



2026 SPEEA Regional Teller Candidate Nomination & Election Information

Open Positions (14):

Northwest	Midwest
Prof (6)	WEU (3)
Tech (1)	WTPU (3)
SPIU (1)	

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SPEEA, IFPTE Local 2001

Election and Campaign Rules

1. SPEEA Constitution and Bylaws

SPEEA, IFPTE Local 2001 conducts the nomination and election of its officers in accordance with the SPEEA Constitution dated November 29, 2022; the SPEEA Bylaws dated June 9, 2023; and the [Labor-Management Reporting and Disclosure Act \(LMRDA\)](#) of 1959, as amended.

2. Duties of the Regional Tellers

The duties of the Regional Tellers are described in Attachment A of this guide as established in Article 9 of the Constitution and Bylaws. These documents are published on SPEEA's website, at <https://www.speea.org>.

Commitments of the Tellers

- Supporting elections and referendums in-person at the SPEEA Union Halls
- Transport mail and ballots between halls and post offices
- Overseeing ballot printing and mailing
- Validating petitions
- Attending Council meetings
- Maintaining election records in accordance with federal regulations
- Supporting the annual SPEEA audit

3. Terms of Office

The officers elected will serve a two-year term beginning April 1, 2026, and ending March 31, 2028.

4. Eligibility to Hold Office

As provided in Section 2.3 of the SPEEA Constitution, only regular members in continuous good standing for the preceding 12-month period and represented by a Bargaining Unit of SPEEA shall be eligible to run for office (subject to Title V, Section 504 of the LMRDA).

<https://www.dol.gov/sites/dolgov/files/olms/regs/compliance/lmrda.pdf>.

5. Nomination of Candidates

Nominations for Regional Teller shall be made by petition, signed by fifteen (15) or more regular members of SPEEA who's dues are current, and submitted to one of the SPEEA locations listed below or emailed to petitions@speea.org beginning Wednesday, January 14, 2026, through 5 p.m. (regional), Wednesday, January 28, 2026. Candidates may only petition for one of the listed open positions.

- SPEEA Everett, 2414 106th St SW, Everett, WA 98204
- SPEEA Tukwila (HQ), 15205 52nd Ave. S, Tukwila, WA 98188
- SPEEA Wichita, 4621 E 47th St S, Wichita, KS 67210

6. Obtaining Virtual Petition Signatures

Federal law prohibits candidate(s) for union offices from utilizing union or company resources in the conduct of their election campaigns. This includes company phones and email.

Reach out to members at work either by phone or email and tell them you have union business to discuss with them using a personal address to keep the information off company email. Refer to Attachment A for a sample message.

7. Candidate Statements

The election voting materials will include candidate platform statements. The deadline for candidates to submit their statements to petitions@speea.org is 5 p.m. (regional), Wednesday, January 28, 2026.

Candidate Platform Statements

- Submit as a Word document.
- Use 12 pt Arial font with single line spacing.
- Included in voting materials.
- 150-word max (any text over the limit truncated).

8. Inspection of the Membership List

Each candidate may inspect (not copy) the SPEEA membership list once within 30 days prior to the election. The union will not provide a copy of the SPEEA membership list to candidates.

The membership list will be available for inspection at one of the SPEEA locations listed above between 8 a.m. and 4:30 p.m., Monday through Friday, from January 28, 2026, through February 4, 2026. Any candidate who wishes to inspect the list should contact Amber Musselman, SPEEA Tellers/Election Focal, at amberm@speea.org or 206-674-7373.

9. Distribution of Campaign Literature

SPEEA, IFPTE Local 2001 will honor any reasonable request by a candidate to distribute campaign literature to members at the candidate's expense. Campaign literature must include the following statement: *not financed by SPEEA funds*. All candidate campaign materials are subject to review and approval by SPEEA. Requests will be honored in the order received. Candidates may submit their campaign materials for review to petitions@speea.org.

10. Campaign Restrictions

Federal law prohibits the use of any union or employer resources to promote the candidacy of any person in a union officer election. This prohibition applies to cash, facilities*, equipment, mail distribution systems, office supplies, technology (phones/email/Instant Messaging apps), and union visibility items. This prohibition applies to candidates and their supporters.

*Includes the entirety of the employer worksites and union halls (e.g., bulletin boards, desks, tables, events, meetings, union visibility items, etc.).

11. Voter Eligibility

As provided in Section 3.4.1 of the SPEEA Constitution, any regular member in a Bargaining Unit of SPEEA who is current on their dues prior to 5 p.m., January 28 through Wednesday, March 11, 2026, will be eligible to vote in this election.

12. Election Voting

The union will send election voting packages via USPS to the last known home address of each SPEEA member on or before Wednesday, February 25, 2026.

13. Observers

Candidates may have observers present at the polls and the tally of ballots. Candidates should submit the names of their observers to SPEEA Tellers/Election Focal Amber Musselman at amberm@speea.org prior to Wednesday, March 11, 2026.

14. Election Deadline

The deadline for ballots is noon, local region time, Wednesday, March 11, 2026.

15. Tally of Ballots

The Regional Council Officers will begin the validation and counting of election ballots after the

deadline (noon) on Wednesday, March 11, 2026, at the SPEEA Tukwila and Wichita locations.

If a tie occurs between two or more candidates (after a recount to verify a tie), the Council Officers may use a coin flip or equivalent method to determine the winner of the election.

16. Election Results

SPEEA will email the election results as well as post to the union's website following certification by the Regional Council Officers.

17. Election Records

The nomination and election records will be maintained for at least one year after the election, as required by federal law.

18. Questions or Problems

Candidates and members with questions about the nomination or election procedures should contact petitions@speea.org.

Any violation of these rules should be reported promptly to petitions@speea.org so, if necessary, corrective action can be taken.

19. Challenges and Appeals

Section 12.2 of the SPEEA Constitution provides any member may challenge a union officer election by filing a protest setting forth the grounds for the challenge with the Judicial Review Committee at petitions@speea.org.

The above rules are not all-inclusive. Additional election rules or clarifications may be issued by the Regional Council Officers as needed during the nomination and election period.

Issued By: Regional Council Officers

Date: December 1, 2025

Midwest Council Officers

Wes Gardner
Midwest Council Chair
wesley.k.gardner@spiritaero.com

Emily Forest
Midwest Council Treasurer
emily.k.forest@spiritaero.com

R Matthew Joyce
Midwest Council Secretary
rmatthew.joyce@spiritaero.com

Northwest Council Officers

Mike Pirone
Northwest Council Chair
mike.pirone@speea.org

David Fritz
Northwest Council Treasurer
david.fritz@speea.org

Jacob Berger
Northwest Council Secretary
jacob.berger@boeing.com

Attachment A: Duties of the Regional Tellers

SPEEA CONSTITUTION

9. TELLERS

The Tellers Committees will have the responsibility of supervising all SPEEA balloting at all levels of SPEEA and of hearing charges related to the conduct of that balloting as defined in this Constitution.

9.1. Regional Tellers

9.1.5. Rights and Duties

The Regional Tellers are responsible for teller activities of the Region. The Tellers from a Bargaining Unit may perform the activities of a Bargaining Unit separate from the Region but shall be overseen and/or assisted by the Regional Tellers Committee. The Regional Tellers are also responsible for the installation of the Regional Council and its members.

9.1.5.1. Charges

The Regional Tellers Committee shall serve as a hearing body for all charges related to all votes on Regional and Bargaining Unit elections, referendums, and ratification and shall have the authority for resolving such charges. However, all its rulings may be appealed to the SPEEA Tellers Committee and to the Judicial Review Committee.

9.1.5.2. Records

The Regional Tellers Committee shall keep ballots, reports, and related materials for a period of time and in a manner consistent with its legal responsibility.

9.1.5.3. Districting

The Regional Tellers Committee shall have the responsibility and authority for censusing, districting, and conducting the nominations and elections. The Committee shall have responsibility for considering and recommending Council membership expansion. The Committee shall have the authority to expand, combine or create new districts between the Bargaining Unit Council elections. Such actions shall not result in the removal of an existing Council Representative. The Regional Tellers may elect to combine some Bargaining Unit members into combined districts within a region where there is a geographic or a community of interest consideration.

Each employee in a Bargaining Unit shall be provided, insofar, as is possible, Council representation situated close to the employee's work location. The established districting plan shall meet the following minimum criteria:

- 1) Each Bargaining Unit shall have a minimum of one Council seat for every two hundred employees (or major portion thereof) represented by that Bargaining Unit. Regardless of size, each Bargaining Unit shall have at least one Council seat.
- 2) The Tellers Committee may identify additional Bargaining Unit Council positions for any Bargaining Unit in a geographical area when Bargaining Unit Members are assigned outside the area defined by the majority of the Bargaining Unit.

9.2. SPEEA Tellers

9.2.5. Rights and Duties

The SPEEA Tellers Committee shall have the responsibility and authority for the conduct of all SPEEA elections, Constitutional amendments, and referendums and shall notify the membership

of its findings; and shall oversee the activities of the Regional Teller Committees.

9.2.5.1. Charges

The SPEEA Tellers Committee shall serve as a hearing body for all charges related to SPEEA elections, Constitutional amendments, referendums, and ratifications and shall have the authority for resolving such charges. However, all of its rulings may be appealed to the Judicial Review Committee.

9.2.5.2. Records

The SPEEA Tellers Committee shall keep ballots, reports, and related materials for a period of time and in a manner consistent with its legal responsibility.

9.2.5.3. Audit

Annually, no more than thirty days after completion of the fiscal year of SPEEA, the Committee shall appoint an auditor(s) who shall be a Certified Public Accountant. The auditor(s) shall conduct an audit of the preceding fiscal year of SPEEA and its Regions and make a report thereof. The SPEEA Tellers Committee shall assure that the report of the auditor(s) is published to the entire membership.

As a result of the audit, the SPEEA Tellers Committee may recommend or initiate charges against individuals who appear to be responsible for misuse or mishandling of SPEEA funds, in accordance with this Constitution. This shall not preclude any Regular Member of SPEEA from initiating charges.

SPEEA BY-LAWS

9. TELLERS

9.1. Regional Tellers

9.1.5.3. Districting

By the second Wednesday of March of each odd-numbered year, the Regional Tellers Committee shall establish Council Districts as defined in the Regional By-Laws.

On or before the third Wednesday of March of odd-numbered years, the Regional Tellers Committee shall provide to the Regular Members the districting plan for the next annual Council election, specifying for each bargaining unit the district boundaries and the number of Council positions within each district.

9.2. SPEEA Tellers

9.2.5. Rights and Duties

9.2.5.1. Charges

The SPEEA Tellers shall hear all election charges appealed from the Regions. The appealing party will submit in writing their appeal to the SPEEA Tellers.

MIDWEST BY-LAWS

9. TELLERS

9.1. Regional Tellers

9.1.5.3. Districting

By the second Wednesday of every September and March of each year, the Midwest Regional Tellers Committee shall perform an audit of the districts and report to the Bargaining Units of the Midwest Region for any improved recommendation of District composition.

Attachment B: Sample Message for Obtaining Virtual Endorsements

Sample Message Request for Member's Personal Email:

"Hello,

I would like to communicate with you regarding a SPEEA-related item; however, I need to send it to your personal email address to keep the information from company email.

Please reply or send an email to **<insert your personal email here>** with your personal email address I would appreciate it."

Members may submit virtual candidate endorsements from their personal (non-work) email to petitions@speea.org using the following format.

2026 Regional Teller Elections – Candidate Request for Virtual Endorsement

Petition deadline: 5 p.m. (regional), January 28, 2026

Hello (name of member),

I (name of petitioner) am submitting my name for consideration as [INSERT POSITION HERE].

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

1. Full name _____
2. Employee ID _____

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

Thank you,

(Your name)

Petition for 2026 Regional Teller Election

(Two-year Term) April 1, 2026 to March 31, 2028

Deadline to submit this petition:
5 p.m., Wednesday, January 28,
2026, in petitioner's region (NW
Pacific Time, MW Central Time)

**Remember: PETITION MUST BE
SIGNED BY CANDIDATE.**

Candidate must be a regular member in
good standing in your region for previous
12 months.

Date: _____

☐ Tech ☐ Prof ☐ Pilots ☐ SpidW PTU ☐ SpidW EU

Name: _____

Employee ID #: _____

Plant: _____

Bldg #: _____

Floor: _____

Work Phone: (__) _____

Home Phone: (__) _____

Work Email: _____

Home Email: _____

**I accept the nomination for
Teller for the term 2026-2028.
(Signature required below)**

Candidate Signature (required)

Candidate has read the Election and
Campaign Rules contained in the
election information provided with
this petition.

Candidate Signature (required)

For SPEEA Office Use Only

Date joined SPEEA _____

Date Seated _____

Signed _____



We, the undersigned, endorse _____

Print Name of Teller candidate

(as you wish your name to appear on the ballot, if necessary)

Minimum of 15 signatures of members in good standing.

Signature

Print Name

Employee ID #

IMPORTANT NOTE: Candidates may include a platform statement (150 word max) in the event of a ballot election. Statements must be emailed to petitions@speea.org before 5 p.m. (PT/CT) in the petitioner's region, Wednesday, January 28, 2026. See item 7 of the Election and Campaign Rules for specifications.