

# SPEEA Council Meeting Agenda

Thursday, January 8, 2026

## Hybrid out of SPEEA 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 10/9/25 SPEEA Council Mtg Minutes
- e) Call for New Business

#### **UNFINISHED BUSINESS**

- b) M25-026R Revision SPEEA Council's Endorsement Process

**\*\*DINNER BREAK\*\***

#### **PRE-SUBMITTED NEW BUSINESS**

- a) M26-001 Proposed FY2027 SPEEA Council Budget
- b) M26-002 SPEEA Supports a 32-hour Workweek With No Loss In Pay and Benefits

#### **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**

#### **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 JANUARY 2026 MUST BE SUBMITTED BY END OF FEBRUARY 2026

#### ***2026 DATES TO REMEMBER – MARK YOUR CALENDAR!***

MOTIONS DUE FOR MARCH 12, 2026 SPEEA COUNCIL MEETING – NOON – MONDAY, MARCH 2, 2026  
SPEEA CONVENTION AND SPEEA CONFERENCE – FRIDAY, JUNE 5 & SATURDAY, JUNE 6, 2026

MOTIONS DUE FOR FEBRUARY 12, 2026 MW & NW REGIONAL COUNCIL MEETINGS – NOON – MONDAY, FEBRUARY 2, 2026

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

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## **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

December 16, 2025  
M26-001

TO: SPEEA Council  
FROM: SPEEA Council Officers

SUBJECT: **PRESUBMITTED NEW BUSINESS: Proposed FY2027 SPEEA Council Budget**

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**BACKGROUND:**

SPEEA Policy, Section II: Subsection C requires “*The SPEEA Council must establish a proposed annual budget for the operation of the Council, including all Council committees, as well as the Council itself, and funds for travel of Council members who work more than 50 statute miles from SPEEA Headquarters to a reasonable number of Council meetings.*”

It also requires “*The Council Officers must review all Council input and submit a proposed Council budget for that fiscal year to the Council in January.*”

The SPEEA Council Officers have reviewed all requests submitted and submits the proposed SPEEA Council budget for your approval.

Fiscal year 2027 is April 1, 2026, through March 31, 2027

**MOTION:**

**It is moved that THE SPEEA COUNCIL APPROVES THE PROPOSED FISCAL YEAR 2027 SPEEA COUNCIL BUDGET AND SUBMITS THE PROPOSED BUDGET TO THE SPEEA EXECUTIVE BOARD FOR CONSIDERATION AND INCORPORATION INTO THE SPEEA BUDGET.**

A	B	C	D	G	H	I	J	K	L	M	N	O	P
1		M26-001 SPEEA Council Proposed FY2027 Budget		FY2022	FY2023	FY2024	FY2025	FY2026	FY2027		(Reference)		
2				SPEEA Budget	SPEEA Budget	SPEEA Budget	SPEEA Budget	SPEEA Budget	SPEEA Budget		SPEEA Time (Hours)	Total Cost	
3		<b>SPEEA Council</b>											
4		Meals											
5		SPEEA Council									-	-	
6		SPEEA Council Committees									-	-	
7		SPEEA Council Officers Travel									16	800	
8		SPEEA AR Recognition		5,000	5,000	5,000	5,000	5,000	5,000	x	-	5,000	
9		SPEEA Council movie nights											
10		Steve Pezzini HOPE award		400	400	400	400	400	500	x	-	500	
12		<b>Subtotal</b>		<b>5,400</b>	<b>5,400</b>	<b>5,400</b>	<b>5,400</b>	<b>5,400</b>	<b>5,500</b>		<b>16</b>	<b>6,300</b>	
14		<b>Council Convention/Leadership</b>											
15		Council Convention									-	-	
16		Leadership Conference		-	-	-	-	-	-		-	-	
17		Convention travel (incl speakers travel)											
19		<b>Subtotal</b>		-	-	-	-	-	-		-	-	
21		<b>SPEEA Diversity Committee</b>		-	-	-	-	-	-				
22		Education/Seminars for Members										-	
23		Movie Night(s) (1) Everett, (1) Tukwila, and (1) Wichita			500	500	500	500	1,800	x	-	1,800	
24		Panel Discussion (3)--Topics to include FMLA, Inclusion, etc			1,000	1,000	1,000	1,000	2,000	x	-	2,000	
25		Book Club									-	-	
26		Neurodiversity Seminar (zeroed out in 2026)						300	-	x	-	-	
27		Vocational Rehabilitation (zeroed out in 2026)						500	-	x	-	-	
28		Committee Education											
29		Museum Tours (10ea @ 4 museums) (zeroed out in 2026)		500	500	500	500	500	-	x	-	-	
30		Racial justice workshop from WSLC or someone else		1,500	1,500	1,500	1,500	1,500	1,500	x	-	1,500	
31		Conferences/Conventions											
32		NAACP Convention (1)											
33		APALA Bi-Annual Convention (3) Los Angeles						5,400	-	x	-	-	
34		Out & Equal Seattle Regional Conference (4)		800							-	-	
35		New Event, disability advocacy groups lobby in DC		5,000	5,000	5,000			2,300		-	2,300	
36		Recognition/Outreach										-	
37		APALA Banquet (10)--Table Sponsor + Ad		1,000	1,000	1,000	1,000	1,500	1,500	x	-	1,500	
38		APRI Banquet (0)									-	-	
39		NWIRP		-	-	-	-	-	-		-	-	
40		Total Hours for Meetings											
41		<b>Subtotal</b>		<b>8,800</b>	<b>9,500</b>	<b>9,500</b>	<b>4,500</b>	<b>11,200</b>	<b>9,100</b>		-	<b>9,100</b>	
43		<b>SPEEA Governing Documents</b>											
44		Total Hours for Meetings		-	-	-	-	-	-			-	
46		<b>Subtotal</b>		-	-	-	-	-	-		-	-	
48		<b>SPEEA L&amp;PA committee</b>											
49		Legislative Week (9)					22,000	20,000	24,000	x	360	42,000	
50		NCSL (3)		11,500	11,500	11,500	11,500	-	-				
51		In-District Congressional Meetings		400	400	400	350	360	400	x	30	1,900	
52		Emergent Lobby Trip (issue specific) (0)										-	
53		Local Lobbying (issue specific)										-	
54		Educational Activities for L&PA Members		-	-	-	-	-	-		-	-	
55		Education of Membership (e.g. fliers, videos, seminars)									-	-	
56		Community Action (e.g. support/promote rallies or partner forums)		-	-	-	-	-	-		-	-	
57		Washington Fair Trade Coalition Donation			5,000	5,000	5,000	5,000	5,500	x		5,500	
58		Oregon Fair Trade Donation			750	750	700	700	-	x		-	
59		Research (e.g. contract with DPE, EPI or do internal targeted research)		700	700	700	700	-	-		-	-	
60		Total Hours for Meetings		-	-	-	-	-	-			-	
62		<b>Subtotal</b>		<b>12,600</b>	<b>18,350</b>	<b>18,350</b>	<b>40,250</b>	<b>26,060</b>	<b>29,900</b>	x	<b>390</b>	<b>49,400</b>	
64		<b>SPEEA Leadership Development and Training</b>											
66		Total hours for meetings		-	-	-	-	-	-			-	
67		Committee Training		150	150	150	150	-	-		-	-	
69		<b>Subtotal</b>		<b>150</b>	<b>150</b>	<b>150</b>	<b>150</b>	<b>-</b>	<b>-</b>		<b>-</b>	<b>-</b>	
71		<b>SPEEA Organizational Planning</b>											
72		Labor Note Conference (6)		-	-	-	9,000	-	-			-	
73		Troublemakers Training (15)		-	-	-	750	-	-		-	-	
74		Total hours for meetings		-	-	-	-	-	-			-	
76		<b>Subtotal</b>		-	-	-	<b>9,750</b>	-	-		-	-	
78		<b>SPEEA Veterans</b>		-	-	-	-	-	-		-	-	
79		Total hours for meetings		-	-	-	-	-	-			-	
81		<b>Subtotal</b>		-	-	-	-	-	-		-	-	
83		<b>Total</b>		<b>26,950</b>	<b>33,400</b>	<b>33,400</b>	<b>60,050</b>	<b>42,660</b>	<b>44,500</b>		<b>406</b>	<b>64,800</b>	
85		Food			7000	7000	7000	7000	7000				
86		Council Convention/Leadership Conference			50000	50000	50000	50000	50000				

October 12, 2025

M26-002

To: SPEEA Council Delegates

From: SPEEA Council's Legislative & Public Affairs Committee

Subject: **PRESUBMITTED NEW BUSINESS:** SPEEA Supports a 32-hour workweek with no loss in pay and benefits.

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### **Background**

The national campaign for the 32-hour workweek is gaining momentum, driven by decades of rising worker productivity, accelerating developments in automation and artificial intelligence, and growing concern over work-life balance and skyrocketing economic inequality. A 32-hour workweek with no loss in pay and benefits is a viable and necessary policy to ensure that the benefits of technological advancement are shared equitably with workers.

A recent survey of SPEEA members indicated strong interest in supporting the move toward a 32-hour workweek with no reduction in pay and benefits. This motion positions SPEEA to engage with the broader labor movement and to lead the charge in national effort to adopt the 32-hour workweek benefiting all U.S. workers.

### **Motion**

**It is moved** The SPEEA Council approves supports the national fight for the 32-hour workweek with no loss of pay and benefits and submits the following to the International Federation of Professional and Technical Engineers (IFPTE) and the AFL-CIO consideration:

#### **Resolution: Supporting a 32-Hour Workweek Without Loss of Pay or Benefits**

Whereas, American workers have significantly increased their productivity over the past several decades, yet wages have largely stagnated, and hours worked have remained high, contributing to worsening income inequality; and

Whereas, advances in automation and artificial intelligence have made it possible to accomplish more work with fewer hours, yet the benefits of this increased efficiency have disproportionately gone to corporate profits rather than to workers in the form of reduced hours or increased compensation; and

Whereas, artificial intelligence will continue to increase worker productivity, allowing employers to extract more value in less time while contributing to job displacement and uncertainty across technical and professional sectors;

Whereas, pilot programs and studies in countries including the United Kingdom, Iceland, Japan, and the United States have shown that a 32-hour workweek can lead to higher worker satisfaction, increase employee retention rates, and equal or improved productivity; and

Whereas, labor unions have historically led the charge for shorter work hours including the fight for the eight-hour day and the weekend, labor unions must once again lead in shaping the future of work in the age of AI and global competition;

Whereas, a 32-hour workweek with no loss of pay and benefits would enhance the quality of life for millions of working people while stimulating job creation and supporting gender equity by better accommodating caregiving responsibilities;

Whereas, several unions across the country have endorsed or are advocating for a reduced standard workweek as part of a broader vision for economic justice and a fairer future for all workers;

Therefore, be it resolved that the Society of Professional Engineering Employees in Aerospace (SPEEA), IFPTE Local 2001, supports the national movement for a 32-hour workweek with no loss of pay and benefits; and

Be it further resolved, that SPEEA calls on IFPTE, the AFL-CIO and their affiliates to formally advocate and invest in federal and state legislation and actively support collective bargaining campaigns and public policy efforts that move toward a 32-hour standard workweek with no loss in pay and benefits for all U.S. workers.

#### **Pro:**

- Aligns with productivity trends and technological advancements that make shorter work weeks feasible without reducing productivity.
- Improves economic inequality, mental health, and retention among high skill workers.

- Positions SPEEA and IFPTE as forward-thinking leaders in shaping the future of work.
- Reinforces labor's role in ensuring that gains from automation and AI benefit workers, not just corporations.

**Con:**

- Will face strong political and corporate opposition, particularly under the current Congress and business lobby.
- Implementation could be complex in industries with tight production schedules or federal contracts.
- It could be perceived as unrealistic or premature without broader labor and public support.
- Requires careful bargaining to guarantee no loss in pay or benefits for affected workers.

**Prior to council action (voting) to determine a legislative or public affairs position, the SPEEA Council's Legislative & Public Affairs Committee shall investigate and produce both pro and con statements and a majority committee recommendation.**

**Passage or adoption of any legislative or public issue proposal shall be by published ballot and require a majority vote of all Council Members present.**