



INTERIM COUNCIL REPRESENTATIVE ELECTION INFORMATION & PETITION

2025 - 2027 COUNCIL TERM

Interim Elections

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- *Delineation (Find Your District)*
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Please read all instructions contained in this election guide.

Submit questions to petitions@speea.org

*SPEEA MW Region
SPEEA NW Region*

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- **Eligibility Requirements**

- **Qualifications:** Nominee must have been a **regular SPEEA member** in good standing for **the preceding 12-month period. Constitution 2.3.2** Candidates with approved leave of absence resulting in a break in service during this period require a waiver of the council. Request for waiver must be submitted to the regional council officers.
- Verify your assigned work location information is up to date. Eligible candidates' COMPANY WORK LOCATION must BE in the district when petitioning. The Tellers committee will verify your work location information in our database. SPEEA's database is dependent on the information provided by the company, based on employee's information in the company system. Boeing employees, verify Work Space location listed in your Workday profile.

- **Due Dates**

Petitions and statements are due before noon, 2 days prior to the monthly Council meeting in the petitioner's region. NO EXCEPTIONS.

Interim vacancies for the 2025-2027 term may be filled by submitting a completed petition by the posted deadline of noon, 2 days prior to the monthly Council meetings beginning May 2025. Monthly Council meetings are generally the 2nd Thursday of the month. See the online calendar at **www.speea.org**.

- **Petition Instructions**

- Use only the **2025-2027** interim election petition form on page 9. Fill out the petition completely and sign. Include the district name, your work location and contact information so we may contact you if we have questions about your petition. Petitions must be signed by at least 15 members in good standing in your district. The Tellers recommend getting more than the required 15 signatures to be sure your petition is valid. Petitions are often signed by represented employees that are not members in good standing.
- See instructions on page 6 for collecting signatures working remotely.
- Submit original petition by mail or PDF format to **petitions@speea.org**. No photos of petitions will be accepted.
- Responsibility for assuring an accurately completed petition lies with the candidate.

- **Candidate Statements**

Statements are due at the same time as the petition. See above. **NO EXCEPTIONS.** If more petitions are received for a district than seats are available, a vote by mail ballot will be sent to the members of the district to vote. Submit statements in a Word document by the petition deadline to **petitions@speea.org**. Proofing the statement for spelling and grammar accuracy is the responsibility of the candidate.

The candidate statement:

- Included in the ballot package
- 150-word limit (any text over the limit will be removed)

Regardless of length, every word will be counted. Hyphenated words will be counted as one word. If you are close to the limit, do not depend on your computer to give an accurate count. Please include your name and district at the top of the page. This will not be included in the statement word count.

- **Terms of Office**

SPEEA Constitution 5.3.1 Council Rep terms are 2 years (May to April). The first meeting is the 2nd Thursday of May in odd years. The 2025 Council term begins May 8. Positions filled during this cycle expire May 13, 2027.

- **Staff Responsibility**

Staff is authorized to collect Nominating petitions up until the deadline. Please submit petitions to **petitions@speea.org**.

- **Observer's Rights**

All candidates have the right to have observers present when the ballot envelopes are stuffed, labeled, and mailed, during any visits to the post office to pick up and re-mail undeliverable ballot packages and during the counting of the ballots. This schedule will be sent to candidates prior to the events.

Federal Guidelines for Campaigning

Federal law prohibits candidates for union office from utilizing union or company resources in the conduct of their election campaigns. This includes company phones and email, and union facilities at general purpose union meetings: SPEEA does not and never has permitted campaigning at Council or other union meetings, including (but without limitation) distributing campaign materials personally or by placing them on tables at the meeting site. The only exception is when SPEEA offers equal opportunity to all candidates to address a union group. This means it is inappropriate to campaign on company time and use employer resources such as paper, copy machines, Instant Messenger or the mail system. Additionally, the Company email system is considered an employer resource and should not be utilized for campaign purposes.

The prohibition against using employer resources, such as the email system, to promote candidates for union office applies to all situations where resources are used to promote a candidate(s) regardless of whether the party using the employer resource is a candidate running for union office.

Use of union bulletin boards for campaigning or campaigning at union meetings, either by personal solicitation or distribution of campaign materials, is prohibited, including posting of campaign material in the SPEEA halls.

Petition requirement. The candidate's signature is required on petition after reading the ***Federal Guidelines for Campaigning***.

- **Campaign Mailing Information**

Candidates are eligible to conduct a mailing at their own expense using a bonded mailing house. Address lists are not provided to candidates for mailings. Pricing below is based on a mailing to areas of less than 1,000 members.

Cost for Area Rep Mailings:

Blank Envelopes - (Plain White #10)	\$65.00 Qty 500, \$115.00 Qty 1,000 plus \$25.00 setup fee
Postage (under 1 ounce)	\$ Current rate at time of mailing (rate available at usps.com) Letter 1 oz - \$.73 each, Postcard 6x4-1/4 inches by .016 thick \$.56 each
Printing: Black and White	\$.45 per copy, plus \$25.00 setup fee
Printing: Color	\$.65/copy (one-sided), .51/copy (two sided), plus \$25.00 setup fee
Folding	\$15.00 per 1,000, plus \$25.00 setup fee
Mail prep: (Address, insert, mailing)	\$185.00 per 1,000

- **Delineation Information**

Use the delineation on pages 7 and 8 to identify your district by looking up your building. Each district has the number of Council seats allocated for the population of the district. Prof districts are identified by the odd numbers and Tech districts and WTPU (Wichita) are even numbered. Districts ending in zero (0) are combined and can be filled by either a Prof or a Tech.

If you have questions, email petitions@speea.org.

- **If You Have Questions**

- If you have questions, email petitions@speea.org.

- **Training Requirements**

- **SPEEA Constitution, Section 2.3.3** Training, and SPEEA, NW, and MW Policy, Section VI, Union Representatives, explain the requirements and responsibilities for holding office.

- Requirements include:

New Council Rep Basic Training - a full day of training paid by SPEEA, date TBD.

Grievance Handling - New Council Reps will receive grievance handling as part of basic training, but all are welcome to attend the sessions offered after hours in Tukwila, Everett, and Wichita. (Dates to be determined). Council Reps are required to take a refresher course in grievance handling annually.

Leadership Conference - This is an all-day training. Speakers and workshops are designed to enhance leadership skills. The leadership conference is held in June with the annual convention.

- In addition to the above, all Council and Executive Board members are required to complete one additional training course each year. Classes are advertised in the SPEEA publications as they become available.

Some or all required training may be provided using virtual classrooms. To be determined by the instructor(s).

For more information, contact **Amber Musselman** at 206-674-7373 or email amberm@speea.org.

- **Obtaining Virtual Signatures from Members in Your District**

Federal law prohibits candidates for union office from utilizing union or company resources in the conduct of their election campaigns. This includes company phones, email, and IM.

However, you may use company resources to reach out to members at work either by phone, email or IM and tell them you have union business to discuss with them using their personal address to keep the information off company resources. You may *NOT* have any mention a campaign when you do this.

Example:

*"Hello,
We're in the same SPEEA district and I have a union topic I'd like to discuss with you if I may. We're not allowed to discuss this topic over Boeing email on company time, so do you have a non-Boeing email contact you're OK sharing with me? I certainly won't share it with others. Please feel free to reply or contact me at <<insert personal email>>."*

Once you have obtained a member's personal email, you may then contact them *at their personal email using your personal email from your personal computer or device*. See example below.

You must attach a completed and signed copy of the "Petition for 2025-2027 SPEEA Council Election (two-year term)."

Petition deadline: _____

Candidate request for endorsement:

Hello *name of member*,

I (your name), am submitting my name for consideration as SPEEA Council Representative for District *district you are running for*.

Please forward this email by the petition deadline to petitions@speea.org with your:

1. Full name
2. EmployeeID _____

as nomination endorsement. Response to this email will serve as an alternative to the normal signature petition sheet.

Thank you,
Your name

attachment: copy of your petition

The member will then fill in their name and Employee ID and forward the email to **petitions@speea.org** to 'sign' the petition.

Submit your completed petition and statement by the posted deadline.

2025-2027 SPEEA Council District Delineation

ODD-numbered Districts = Engineering Unit - EVEN-numbered Districts = Technical Unit

Numbers ending in "0" represent COMBINED Engineer/Tech Districts

One seat per District unless indicated

Auburn

A-1	17-07, 17-10, 17-12, 17-15, 17-45, 17-70
A-2	17-07, 17-10, 17-12, 17-45, 17-70
A-10	17-06, 17-08, 17-62, 17-66, 17-68 = both units

Developmental Center

D-1	9-94, 9-96, 9-98, 9-99, 13-01, 13-03 [3 POSITIONS]
D-2	9-08, 9-51, 9-53, 9-68, 9-77, 9-90, 9-96, 9-98, 9-99 9-101, 9-120, 9-140, 13-01, 13-03
D-5	9-90, 9-99, 9-101, 9-120, 9-140
D-9	9-08, 9-51, 9-53, 9-77

Frederickson

F-10	24-40, 24-50, 24-60 (FREDERICKSON); 47-31 (JBLM) = both units
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Kent

K-10	7-107 (SOUTHCENTER SOUTH), 18-00, 18-26, 18-41, 18-61, 18-62, Remote Kent = both units [2 POSITIONS]
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Plant II

P-1	3-315, 3-322, 3-324, 3-369, 3-380, 3-390, 3-800, 3-801, 3-802 [2 POSITIONS]
P-2	2-10, 2-25, 2-31, 2-81, 2-83, 2-85, 2-88, 2-122
P-3	2-10, 2-25, 2-31, 2-81, 2-83, 2-85, 2-88 [2 POSITIONS]
P-4	3-322, 3-323, 3-324, 3-353, 3-3368, 3-369, 3-380, 3-390, 3-626, 3-800, 3-801, 3-802
P-5	2-26, 2-122 [2 POSITIONS]
P-10	15-Series (SOUTH PARK) = both units

Renton

R-1	10-18, 10-20, 10-21, 22-01 (SPARES) [2 POSITIONS]
R-2	7-21, 7-44, 10-18, 10-20, 22-01 (SPARES)
R-3	4-20, 4-21, 4-22, 4-42, 4-45, 4-68, 4-75, 5-08 [2 POSITIONS]
R-4	4-20, 4-21, 4-22, 4-42, 4-45, 4-68, 4-75, 5-08, 5-403, 5-422
R-5	4-81, 4-82, 4-83, 4-86 [3 POSITIONS]
R-6	4-81, 4-82, 4-86, 10-81

Thompson Site

T-10	14-01 = both units
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SHEA/Facilities

X-10	At-large position to be filled by a SHEA/Facilities employee = both units
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Everett

E-1	40-56
E-2	40-58, 40-86
E-3	40-26, 40-27, 40-36, 40-37, 40-58, 40-81, 40-82
E-4	40-22, 40-32
E-6	40-87
E-7	45-334, 45-335
E-8	40-88, 47-173
E-11	40-87 [7 POSITIONS]
E-12	40-56
E-14	40-21, 40-30, 40-31, 40-53, 40-54
E-15	40-88, 47-97, 47-147, 47-173 [7 POSITIONS]
E-21	40-21, 40-30, 40-31, 40-53, 40-54
E-22	7-20, 40-80, 41-02, 45-80, 45-801, 45-802, 45-803, 45-334
E-23	40-22, 40-23, 40-32, 40-33 [2 POSITIONS]
E-24	40-23, 40-24, 40-33, 40-34
E-25	40-24, 40-34
E-26	40-25, 40-26, 40-27, 40-35, 40-36, 40-37
E-27	40-25, 40-35
E-29	45-80 [4 POSITIONS]
E-30	45-03, 45-11, 45-12, 45-112, 45-207, 45-210, 45-219, 45-245, 45-249, 45-253, 45-335, 45-620, 45-640, 45-703, 45-997, 45-998 = both units
E-31	45-802 [2 POSITIONS]
E-33	7-20, 45-801 [2 POSITIONS]
E-35	40-86 [4 POSITIONS]
E-50	7-36, 40-02, 40-03, 40-04, 40-05, 40-11, 40-40, 40-41 = both units

REMOTE SITES

California

C-10	All Buildings (Edwards AFB/Palmdale) = both units
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Moses Lake

M-10	All Buildings = both units
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Pilots

PLT	At-large
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Oregon

O-1	All Buildings (including remote)
O-2	All Buildings (including remote)

Utah

U-1	All Buildings
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Second Shift

AS-10 At-large position filled by 2nd /3rd shift employee at Auburn & Frederickson = both units
 DS-10 At-large position filled by 2nd /3rd shift employee at Plant II, Developmental Center, Thompson Site = both units
 ES-10 At large position filled by 2nd /3rd shift employee at Everett = both units
 RS-10 At large position filled by 2nd /3rd shift employee at Renton = both units

Remote Work Assignments

Auburn QA-10 Algona, Auburn, Covington, Maple Valley, Olympia, Puyallup, Tacoma = both units
Everett QE-10 Anacortes, Bellevue, Bothell, Everett, Issaquah, Kirkland, Lake Stevens, Lynnwood, Mukilteo, Redmond = both units
Renton QR-10 Renton = both units
Seattle QS-10 Bremerton, Des Moines, SeaTac, Seattle, Tukwila = both units
 QQ-10 Eastern Washington & All locations outside WA & OR = both units

Spirit - Wichita**WEU**

S-1 1-198D, 1-255K, 1-265B, 1-269D, 1-271A, 1-283F, 1-290D, 2-264O, 2-265N, 2-270A, 2-278M, 2-280J, 2-282P, 2-297F, 2-309K, 2-333B, 2-354H, 3-187S, 3-190O, 3-191M, 3-193K, 3-205U, 3-215W, 3-224R, 3-223J, 3-230J, 3-232J, 3-238L, 4-056G, 4-118F, 4-140H, 5-5064 **[7 POSITIONS]**

WTPU

S-2 3-190O, 4-056G, 5-5086 **[2 POSITIONS]**
 S-4 3-205U, 3-215W, 3-224R, 3-225N
 S-6 3-187S, 3-191M, 3-193G, 3-193K, 3-213H, 3-223J, 3-232J, 4-039K, 4-118F, 4-140
 S-8 2-264O, 2-265O, 2-265P, 2-273R, 2-278M, 2-282P, 2-302O, 2-309L
 S-12 2-250G, 2-257F, 2-260G, 2-270A, 2-280J, 2-297F, 2-309K, 2-333B, 2-354H, 3-238L **[5 POSITIONS]**
 S-18 1-198D, 1-255K, 1-265B, 1-269D, 1-271A, 1-283F, 1-290D, 1-355C, 5-5029, 5-5064 **[3 POSITIONS]**

WTPU SECOND SHIFT

S-26 At-large position to be filled by 2nd/3rd shift employee

Petition for 2025-2027 SPEEA Interim Council Election (two year term)

Deadline: Noon, 2 days prior to monthly Council meeting in petitioner's region		Date:
Name:	Employee ID:	District:
We, the undersigned, endorse _____ <small>Print name of Council Rep. Applicant (as you wish it to appear on the ballot, if necessary)</small>		Location (Plant/Bldg/Floor):
Work phone: ()	Work Email:	
Cell Phone: ()	Home Email:	Home Phone:
Candidate has read the Federal Guidelines for Campaigning contained in the election information provided with this petition. (Signature of Petitioner) _____ <small>Required</small>		

☐ Yes - I hereby authorize SPEEA, IFPTE Local 2001, AFL-CIO to send me text messages. I agree to the receipt of these messages. I understand that I may revoke this authorization at any time.
I also understand that I may be charged by my carrier for the receipt of these messages.

Signature _____



Minimum of 15 signatures of members in good standing from your district

Name - Print	Signature	Employee ID	Name - Print	Signature	Employee ID

SPEEA Constitution 2.3.2 Eligibility requirements: Regular member in good standing for preceding 12 month period.

I, [Signature of Petitioner] _____, accept the nomination for Council in District _____, for the term 2025-2027. If I am elected to this Council position, I pledge to complete the training course on grievance handling which is required per section 2.3.3 of the SPEEA Constitution.

IMPORTANT NOTE: Please attach a statement (maximum 150 words) that can be used in the ballot package in the event there is a contest and the members in your district must vote. Your <u>150 word or less</u> statement must be received in the SPEEA office by the posted deadline for this application. Please also email your statement to petitions@speea.org by the deadline. Statements must be in a word document, single spaced, font Arial 12pt.		
Date filed	Date joined SPEEA	Date Seated
	Teller Signature	Date Validated