p.m.
Teamsters Hall, Tukwila

Bus departing from SPEEA Everett

Dinner provided – random drawings for prizes

For more information, email jimo@speea.org

Northwest Council officers

Midwest

Young Professionals no-host social

Friday, April 12, 4 p.m.
Location TBD

Email tjtrousdale@gmail.com for location details

MW Young Professionals

Save the date Member Day at Sedgwick County Zoo

Free admission for members/immediate family while supply lasts

Saturday, April 27

Details coming soon

MW Membership Activities

Correction

The Northwest Council Guest Night will be in-person only. In the SPEEA News March 15, the article: “NW Council hosts in-person guest night” incorrectly referenced virtual as well as in-person. The online version of the newsletter was corrected after an email was sent to the home email subscribers. The print version has incorrect information.

Follow SPEEA on social media



New ways 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 April!



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

- **Elevate Me: Mastering Your Career Story** – Virtual, Wednesday, April 3 from 5 to 7 p.m. Even the most effective and passionate people sometimes struggle to promote themselves to employers and champions.
- **UX Design & Consideration** – Virtual, weekly Thursday, April 4, and Tuesdays, April 9, 16 and 23, from 4 to 8 p.m. Learn how User Experience (UX) research on user behaviors, needs and motivations guides the design of websites, apps and other products.
- **First Aid/CPR/AED at Everett Hall** – In-person, Saturday, April 6 from 9 a.m. to 1:30 p.m. Get CPR/First Aid training and certification at the SPEEA Everett Hall.
- **Excel: VLookups & Pivot Tables** – Virtual, Wednesday, April 10 and Thursday, April 11 from 5 to 7 p.m. Learn how to solve a wide range of problems/situations with the combination of IF functions, VLookup functions, Pivot Tables and Pivot Charts.
- **How to Be a Successful Global Aerospace Leader** – Virtual, Friday, April 12 from 6 to 8 p.m. This webinar explores differences in communication, culture, workstyle, generations,

personalities and societal values.

- **First Aid/CPR/AED at Tukwila Hall** – In person, Saturday, April 13 from 9 a.m. to 1:30 p.m. Get CPR/First Aid training and certification at the SPEEA Tukwila Hall.
- **Thoughtful Balancing: Life & Work** – Virtual, Wednesday, April 17 from 5 to 7 p.m. Taking the time to determine what is most important and isolating the opportunities to make the time you spend of value can add a layer of joy to one’s existence.
- **Personal Velocity: How to Increase Prioritization and Productivity Skills to Achieve More Professionally and Personally** – Virtual, Friday, April 26 from 6 to 7 p.m. This webinar shares processes and techniques for increasing professional and personal productivity.

Available on demand

- **Language Learning for Engineers and Aerospace Professionals** – Virtual, self-paced. SPEEA ACE is now offering language learning in 24 languages, with advanced fluency and business language lessons in English, Spanish, German, French and Italian from Rosetta Stone®.

Prof and Tech bargaining units

Fliers highlight steps for contract negotiations

With other unions’ contract negotiations in the news, Northwest SPEEA members are asking questions about what happens leading up to Prof and Tech negotiations in 2026.

On SPEEA’s website, under the Bargaining Units/Current Negotiations page, you can see four fliers related to the Northwest negotiations process and timelines. This is a starting point for becoming more familiar with the steps involved.

One of the first opportunities for members to step up is through the Negotiation Preparation Committee (NPC). When details are final for this committee to start, SPEEA will advertise for members to attend and join via email, social media and Council/Area Rep networks.

It is crucial to build up our Area Rep network and have more members sign up for home email and text alerts.

SPEEA Home Email

Still working remote? Or are you back at work and want work-related updates?

Sign up at www.speea.org



UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

MIDWEST MEETINGS (ALL TIMES CT)

Week of April 1, 2024	
Monday, April 1	3:00 p.m. NW Council officers
Monday, April 1	4:00 p.m. Council officers
Tuesday, April 2	4:00 p.m. SPEEA Leadership Development & Training
Tuesday, April 2	4:00 p.m. SPEEA Organizational Planning
Wednesday, April 3	4:30 p.m. NW Action Communication Taskforce
Thursday, April 4	4:00 p.m. Executive Board
Thursday, April 4	4:30 p.m. NW Safety & Wellness
Week of April 8, 2024	
Tuesday, April 9	4:30 p.m. NW Tellers
Wednesday, April 10	4:30 p.m. NW Council
Wednesday, April 10	4:30 p.m. SPEEA Diversity
Thursday, April 11	4:00 p.m. NW Bargaining Unit Councils
Friday, April 12	3:00 p.m. NW Membership Activities
Week of Apr. 15, 2024	
Monday, April 15	3:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, April 16	4:00 p.m. SPEEA Organizational Planning
Wednesday, April 17	4:00 p.m. SPEEA Governing Documents
Wednesday, April 17	5:00 p.m. NW Governing Documents
Thursday, April 18	4:00 p.m. Executive Board

Week of April 1, 2024	
Monday, April 1	6:00 p.m. Council officers
Tuesday, April 2	6:00 p.m. SPEEA Leadership Development & Training
Tuesday, April 2	6:00 p.m. SPEEA Organizational Planning
Thursday, April 4	4:30 p.m. MW Membership Activities
Thursday, April 4	6:00 p.m. Executive Board
Week of April 8, 2024	
Wednesday, April 10	6:30 p.m. SPEEA Diversity
Thursday, April 11	4:30 p.m. MW Council
Week of Apr. 15, 2024	
Monday, April 15	5:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, April 16	6:00 p.m. SPEEA Organizational Planning
Wednesday, April 17	6:00 p.m. SPEEA Governing Documents
Thursday, April 18	6:00 p.m. Executive Board



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