

Representing aerospace professionals with competence, integrity and action



SPEEA showed its support on the picket line at Boeing Seattle right after the lockout started.

Unions in solidarity with locked-out Boeing union firefighters

In an unprecedented move, the Boeing Co. locked out its unionized Washington state Fire Fighters at midnight May 4.

Boeing made the move – the first work stoppage involving members of the International Association of Fire Fighters (IAFF) anywhere in the United States in more than 40 years – after the union local’s negotiating team declined a Boeing demand that Fire Fighters vote for a third time on a contract offer they’d already rejected twice by overwhelming margins.

Coincidentally, the first day of the lockout, May 4, was International Fire Fighter’s Day. Boeing Fire Fighters – members of IAFF Local I-66 – passed the day on the picket line, alongside other union Fire Fighters and members of SPEEA and the Machinists and Teamsters unions at Boeing.

The contract offers were rejected by union Fire Fighters because:

- Pay doesn’t meet local market rates. Boeing offered raises that would leave union Fire Fighters pay 20% to 30% below the pay at local fire departments, even though the Boeing Fire Fighters have specialized training specific to aircraft production that most firefighters don’t have.
- Boeing’s offer would have started Fire Fighters at \$25 an hour and require

them to work 19 years before reaching top pay. The low starting pay means early-career Fire Fighters are working two jobs to make ends meet, the union says, which leads to burnout and high turnover. The union proposed a plan to move Fire Fighters to maximum pay in five years, which is more in line with local fire department contracts.

- Boeing Fire Department staffing levels are significantly below international standards.

Show support

Our union’s contracts with Boeing require SPEEA members to report to work during labor disputes involving Boeing and other unions. That means all of us must continue to work during the lock-out. But you can join the picket line during non-work hours, like lunch breaks.

See details, including Puget Sound picket locations and ways to donate, at www.speea.org.

Local I-66’s contract negotiations will set the table for the Machinists in the fall, the Teamsters in 2025 and our own SPEEA negotiations with Boeing in 2026.

We all do better when we all do better.

Northwest members vote

Ballot count May 15 for IFPTE Executive Council seats

Northwest SPEEA members are casting ballots for two members to serve as the Northwest SPEEA-Area vice presidents on the IFPTE Executive Council.

Ballots are due in either the ballot box at SPEEA Tukwila or Everett or the SPEEA post office box by noon, Wednesday, May 15.

The Tellers will announce results after the ballot results are certified.

The top two vote getters will be formally nominated and elected at the 61st IFPTE Convention in July. **R. Matthew Joyce**, who ran unopposed for the Midwest seat, will also be seated at the convention.

The Executive Council is the IFPTE’s governing body. It meets in-person twice a year to review spending and set policy.

At the IFPTE Convention in July, SPEEA will have 17 delegates. Hundreds of delegates are expected from IFPTE locals across the United States and Canada.

Executive Board

Deadline for interim SPEEA Northwest regional VP

The deadline for candidates interested in filling the interim vacancy for Northwest regional vice president on SPEEA’s Executive Board is 4:30 p.m., Tuesday, May 21.

Check out the Election Guide, which includes the timeline, instructions, details on written responses and the petition, at www.speea.org, under the drop-down menu for Councils/Forms, Petitions, Delineations.

Candidates must be a SPEEA member in the Northwest region and meet the minimum qualification of continuous membership in good standing for the previous 24 months.

The Northwest Council will vote to fill the vacancy at a special meeting Wednesday, June 5.



President

John Dimas

Executive Director

Ray Goforth

Executive Board

Dan Nowlin	Treasurer
Ryan Rule	Secretary
Mike Arrington	NW Regional VP
Vacant	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

SPEEA Communications

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EVERETT HALL

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 Mon-Fri, 8 a.m. to 4:30 p.m.
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Members enjoy day at Sedgwick County Zoo

SPEEA handed out about 200 free tickets to Sedgwick County Zoo for dues-paying members to bring their families April 27. Shown here are the SPEEA volunteers who helped hand out snacks and water during part of the day. A storm in the afternoon cut the fun short. The Midwest Membership Activities Committee (MAC) organized the event to bring members and their families together for some SPEEA fun. MAC members shown above, from left are **Tanner Lampe** and Midwest Council Reps and MAC officers **Dan Ryan** (MAC vice chair), **Aaron Kitterman** (MAC secretary) and **Emily Forest** (Midwest Council chair and MAC chair), accompanied by family and friends.

From presenting to hacking and saving lives, ACE can help!

SPEEA Aerospace Career Enhancement (ACE) has a number of classes in the next two months to help you grow your professional and technical skills.

The classes are offered online or in-person at the SPEEA Puget Sound halls.

Some of the many classes coming up are:

- **Presentation Skills for Engineers & Aerospace Professionals** | In-person at SPEEA Everett, May 14 & 16, 5 to 8 p.m. (PT); Mastering PowerPoint presentations in engineering is crucial, involving many details. It's not just about sharing information but keeping your audience interested. The goal of this course is to refine your ability to effectively convey your message in a captivating and memorable way.
- **Cybersecurity Basics & Wireless Hacking** | In-person at SPEEA Everett, May 18, 9 a.m. to 2:30 p.m. (PT). This class will demystify the concept of cybersecurity, explaining it as the practice of protecting digital systems, networks and data from unauthorized access, cyberattacks and other potential threats. Participants will gain insight into the importance of cybersecurity in safeguarding sensitive information, preserving privacy and maintaining the

integrity of digital infrastructure.

- **First Aid, CPR & AED** | In-person at SPEEA Everett June 1, 9 a.m. to 1:30 p.m. (PT) and repeated in-person at SPEEA Tukwila June 22, 9 a.m. to 1:30 p.m. (PT). Learn practical "hands-on" training led by certified American Heart Association instructors. You'll learn life-saving skills in a highly engaging, fast-paced, comprehensive training session. Nationally recognized course completion cards are issued immediately via email and are valid for two years.

Visit our course catalog at canvas.aerocareer.org to learn more!

SPEEA Home Email

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

Sign up at www.speea.org





Members fuel successful clothing drive

Thanks to the members who donated a stuffed carload of clothes to the Jubilee Women's Center (JWC). The Northwest Women's Advocacy Committee (WAC) members shown above delivered the clothes to the JWC's facility where women experiencing poverty can find clothes for job interviews and work. Learn more at jucenter.org. Shown above from left, Lisa Barnes, JWC program director; SPEEA Northwest Council Secretary Raquel P. Cundiff, a committee member; and Catherine Owen, WAC chair.

Executive Board mini-minutes - April 4

Attendees: John Dimas, Dan Nowlin, Jeff Forbes, Mike Arrington, Chris Streckfus

Excused: Ryan Rule

Council officers: R Matthew Joyce, Byron Henderson, David Fritz, Mike Pirone, Raquel P. Cundiff

Guests: Shauna Winton, Andrew Sherman, Christopher Tracy

Staff: BJ Moore, Steve Spyridis, Robin Fleming, Matt Kempf, Karen McLean, Pauline Tamblyn, Amber Musselman, Frank Guglielmo

At their regular meeting, the Board:

- Approved funds from the FY2024 budget for jerseys for Everett Aqua Sox Sno-Isle Solidarity Night on Aug. 15, not to exceed \$5,000.

- Approved sending 17 delegates to the 2024 IFPTE Convention, providing up to 44 hours SPEEA paid time to each delegate and each of the three existing IFPTE VPs and paying or reimbursing associated expenses up to \$60,000 total.
- Approved the purchase of 200 SPEEA knit scarves at a cost of \$29.50 each and 150 SPEEA leadership conference challenge coins at a cost of \$6.50 each for a total of \$8,420 plus tax and shipping.
- Approved the purchase of a new inserter at a cost not to exceed \$15,845 plus tax and to remove two pieces of old equipment.
- Approved 32 hours of SPEEA time each for four members to attend the Coalition of Labor Union Women (CLUW) Convention in Niagara Falls.

California Council Rep vacancy

Due to a recent resignation, SPEEA has an interim Council Rep vacancy in district C-10, an at-large district representing Profs and Techs at the Edwards AFB/Palmdale site.

If you work at this location, meet the minimum one-year SPEEA membership requirement and are interested in serving your co-workers as their Council Rep, complete and return your petition by noon, Monday, June 3.

Steps to apply

- **Instructions and petition** – Download the election information and petition booklet on SPEEA's website, at

www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations).

- **Complete petition** – Fill out the required information and obtain the signatures of at least 15 SPEEA members in good standing from your district.
- **Deadline** – Email completed petition and platform statement to petitions@speea.org by noon, Monday, June 3. The 150-word (max) statement is for a ballot packet if an election occurs.

Questions? Email petitions@speea.org.

Additional Council Rep vacancies are in the district roster at www.speea.org (drop-down menu: Councils/Find your Council Rep).

TRAINING/ EVENTS

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

Northwest NW Negotiation Prep Committee

Monday, May 13, 4:30 p.m.

Virtual – to register, email meetings@speea.org and include your personal email address and BEMS ID.

New Hire/Young Members no-host social

Thursday, May 23, starting at 6 p.m.

Middleton Brewing
607 SE Everett Mall Way, Ste27-A
Everett

NW New Hire/Young Members Committee

Midwest

Midwest Young Professionals no-host social

Friday, May 10, 4 p.m.

Location TBD

Email tjtrousdale@gmail.com

for location details

MW Young Professionals

Spotlite print delivery delay

The May Spotlite was sent to the wrong mailing list due to what appears to be a post office software error.

Spotlite will be mailed to the correct list by Tuesday, May 14. Some people may get the print Spotlite twice.

Prof and Tech salary charts now online

Salary charts reflecting 2024 raises for the SPEEA-represented Prof and Tech employees at The Boeing Company are at www.speea.org (drop-down menu: Member Tools/Salary Charts).

Salary chart access is also available in the SPEEA member portal at member.speea.org.

Salary charts for SPEEA-represented employees at Spirit AeroSystems will be updated when the data is available (typically later in the summer).



Spirit open enrollment lunchtime presentation

A total of nearly 200 attended a SPEEA presentation on open enrollment April 29 and 30. **Matt Kempf**, senior director of compensation and retirement, presented an overview of the health plan options in the SPEEA-Spirit contracts. Kempf is the staff subject matter expert for health care plans in SPEEA's contracts at Spirit. Kempf recorded a 25-minute overview which is available at www.speea.org (drop-down menu: Medical and Retirement/Video Seminars). Open enrollment at Spirit continues until May 17. This is the only time of the year to make routine changes to health care plans.

Good time to join

SPEEA committees to re-organize at first meeting after June 7

Been thinking of joining a committee to get to know other members and learn how SPEEA works on issues important to you?

Plan to attend the first monthly meeting of the committee after June 7. That's when the committees re-organize, following the annual SPEEA Council convention.

Re-organizing benefits

1. **Automatic membership** – This occurs only at the re-organizing meeting. If you go at another time, you need to attend two consecutive committee meetings to become a voting member of the committee.

2. **Officer elections** – You can vote because you are automatically a member.

SPEEA Council committees

- Diversity
- Governing Documents
- Leadership Development and Training
- Legislative and Public Affairs
- Organizational Planning
- Veterans

All members are always invited to any SPEEA or regional committee meeting at any time of year. This is a great way to meet other members based on common interests.

NW Council actions – April 10

At its meeting, the Northwest Council:

- Welcomed everyone who came to the Council Guest Night at the Teamsters Hall.
- Recognized newly seated Auburn Council Rep **Kevin Boyd** (A-2).
- Voted on the following motion:
 - NW24-006 Revision to SPEEA Northwest Policy and Procedure Manual – Section III: Subsection A: 4. Special Committees. For: 23. Against: 8. The motion passed.
- Gave away prizes, including SPEEA visibility gear, in random drawings.

Honoring Memorial Day

SPEEA offices will close Monday, May 27, in recognition of Memorial Day, a federal holiday to honor those who died in service to the United States during war and peace.

Voluntary OT

Overtime is voluntary on a holiday or the weekend which precedes or follows a holiday, including Memorial Day weekend, per the SPEEA contracts for Boeing Profs and Techs and Spirit AeroSystems' represented employees.

See dates and start times for each committee at www.speea.org (drop-down menu – Councils/Council Committees) or see the regional online calendars at www.speea.org.

Committees continue to meet virtually. Email meetings@speea.org and specify the committee to request the meeting link.

The regional Council committees only go through the re-organizing process every two years, and the SPEEA Council committees do this annually.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

	Week of May 13, 2024
Tuesday, May 14	4:30 p.m. NW Membership Activities
Thursday, May 16	4:00 p.m. Executive Board
	Week of May 20, 2024
Monday, May 20	3:30 p.m. SPEEA Legislative & Public Affairs
Wednesday, May 22	3:00 p.m. NW Council officers
Wednesday, May 22	4:00 p.m. Council officers
Wednesday, May 22	4:30 p.m. NW New Hire/Young Members
	Week of May 27, 2024
Tuesday, May 28	5:00 p.m. NW Women's Advocacy

MIDWEST MEETINGS (ALL TIMES CT)

	Week of May 13, 2024
Thursday, May 16	4:30 p.m. MW Young Professionals
Thursday, May 16	6:00 p.m. Executive Board
	Week of May 20, 2024
Monday, May 20	4:30 p.m. MW Legislative & Public Affairs
Monday, May 20	5:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, May 21	11:00 a.m. MW Council officers
Wednesday, May 22	6:00 p.m. Council officers
	Week of May 27, 2024
	No meetings scheduled



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

Labor complaint to secure more information

SPEEA alleges retaliation in Boeing ODA case

SEATTLE – Boeing managers retaliated against two SPEEA union members who had been designated as representatives of the FAA, after the union members insisted the company reevaluate prior engineering work on the 777 and 787 to account for a new FAA advisory.

That's according to our union, which on April 18 filed a National Labor Relations Board (NLRB) complaint to get access to a report Boeing filed with the FAA about the incident. The report is needed for our union to successfully appeal actions taken against one of the affected workers. The other has quit Boeing over the way he was treated. Both workers were certified for Organization Delegation Authorization (ODA) to work on behalf of the FAA.

"Boeing can tell Congress and the media all it wants about how 'retaliation is strictly prohibited,'" said SPEEA Director of Strategic Development **Rich Plunkett**. "But our union is fighting retaliation cases on a regular basis, and in this specific case, Boeing is trying to hide information that would shed light on what happened."

See the April 23 press release and Unfair Labor Practice (ULP) complaint at www.speea.org.



Members attend Workers Memorial Day events

At local labor council events, SPEEA members in Everett and Wichita paid their respects for those who died because of work. In the smaller photo above, **Evan Wipf** (left), a SPEEA retiree activist and Everett Council Rep **David Garrett** took part in the Snohomish & Island County Labor Council event. In Wichita, the Wichita / Hutchinson Labor Federation hosted a dinner, speakers and a ceremony with union volunteers ringing a bell 52 times for each Kansas worker who died in the past year. SPEEA was represented at the event by Wichita Council Rep **Rick Nelson**, former SPEEA Midwest Regional Vice President **Keith Covert** and **Donna Lebane**.

Science, Technology, Engineering and Math (STEM)

Application period open for NW Council STEM grants

If you're a member volunteering with activities related to Science, Technology, Engineering and Math (STEM), remember to apply for the Northwest Council STEM grant.

The grants are distributed to help non-profit organizations, such as school groups, promote students' interest in STEM-related careers. The application is at www.speea.org.

The grant application period continues through Aug. 15.

Grant review committee

SPEEA also needs members to apply for the committee to review STEM grant applications.

The committee, which includes Northwest

Council officers, reviews the applications, confirms eligibility and provides recommendations to the NW Council for a vote.

To apply for the STEM Grant Review Committee, email nw_stem_grants@speea.org with your contact information and school district where you live by noon, Friday, June 28.

Prof/Tech contracts expire 2026

NW Negotiations Prep Committee – May 13

One of the first steps in the Prof and Tech negotiation process is to kick off the Northwest Negotiations Preparation Committee (NPC).

NW Negotiation Prep Committee

Monday, May 13, 4:30 p.m.

Virtual – to register, email meetings@speea.org and include your personal email address and BEMS ID.

If you're a Northwest SPEEA member interested in collective bargaining and want to help lay the groundwork for the 2026 Prof and Tech contract negotiations, plan to be there.

About the committee

- Open to all regular, dues-paying members in good standing in the Prof or Tech units
- Will include former negotiation team members

Responsibilities include research, surveys and lunchtime meetings for members to learn more.

At the kickoff, attendees will elect committee officers, including one Prof and one Tech co-chair. The purpose and objectives of the committee will also be discussed.



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Holiday OT voluntary

Memorial Day May 27

SPEEA offices closed in observance

