STOP Read all instructions before casting your vote

This package contains: Ballot, coin envelope, postage-paid return envelope, instructions, and candidate statements.

Indicate your choice on the enclosed ballot. Vote for one candidate for each position.

- President
- Treasurer
- Secretary

1. Mark your selection on the ballot. Do not make any other marks on the ballot, or Federal regulations require the Tellers to invalidate your ballot. If you should void your ballot, another may be issued, as outlined below.

2. Place the ballot inside the yellow envelope and seal. DO NOT MARK ON THE YELLOW ENVELOPE.

   - Place only the yellow envelope inside the mailing envelope and seal.

3. Fill out the back of the mailing envelope. Print your name and Employee ID number on the back. The Employee ID is helpful in the validation process. If your envelope cannot be validated, your ballot will not be counted.

4. Mail the ballot to SPEEA’s PO Box (shown on the enclosed envelope) – Due to current events, ballot boxes in the SPEEA offices are not accessible.

   - Return your ballot by 12:00 noon local time, Wednesday, March 9 (ballots must be in the PO Box on March 9, not postmarked on this day.)

   - If you need a replacement ballot for any reason, email terryh@speea.org

The Tellers Committee will begin validation and counting of ballots at 12:00 noon local time on Wednesday, March 9.

‘The Tellers Committee reviews candidates’ statements to assure compliance with the statement word-length restrictions. They do not edit the statements or make any claims as to the statements’ accuracy. The content and accuracy of statements is the responsibility of the candidates.’
**Priyanka Srivastava** (for President)

**Qualifications:**
- 13 years of service at Boeing as Design and Analysis Engineer,
- SPEEA member, Area Rep, Worked at Boeing Research, Defense and Commercial

**Platform Statement**

**An Intelligent SPEEA, Area Rep.**

Today, we are going through a difficult time facing the, coronavirus pandemic. As a SPEEA team we were confident and strong to get over the challenging deadly period. As a President I will identify actions to take to keep members always employed through and after the pandemic. The ultimate strength of this union are its members. I Priyanka Srivastava respectfully ask for the honor to serve as your next President on the SPEEA Executive Board.

As SPEEA President my top main concern will be:

1. **Employments.** Make sure we are making right decisions to keep union member always employed while advancing their career.

2. **Leadership.** Develop as an excellent Leader that provides and improves directions given to the members. Identify the task, what are the actions needed? Did we meet planned scheduled outcomes?

3. **Communications.** Improved union communications.

4. **Environment.** I want each and every employee to enjoy workplace, provide voice, have faith in presence, diversity, fair demonstration, and clearness.

5. **Pandemic.** Make tactful decision to improve safe work environment, work from home practices, keep union members motivated to work in challenging environment.

6. **Transformation.** I want to transform Aircraft Industry to take it to the level that I can hire, make happy, help, grow, advance, train, fulfill both privileged educated employee as well as unprivileged uneducated needy employees career aspirations as well as financial, emotional needs.

Let’s transform workplace into fun, healthy, motivated environment where each and every employee is successful and happy.

psrivast135@hotmail.com

**Ryan Rule** (for President)

**Qualifications:**
- Recently elected SPEEA President (2020-Current)
- IFPTE Executive Council Member (2015-Current)
- SPEEA Member and Engineer
- Worked in Phantom Works, Connexion, Defense, and Commercial
- Associate Technical Fellow

**Platform Statement**

Solidarity from the membership seems to be expected by many of the existing officers, but how can we have solidarity when the officers themselves don’t foster the ideas of our members? The officers of SPEEA need to listen to the members, find groups of members with common interests and help them succeed in accomplishing their goals. We will only be successful together if we listen to and support each other.

For several years I served on the SPEEA Executive Board as the youngest executive officer and second youngest board member. Although I have a different perspective, I have repeatedly shown my dedication to the entire membership; I’ve carried messages about improving benefits that don’t apply to me; for older members, younger members and members on part-time schedules. I’ve pushed for improvements applicable to members who make less than I and for improvements desired by those who earn far more. As a negotiation team member it didn’t matter if the issue impacted me personally, I brought forward issues after investigating contract and implementation details in depth for all members and I was integral in getting SPEEA to pick up parental leave as a focus. My achievements aren’t just benefits related; during my previous tenure as president of SPEEA I got a permanent home for our members in the Midwest, eliminating costly and unpredictable rent when many thought that to be an insurmountable goal. I am open, honest, and candid; I expect the same from our staff and other officers.

Continued on page 3
Tami Reichersamer (for President)  Continued from page 2

Platform Statement
I care about the SPEEA members and our future and that is why I am running for president. I come from a long line of Boeing employees, you could say that working on airplanes is the family business. My son has been raised going to SPEEA council meetings, volunteering and attending SPEEA special events. Imagine my delight when he finally came of age and told me that he wanted to work at Boeing but only if he could be in SPEEA. That has made me more focused on trying to help SPEEA be a union that future generations will look to with pride and want to be a part of. A union that makes its members feel partnered with and heard. SPEEA should represent all due paying members equally with no bias and I believe all our members have the right to choose and know what’s best for their families. From my experience with SPEEA, which started in 2007, SPEEA is the place to go if you need help, it’s a place where we share ideas, where we mentor others, it’s a place where our futures are looked after and where we work to get our members marked pay, benefits and services. I also believe that SPEEA members at SPIRIT and Boeing should have a Joint Program that focuses on Safety and Quality and that SPEEA provides meaningful career mentorship. Let’s hear each other, let’s build each other up, and let’s partner for a bright future.

Dan Nowlin (for Treasurer)

Qualifications:
- SPEEA Secretary
- NW Vice President
- Council Representative
- SPEEA Legislative & Public Affairs Committee Chair
- Everett Roundtable Planning Committee
- Joint Workforce Committee

Platform Statement
Commitment – I devote approximately 15 hours per week on SPEEA business and supporting our members and will continue to give my time to work for our common goals and benefit. I have the support of my wife and family to continue this work. I have the passion to serve our members as a SPEEA Treasurer.

Experience – I am in the work place and I know the problems that our members face. I have had the opportunity to help solve those problems. I have made the decisions to help our members. I have had the privilege to work with the ACT Committee, the SPEEA and NW L&PA Committees, the Organizational Planning Committee, the Council and the Executive Board.

Transparency – We are working together on our common goals. Our members should know that SPEEA leadership is working for us all. We can bridge the gap where our members see themselves as outside our union. We need everyone to recognize themselves as a vital member of SPEEA and to understand the benefits that our union provides.

Leadership – In the past 14 years as an Area Representative, a Designated Alternate, a Council Representative, a NW VP and SPEEA Secretary, I have demonstrated the leadership required of an Executive Board member. My experience qualifies me to effectively provide the leadership that our union needs.

Doug Brazeal (for Treasurer)

Qualifications:
- Two term Officer (Northwest Region Secretary). Chair of multiple committees. My father was a Banker. On-going Union Council Representative. Demonstrated service/commitment to members.

Platform Statement
"UNITY and “UNION” stem from the same Latin word. Unfortunately, there is a lot of division in our SPEEA Labor Union. I believe the majority of our disunity stems from communication deficiency combined with a lack of focus. For example, if a person continuously focuses on their differences in opinion with others, they will soon find themselves alone - talking only to themselves. Contrast to a person who focuses on a common problem – then discussion flows freely about ways to unite in conquering the shared foe. My goal is to promote “building bridges” – (community efforts) to overcome obstacles through united efforts. These problems include wage disparities, shortcomings in medical/quality coverage, differences and a plethora of other issues. It is said that money is the “blood” that keeps the union's “heart beating”. As your treasurer, my focus will be on efficiently using your money to build SPEEA to better represent your interests. I will promote transparency and accountability in ALL executive decisions. I will seek to unite our union firmly and strongly behind common goals that I have identified through open communication with our union members. This formula isn’t “Rocket Science, rather it stems from caring about what is important to YOU. Understanding what you want from SPEEA is the beginning of an ongoing dialog which builds a snowball rolling down a hill – getting others involved until our united momentum is unstoppable. Please join me with your vote so we can build SPEEA to better serve you.

Shaunna Winton (for Secretary)

Qualifications:
- SPEEA Professional member, 17 years
- SPEEA Secretary, Treasurer (Current)
- Joint Workforce Committee (Current)
- F-10 Designated Alternate Council Representative (former)
- Ed Wells Ambassador (former)

Platform Statement
When I previously ran for Secretary, I wanted to be able to give a voice to more members by providing a different perspective based on who I am and my experiences within the company. Although I did not serve my entire term as Secretary due to unforeseen circumstances requiring a move to Treasurer, I believe I met that goal while also focusing on improving communications to the members. I began my Boeing career as a Liaison Engineer in 2005 and have worked primarily in the BCA fabrication division at the Frederickson site supporting the 777 and 787 programs. However, I have also worked extended assignments in North Charleston, Australia, Austria and multiple shorter rotations on other BCA programs and other organizations within Puget Sound, including Everett and Renton. This experience has given me exposure to the various challenges employees face working in different environments.

Continued on page 4
Shaunna Winton (for Secretary)  Continued from page 3

Starting in 2013, I served as an Area Representative and an Ed Wells Partnership (EWP) Ambassador. I chose to apply as an Ambassador because I saw the value in all the resources EWP made available to members and wanted to encourage members to utilize them for continued growth and opportunity. I then became the Designated Alternate Council Rep for F-10 (formerly A-40) and served on the STEM Grant committee for two years.

I am currently Treasurer and an active member of SPEEA Diversity, NW LD&T, WAC, and Safety committees.

Thank you for your consideration. Please remember to vote!

John Dimas (for Secretary)

Qualifications:
• SPEEA Professional Member for 17 years
• NW Vice President
• Past Council Representative in Everett
• NW Labor Delegates Vice-chair
• Governing Documents Committees
• Joint Workforce Committee

Platform Statement

Fortune favors the bold.
Be bold and talk to at least one other SPEEA member about voting.

My goal, as Northwest Vice-President, has been to be bold and get results.

I feel I can do more for SPEEA members.

The SPEEA Secretary position is to be the recording officer and member communications.

To me that is:
• Listening and gathering the needs of the membership.
• Communication of those needs to both employers.
• Acting to secure the needs of the membership.

In the next two years I would like to:
• Increase recruitment and development of SPEEA activists.
• Revise various Governing Documents to serve the membership better.
• Improve member to member communications.

The responsibility of the SPEEA Executive Board is to represent all members.

It is to execute the will of the membership.

We need to hear from all members.

I want to ensure that executive board actions are for the greater good of the union.

My hope is to demonstrate that these actions are important and provide value to the membership.

When I think of what it means to be a SPEEA member, loyalty and solidarity are the way.

Remember to vote by mail, must be to our post office box by Wednesday, March 9
**POSITION STATEMENT QUESTIONS**

**How has your experience as a SPEEA activist prepared you for this position?**

**Priyanka Srivastava** *(for President)*

I want to become SPEEA President and provide the leadership required to steer SPEEA through the exciting, challenging, difficult times ahead of us. My involvement at SPEEA, AREA Rep. prove my pledge to serve our membership. Functioning to confirm SPEEA runs fine at all stages, is a determination of mine. My involvement, designated officer experience and management skills have prepared me for this position. I have represented SPEEA in meetings with influential leaders, always supporting for employee concerns.

As a SPEEA AREA REP, I led many professional meetings efficiently on employee issues which were resolved efficiently. I have been acknowledged by SPEEA for my leadership skills and activism. I am ready for your vote to lead SPEEA as President.

**Ryan Rule** *(for President)*

The SPEEA executive board has a great deal of authority and with that, a significant responsibility. Having been nearly two years since I was elected president, I am well aware of the duties required and much has been started but a lot remains to be completed. I have experience working with three past presidents of SPEEA and in that time I learned how critical it is for the president to work with the other board members, staff, and council officers to ensure everyone is informed and working toward the same goal. In my time as president, I have made sure that the board was aware of the facts before coming to a conclusion. I insisted that information be provided ahead of time and we worked collaboratively to come to mutually beneficial solutions with our employers whenever possible. Just before I was elected president, I was able to see first-hand just how detrimental it can be to have important decisions made by an incohesive group on short notice with little to no background. I believe I was successful in promptly correcting that situation.

As chairman of the IFPTE young members committee advisory council I brought together young union leaders from across IFPTE, I ran the forum and encouraged them to express their concerns, of course they quickly agreed that some of the biggest concerns for younger professionals were around paid family leave and college costs / student debt. As one of the younger SPEEA leaders at the time, these issues were obvious to me but perhaps not to most of the other leaders. By hosting this forum, I was able to bring enough attention to some of the issues of younger workers that it finally gained traction at SPEEA. I am proud to have played a key role in making these issues a priority and seeing some improvements become a reality.

In my role as an engineer and associate technical fellow for Boeing, and over the course of earning each of my five degrees, I have routinely found acceptable solutions to complicated problems that have no easy answer. I see when people talk past each other and am able to quickly clarify what each party needs to avoid wasted time, effort, and unnecessary frustration. All of the skills that help me excel at work also help in SPEEA situations and I find that when we are open with each other and eager to make everyone succeed, we can obtain positive results.

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**Tami Reichersamer** *(for President)*

My activism in SPEEA has increased my understanding of issues and potential answers that concern our SPEEA members. Through my participation, I have had opportunity to demonstrate my courage in standing for the members I have supported. From speaking against the contract extensions in 2016 to one-on-one with management in support of members under ‘disciplinary action’ – I haven’t wavered in my support of your rights. But our work isn’t over. My activism has sharpened my ears to hear your wants, needs and expectations from SPEEA. It has also taught and strengthened me to wield the reins of leadership to support you.

**Dan Nowlin** *(for Treasurer)*

Becoming an activist pushed me to grow in leadership and my understanding of our union and the Company. I started as an Area Representative for Jennifer Mackay. I was elected as a Council Representative and eventually was elected the Executive Board. I serve on the Executive Board Finance Committee, the Communications Committee, and the Organizing Committee.

During the last three years I gained experience working with our finance staff and signed nearly every check for SPEEA. My experience has given me the leadership, administrative skills, and insight to serve effectively as SPEEA Treasurer.

In a broader context, my experience as an Equipment Engineer for over 14 years is relevant. I managed Large Capital Projects successfully for the Company. The budgets were large and I successfully managed those multiple budgets and projects through completion. I introduced advanced technologies that changed the Production System.

Our members need an experienced and capable Treasurer to represent them. I want to be your Treasurer and provide the leadership needed to navigate SPEEA into the future.

**Shaunna Winton** *(for Secretary)*

As a SPEEA activist, I have encouraged members to look deeper into the issues and have helped them to find the information necessary to make an informed opinion or decision on topics related to SPEEA. I have learned alternative ways to communicate the information to members to try and provide a different perspective that allows for greater discussion. By doing this, instead of just providing statements without listening, I have found that the members have been able to share their viewpoint while also getting a better understanding of why SPEEA leaders chose the words or actions that they did at the time. Being involved with several committees, including WAC and Diversity, has helped me to engage with more members and listen to the diverse perspectives of these members.
John Dimas (for Secretary)
The responsibility and authority to act as a member of the SPEEA Executive Board is a duty that is entrusted to us by 15,000 members. The office of Secretary deals with being the recording officer for SPEEA and having a vital role in member communication. I accomplish this by:
- Communicating with the members.
- Listening to their concerns.
- Taking action to execute the will of the members.
- Understanding Governing Documents
- Offer revisions to Governing Documents to better serve members.

Even though I am no longer a Council Representative, I still have members contact me to talk about their concerns.

The conversations with members have been:
- Disciplinary Actions
- Retirement
- Paid Family Leave
- Drug and alcohol
- Workplace safety
- Level Retentions
- Promotions
- And many others.

Activism for SPEEA members happens not just in the workplace but also in the halls of our government.

At both the state and federal level, I have had the opportunity to take member issues to various elected officials.

Many issues at multiple levels of government affect SPEEA members and talking these issues is an important part of being an activist.

How have you used previous leadership positions in SPEEA to benefit our members?

Priyanka Srivastava (for President)
While serving as the Area Representative, I encountered several situations where employee needed Council Rep assistance to solve issues. I used the power of my position and condition to resolve different team member issues, form teams, team spirit, and harmony. I have taken Area Representative Role, worked closely with Council Representative in situations where I could make a transformation in union members’ life and in our community. By serving as Area Representative I have built long lasting associations with other union member as well close working bond with council representative. United, the union will succeed, develop better community, recognizing that little hurdles can endure the authority of thousands of union member expressions working for revolution. Just one person cannot transform, as a union we can touch sky, implement any needed changes and transformations.

Ryan Rule (for President)
By simply paying attention, I’ve discovered several discrepancies such as missing sick leave hours, inadequate company contributions, and incorrect tax withholding among others. For each, I pursued the issue until it was corrected. For example with sick leave, Boeing claimed it only impacted one person, but I personally reviewed the 30-month dataset for 2,300 workers and identified the mistake in Boeing’s implementation. Boeing then returned sick leave to nearly 300 people; in some cases, more than 40 hours! I kept watch for several years until the problem was eliminated. When holiday pay improvements got missed, I tracked it and not only saw it through to implementation, but I specifically sought back-pay to include the winter holidays. This provided thousands of dollars for some members who never expected it. In January, Boeing withheld too much MLI from employees in Washington, but I caught it and the calculation was fixed two weeks later. The over-witholding should have been returned by the time this is published.

In my time on the negotiation team, Boeing claimed that improvements in the VIP/401k couldn’t be made, so I researched the federal rules myself and modeled several scenarios to refute their claims and now those improvements have been applied to nearly everyone at Boeing, greatly enhancing the mega-back-door-Roth feature. At the same time, negotiations communication was critical, and yet several hundred people were excluded so I personally reached out to them while fixing the broken process. Now, that group continues to receive regular communication directly from SPEEA.

Previously, as a new activist, it was clear that SPEEA’s leadership was unapproachable by many new hires, so I attended hundreds of orientations to meet the new SPEEA-represented employees and talk with them during my lunch break. Occasionally, I still hear “You were at my orientation five years ago!” which is invariably followed by a contract question. That question likely would have gone unasked (and unanswered) had I not been there, and it shows that simple activities can make a difference as long as the motivation is genuine.

Tami Reichersamer (for President)
As a member of the Bargaining Unit Support Committee, I worked hard to lead rallies, train as a Strike Captain, build burn barrels, and bang drums. All of this to get us better wages and benefits.

As a member of the Everett Round Table, I team with Boeing/Human Resources to improve policies and workplace conditions for our Everett Members.

As a member of the SPEEA Diversity Committee, I help promote a culture of understanding and respect. I firmly believe that we all have more in common than we realize and our differences give us strength.

As a member of the SPEEA Member Activities Committee, I contribute to define activities that attract and unite our members in hope of promoting further activism.

As a member of the (NW) Woman’s Advocacy Committee, I support information, training, activism, unification, and promotion from a female perspective.

As a SPEEA and Community Activist I was award the HOPE Award from SPEEA

All of this, and I still prioritize quality time for my family!
**POSITION STATEMENT QUESTIONS**

**Dan Nowlin** (for Treasurer)

In my previous leadership positions and in my current position, I worked with staff to bring 300+ misclassified employees into the bargaining unit. These employees became SPEEA members. Because of this work, they were paid the uncompensated overtime that they should have earned as members. These new members also received an approximate reduction in insurance costs of $5000/yr. In addition, our new members gained the benefit of our Weingarten Rights.

**Doug Brazeal** (for Treasurer)

I have devoted countless hours and effort in equipping our Council Representatives with tools and abilities to each provide better support to needs of our members. I did this by directly supporting, mentoring, providing leadership training, and promoting discussion regarding how to serve our members better. This is an ongoing effort where there is ample room for improvement. But it’s going to take focus and new ideas. I have some ideas of my own and welcome your thoughts.

I can elaborate on my efforts, but these can be boring to sift through as well. I know I get tired of reading candidates inflated credentials that are relatively meaningless to anyone other than those who shared in the efforts. However, I can provide these references (upon request) if you are really interested (which will surprise me).

**Shaunna Winton** (for Secretary)

I have the unique experience of starting my first term on the Executive Board as Secretary and finishing as Treasurer due to the previous treasurer retiring. Having served in both positions, I have a greater understanding of SPEEA and can use that knowledge to support members. My participation on the Joint Workforce Committee also allows me to provide the perspective of SPEEA members to Boeing on workforce related issues. Prior to serving on the board, I was an Area Representative and Designated Alternate for Council Rep, where I acted as a resource to members for union information and forwarded them to the appropriate individuals as required for issues I could not address. One of the greater ways I used leadership to benefit SPEEA members, prior to serving on the board, was as an Ed Wells Ambassador. In this role, I was able to inform members about the many benefits available to all of SPEEA. I encouraged them to take advantage of the resources, including applying for conference grants or taking classes, to further improve themselves and possibly open new future growth opportunities they were unaware existed for them.

**John Dimas** (for Secretary)

A few years ago, I was chair of a certain Northwest committee. Because of this, I was invited to be a part of a hiring committee for a SPEEA staff position that needed to be filled.

That day, various candidates were interviewed, and it was a good process.

The others on the hiring committee were very representative of the entire SPEEA membership.

We had some disagreements and we worked through them to come to a decision. I took a great deal of notes which were invaluable to my final decision. A few months later, this SPEEA staff person made a breakthrough in something that had an immediate impact on members in the Pacific Northwest.

Being on that hiring committee is probably one of the most impactful things I have done in SPEEA. I was a committee chair and a Council Representative, and it helped to prepare me to serve on the SPEEA Executive Board.

We are fortunate to have such a talented, hardworking, and professional staff supporting SPEEA members. When you work with them make sure to thank them for what they do.

**How would you use the executive officer position for the benefit of SPEEA members?**

**Priyanka Srivastava** (for President)

Policymaking Panel goes through difficult challenging situation’s, transformations every second; Union is liable for managing the annual budget, managing the trades of SPEEA, permitting to the establishment, laws and strategies recognized by the affiliation and the union councils. Absenteeism of a union schedule or thorough strategies and functional tactics have been hurdles and challenges that inhibited union from meeting difficult challenges and transforming Aircraft Industry. Hurdles for Union success and growth are due to lack of excellent leadership, unneeded political affairs, distractions caused by past incorrect decisions of handling situations. As President I will drive Union thru challenging times constructing a functioning agreement to solve great glitches. As President I will meet deadlines and promises to members. I will make excellent decisions for Union members keeping my personal interest out Union business.

**Ryan Rule** (for President)

I wouldn't allow another situation where the general membership and council representatives are surprised about a strategy being taken. We can never again have a small group of officers fighting with one of our employers while the general membership has no idea what is going on. I’ve worked to ensure everyone can make informed decisions and to keep the officers and staff in lock-step with the general membership, but we still have some distance to go.

**Tami Reichersamer** (for President)

It’s really quite easy:

1. Listen and care about our members.
2. Promote change to better support their priorities.

(More ideas in my answer to Question 4).

**Dan Nowlin** (for Treasurer)

The Treasurer is responsible for ensuring that all funds paid to SPEEA are received and disbursements made as authorized, supervises the collection and records of membership dues, and reports the financial condition of SPEEA at regular meetings of the SPEEA Council and provides a report for regular meetings of the membership.

As the Treasurer of SPEEA, I would continue to make sure that we meet our financial and regulatory obligations. I would promote better understanding of the finances to the Councils and to our membership.
Doug Brazeal (for Treasurer)

Aside from the communication dialog that I discussed in my Platform Statement, I have demonstrated my commitment to following the will of our members – even when it wasn’t popular with some of my peers. To be blunt, I work for YOU (the members) NOT for the SPEEA organizational hierarchy. I will use the leadership power in which you entrust me to do what YOU want. To ensure others are doing the same, members have told me they want more transparency and accountability from SPEEA. Member goals are my goals. I also believe execution of these fail safes (transparency and accountability) will promote synergistic improvements in SPEEA and result in improved member involvement (which continues to wane). This feeds into the next question. In essence, it’s easier to get involved if one knows what is overtly happening rather than try to guess what is covertly occurring behind “closed doors”.

Shaunna Winton (for Secretary)

I plan to continue using my skills to find ways to better engage our members. I want to listen to members and do my best to address concerns regarding our union or the challenges that we face. During my prior term as Secretary, I continually held Executive Board Communications meetings where we discussed ways to improve our communication with members and invited members to share their ideas with the committee. I plan to continue focusing on communication in the future.

John Dimas (for Secretary)

Expanding and improving our lines of communication with the membership is a top concern.

We need to do this to see what benefit is most important to the membership.

One topic I would like to get more clarity about is the option of working from home. Many of us have responsibilities of childcare, caregiving, or being part of a multi-generational household.

We’ll fight for it, but we need to know from the membership what to fight for.

How would you use the executive officer position to increase activism among our members?

Priyanka Srivastava (for President)

As President I will Develop excellent communication skill in every union member to improve workplace environment. Increase use of existing Union Halls by member, Creating additional Halls for fun, recreation activities for members and their families.

Develop and Increase technology to help Council Representatives and Area Representative. Increase Lunch Time Meetings at several places accommodated by Executive Board. Increase union membership, increase followers for @SPEEA on Twitter @SPEEA on Facebook.

Ryan Rule (for President)

I want to see SPEEA actively pursue the shared interests of our members, support diverse groups of thought, and provide a means to reconcile conflicting pursuits. We need to stand up for each other and it starts with the officers setting a good example.

Tami Reichersamer (for President)

I think our SPEEA members DON’T KNOW what they DON’T KNOW about SPEEA. To help them with this, I think we need more conversation – both on the individual and group basis. Individually, we should equip our activists with important SPEEA information and role play training to promote union based conversations with our less active members. As a group, I think we should have SPEEA Town Hall meetings. These meetings would involve similar information (as provided for individuals) PLUS opportunities to ask questions regarding member concerns/knowledge. This exchange would be recorded in text only and fed back to union leadership to help us measure “the pulse” of our union AND ensure the members know we hear their voice!

Dan Nowlin (for Treasurer)

The office of Treasurer is largely an administrative position, but it has increased visibility. Creating a wider sphere of influence is a matter of relationships and opportunity. I would continue my ongoing work to increase activism, recruit leaders and support our members. As the Treasurer, I would use my relationships in an ever widening circle of influence to identify and recruit future leaders, support growing interests in SPEEA and continue to serve our members.

Doug Brazeal (for Treasurer)

Again, caring, communication, transparency, and accountability promote member involvement/activism.

I like the Town Hall idea. Use it to help our members better understand the integral workings of SPEEA while giving them opportunity to provide SPEEA with feedback/ideas. Understanding promotes activism. Seeing SPEEA proactively act on member feedback wouldn’t hurt activism either.

Some leaders love to hoard power. I do not. In fact, my goal is to “work myself out of a job”. This means that while in the position, I should be cultivating the ability to seamlessly transfer the role to the person elected after me. In fact, I think it would be wise to setup a process where interested members could “apprentice” for all SPEEA leadership job rolls. This could put them as prime candidates for the position on “the next go round” while diminishing the gap that normally happens with transfer of leadership. This would save the “feeling around in the dark” sensation most leaders experience when they enter a new roll.

As SPEEA Secretary, my goal will be to promote and protect our funds. Promote: To efficiently support our members’ expectations of SPEEA. Protect: To keep funds from being wasted on frivolous expenses that members don’t sanction. It’s pretty easy. Engineers/Technical People know math!

Shaunna Winton (for Secretary)

As Secretary, I plan to continue to use my diverse perspective as a mid-career female engineer from a small site to encourage activism from members who may not otherwise identify with the people they see leading SPEEA. I hope to demonstrate that all members are encouraged and welcome to make their voice heard and help shape the future of our union in a way that will benefit us all.
**POSITION STATEMENT QUESTIONS**

**John Dimas** (for Secretary)

Recruitment and development of SPEEA activists is so important to me because these activists will be the future leaders of SPEEA. 

**We need to connect members with issues they are the most passionate about.**

This is how Paid Family Leave happened way before it was supposed to happen.

Individual members acted in unison and eventually got results.

That is the power of SPEEA.

It was loyalty and solidarity, and it was awesome to be a part of that.

Together we can move mountains if we choose to.

**What do you believe the Executive Board needs to focus on for the next two years, and what steps would you take to achieve this?**

**Priyanka Srivastava** (for President)

Employment Security – Secured Jobs for each, every Union Member Young member retention - Always Keep Retain Union Member Membership involvement – To generate excellent results, excel, rise, grow in challenging environment Contract negotiations preparedness – Demonstrate Strong Union Strength, intelligence by winning contact negotiations Organizing / Outsourcing - Stop outsourcing and encourage company investment in present employees

**Ryan Rule** (for President)

First and foremost, the officers still need to listen. When I was seated, I added a “member inquiry” time near the beginning of every executive board meeting agenda; some good feedback has come through this process. I would like to host virtual lunchtime discussions as well. Perhaps most significantly, before the next shift in direction is taken, a comprehensive plan should be developed to ensure support of the officers and membership. I don't want a scenario where a large number of council representatives are confused about the direction being taken yet expected to deliver a coherent message to the membership to occur while I'm seated, I added a “member inquiry” time near the beginning of every executive board meeting agenda; some good feedback has come through this process. I would like to host virtual lunchtime discussions as well. Perhaps most significantly, before the next shift in direction is taken, a comprehensive plan should be developed to ensure support of the officers and membership. I don't want a scenario where a large number of council representatives are confused about the direction being taken yet expected to deliver a coherent message to the membership to occur while I'm seated as president.

**Tami Reichersamer** (for President)

1. Fixing our governing documents to limit out of sequence interim contract negotiations to more closely align with their original intent (NOT Contract Extensions)
2. Enhancing our negotiation prowess in time for our 2026 Negotiations.
3. Cultivating union activism/involvement especially for our younger members.
4. Rectifying our union power structure to its original intent of a “bottom up” (voice of the members) rather than a “top down” (SPEEA Leadership dictates what is best).
5. Bringing professionalism back to the union and treating each other with respect.

Simple words that will require a LOT of effort/leadership! Steps begin with improving communication.

**Dan Nowlin** (for Treasurer)

We need to strengthen our Organization. Our membership often sees our union and our companies as different organizations. We, as SPEEA members, share common values, interests, and goals with the Company. SPEEA wants our companies, Boeing and Spirit to be successful and we want our members to share in that success.

We bring value to the products that we design, engineer and build. I will continue to work with our members and work with our leaders to promote our mutual interests and values. I will challenge management when our concerns are not being addressed, or our mutual interests are not being advanced.

We need to focus on Unity. Our strength comes from us being united. To this end, I would be available to Council Representatives to attend lunchtime meetings. I am also work with Mark McDermott to develop Labor History presentations for members, so that member can understand the place that union membership plays in our understanding the larger labor movement and unity needed to make changes.

We need to increase our membership. I will do this by identifying employees who are not represented but should be. This involves building relationships with people who seem to be doing work similar to our members. This is imperative. Many of our former member are being recalled in Job Skill Codes that are not covered in our contracts. The company tells us many of our new hires or rehires are not union represented when they are in fact are represented. We only find out about these when a flag is raised that staff catches. This practice burdens those members with unpaid dues. It is not right and should stop.

We need to encourage future leaders to take the steps now to be ready for the future. I am working on this by building relationships young members to develop Area Representatives, Council Representatives, Committee Leaders, and member activists.

**Doug Brazeal** (for Treasurer)

Our world is constantly changing and SPEEA needs to change with it. Standing on principles of understanding, caring, and promoting our members – SPEEA needs to evolve to become better at “earning” our member’s dues. We need to revise our governing documents to better support the will of our members. We need to understand and promote efforts to encourage our younger members to “receive the transfer of the torch” of our organization while we are open to shape SPEEA to better meet their future/anticipated needs. Many of our young members feel SPEEA doesn’t really care about them or what they want. This needs to be (on going) addressed and fixed! We need to focus on the methods we use to provide information to our members. We also need to promote transparency and accountability.

I also intend to focus on the vast divisions between 1) Puget Sound and Wichita members, 2) Professional and Technical members, 3) Old and Young members. I believe these chasms can be narrowed/healed through discussion and focus on our common goals.

**Shaunna Winton** (for Secretary)

One of the challenges I believe the Executive Board needs to focus on in the next couple of years is the engagement of members across all sites, especially some of the smaller sites. Some members may feel they are not heard, especially during times of negotiations. The challenging environment for the past couple of years has exacerbated the disconnect with some of our members. Communication is more important now than ever to overcome this challenge and to help find ways to encourage members to share their ideas on how to improve our union.
John Dimas (for Secretary)

- Recruitment and development of SPEEA activists
- Amendment(s) to the SPEEA Constitution and Executive Board policy
- Better member to member communications

Recruitment and development of SPEEA activists

First and foremost, we need more SPEEA activists to help accomplish the SPEEA mission.

We need members to serve on committees, become Tellers, become Area Representatives, and Council Representatives. The members that serve in these roles will be the ones that are most prepared to take on a position on the SPEEA Executive Board.

Amendment(s) to the SPEEA Constitution and Executive Board policy

SPEEA Constitution

As time has gone on, our membership has changed. What has not changed as our membership has, is our governing documents. It all starts with revising the SPEEA Constitution. Any revision to the constitution goes to the membership for a vote for approval. I am a member of the SPEEA Governing Documents Committee, and we have been working on some amendments. I want to make sure some changes get before the membership in 2022.

ANY SPEEA member can offer up revisions to governing documents.

Every SPEEA member has a voice and are very much an active participant in that mission.

Please let me know if you have questions. I am on both Governing Documents committees and have been for several years.

Executive Board policy

The SPEEA Executive Board has rules on how it operates, just as the SPEEA Council and the two Regional Councils does.

We have had a few members request we revisit how we seat members to the various Joint Committees, especially those that meet with The Boeing Company.

What is a Joint Committee?

A Joint Committee is a committee that meets with the employer to discuss topics on Workforce, Compensation, and Benefits. They are defined by Letters of Understanding 10,12, and 21 in both the Puget Sound Professional and Technical Unit contracts.

ANY SPEEA member in those bargaining units can apply to join and bring issues to the employer.

The SPEEA Secretary is the chair of the Executive Board Policy Committee.

If elected as SPEEA Secretary, my goal would be to get any revisions to Executive Board policy in work ASAP, with implementation no later than December 1st, 2022.

Better member to member communications

None of these actions occur without communication and input from the membership. We have award-winning publications with the SPEEA newsletter and the SPOTLITE magazine. These not only act as communication tools for SPEEA, but in my opinion as act as our historical record. There is a lot more I want to say, but we have a limited word count. Bottom line we need to ensure that we are always improving communication with the SPEEA membership. The SPEEA Secretary is the chair of the Executive Board Communications Committee.

How would you handle out of sequence interim contract negotiations?

Priyanka Srivastava (for President)

As a President I will implement consistent contract negotiation processes in contract management, confirming the best possible result.

I will –

1. start with a draft contract,
2. break contract down into smaller pieces,
3. keep initial contract terms simple,
4. Understand why I want to do contract business with the other party,
5. Go into a contract negotiation process with a keen understanding of my top priorities. Will ask questions and understand counterparty’s motives,
6. Support my claims with appropriate data or testimonials from similar clients.
7. Avoid complicating the process with personal feelings.
8. Express appreciation for the other party and what they bring to the table.
9. Find points I can agree on. Set the tone for a contract negotiation process that will best serve both parties’ interests.
10. Plan to complete research and required documents well in advance of any meetings or negotiations. Avoid making hasty decisions during the process. After negotiations wrap up, follow through on any questions or deliverables.

Ryan Rule (for President)

Having stepped into the president role after the last NW contract vote and during this unique global situation hasn't been easy, there have been a lot of concerns, miscommunications, and good intentions that misfired from all around. Interim contract negotiations come up far more often than people realize however, and without interim negotiations, our 737 MAX delivery teams that worked tirelessly in Victorville and Moses Lake wouldn’t have received bonuses, our Kansas members wouldn’t have been able to cash out their frozen pension plans, and in the NW we wouldn't be able to get safety shoes every other year for twice the reimbursement. Perhaps most significantly to those who needed it, we wouldn’t have been able to access the CARES ACT features added to the 401k. Each decision has to be evaluated with all the available information, including feedback from the membership. No negotiation should be based off of only one person’s thoughts, regardless of whether they are an officer of SPEEA or staff. Any contract change must be done following our constitution; including the entire elected executive board and elected regional council officers ensures that SPEEA members are involved in the process.

Please feel free to contact me with any questions.
Tami Reichersamer (for President)

“Patching Holes” in our contract language is a normal and required activity that our Executive Board performs. Where we get into conflict is when the Executive Board frames contract language that is intended to extend our contracts more than a few months. If you read our SPEEA Constitutions Section 11.6 (SPEEA Website under “Councils” + Governing Documents) you will see how this language can easily be twisted to afford our Executive Board to do all kinds of “Amendments to (our) Collective Bargaining Agreements” - so much more than just “patching holes”. We need to plug the loop holes.

I believe changes to our collective bargaining agreements that involve more (especially extension of time) need to be vetted in a manner similar to our negotiations processes defined by our regional Policy and Procedures manuals. I also think visibility of such out of sequence negotiating needs to involve the Regional Councils and/or Bargaining Unit Councils (BUCs) to protect member interests.

All negotiations should be performed by individuals who have received enhanced negotiations training preferably from an “outside” source. We are already at a huge disadvantage compared to the “Big Businesses” with whom we negotiate. Currently, the majority of ANY kind of negotiations occur through SPEEA Staff. It also bothers me that their personal wage increases – as negotiated through a contract between SPEEA and The Teamsters – is predicated on the size of our negotiated salary pools (I have a copy). This leaves practically NO INCENTIVE for them to protect our Medical, Retirement, or other negotiated benefits should it not be based by total compensation? Does that seem “right” to you?

Our contracts need to be negotiated under the “voice” of our members, not in the “quiet” of some “back room”. I do understand that some secrecy is necessary in a “normal” negotiation environment, but the fact that it involves elected member representative IN ADDITION to our Executive Board provides additional assurance that future contracts provide greater benefit to our members. Also, (for this to be effective) we need to promote solidarity (a united front) where we move together to promote contract improvements. It will cost each member something (time, talent, etc.) but the rewards are bigger.

Dan Nowlin (for Treasurer)

The Executive Board has a responsibility under our constitution to consider the interest of all members, which could result in out of cycle negotiations.

For instance, at the suggestion of a Council member, the Executive Board approached the Company about changing the safety shoe allowance for members from $75 per year to $150 every two years.

Members in Wichita who had legacy pensions wanted the option to cash out those pensions and invest those funds. The Executive Board approached Spirit and eventually worked out a plan for the members.

When members were asked to support the 737 in Moses Lake, the Executive Board was approached to approve a LOA that gave bonuses to members who took on the assignment.

Until you have been requested to start a conversation with the Company as an Executive Board member, you cannot predetermine what are the circumstances to enter into those conversations. Some may tell you differently, but they have not have the responsibility at the time.

Shaunna Winton (for Secretary)

In 2020, we negotiated a good contract and we won stable wage increases, paid parental leave, access to state family leave, secure funding for the Ed Wells partnership and a set percentage for EIP payouts. We also used the power of our union to win a contract for the pilots.

In the course of my professional career, I have developed the knowledge, skills and attributes of a leader. Our union and membership face on going challenges and a skilled and dedicated leadership team will be necessary for us to succeed.

I am committed to the institutional values of SPEEA. I represent our members’ interest. I believe that the ideals, positive actions, and experience I bring to this position will have a positive effect for our membership over the next two years. I would like your vote.

Doug Brazeal (for Treasurer)

I’m assuming this question stems from concern about “out of sequence interim contract negotiations” that result in contract extensions. I generally oppose this form of negotiations unless it is encouraged by our members WITHOUT the intercession of SPEEA Leadership. As a Northwest Council Officer, I was encouraged to support the last contract extension. I was the ONLY officer who refused. Historically, these contract extensions occurred for the Northwest Regional Profession Bargaining Unit for 2016 thru 2020 contract AND in BOTH Professional and Technical bargaining units for the 2020 thru 2026 contracts. I believe these acts “short circuit” our “normal” negotiation/bargaining effort. This is bad, since it assumes SPEEA already knows what is best for its members with minimum/limited conversation regarding member priorities. Then, it promotes these priorities to the members without consideration/space for any form of opposition to the package. This is what blatantly happened with our last contract decision. These out of sequence negotiation packages seldom fully address member priorities like increased overtime rate of pay (from $6.50/hour), improved vision coverage, and many other priorities.

If we keep eating corporate’s “crumbs off the floor”, how can we expect to be respected when we are invited to “Sit at the table”? As an elected member to the Executive Board, I will initiate and support efforts to reform SPEEA Constitution Section 11.6 which is open to interpretation (“loop holes”) that have been used by previous leaders to push contract extensions on our members. Some interim contract negotiations are necessary (like “Letters of Understanding”, etc.), but lengthy contract extensions are an abuse (in my opinion) of the intent of this section.
John Dimas (for Secretary)

According to the SPEEA Constitution, Section 11.6, Executive Board handles out of sequence interim negotiations.

I would love to have the Bargaining Unit Councils (BUCs) formed where members can have input. On the last interim contract, I voted no on the contract extension because members did not have a chance to participate in negotiations, as they normally would have when a contract expires. In hindsight, had we voted the extension down; we would have ended up with a contract that was much worse.

**Interim contract negotiations can happen at any time.**

**Interim contract negotiations may be how our contracts will be in the future.**

*According to Article 14 of both the Professional and Technical Contracts, we cannot strike during the term of the contract.*

*The real solution to this is to revise our governing documents to support member input into interim negotiations.*

This may require an amendment to the SPEEA Constitution, Section 11.6, SPEEA Northwest Bylaws Section 11.6, and Northwest Policy and Procedure Manual Addendum A and Addendum B.

If you would like to discuss more, contact me and I can go into further details.