

Restoring SPEEA's ability to expand

Constitutional Referendum

Outdated requirements in the SPEEA Constitution for organizing new bargaining units are impacting our union's ability to grow and extend protections to more professional employees. Historically, SPEEA could expand to new companies. Restrictions were added later. To restore the ability to expand, SPEEA leaders initiated a Constitutional Referendum. If approved by members, the referendum moves approval to launch an organizing campaign at new employers from a costly all-member vote to a vote by the member-elected SPEEA Council.

SPEEA needs to grow

- Outsourcing, downsizing and work movement by current employers cost SPEEA 9,000 members since 2013.
- Fewer members reduces SPEEA's resources and influence to help professional employees.
- Former members find themselves at non-union companies with lower pay, fewer benefits and no union protections.
- Non-union companies keep pay, benefits and standards low for employees throughout the aerospace industry.
- Adding members at new employers increases bargaining power and influence for existing SPEEA members.

Proposed language

2.1.1 Addition of Bargaining Units

The addition of new Bargaining Unit(s) to SPEEA requires approval by the SPEEA Council.

Current SPEEA Constitution

2.1.1 Addition of Bargaining Units

The addition of any Bargaining Unit(s) employed in the Engineering, Technical & Scientific Community which does not contain either Boeing, Boeing wholly owned subsidiary, Boeing joint venture or Successor employees shall require ratification by a vote of the Regular Membership of SPEEA by referendum.



Join us in voting YES! this fall*

SPEEA Executive Board

Ryan Rule President	Dan Nowlin Treasurer	Shaunna Winton Secretary	Mike Arrington NW Vice President	John Dimas NW Vice President	Deena Hougham NW Vice President	Chris Streckfus MW Vice President
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Midwest Council

SPEEA Council

Northwest Council

Emily Forest Chair	R Matthew Joyce Treasurer	Tonya Sanders Secretary	R Matthew Joyce Chair	Theryl Johnson Treasurer	Byron Henderson Secretary	Jeff Forbes Chair	Peter Goodfellow Treasurer	David Garrett Secretary
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Supported and approved by members of the SPEEA Organizational Planning Committee

*SPEEA Tellers will set the date of the vote.

