



*Society of Professional Engineering  
Employees in Aerospace  
IFPTE Local 2001  
AFL-CIO, CLC*

# **SPEEA**

# **Policy and Procedure**

# **Manual**

June 28, 2021

Certified by: */s/ Cheryl Johnson*  
Governing Documents Committee Chairman





## CODE OF CONDUCT

### **Respect is at the heart of the labor movement, and we demonstrate that in all we do.**

The strength of our solidarity depends on recognizing and honoring the worth of each other. SPEEA and the labor movement value human dignity. We believe people should treat each other with respect and consideration. We expect that behavior from everyone who interacts with SPEEA, its members, staff and allies.

Harassment – in any form – has no place here. When you participate in any SPEEA-related event, you are expected to adhere to SPEEA's values, and respect all with whom you come into contact. If you feel harassed, you will be heard. Please immediately bring the matter to SPEEA staff's attention.

### **What is harassment?**

Harassment is any behavior that degrades, demeans, humiliates, hurts a person, or makes you feel unsafe, and that a reasonable person should understand would be unwelcome.

Harassment can take many forms. The most extreme forms include the outright use of racial slurs or sexual touching. However, harassment can also include off-hand derogatory comments, inappropriate "jokes" or subjects of conversation, unwanted sexual overtures and unnecessary physical contact. Harassing behavior may not always appear discriminatory, and sometimes takes the form of hostility, verbal aggression, coercive or manipulative use of power, stereotyping, spreading rumors, pointed exclusion or isolation of a person, and/or insulting a person's appearance, habits, attitudes or private life. Such conduct undermines human dignity.

If you are unsure whether a behavior would violate this Code of Conduct, err on the side of caution and refrain from the behavior.

### **What if you feel harassed?**

If you believe you are being harassed, you have the right to make it known, either on your own or through a third party, that the abusive behavior is unwelcome and will not be tolerated.

If you believe you have been harassed while participating in a SPEEA-related activity, you should report the incident immediately to a SPEEA staff member.

SPEEA takes complaints seriously and may, at its discretion, take action that it deems appropriate after assessing the situation. Retaliation is not tolerated and, if it occurs, appropriate action may be taken if necessary.

### **Freedom from harassment is a workers' rights issue. That makes it a union issue.**

In the labor movement, an injury to one is an injury to us all. It is important to recognize and call out harassment when you see it. Together, we can make the labor movement stronger.



# SPEEA Policy and Procedure Manual

SECTION i: INTRODUCTION  
SUBSECTION a: *Title and Introduction*

**FORWARD:** The primary reason for establishing a written policy and procedure is to retain proven decisions of the past in an easy-to-retrieve format.

1. Policy and procedure stabilizes the organization and frees the Executive Board and the Council, permitting more attention to be given to creative considerations.
2. Policies and procedures support consistency of SPEEA endeavors through the years.
3. Policy and procedures speeds administration by reducing repetition and providing for establishment of routine endeavors.

SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION

May 8, 2003

VERIFIED:

*/s/ William W. Scott*

*Signature*

*Secretary*

*Office*

*5/8/03*

*Date*

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1. SPEEA Values

SPEEA values the following:

- Fairness, respect and diversity of people and their opinions.
- Openness, honesty, and integrity.
- Participation in our union.
- Democratic, member-driven principles.
- Long-term success of our members.
- Professional and technical excellence.
- Working together for the common good.

2. SPEEA Vision

Be the world's leading aerospace union.

3. SPEEA Mission

Advocate for and empower members to improve their future.

4. SPEEA Goals

Provide a strong vibrant organization founded on membership involvement that is respected as professional and value added while improving our member's future.

- Bargain respectable contracts
- Represent our members' in the workplace.
- Be involved in the processes that affect our members.
- Promote Professional and Technical growth
- Demonstrate the value of Union representation.

SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION

May 3, 2006

VERIFIED:

*/s/ Mark Schuetz*

*Signature*

*Secretary*

*Office*

*5/3/06*

*Date*

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1. The maintenance of an up-to-date Policy and Procedure Manual is the responsibility of the SPEEA Governing Documents Committee Chairman, with the assistance, as requested, of the Governing Documents Committee members and, as available, of the SPEEA staff.
2. The SPEEA Policy and Procedure Manual must include the following:
  - a. Policy and Procedure Manual sections and subsections approved by the SPEEA Council.
  - b. SPEEA Council motions which establish policy or procedure.
  - c. Membership referendum items or meeting motions which establish policy or procedure.
3. Structure and Interpretation
  - a. The publishing of the Policy and Procedure Manual will be kept simple for ease of substitution or addition of policy or procedure statements.
  - b. Rigidity of policy or procedure can be avoided by judicious choice of language. Clear, concise wording should be maintained in all statements.
    - (1) When strict adherence is demanded, words such as "will" and "must" are to be used.
    - (2) When certain latitude is desired in a given area and users are to exercise their own judgment, words such as "may", "should", "generally recommended", or "in most cases" will be used.
  - c. "Chairman" is a gender-neutral term that refers to the officer or individual who runs a meeting and is consistent with the current edition of Robert's Rules of Order for that role. Other terms may be used that include: "Chairperson", "Chair", and "Chairwoman" to denote the same position/title.
4. Incorporation of policy or procedure items into the Policy and Procedures Manual must be accomplished as follows:
  - a. The Council Secretary, SPEEA Secretary, or the SPEEA Tellers Committee, as applicable, must ensure that the SPEEA Governing Documents Committee Secretary receives a copy of the appropriate minutes, which show exact motions, and of each referendum (other than those for elections) with the appropriate date and signature.
  - b. When an item is determined by the SPEEA Governing Documents Committee to be established policy or procedure, its location in the Manual must be determined. If the committee decides the section should be reworded, substantive changes must be approved by the Council. In such cases, both the prior action and the proposed rewording must be provided to the Council for action.
  - c. Each Manual page must reflect only the up-to-date wording, but the original/master copy of each obsolete page must be annotated "*Changed per . . . . (Council action, etc.) on (date of action)*" and placed in a permanent historical Manual file.
  - d. The Committee will proof each Manual subsection and must then be signed and dated by the SPEEA Council Secretary, verifying that it is in accordance with Council or membership action.
  - e. The Manual Table of Contents must reflect the verification date of each subsection. The complete SPEEA Manual is then certified by the SPEEA Governing Documents Chairman or designated member of the Governing Documents Committee as being complete.
  - f. Printing of the manual may be done on one or both sides of the paper. When pages must be added to a section at other than the end of that section, the entire section must be renumbered. The first page of each section must be a right-hand page.
5. Within two weeks of the verification date, the manual must be made available on the SPEEA website.
6. The SPEEA staff must maintain the master copy of the SPEEA Policy and Procedure Manual.
  - a. An historical file of each section/subsection must be maintained and must include obsolete annotated master pages.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**March 18, 2020**

**VERIFIED:**

*/s/ Benjamin Blankley*

*Signature*

*Secretary*

*Office*

*3/18/20*

*Date*

# SPEEA Policy and Procedure Manual

SECTION I: GENERAL  
SUBSECTION B: *Observer Rights*

The SPEEA Council Chair has observer rights at all meetings of the Executive Board.

The SPEEA Council Chair may designate either the SPEEA Council Treasurer or Secretary to attend in their place.

SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION

November 28, 2012

VERIFIED:

*/s/ Theryl A. Johnson*

*Signature*

*Secretary*

*Office*

*11/28/12*

*Date*

In Compliance with Robert's Rules of Order (current revision), when a council ballot is taken, the following process is followed.

## Ballot votes

1. Council Officers conduct voting and ballot votes.
  - a. The presiding chair may appoint Council Tellers (council members, SPEEA members, members from Tellers committees, staff, etc.) to assist the Council Officers.
  - b. Council Tellers should be chosen for their accuracy, dependability, and confidence of the council.
  - c. Council Tellers must not have a direct personal involvement in the question or result.
2. Ballots are authorized by a council motion separate from the subject motion or as a required by the Constitution, By-Laws or by Policy& Procedures.
3. Balloting process
  - a. Distribute ballots to qualified Council Members.
  - b. Balloting is closed by the Chair or with a 2/3 majority vote of the council.
  - c. Collect ballots
  - d. Ballot counting
    - i. If any ballots might be from an individual not entitled to vote;
      1. Secret ballots are discarded, and new ballots are issued
      2. Identified ballots from non-entitled voter are identified as invalid
    - ii. Unidentifiable or ineligible candidate (s) are invalid votes
    - iii. Incorrect selection are invalid votes
    - iv. Abstention ballots are not counted.
    - v. Prepares balloting report
      1. Motions  
\_\_\_\_\_ Number of votes cast.  
\_\_\_\_\_ Number of votes necessary for adoption  
Voting results  
\_\_\_\_\_ For  
\_\_\_\_\_ Against  
\_\_\_\_\_ Invalid votes
      2. Elections (Contested)  
\_\_\_\_\_ Number of votes cast.  
Voting results  
\_\_\_\_\_ Candidate 1  
\_\_\_\_\_ Candidate 2  
\_\_\_\_\_ Invalid votes
      3. Elections (Uncontested)  
Chair directs secretary to cast a single unanimous ballot.  
Council elects candidate (see contested election report)
  - vi. Submits balloting report to Chair
  - vii. Delivers ballots, balloting report and tally sheet to Council Secretary or individual designated by the Council Secretary.
- e. Chair reads balloting report(s) at the conclusion of balloting (or conclusion of incremental balloting)
- 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.



# SPEEA Policy and Procedure Manual

SECTION I:  
SUBSECTION D:

**GENERAL**  
*Maintenance of Governing Documents*

Electronic copies of SPEEA's governing documents will be maintained in a manner that will prevent catastrophic loss in the event of fire, earthquake, or other methods of loss.

1. All governing document revisions must meet the following:
  - a. The committee responsible for the document maintenance will obtain a current copy from the certified electronic copy for markup.

In the event that a certified electronic copy is not available, the committee will certify the best known copy as accurate prior to markup and the certification will be documented in the committee minutes and in the revision sheet.
  - b. The committee will prepare the document revision and record the sections revised and the description of the intent of the revision in the committee minutes. The marked-up revision is forwarded for word processing.
  - c. The committee will proof the revised document and return any corrections.
  - d. The committee chair or designated member of the Governing Documents Committee will certify the revised document as complete prior to distribution.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**July 17, 2013**

**VERIFIED:**

*/s/ Theryl H. Johnson*

*Signature*

*Secretary*

*Office*

*9/18/2013*

*Date*

The SPEEA Council is the policy-determining body of SPEEA, subject only to the will of the SPEEA Membership. Policy-determining is the formulation of ideas that are used by SPEEA as a basis for making decisions.

## Policy Positions

1. Organizing
  - a. To organize groups that contain technical, professional, and pilot employees of Boeing, Boeing wholly owned subsidiaries, Boeing joint ventures or successor employers.
2. Organized Labor
  - a. Supports the right of employees to form, join or assist labor organizations, to bargain collectively through representatives of their own choosing, and to engage in other concerted activities for the purpose of mutual aid and protection.
  - b. Supports the right of employees to protest or strike against their employer.
  - c. Opposes erosion of worker protection.
  - d. Support unions by purchasing union made products and using services/facilities with union staff whenever possible.
  - e. Opposes privatization, reduction or withdraw of collective bargaining rights and civil service protections from federal workers.
3. Demonstrations
  - a. Supports the right of nonviolent demonstration and picketing as protected under the US Constitution and Federal Labor Law.
  - b. Condemns violence or threats of violence against such demonstrations.
  - c. Condemns violence or threats of violence against individuals and organizations executing their rights to organize.
  - d. Condemns acts or behavior which enables or emboldens parties to undertake violent or threatening behavior against those who organize or demonstrate.
4. Education
  - a. Supports Science, Technology, Engineering and Mathematics (STEM) programs.
  - b. Encourages students to pursue Engineering, Environmental, Biotechnology, and Computing.
  - c. Supports efforts to make college affordable.
  - d. Supports reducing student educational debt.
  - e. Supports making in field job data available.
  - f. Supports greater access to trade schools, colleges, and universities.
5. US Employment
  - a. Supports aerospace and advanced manufacturing tax preferences that include clear performance conditions and accountability measures to ensure livable wage and high-tech jobs are supported.
  - b. Supports keeping jobs in the United States.
  - c. Supports comprehensive programs for retraining and redeploying displaced union-represented employees.
  - d. Oppose revision of H-1B that will harm or destabilize America's engineering and technical workforce.
  - e. Oppose lowering requirements for U.S. domestic content for "Made in USA" label requirements.
  - f. Opposes Right to Work laws.
  - g. Supports promoting a domestic sustainably clean energy sector.
  - h. Opposes erosion or undermining the Fair Labor Standards Act or the National Labor Relation Act.
  - i. Opposes one-person engine train crews on Class I railroads in the US.
  - j. Supports employer disclosure of potential pandemic exposure to employees.
6. US Infrastructure
  - a. Supports national investment in the US railroad infrastructure, maintenance, and safety.
7. Health Care Reform
  - a. Supports any health care reform that meets the minimum requirements of access to affordable, high quality health care that covers all U.S. workers, retirees, children, students, disabled people, veterans, and those who are laid off between jobs.
8. Trade
  - a. Supports full funding of Export-Import Bank.
  - b. Trade agreements should address:

- i. Labor Standards and protection
- ii. Pollution control and environmental protections
- iii. Monitoring and enforcement provisions
- iv. Balanced trade
- v. Correction of currency misalignment
- vi. Dispute settlement
- vii. Food and product safety, quality, and labeling requirements
- viii. County of origin labeling
- ix. American content
- x. Manufacturing and industrial strategies

9. Employment benefits

- a. Supports access to safe, ample, and affordable childcare.
- b. Supports legislation for paid family leave for births, adoptions, and family medical caregiving.

10. Retirement

- a. Maintain Social Security benefits
  - i. Address funding shortfalls
- b. Maintain Medicare benefits
  - i. Reduce medical costs

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**Oct. 21, 2020**

**VERIFIED:**  /s/ Benjamin Blankley   
*Signature*

Secretary   
*Office*

5/18/21   
*Date*

1. The general purpose of the Council meetings must be:
  - a. To establish policy or procedures in accordance with SPEEA Constitution and SPEEA By-Laws.
  - b. To inform Council Delegates of issues affecting SPEEA.
  - c. To review actions of the Executive Board and Executive Director.
2. The order of business for regular meetings must be as follows (time should be allowed for review of packet material received that night):
  - a. Pledge of Allegiance
  - b. Determination of quorum
  - c. Seating of new Council Representatives
  - d. Approval of the minutes of the last meeting
  - e. Call for New Business.
  - f. Old Business
  - g. Pre-submitted New Business.
  - h. New Business
  - i. Good of the Union
  - j. SPEEA Council Officer's Report
  - k. SPEEA Council Committee Reports
  - l. SPEEA Reports including the Executive Directors, Executive Board Report and SPEEA Finance report.
3. Proposed revisions to the minutes are to be given to the SPEEA Council Secretary prior to the start of the meeting. Additional revisions proposed during the meeting should be discouraged by the SPEEA Council Officers.
4. Any new, major issues should be referred to the appropriate committee for investigation, with a report to be submitted at the next SPEEA Council meeting, if possible.
5. Policy or procedure changes may be approved by the Council with the following vote:
  - a. With prior specific written notice (in at least the mail-out package), majority vote.
  - b. Without prior specific written notice, two-thirds majority vote.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**March 18, 2020**

VERIFIED:

*/s/ Benjamin Blankley*

*Signature*

*Secretary*

*Office*

*3/18/20*

*Date*



1. Pre-submitted Motions

- a. A SPEEA Council Member or a SPEEA Council Committee drafts a motion.
- b. The motion is provided to any SPEEA Council Officer before the start of the SPEEA Council Officer's meeting. The SPEEA Council Officers must provide the staff focal with a copy of the proposed motions by the start of the Council Officers Meeting.
- c. A copy of each pre-submitted motion will be given to each SPEEA Council Officer prior to the start of the meeting.
- d. The SPEEA Council Officers will review each pre-submitted motion for compliance with the Governing Documents and governmental statutes. If compliance is found, the motion will be approved for submittal to the SPEEA Council.
- e. All pre-submitted motions approved for submittal to the SPEEA Council would be considered approved for publication on the SPEEA Website, unless challenged by a SPEEA Council Officer. Any SPEEA Council Officer may challenge the publication of a pre-submitted motion on the SPEEA Website. The SPEEA Council Officers will then vote on the question of posting. A two-thirds majority vote is required to withhold the publication of the pre-submitted motion on the SPEEA Website.
- f. The Staff focal will forward a copy of all pre-submitted motions approved for posting on the SPEEA Website to the Staff person responsible for posting.
- g. The Staff will include all approved pre-submitted motions in the SPEEA Council packets.
- h. A log of all Council approved pre-submitted motions adopted by the SPEEA Council will be maintained on the SPEEA Website as to such time as they are properly executed or incorporated into the SPEEA Documents.

2. SPEEA Policy and Procedure Manual changes may be approved by the SPEEA Council by the following vote:

- a. With specific written changes provided in at least the mail-out packet; a majority vote.
- b. Without specific written changes; a two-thirds majority vote.

3. Published Ballots

A published ballot when required in accordance with Section I-C must list the Council Members Name, Position/ District, Motion Identification, and a place to mark their vote (For or Against).

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**April 17, 2019**

VERIFIED:

*/s/Theryl Johnson*

*Signature*

*Chair*

*Office*

*4/17/19*

*Date*

1. The SPEEA Council must establish a proposed annual budget for the operation of the council including all council committees
  - a. Committee input to the budget must be provided to the Council Officers no later than December first.
  - b. The Council Officers must include a budget estimate for any special committees that will be activated during that budget year.
  - c. The Council Officers must include appropriate expenses for Council Members who work in excess of 50 statute air miles from the council meeting to attend a reasonable number of Council meeting(s).
  - d. The Council Officers must review all council input and submit a proposed council budget for that fiscal year to the council no later than January.
  - e. The proposed SPEEA Council fiscal year input once approved in the January SPEEA Council meeting must be accepted as allocated, appropriated and ready for consideration for inclusion into the proposed SPEEA budget.
  - f. The Council-approved proposed budget must be presented to the Executive Board for review and revision/approval into the SPEEA budget.
2. Changes to a council budget must be presented to the council officers for consideration. The council officers must recommend council action and if the council approves the change the council officers will request Executive Board consideration. Travel reimbursement is not to be considered a right, but at the discretion of the Council Officers based on a reasonableness standard.
  - a. Council Members who work more than 50 statute air miles from a Council meeting may request authorization from the Council Officers for reimbursement of expenditures incurred in attending a council meeting. A majority of the Council Officers may authorize the expenditures based on reasons deemed appropriate and fair to all council members. This authorization must be reported to and recorded in the minutes of the next council meeting.
  - b. Authorization of approved funds for travel must require approval by a majority of the council officers. The authorization must be reported at the next council meeting and recorded in the minutes.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**July 17, 2017**

**VERIFIED:**

*/s/ Theryl A. Johnson*

*Signature*

*Chair*

*Office*

*7/17/17*

*Date*

1. Organizing is defined as that activity leading up to filing with the National Labor Relations Board (NLRB) for recognition of SPEEA as the collective bargaining representative for a specific group of employees.
2. SPEEA policy is to organize groups that contain employees as specified in Policy Positions and non-Boeing professional and technical employees who are employed in Western Washington.
  - a. Preliminary discussions that indicate the existence of an organizing opportunity must be reported to the SPEEA Organizational Planning Committee.
  - b. Each distinct organizing effort other than as specified in Policy Positions will be approved by the SPEEA Council prior to filing with the NLRB.
  - c. The Organizational Planning Committee will receive timely and continuing updates on each distinct organizing effort and must report to the SPEEA Council on these activities.
3. Where specific Council action is required, the Organizational Planning Committee will present the facts and a recommendation to the SPEEA Council.
4. The SPEEA Council is committed to finding ways to make the process used by non-represented workers to form a bargaining unit more efficient and less costly. The following should be among the considerations when organizing new SPEEA bargaining units:
  - a. Community of interest between the proposed new members and the existing SPEEA membership.
  - b. Ability of the proposed new members to enhance bargaining power and/or strategic leverage of the existing SPEEA membership.
  - c. A cost/benefit analysis of the new bargaining unit's additional dues revenue versus cost of providing services to the proposed new members.
5. Dues for SPEEA Members of newly organized bargaining units are waived from the date of bargaining unit certification until three months following ratification of their first contract with a total waiver not to exceed two years from the date of bargaining unit certification. The bargaining unit members must be considered "regular members" during this period.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**June 19, 2019**

VERIFIED:

/s/ Benjamin Blankley

Signature

Secretary

Office

6/25/2019

Date

1. Each referendum submitted for the vote of the SPEEA membership must be accompanied by "Pro" and "Con" statements compiled by interested Council Representatives unless, by specific action, a majority of Council Representatives voting removes the requirement of including "Pro" and "Con" statements with a particular referendum. If this requirement for "Pro" and "Con" statements is removed, each such referendum must have the following note appearing with it: *"The Council waived Pro/Con statements for this Referendum."*
2. The Council Representative compilers must be appointed by the SPEEA Council Chairman at the Council meeting at which the Council authorizes the referendum or at the first Council meeting subsequent to authorization of the referendum by other than the Council. If the authorized referendum is not to be sent to the membership until a later date, the compilers may be appointed at a subsequent Council meeting provided that meeting is not less than two months prior to mailing of the referendum.
3. A minimum of three Council Officers, acting as a Review Committee, must be responsible for verifying the truth of these statements and have the authority to request back-up data from the author(s) and to delete any portions (as little as one word) of the statement(s) which cannot be validated. All statements attributed to other than the compilers of the position statement must be accompanied by a copy of the quoted text bearing an original signature of the author.
  - a. Two representatives for each position will be permitted to attend the Review Committee meeting, to explain/question both statements, to make minor word changes to overcome objections, and to provide any needed back-up data. All Review Committee meetings must be conducted according to Robert's Rules of Order (most recent revision).
  - b. "Pro" and "Con" representatives must be permitted at least two full workdays to provide any back-up data required by the Review Committee, but not available at that meeting. The Review Committee must specify to whom, at what time, and at what location such back-up data will be delivered for verification of the statements.
  - c. Each "Pro" and "Con" statement published must have the following note: "Per SPEEA Policy II-B, this statement has been reviewed by the SPEEA Review Committee, which is composed of the Council Officers."
  - d. If deletions are made to any "Pro" or "Con" statement, the following must be added to the note specified in [c] above: "Portions of the original statement have been deleted by the Review Committee due to lack of verification."

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**March 19, 2003**

VERIFIED:

*/s/ William W. Scott*

*Signature*

*Secretary*

*Office*

*3/19/03*

*Date*



## 1. General

Preliminary work for consideration of the SPEEA Council should be done by means of SPEEA Council committees.

The SPEEA Council Officers, with the approval of the SPEEA Council, must establish SPEEA Council Committees as the needs arise. The committees are defined as Standing, or Special:

- a. Standing committees must be chartered with a purpose.
- b. Special committees must be chartered with a purpose, as well as a definition of when the committee is called and when the committee must consider its function complete and the committee must cease to exist.
- c. Committee of the whole consists of the entire Council and is addressed in the SPEEA Constitution and Roberts Rules of Order.

## 2. SPEEA Council Committee Operations:

SPEEA Council committees must be composed of SPEEA Members. Participation in a SPEEA Council committee is a right of SPEEA Members. SPEEA Associate Members may participate in Council committees and may be removed from council committees at the discretion of the SPEEA Council Officers.

- a. Any SPEEA member may become a voting member of a SPEEA Council committee by:
  - (1) Attending the first, or re-organizational, meeting of the committee announced in the newsletter following the June SPEEA Council Meeting; or
  - (2) Attending two consecutive meetings, which are announced in the Newsletter. After that second meeting is called to order and the quorum certified, that individual becomes a voting committee member; or
  - (3) Being appointed to the committee by a majority of the SPEEA Council Officers. When the first meeting attended is called to order and the quorum certified, that individual becomes a voting committee member.
- b. The SPEEA Council Chair and the SPEEA President are ex official members of all SPEEA Council Committees. They do not affect the quorum, nor counted towards the quorum. They have voting privileges when present.
- c. Any SPEEA Associate Member wishing to participate in a SPEEA Council committee may file a request with the SPEEA Council Officers which must be acted on within ten days. Upon approval by a majority of the SPEEA Council Officers, the member may attend the SPEEA Council committee and must meet the requirements of committee membership. Associate members' continued participation in a SPEEA Council committee is at the discretion of a majority of the SPEEA Council Officers.

SPEEA Associate Members are encouraged to participate in SPEEA Council committees. While the right to vote on matters before the committee is reserved to SPEEA Members, committee members are encouraged to recognize the value of input from Associate, Members.
- d. Unless excused by the committee chair, failure of a committee member to attend three consecutive committee meetings, which have been announced in the newsletter, must cause automatic removal from committee membership.
- e. SPEEA Council committees must be composed of SPEEA members, with a minimum of three voting committee members required to keep the committee active. No committee must impose a ceiling on its membership.
- f. A quorum for committee meetings consists of a majority, but not less than three, of the voting members.
- g. At the first, or re-organizational, meeting of the committee following the June SPEEA Council meeting, the committee members must elect at least a Chairman, Vice Chairman, and Secretary. If a vacancy of any committee officer occurs, the committee must fill a vacancy at the first opportunity.
- h. Each committee must ensure that minutes of each meeting are recorded, approved, and submitted to the SPEEA Council Secretary within thirty days.
- i. The committee chairman may vote when it affects the result or when the committee votes by ballot.

- j. A majority of the SPEEA Council Officers have the authority to accept or reject any individual as Chairman of a SPEEA Council Committee. The SPEEA Council may overturn such acceptance or rejection.
- k. The SPEEA Council Officers are responsible for assuring appropriate committee activity and may review any committee size and function.

3. Standing Committees

- a. SPEEA Governing Documents Committee - Develops changes it deems necessary, based on its own review of the SPEEA Governing Documents and/or request of the SPEEA Council or other governing body. Reviews SPEEA Council action for inclusion in the SPEEA Policy and Procedure Manual. Reviews and recommends policy or procedure on association, affiliation and merger. Recommends affiliation/merger with other unions. Recommends and proposes new policies or procedures as the need arises.
- b. SPEEA Diversity and Inclusion Committee – Fosters diversity within SPEEA and provide an avenue for addressing the problems and issues associated with a lack of understanding diversity that may lead to discrimination and harassment. Provide information and education to increase members understanding. To promote union involvement in all segments of SPEEA members.
- c. SPEEA Legislative and Public Affairs Committee - Analyzes pending federal legislation and politician’s and political candidates’ positions as they relate to SPEEA’s goals and objectives. Also responsible for compliance with SPEEA Policy and Procedure Manual Section on legislative actions and endorsements.  
  
Executive Board members must not comprise more than 50 percent of the membership of the SPEEA Legislative and Public Affairs Committee.
- d. SPEEA Leadership Development and Training Committee - Responsible for generating pathways for SPEEA leadership development and training, and creating a well-informed, motivated, respected, and highly-skilled group of member activists to fill leadership positions throughout our organization. Responsible for planning, implementing, and providing services, facilities, and manpower for seminars, leadership training, and other educational meetings.
- e. SPEEA Organizational Planning Committee - Develops, plans and investigates mergers, associations and organizational campaign with other aerospace employees and unions. This committee will coordinate affiliation, merger and association activities with the SPEEA Governing Documents Committee.
- f. SPEEA Veterans Committee – Provides an avenue for addressing the problems and issues associated with SPEEA’s military members, veterans and their families. Provides information and education to increase SPEEA member’s understanding of veterans’ and their family issues. Works with the IFPTE Veterans’ Committee to influence national positions, congressional legislation and administrative rulemaking.

4. Special Committees

As each committee is established, its purpose must be provided in writing along with a definition of when the committee was formed, when its function is complete and when the committee must cease to exist. Each of these must be defined in the SPEEA Policy and Procedure Manual for each committee when the committee is established.

- a. Stephen Pezzini H.O.P.E. Award Committee- Responsible for the review and selection of the recipient for the Stephen Pezzini H.O.P.E. (Helping Other People Excel) honor. The committee forms following the January nomination due date and ceases to exist following the selection of an awardee. The committee adheres to SPEEA Policy and Procedure Manual Section on Recognition.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**March 18, 2020**

**VERIFIED:**

*/s/ Benjamin Blankley*

*Secretary*

*3/18/2020*

*Signature*

*Office*

*Date*

1. Committee Officers
  - a. A SPEEA Council Officer must conduct an election of Committee Chairman specified in Section III of this Manual. Each Committee Officer will serve until the next re-organization meeting of the committee following the June Council Meeting.
  - b. The Committee Officers must manage the committee in accordance with the Governing Documents. The Officers must be responsible for initiating and managing the program of the committee.
  - c. No Committee Officer must have the authority to contract debts for, pledge the credit of, or in any other way legally bind SPEEA without the consent and approval of the SPEEA Council and the Executive Board.
  - d. The SPEEA Council Officers are responsible to ensure that training for Committee Officers on Robert's Rules of Order and the Governing Documents is available.
2. Chairman
  - a. The presiding officer of a committee is called the Chairman. The Chairman's purpose is to run the meeting and ensure the committee adheres to the governing documents. The Chairman expedites the business of the committee. The Chairman is responsible for the duties of the Vice Chairman when the Vice Chairman is not available. The Chairman must ensure that a secretary is present, or a pro tem secretary is appointed.
  - b. In the event of both the Vice Chairman and Secretary being absent or incapable of attending the meeting, the Chairman must appoint a Secretary pro tem from the voting members of the committee.
3. Vice Chairman
  - a. The Vice Chairman assists the Chairman in keeping order at every committee meeting, including monitoring adherence to the agenda.
  - b. The Vice Chairman must ensure that at the end of a meeting any leftover food is put away, all lights are turned off, and all windows and doors are locked.
  - c. The Vice Chairman must assume the duty of Chairman during the latter's absence or incapacity, and any of the duties of the Chairman when so directed by the Chairman. The Vice Chairman must assume the duty of the Secretary during the latter's absence and any duties of the Secretary when so directed by the Chairman. In the event of both the Chairman and Secretary being absent or incapable of attending the meeting, the Vice Chairman must assume the duty of Chairman and appoint a Secretary pro tem from the voting members of the committee.
4. Secretary
  - a. The Secretary is the recording officer of the committee and the custodian of its records.
  - b. The Secretary must keep and maintain accurate minutes and records of all activities of the committee and its officers. The Secretary must keep the committee membership roll and advise members of voting status.
  - c. The Secretary must prepare an agenda for each meeting, showing in order all business of the committee. The Secretary should send out the meeting notice and agenda to every member of the committee at least 3 business days before the meeting.
  - d. The Secretary must advise the Council Officers of the committee needs and any change in the officers of the committee.
  - e. The Secretary must report on any Council action directed to the committee.
  - f. The Secretary must coordinate the minutes or report with the committee members and incorporate any feedback. The Secretary must submit to the SPEEA Council Secretary, within 30 days, any minutes or reports from a committee meeting.
  - g. The Secretary must assume the duty of Chairman during the absence or incapacity of both the Chairman and Vice Chairman. A Secretary pro tem must be appointed from the voting members of the committee.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**January 7, 2015**

**VERIFIED:**

*/s/ Theryl A. Johnson*

*Signature*

*Secretary*

*Office*

*1/7/15*

*Date*

# SPEEA Policy and Procedure Manual

SECTION IV:  
SUBSECTION A:

DISTRIBUTION OF  
MINUTES  
*Council*

All current Council Delegates must receive minutes of regular and special Council meetings.

1. Minutes of regularly scheduled SPEEA Council meetings should be distributed at least three days prior to the next regular Council meeting, except that the three-day requirement may be waived prior to the January Council meeting.
2. Minutes of special SPEEA Council meetings should be distributed as soon as possible.
3. Summaries of Council meetings which are to be published prior to Council approval of the minutes must be approved by the Council Officers.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**March 19, 2003**

VERIFIED:

*/s/ William W. Scott*

*Signature*

*Secretary*

*Office*

*3/19/03*

*Date*

1. Each SPEEA Council committee member must receive a copy of the minutes of the meetings of the applicable committee.
2. When the minutes have been reviewed, amended, and approved, a copy must be placed in the permanent files of the applicable committee.
3. As specifically requested by the President or the Council Chairman, a copy of the minutes must be provided to that person or to a designee.
4. When two or more committees are working on the same subject and/or when there is a joint committee meeting, the members of the affected committees must receive copies of all pertinent minutes.
5. When appropriate, committee minutes must be distributed to the Council Delegates. The Committee may elect to summarize the minutes and provide a report of recommended action to the Council in lieu of the Committee minutes.
6. For each Council meeting, minutes of all Council Committee meetings conducted since the previous Council meeting must be included in the Council packets.
7. These minutes must include as a minimum: An attendance roster (including attendee/excused/absent members and guests); times of opening and adjournment; date of meeting; action on previous minutes; major topics discussed; action on topics, including motions; and time/place/date of the next meeting.

SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION

September 18, 2013

VERIFIED:

*/s/Theryl A. Johnson*

*Signature*

*Secretary*

*Office*

*9/18/13*

*Date*

Approved Executive Board minutes must be distributed as follows:

1. SPEEA Council Delegates.
2. SPEEA members and staff via the SPEEA website.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**January 17, 2008**

VERIFIED:

*/s/ Mark Schuetz*

*Signature*

*Secretary*

*Office*

*1/17/08*

*Date*

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# SPEEA Policy and Procedure Manual

**SECTION V: ACTIVITY PROGRAMS/  
SUBSECTION A: PUBLICATIONS  
*Legislative Actions &  
Endorsements***

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 or SPEEA Tellers Committee) or SPEEA employee must use that position in any manner to endorse or oppose a political candidate, public issue, 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. 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. 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.
  - c. 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.
4. 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.
5. The Executive Board implements the decision of the council.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**Oct. 21, 2020**

**VERIFIED:**

*/s/ Benjamin Blankley*

*Signature*

*Secretary*

*Office*

*5/18/21*

*Date*

1. General Mailings

The Executive Board must review and approve all SPEEA general mailings to see that the content of any authorized article does not advance the candidacy of an individual for SPEEA office. SPEEA general mailings include mailings to a bargaining unit, to the total membership, and to the Area Representatives. The Executive Board may define others as "SPEEA general mailings".

2. Campaign Literature

- a. Mailing of SPEEA election campaign literature, at candidate's expense according to law, must be permitted provided the SPEEA letterhead and/or logo are not used and the statement "not financed by SPEEA funds" is included.
- b. Mailings may be as specified by the candidate.
- c. Membership lists must be supplied only to bonded mailers or SPEEA Staff members responsible for mailings.
- d. SPEEA copying, mailing, facilities and equipment may be used for the candidates, provided SPEEA is reimbursed for the actual cost.
- e. Candidates using the names of supporters/endorsers in election publicity must be responsible for obtaining the authorizing signature of each supporter/endorser.

3. Procedures

The Executive Board must prescribe procedures to assure adherence to 1 and 2 above.

4. Position Statements

- a. No later than the January Council Meeting on even years, the SPEEA Council must select five or six questions and give each candidate for the SPEEA President, Treasurer or Secretary 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.
  - (1) SPEEA Council Officers, with Council concurrence, must establish the schedule for notifying the candidates, candidates returning their statements, and mailing the statements.
  - (2) The schedule must be coordinated with the SPEEA Tellers Committee to ensure compatibility with their ballot schedule.
  - (3) The candidates should be allowed at least two weeks to prepare their statements if at all possible and must be given an opportunity to proof their statements prior to publication.
- b. Each candidate must have a maximum of 1,200 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, the answer for that candidate must show "No response provided by the candidate," but those words must not count in the 1,200 words allowed.
- c. The mailing must be structured so that each question is listed followed by all candidates' names and the individual statements. For example, start the mailing with Question No. 1: XXXXXXXX?, followed by candidate 1 name and their statement, candidate 2 name and their statement, etc., using the same order as the Tellers have determined for the ballot.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**January 7, 2015**

**VERIFIED:**

*/s/ Theryl H. Johnson*

*Signature*

*Secretary*

*Office*

*1/7/15*

*Date*

# SPEEA Policy and Procedure Manual

SECTION V: ACTIVITY PROGRAMS/  
SUBSECTION C: PUBLICATIONS  
*Member Benefits*

1. Members benefits include, but are not limited to the following non-contractual items:
  - Assistance in: retention and upgrade appeals, performance management, medical billing disputes.
  - Selection of labor representatives: Council, Executive Board and Contract negotiations.
  - Provide input into: legislative, contractual and committee positions.
  - Services including: notary, salary plots, professional seminars, and publications.
  - Free items including: Visibility items, badge holders, coffee cups, and a personal copy of the contract.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**July 17, 2013**

**VERIFIED:**

*/s/ Theryl A. Johnson*

*Signature*

*Secretary*

*Office*

*9/18/13*

*Date*

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# SPEEA Policy and Procedure Manual

SECTION VI: UNION  
SUBSECTION A: REPRESENTATIVES  
*Responsibilities Under the Contracts*

1. The SPEEA President, Treasurer, and Secretary must be responsible for processing workplace grievances at the First and Second Step. A Council Representative will normally handle first-step grievances.
2. The SPEEA President, Treasurer, and Secretary must be responsible for representing bargaining unit members at disciplinary hearings or investigative hearings from which disciplinary actions may result.
3. The SPEEA President, Treasurer, and Secretary must complete grievance handling training within the time limits specified in Constitution Article 2.3.3 The SPEEA President, Treasurer, and Secretary are authorized an extension to the two-month period until the Leadership Training class each year provided that interim training has been completed in accordance with the SPEEA Constitution.
4. In the performance of the above actions, SPEEA Staff may be requested to provide assistance to the SPEEA President, Treasurer, and Secretary.
5. The SPEEA President, Treasurer, and Secretary must meet the training requirements for Regional Vice Presidents specified within their specific region.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**April 16, 2003**

VERIFIED:

*/s/ William W. Scott*

*Signature*

*Secretary*

*Office*

*4/16/03*

*Date*

# SPEEA Policy and Procedure Manual

**SECTION VI: UNION**  
**SUBSECTION B: REPRESENTATIVES**  
*Duties and Responsibilities of President, Treasurer, and Secretary*

1. Grievance Handling and Problem Solving.

The SPEEA President, Treasurer, and Secretary will be responsible for processing workplace grievances.

2. Recruitment.

The SPEEA President, Treasurer and Secretary will support member-recruiters by dissemination of prepared information, talking to potential recruits.

3. Policing the Contract.

The SPEEA President, Treasurer and Secretary will observe, investigate, and report workplace activities of which they are aware that are in violation of the contract.

4. General:

- a. The SPEEA President, Treasurer, and Secretary are the workplace representatives of SPEEA. As such they should behave themselves appropriately; make themselves known to supervision, personnel representatives, and Bargaining Unit members; and spend the time and effort necessary to be effective spokesmen.
- b. The Councils are the policy-making body of the Union. Its members must strive to be informed on all issues that affect the Union, its direction and purpose.
- c. The SPEEA President, Treasurer, and Secretary have an obligation to read and understand the contract, and adhere to the Constitution, By-laws, and Policies of the Union.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**April 16, 2003**

**VERIFIED:**

*/s/ William W. Scott*

*Signature*

*Secretary*

*Office*

*4/16/03*

*Date*

SPEEA recognizes members who contribute to SPEEA members, their community, and the labor movement.

The STEPHEN PEZZINI, H.O.P.E. AWARD is named in honor of outstanding SPEEA Council Representative, Labor Activist and Community Volunteer Stephen Pezzini who tirelessly supported SPEEA members and his community seeking neither recognition nor reward.

The Helping Other People Excel (H.O.P.E) award is one of the highest honors awarded to a SPEEA member.

The H.O.P.E. award is bestowed on the member each year who exemplifies what Stephen Pezzini lived – An active SPEEA member who strongly advocates for SPEEA members, labor issues and volunteering selflessly in their community.

Each year, SPEEA advertises to the SPEEA Membership to nominate a SPEEA member in good standing from any bargaining unit in any state who they believe exemplifies Stephen Pezzini's legacy.

Each nomination should include a clear explanation of the SPEEA activities as well as the community volunteer work along with specific examples of each.

### Timeline

Each year, SPEEA should advertise the nomination opportunity to the membership commencing by November with nominations due mid-January.

The SPEEA Council Officers will solicit volunteers from the membership for the Stephen Pezzini H.O.P.E. Award Committee and the committee will meet following the nomination due date.

The Committee must review each nomination ensuring that the applicant is a member in good standing and the nominee gives time, effort, and benefits to the general community, as well as being an active SPEEA member beyond expectations.

The Stephen Pezzini H.O.P.E. Award is to be awarded at a region recognition event.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**May 18, 2016**

VERIFIED:

*/s/ Sandra Hastings*

*Signature*

*Secretary*

*Office*

*6/11/16*

*Date*

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SPEEA, as a nonprofit organization, should not contribute monies to other nonprofit or charitable organizations, except:

- 1) SPEEA may contribute funds, within reason as judged by the Executive Board, to support a cause by an outside engineering association with purposes and objectives similar to SPEEA.
- 2) SPEEA may contribute budgeted funds, within reason as judged by the Executive Board to support union actions, strikes and lockouts consistent with the appropriate council direction.
- 3) SPEEA may participate by sending representatives to outside organizations' meetings, conferences, etc., at SPEEA's expense if approved by the Executive Board and the respective Council Officers.
- 4) SPEEA representatives to such functions must in no way represent SPEEA's acceptance/rejection or approval/disapproval of any position taken by the outside organization without prior specific direction from the Council.
- 5) SPEEA may contribute non-dues-generated funds as appropriate.

SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION

June 16, 2004

VERIFIED:

/s/ Michelle Cooper

Signature

Secretary

Office

6/16/04

Date

# SPEEA Policy and Procedure Manual

SECTION VII: Outside Organizations  
SUBSECTION C: IFPTE  
References:

1. SPEEA Affiliated with the International Federation of Professional and Technical Employees in October 1999.
2. The SPEEA Area IFPTE Vice Presidents must act and operate in accordance with the instructions of the SPEEA Council, their respective Regional Council, and the Membership.
3. In the case where Council positions are not available, the SPEEA Area Vice Presidents may represent SPEEA's interests after taking into consideration past Council direction on the issue(s) and acting with good intent. The Vice Presidents must report to the Council at the next meeting on all issues which a position was taken without Council direction.
4. In the case where Council positions are not available for support of legislative, public issues or endorsements the Delegate must refer the issue to the SPEEA Legislative and Public Affairs Committee in accordance with Section V-A for research and referral to the SPEEA Council for action.
5. The SPEEA Legislative and Public Affairs Committee must review the agenda of scheduled meetings for issues affecting legislation and recommend to the Council directions affecting legislation and direction governing activities.
6. The SPEEA Governing Documents Committee must review the agenda of scheduled meetings for issues affecting policy and governing documents and recommends to the Council directions affecting policy and direction governing activities.
7. Each IFPTE Vice Presidential candidate must be permitted up to 25 words for their qualifications and 250 words for their position statement.
8. IFPTE Delegates are addressed in the regional Governing Documents.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**January 7, 2015**

**VERIFIED:**

*/s/ Theryl H. Johnson*

*Signature*

*Secretary*

*Office*

*1/7/15*

*Date*

Outside Organizations do not use the same terms. For the purposes of consistency of use in SPEEA, the term Associating is defined in the SPEEA Constitution as joining of unions or groups for a common purpose. The SPEEA Council Organizational Planning Committee is responsible for all investigations.

1. Any member of the SPEEA Council or any SPEEA Council committee may submit a proposed association to the council. Prior to passage or adoption, the SPEEA Organizational Planning Committee must:
  - a) Perform all necessary investigations, contacts, and data acquisition required to:
    - i) Determine if an association is a benefit to SPEEA Members.
    - ii) Determine if an association is a benefit to SPEEA.
    - iii) Determine the cost of an association.
  - b) Coordinate with the Governing Documents Committees for changes in SPEEA's governing documents.
  - c) The Organizational Planning Committee should define and explain the issue.
  - d) Produce a majority Organizational Planning Committee recommendation for council action.
  
2. The SPEEA Council has approved associations with:
  - a) The International Labor Communications Association (ILCA)
  - b) National Organization of Gay and Lesbian Scientists and Technical Professionals

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**July 17, 2017**

**VERIFIED:**

*/s/ Theryl A. Johnson*

*Signature*

*Chair*

*Office*

*7/17/17*

*Date*

Association of Professional Engineers, Scientists and Managers, Australia (APESMA)

SPEEA and APESMA agreed to a reciprocal agreement in 1998 where members who are assigned to work with the Boeing Company in each other's location have access to the full range of services provided by the reciprocal organization including discounts and staff assistance.

SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION

June 16, 2004

VERIFIED:

*/s/ Michelle Cooper*

Signature

*Secretary*

Office

*6/16/04*

Date

1. Constitution 2.2.2 specifies the procedure to be followed before SPEEA may affiliate with other groups or organizations and specifies that the delegates will act and operate in accordance with the instructions of the Council
2. Prior to affiliation:
  - a. No SPEEA member or employee must instigate affiliation discussions with another group or organization without specific Council instruction.
  - b. When approached by another group or organization with respect to affiliation, only exploratory discussion may be held prior to obtaining SPEEA Council approval for more detailed discussions.
  - c. The SPEEA Organizational Planning Committee and the SPEEA Governing Documents Committee must investigate potential affiliates either prior to or concurrent with Council instructed discussions.
  - d. When the Council-authorized affiliation discussions are held, a detailed written report on each such discussion must be provided within two weeks to the Organizational Planning Committee and the Governing Documents Committee. Also, discussion reports, together with Committee's recommendations on them, may be made incrementally during a series of such discussions or made at the conclusion of a series.
  - e. No SPEEA member or employee must commit or imply SPEEA approval of affiliation until the membership has approved the affiliation by referendum.
3. After the affiliation:
  - a. As each affiliation is authorized, a separate subsection of this section of the Manual may be established for that group or organization to record specific, continuing policy for those delegates.
  - b. The Governing Documents Committee must recommend to the Council instructions to delegates on all matters other than those specified in c below.
  - c. The Legislative and Public Affairs (L&PA) Committee must recommend to the Council instructions to delegates on all matters of legislation and public issues.
  - d. Prior to each meeting of an affiliated group or organization at which SPEEA delegates will be present, both the Governing Documents and L&PA Committees must review the agenda items and comply with b and c above. To avoid possible conflict of recommendations, the Governing Documents Committee Chairman, in consultation with the L&PA Chairman, may call a joint meeting of both committees when deemed advisable.
  - e. Council-approved instructions to delegates for each meeting must be assembled by the Council Secretary who must ensure that each delegate receives a verified copy and that a verified copy is also provided to the SPEEA Governing Documents Committee Chairman who must ensure that it is placed in a permanent SPEEA Governing Documents Committee file for that group or organization. That file must also include the agenda on which the instructions were based and the minutes of the meeting.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**June 16, 2004**

VERIFIED:

*/s/ Michelle Cooper*

Signature

*Secretary*

Office

*6/16/04*

Date



1. The SPEEA Council supports the participation by SPEEA Members and SPEEA staff in rallies and other actions in direct support of another labor organization's strike, informational picketing, or organizing campaign.
2. Support of another labor organization must be voluntary and no funds are to be expended unless pre-approved in accordance with SPEEA policies.

**SPEEA GOVERNING DOCUMENT COMMITTEE: APPROVED FOR PUBLICATION**

**November 18, 2015**

**VERIFIED:**

*/s/ Theryl H. Johnson*

*Signature*

*Chair*

*Office*

*7/17/17*

*Date*