

SPEEA Council Meeting Agenda

Thursday, October 9, 2025

Hybrid out of SPEEA Wichita Hall, Tukwila Hall, and Everett Hall

Please change your screen name to your district and name when joining.

Please mute your microphone.

Registration:
Regular Meeting:

3:30 pm PT, 5:30 pm CT
4:00 pm PT, 6:00 pm CT

SPEEA COUNCIL MEETING

BUSINESS OF THE SPEEA COUNCIL

- a) Pledge of Allegiance
- b) Certification of Quorum
- c) Recognition of New Council Reps
- d) Approval of 5/30/25 SPEEA Convention Mtg Minutes
- e) Call for New Business

UNFINISHED BUSINESS

PRE-SUBMITTED NEW BUSINESS

- a) M25-025 Questions for Executive Officer Candidate Elections
- b) M25-026 Revision SPEEA Council's Endorsement Process
- c) M25-027 Revision of Policy & Procedure I-C.3.f

NEW BUSINESS

SPEEA ANNOUNCEMENTS (limit of 3 min. each)

GOOD OF THE UNION (Limit of 3 min. each)

SPEEA COUNCIL OFFICER'S REPORTS

- a) SPEEA Council Treasurer's Report
- b) SPEEA Council Chair's Report
- c) SPEEA Council Secretary's Report

SPEEA COUNCIL COMMITTEE REPORTS

- a) SPEEA Diversity Committee
- b) SPEEA Governing Documents Committee
- c) SPEEA LD&T Committee
- d) SPEEA L&PA Committee
- e) SPEEA Organizational Planning Committee
- f) SPEEA Veterans Committee

MISC REPORTS

SPEEA REPORTS

- a) Executive Board Report
- b) SPEEA Treasurer's Report
- c) Executive Director's Report

NW ANNOUNCEMENTS

Utah, California, Oregon, and Puget Sound

ADJOURNMENT

ATTENDANCE WILL BE PERFORMED BY SECRETARY USING ONLINE STATUS

EXPENSE REIMBURSEMENT FOR OCTOBER 2025 MUST BE SUBMITTED BY END OF NOVEMBER 2025

2025 - 2026 DATES TO REMEMBER – MARK YOUR CALENDAR!

MOTIONS DUE FOR JANUARY 8, 2026 SPEEA COUNCIL MEETING – NOON – TUESDAY, DECEMBER 16, 2025
SPEEA CONVENTION AND SPEEA CONFERENCE – FRIDAY, JUNE 5 & SATURDAY, JUNE 6, 2026

MOTIONS DUE FOR NOVEMBER 13, 2025 MW & NW REGIONAL COUNCIL MEETINGS – NOON – MONDAY, NOVEMBER 3, 2025

September 29, 2025
M25-025

To: SPEEA Council Delegates
From: SPEEA Council Officers
Subject: **PRE-SUBMITTED NEW BUSINESS:** Questions for Executive Officer Candidate Elections

Background

Every even year, SPEEA elects their President, Treasurer and Secretary. Not later than the January SPEEA Council Meeting, the SPEEA Council shall select five or six questions and give each candidate for these Executive Board positions an opportunity to respond to them in writing in a SPEEA-paid publication, mailed to each member of SPEEA so as to arrive just before or at the same time as the election ballot.

SPEEA Policy V-B defines the process and requires that the candidates should be allowed at least two weeks to prepare their statements if at all possible and shall be given an opportunity to proof their statements prior to publication.

Each candidate shall have a maximum of 1200 words for the position statement, to be split among the questions as the candidate wishes. If a candidate chooses not to respond to a question, that question for that candidate shall show "No response provided by the candidate," but those words shall not count in the number of words allowed.

SPEEA Council Officers shall establish the schedule for notifying the candidates, candidates returning their statements and mailing the statements.

The SPEEA Council Officers propose the following questions be approved:

Motion

It is moved: **THE FOLLOWING QUESTIONS BE SUBMITTED TO THE APPLICANTS FOR THE EXECUTIVE OFFICER POSITIONS AND THEIR RESPONSES BE INCLUDED IN THE VOTERS GUIDE.**

1. How has your experience as a SPEEA activist prepared you for this position?
2. How have you used previous leadership positions in SPEEA to benefit our members?
3. How would you use the executive officer position for the benefit of SPEEA members?
4. How would you use the executive officer position to increase activism among our members?
5. 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?

October 1, 2025

Revised

M25-026R

To: SPEEA Council Delegates

From: SPEEA Council's Legislative & Public Affairs Committee

Subject: **PRESUBMITTED NEW BUSINESS:** Revision SPEEA Council's Endorsement Process

Background

In order for SPEEA Regions to elect to endorse political candidates, SPEEA Council's Policy & Procedure Manual requires the following revision.

Motion

It is moved The SPEEA Council approves the following revision of Policy & Procedure Section V, Subsection A: Legislative Actions & Endorsements:

SPEEA members hold a wide range of personal and political beliefs. With the spirit of political diversity in mind, our legislative policy and endorsement process is rooted in shared values and collective interests. We encourage all members to participate and help shape decisions that strengthen our union and our voice.

A SPEEA endorsement reflects the union's collective interests, not individual political and partisan preferences. Decisions are to be made through strategic analysis, with the goal of building long-term power for engineers, technical workers, pilots and the broader labor movement.

While our union will never tell members how to vote, public policy positions and endorsements are a tool to help members make informed decisions if they choose to use it.

~~Every SPEEA member is encouraged to become informed and to express personal views on political issues.~~

1. In order to establish an official SPEEA position on any legislative or public issue or political endorsement, this section must be explicitly complied with.
2. No SPEEA official (such as Area Representative or member of Executive Board, Council, SPEEA Tellers Committee, or representative to IFPTE or a labor delegate) or SPEEA employee must use that position in any manner to endorse or oppose public issue including political candidate, or item of legislation other than within SPEEA unless this section has been explicitly complied with to obtain authorization for such endorsement or opposition.
3. **Political Candidate Endorsements and Labor Delegate Participation**
 - a. In order to advance the interests of SPEEA Members within the broader labor movement, SPEEA's Representatives to outside organizations may:
 - i. ~~a.~~ Political party, partisan politics, personal preferences, and non-labor issues outside of SPEEA's policy-making should not be factors when taking a position as SPEEA's representative.
 - ii. ~~b.~~ IFPTE Vice Presidents may fully participate in the IFPTE PAC with their positions based on policy-making positions adopted by the SPEEA Council, the specific regional council and the directive to build non-partisan power for the SPEEA membership.
 - iii. ~~c.~~ Regional Labor Council Delegates may fully participate in the Labor Council's Committee On Political Educations (COPE) with their participation based on Policy-Making positions adopted by the SPEEA Council, their regional council and the directive to build non-partisan power for the SPEEA membership.
 - iv. Positions taken as representatives to outside organizations are not an endorsement or position by SPEEA and must not be communicated as such.
 - b. **In order for Regional Councils to endorse non-federal political candidates within their region, this procedure must be observed in full.**
 - i. **SPEEA's Legislative Staff and members that they designate are the only individuals to contact and coordinate with candidates.**
 - ii. **The Regional Legislative and Public Affairs Committee in coordination with SPEEA Legislative Staff must:**
 1. **Determine which races are strategic priorities for endorsement to building SPEEA power.**
 2. **Research the candidates in those races.**
 3. **Develop candidate interview questions formed by SPEEA and their Regional Council's Policy-Determining positions.**
 4. **Compile relevant information including candidate voting records and statements.**

5. Candidate outreach, interview scheduling, and communication must be coordinated through the SPEEA Legislative Staff or their designee to ensure consistency, avoid duplication, preserve key external relationships, and maintain SPEEA's official voice.
 6. Coordinates with the Regional Council Officers if scheduling candidate interview meetings which Council Members may observe.
 7. Vote on endorsement recommendations as a committee.
 8. Present endorsement recommendations to their Regional Council.
 9. The Regional Council approves endorsement by 60% majority vote.
 10. Candidate endorsements shall not be advertised in SPEEA publications outside their region.
4. Any member of the council or any council committee may submit a legislative or public issue proposal to the council. Prior to passage or adoption, the council's Legislative & Public Affairs committee must:
- a. Issue Summary – A clear explanation of the issue/problem, including background, legislative status, and relevance to SPEEA members.
 - b. Strategic Assessment – Analysis of how the issue aligns with SPEEA's values, existing policy positions, and long-term goals (e.g., worker power, industry standards, union rights).
 - c. Risks and Opportunities – Identification of short- and long-term risks, trade-offs, and political opportunities or challenges, including risks related to taking no action.
 - d. Recommendation and Rationale – A clear recommendation (if appropriate) with justification based on the above factors.
- a. ~~Define and explain the issue.~~
 - b. ~~Perform all necessary investigations, contacts, and data acquisition required to:~~
 - (1) ~~Produce both pro and con statements on the issue.~~
 - (2) ~~Produce a majority Committee recommendation for SPEEA action.~~
 - e. ~~e.~~ Have the information above printed and distributed so as to be in the hands of the Council a minimum of three days prior to the Council meeting at which action on the issue will be requested.
5. Passage or adoption of any legislative or public issues proposal must be by published ballot and require:
- a.→ Total affirmative vote must be a majority of all votes cast by SPEEA Council members in attendance.
6. The Executive Board implements the decision of the council.

Bold underlined represent new

~~Strikethroughs~~ represent deletions

October 1, 2025

M25-027

To: SPEEA Council Delegates

From: SPEEA Council's Governing Documents Committee

Subject: **PRESUBMITTED NEW BUSINESS:** Revision of Policy & Procedure I-C.3.f

Background

The SPEEA Council incorporated a summary Robert's Rules of Order on ballot handling in their Policy & Procedure Manual. The Council considered handling ballots for regularly scheduled meetings and non-regularly scheduled meetings were overlooked.

Following the election of Prof Bargaining Unit Council Officers and Tech Bargaining Unit Council Officers in May 2025, the Tellers found the SPEEA Council's Report of Ballot Voting Results addressed regularly scheduled meetings and did not include irregularly scheduled meetings. The Tellers reviewed Robert's Rules of Order (which has grown to over 700 pages) for irregularly scheduled meetings.

SPEEA By-Laws requires Councils to be conducted per Robert's Rules of Order
Destruction of Ballots.

Ballots should be retained by the secretary until the time for ordering a recount has expired... usually the next meeting if the organization meets at least quarterly.

This section of Robert's Rules of Order was summarized in SPEEA Council's P&P Manual to reflect the language from pages 45-41 of the 12th Edition:

"After completion of an election or balloting on a motion, unless the voting body directs otherwise, the tellers place the ballots and tally sheets in the custody of the secretary, who keeps them under seal until the time within which a recount may be ordered expires and then destroys them. A recount may be ordered by the voting body, by a majority vote, at the same session at which the voting result was announced, or at the next regular session if that session is held within a quarterly time interval. A recount may also be ordered at a special session properly called for that purpose, if held within a quarterly time interval of the session at which the voting result was announced and before the next regular session."

SPEEA Policy & Procedure Section I-C.3.f

f. Council Secretary

- i. Records appointed council tellers (if other than Council Officers) into the minutes
- ii. Records ballot report into minutes
- iii. Records results of published ballot into the published ballot report (typically delegated to staff) and posted on the website within one week.
- iv. Places all ballots (used and unused), tally sheets and ballot report under Secretarial seal
- v. Retains custody of sealed ballots
- vi. Following next regularly scheduled meeting, destroys ballots.

The Tellers have requested that the SPEEA Council incorporate "and not to exceed 90 days" into Section 1-C.3.f.vi to clearly add a definition of quarterly from Robert's Rules of Order to simplify future elections with councils that meet irregularly.

Motion

It is moved The SPEEA Council approves the following revision of Policy & Procedure Section I, Subsection C.3.f: Report of Ballot Voting Results:

f. Council Secretary

- i. Records appointed council tellers (if other than Council Officers) into the minutes
- ii. Records ballot report into minutes
- iii. Records results of published ballot into the published ballot report (typically delegated to staff) and posted on the website within one week.
- iv. Places all ballots (used and unused), tally sheets and ballot report under Secretarial seal
- v. Retains custody of sealed ballots
- vi. Following the next regularly scheduled meeting or not to exceed 90 days, destroys the ballots.