



# Spotlight

PROFESSIONAL AEROSPACE UNION

*NW Legislative and Public Affairs (L&PA) Committee*

## Northwest L&PA prioritizes efforts to level the playing field for unions

*By Bryan Corliss  
SPEEA Senior Communications Specialist*

Unions have the odds stacked against them. Starting in January, SPEEA's Northwest Legislative & Public Affairs Committee will urge Washington state lawmakers to adopt two measures that will help level the playing field for workers when they are trying to form unions and exercise their collective bargaining rights.

One measure would allow Washington state workers to opt out of workplace meetings called by employers to discuss their religious, political or anti-union beliefs. Current federal law allows companies to make these kinds of meetings mandatory, and workers can be punished – even fired – if they don't attend. The proposed new state law would ban that.

The other measure would allow striking workers to collect unemployment benefits if their walkouts last longer than two weeks. Washington state law already allows workers to collect unemployment when they are locked out by their employers during a labor dispute. The draft legislation would extend benefits to all workers forced to strike to win better pay and working conditions.

Both measures will be sponsored by state Sen. **Karen Keiser**, a Burien Democrat who chairs the Senate Labor & Commerce Committee. Both also are similar to legislation that already has been passed into law in other states, said SPEEA Legislative Director **Brandon Anderson**.

"A strong majority of Americans approve of unions and would join one if they could," Anderson said. "These two proposals would make it easier for Washington state residents to do that and would make their unions more effective during collective bargaining, particularly unions of low-wage workers trying to get first contracts."

A Gallup survey this summer found 67% of Americans approve of unions. A few months later, a similar survey by the AFL-CIO found that 71% of Americans approve of unions, with 75% supporting unions going on strike for better wages, benefits and/or working conditions.

*Continued on page 3*





## Coffee and donuts with SPEEA

Northwest Council Reps are coordinating with their SPEEA contract administrators to host coffee and donuts at work. Members ranging from activists to new hires and interns are stopping in for a break and to get to know SPEEA. Since the fall, Council Reps hosted coffee and donuts at several sites, including Everett, Frederickson, Auburn, the Developmental Center and Portland, Oregon. To find out more, talk to your Council Rep. Not sure who it is? Go to [www.speea.org](http://www.speea.org) (Member Tools/Find your Council Rep). Shown here are members in Portland in November.

### Labor retains seat at the table

## SPEEA secures victory in Boeing Field ordinance

By Brandon Anderson  
SPEEA Legislative Director

SEATTLE – After nearly two years of emails, letters, meetings and public testimony, SPEEA recently achieved a significant victory in our ongoing advocacy efforts related to King County Ordinance 2023-0053.

With the support of our membership, MLK Labor, Councilmembers and other critical allies, the King County Council agreed to amend the ordinance and protect labor's ability to participate in the decision-making process regarding Boeing Field (King County International Airport).

The original ordinance, if passed, would have brought substantial changes to the Airport Roundtable, a vital body that shapes the future of Boeing Field and provides labor with a crucial platform.

The Airport Roundtable, historically consisting of representatives from various stakeholders, including aviation-related businesses, labor, pilots and eight local communities, plays a crucial role in advising airport administrators and elected officials.

SPEEA has actively participated for many years in the Roundtable, advocating for the interests of our members and their ties to the airport.

### Prior proposal jeopardized jobs

The proposed ordinance aimed to establish a new exclusive committee comprised of individuals with an opposing stance toward expanded airport operations. This committee, excluding labor and other stakeholders, sought to assume the Roundtable's authority, allowing it to directly advise airport and county leadership. Such a move had the potential to marginalize labor voices, jeopardize airport-related employment and undermine the democratic integrity of the decision-making process.

### Compromise keeps labor reps

The amended ordinance now excludes the sections that raised concerns, including the creation of the new committee. Additionally, the current Airport Roundtable will remain intact, and instead, adds a community representative from South Park and breaks up Beacon Hill and Rainier Valley into two separate representatives, expanding community seats from eight to 10. This compromise ensures labor's voice remains integral to the ongoing airport development process, and our neighbors in the community have an equal seat at the table to voice their concerns.

Thank you to all the members who wrote letters, emails and took action to ensure this big win.

Interested in learning more or getting more involved? Email me at [brandona@speea.org](mailto:brandona@speea.org).

Volume 68, Number 1, January 2024  
ISSN 0194-8687

#### President

Ryan Rule

#### Executive Director

Ray Goforth

#### Executive Board

Dan Nowlin	Treasurer
Shaunna Winton	Secretary
Mike Arrington	NW Regional VP
John Dimas	NW Regional VP
Jeffrey L. Forbes	NW Regional VP
Chris Streckfus	MW Regional VP

#### SPEEA Council Officers

R Matthew Joyce	Chair
Theryl (TJ) Johnson	Treasurer
Byron D. Henderson	Secretary

#### Midwest Regional Council Officers

Emily Forest	Chair
R Matthew Joyce	Treasurer
Benjamin Blankley	Secretary

#### Northwest Regional Council Officers

Mike Pirone	Chair
David Fritz	Treasurer
Raquel P. Cundiff	Secretary

#### SPEEA Publications

Karen McLean	Communications Director
Bryan Corliss	Senior Communications Specialist
Lori Dupuis	Graphic Designer
Julia Groves	Communications Support

[speea@speea.org](mailto:speea@speea.org) • [www.speea.org](http://www.speea.org)

#### published monthly by:

Society of Professional Engineering Employees  
in Aerospace, IFPTE Local 2001, AFL-CIO, CLC  
15205 52nd Ave. S • Seattle, WA 98188 • 206-433-0991

Reproduction rights reserved. No part of this publication may be reproduced without permission. When permission is granted, material must be used in context and credit given to the SPEEA SPOTLITE.

Original articles and feedback are solicited.

Subscription rate: \$2.00 per year.  
\$2.00 of the annual membership dues is paid as a year's subscription to the SPEEA SPOTLITE.

#### Periodicals Postage Paid at Seattle, Washington

##### SEATTLE HALL

15205 52nd Ave. S, Seattle, WA 98188  
Mon-Fri, 8 a.m. to 4:30 p.m.  
Phone: 206-433-0991 • 1-800-325-0811

##### EVERETT HALL

2414 106th St. SW, Everett, WA 98204  
Mon-Fri, 8 a.m. to 4:30 p.m.  
Phone: 425-355-2883 • 1-800-325-0811

##### WICHITA HALL

4621 E 47th St. S, Wichita, KS 67210  
Mon-Thu, 8:30 a.m. to 5 p.m. • Fri, 8 a.m. to 4:30 p.m.  
Phone: 316-682-0262 • 1-800-325-0811



INTERNATIONAL FEDERATION  
OF PROFESSIONAL AND  
TECHNICAL ENGINEERS

# Northwest L&PA prioritizes efforts to level the playing field for unions

Continued from page 1

## Banning 'captive audience' meetings

Under current federal labor law, Anderson said, "there is nothing to prevent the employer from disciplining an employee if the employer wants to force the employee to listen to the employer's political or religious views."

American companies are taking advantage of that. The Economic Policy Institute, citing research by Yale University's Law Journal, said 20% of U.S. workers have been subjected to mandatory "captive audience" meetings where they were told which political candidates to vote for. In many cases, workers were threatened with job losses, pay cuts or business closures if a company's preferred candidate didn't win.

Captive audience meetings are standard for companies where workers want to form unions. The Yale report found that employees are subject on average to 11 of these mandatory meetings during a typical union organizing campaign.

Oregon is one of the states that already has banned captive audience meetings. The Oregon law allows employers to hold meetings to discuss management's views on religion, politics or unions – but those meetings can't be mandatory, and workers can't be punished if they opt out of one.

The Oregon law doesn't infringe on companies'

free speech rights, Anderson said. "They're free to express their political or religious beliefs to their employees, they just can't coerce them into falling in line with those beliefs by threatening punishment or termination."

## Extending unemployment insurance to strikers

SPEEA and other unions also will advocate for a proposal to allow striking workers to collect unemployment benefits when walk-outs go beyond two weeks.

Right now, only two states allow workers to collect unemployment benefits while they're on strike – New York and New Jersey.

More states are considering it, however. Legislators in Ohio this fall introduced a bill to extend unemployment benefits to strikers during the first four weeks of a walk out. The Massachusetts Legislature is considering a bill that would allow striking workers to file for unemployment benefits after 30 days.

Connecticut's Senate in 2022 approved a measure to extend the benefits, but the Legislature adjourned before the House could take it up. Connecticut does allow striking workers who lose their employer health benefits to enroll in the state's health insurance plan.

Most recently, both houses of California's Legislature passed a bill that was vetoed by Gov. Gavin Newsom in the middle of the Hollywood writers' and actors' strikes. Newsom said the state's underfunded unemployment insurance system couldn't handle the additional cost and called for comprehensive reform of California's unemployment insurance system.

In each state, legislators who backed these measures cited economic fairness, Anderson said.

"You may have formed a union, but if you're a coffee shop worker living paycheck-to-paycheck while you negotiate your first contract, it's hard to go on strike," he said. "You don't have savings and your employer can literally starve you out."

Anderson continued: "As Dr. King famously said, 'What good is having the right to sit at a lunch counter if you can't afford to buy a hamburger?' The same is true today for low-wage workers and their union rights. If your employer knows one missed paycheck will cause you to miss rent payments or have your power turned off, it won't bargain fairly with you and your union."

The Washington Legislature will meet in Olympia for a 60-day session starting Jan. 8. The Northwest L&PA Committee will head to Olympia to press lawmakers for their support on Jan. 31. Send an email to [brandona@speea.org](mailto:brandona@speea.org) to learn more about how to get involved.

## Kick off in February

# Still time to get involved with 2024 ACE mentor program

SPEEA Aerospace Career Enhancement (ACE) seeks both potential mentors and mentees for its five-month aerospace mentorship program.

Sessions start in February and run through June. Mentors and mentees are expected to meet one-on-one in person monthly and also to attend group development sessions held the first Tuesday of each month.

The sessions will cover topics including refreshing your resume, preparing for interviews and career paths in aerospace.

Mentees can be anyone interested in having an aerospace professional as a mentor, including college students, professionals seeking career changes or anyone else embarking upon an aerospace career. The program pairs individuals with current and retired aerospace professionals from a variety of disciplines, including pilots.

"If you're looking to enter the aerospace industry, as a student or professional, we'd love to have you participate as a mentee," said **Nassim Riazi**, a Boeing systems engineer and Ed Wells Partnership program administrator who serves as



*Nassim Riazi*  
ACE technical coach

a SPEEA ACE technical coach. "Your mentor can help you connect and network with professionals within their network, you'll gain skills in our group-learning sessions, and you'll get monthly advice from an experienced professional within your chosen industry.

Potential mentors are experienced professionals, current or retired, who want to help and support others, have good listening skills, and possess a desire to share their experiences in aerospace. Those who volunteer as mentors will receive support from the SPEEA ACE technical coaches.

Along with Riazi, the technical coaches are **Racquel Cundiff**, senior production review engineer, and retired Boeing engineer and Technical Fellow **Linda Thomas**.

Mentors are coached in ways to provide their mentees with the tools they need to do tasks on their own. "Mentorship is more than just guidance," Riazi states, "It is establishing a relationship based on trust and respect, to aid another person in professional development, increase their confidence and aid them in overcoming career roadblocks.

At the end of the five months, mentees will have received training on how to:

- Create a five-year plan to achieve career goals

- Understand soft skills needed to communicate and inspire action in technical roles
- Set up, conduct and follow up on informational interviews
- Build a resume that gets noticed
- Implement tips to find balance in your professional and personal lives

Five months, Riazi said, is "a small commitment for the long-term benefits of a mentorship."

More information about the program, and a link to enroll, is available at the SPEEA ACE website, [canvas.aerocareer.org](http://canvas.aerocareer.org). Or you can contact SPEEA ACE at [ace@speea.org](mailto:ace@speea.org).

## Index

Seeking candidates for Executive Board officer positions .....	P4
Boeing Prof and Tech Units: SPEEA agrees to new Boeing/Aetna Medicare Advantage Plan .....	P4
Getting to know SPEEA negotiations .....	P5
How SPEEA works through member involvement.....	P6
Meet the Ed Wells staff – delivering technical/professional development .....	P7
SPEEA-Boeing: Retention-rating process starting.....	P8

## Election information online

# Seeking candidates for Executive Board officer positions

SPEEA is seeking eligible members to run for union president, treasurer or secretary on the Executive Board. All three positions are open for new, two-year terms.

For more details, see the Executive Board election packet and petition at [www.speea.org](http://www.speea.org) (drop-down menu: Councils/Forms, Petitions, Delineations).

### The election packet includes:

- Eligibility requirements
- Candidate requirements
- Election timeline
- Campaign information

### Key dates (see election packet for details)

- Jan. 10-24 – petition submission
- Jan. 29 – candidate information due
- Feb. 28 – ballot packets in the mail
- March 13 – ballots counted
- March 27 – new terms start for officers

## About the Board

Executive Board members are responsible for setting and administering the annual budget and administering the affairs of SPEEA according to the constitution, bylaws and policies established by the membership and the union councils.

## Federal law applies to campaigns

Federal law bans candidates from using union or company resources to conduct their election campaigns.

### For example, do not:

- Use company (or union) resources such as paper, copy machines or email
- Campaign on company time
- Post on union or company bulletin boards

This applies to the candidates *and* their supporters.

## Mailing campaign literature

Federal law also requires labor organizations to comply with all reasonable requests from any candidate to distribute campaign literature, at the candidate's expense, to members in good standing of the labor organization.

If candidates or their supporters want to send a mailing to members, they will work through a bonded mailing house. Addresses are never provided directly to a candidate.

# SPEEA committees spread holiday cheer

With the help of the regional Membership Activities Committees (MAC), SPEEA brought joy to members and their families before the winter break.



SPEEA member **Mary Ransier** and her dog with Santa in Everett. They were one of 19 families who took part Dec. 2.



Shown here in Tukwila are **Kayleen Luong, 5,** and **Skyden Luong, 1,** grandchildren of SPEEA member **Kernan Scott.** They were one of 14 families who took part Dec. 9.

At the Midwest MAC holiday bowling event, **Luna Tran** met Santa. She was from one of about 30 families who took part in the event on Dec. 16. More than 130 came to bowl and have fun with fellow SPEEA members.



## Boeing Prof and Tech Units

# SPEEA agrees to new Boeing/Aetna Medicare Advantage Plan

SPEEA has entered into an agreement with Boeing to replace the Boeing Medicare Supplement Plan (identified in Section 16.3(a) of the Professional and Technical Collective bargaining agreements) with a Boeing/Aetna Medicare Advantage Plan effective Jan. 1, 2024.

The Executive Board voted to approve the Letter of Understanding (LOU) request from Boeing. This saves the 5,064 formerly SPEEA-represented enrollees approximately \$110 million dollars over the five-year Boeing/Aetna contract.

All current enrollees in the Boeing Medicare Supplement Plan will be enrolled in the Medicare Advantage (MA) Plan unless they proactively disenroll. The new plan is a Boeing/Aetna Medicare Advantage PPO plan with the Extended Service Area (ESA).

Like the current plan, this plan:

- Has a nationwide provider network
- Has an embedded Medicare Part D Plan with coverage during the donut hole
- Covers Part B excess charges
- Covers urgent care and emergency

care worldwide

- Requires enrollees to pay Medicare part B premiums (as well as any applicable Part B Income Related Monthly Adjustment Amounts (IRMAA) and Part D IRMAA)

The new plan closely mirrors the benefits of the Boeing Medicare Savings Plan (BMSP), with more than 95% of providers being in network and/or willing to bill the plan, 97% of retail pharmacies filling prescriptions accepting the plan and a 99% drug formulary match.

Unless there are material legislative, regulatory, Centers for Medicare and Medicaid (CMS) enforcement actions, Medicare Advantage funding or enrollment changes, this new plan will be offered with a \$0 premium from 2024 through 2028.

## Learn more

- See more plan information at <https://www.aetnamedicare.com/boeing/en/index.html>.
- The SPEEA-Boeing Letter of Understanding is at: [https://www.speea.org/Bargaining\\_Units/contracts.html](https://www.speea.org/Bargaining_Units/contracts.html).

Members get involved

## Getting to know SPEEA negotiations

Members have been asking about negotiations for their contracts. SPEEA is gearing up in response to those questions in many ways.

As we talk about the negotiations process outlined in SPEEA's governing documents, keep in mind negotiations are member-driven, with multiple ways for members to get involved.

### Contracts expiring this year

The **SPEEA Pilots and Instructors Unit (SPIU)** contract expires in March. **Jason Collette**, the contract administrator for SPIU, has been in talks with this smaller group of members to discuss issues and next steps for negotiations.

The **Wichita Engineering Unit (WEU)** contract expires Dec. 1, 2024. This bargaining unit currently represents more than 1,000 engineers who work at Spirit AeroSystems.

WEU Council Reps and Area Reps are encouraging more of their co-workers to become dues-paying members. Showing strong membership and union solidarity sends a powerful message.

The WEU Bargaining Unit Council will soon elect a five-member team – see adjacent article.

### Contracts expiring in 2026

**Wichita Technical and Professional Unit (WTPU)** – This bargaining unit contract expires in January 2026. As with the WEU, the WTPU Bargaining Unit Council will elect a team of negotiation team members several months prior to the contract expiration. This bargaining unit currently represents nearly 1,500 employees at Spirit.

**Northwest Prof and Tech** – These two bargaining units' contracts at The Boeing Company expire in October 2026. This covers about 16,500 Profs and Techs in five states.

Per the SPEEA Northwest governing documents for the Prof and Tech negotiations process, the first step is to launch the Negotiation Prep Committee in the coming months.

All dues-paying members are welcome to step up for this committee, which helps research related contract issues and raise awareness about nego-

tiations and the process.

According to SPEEA's governing documents' timeline, the Bargaining Unit Negotiations Support (BUNS) Committee starts in late fall of 2025. All members are eligible to join.

Both NPC and BUNS have responsibilities such as collaborating with staff to find out priorities for the bargaining units. BUNS also focuses on increasing member awareness and support and sending a message of strength.

### Prof and Tech negotiation teams

About a year prior to the contracts expiring, SPEEA Prof and Tech Bargaining Unit Councils will seek applicants for the Negotiation Teams. Once elected, the teams receive negotiations training.

SPEEA's staff have in-depth knowledge and experience in labor law, negotiations planning and execution along with expertise in topics such as pay practices, market relationships, Employee Retirement Income Security Act (ERISA) plans and other benefits. These subject matter experts will work to prepare our elected teams for negotiations. This will include training, reviews of surveys and other historical documents along with a compilation of issues SPEEA tracked between contract negotiations.

### Prof and Tech negotiation team eligibility

Interested in serving on the Prof or Tech negotiation teams? Eligibility requirements include being a member for at least three years and involvement in SPEEA, such as serving on a committee, or in the role of Area Rep, Council Rep or Executive Board member, for at least two of the three years prior to the contract expiring.

For those not yet ready to step into the responsibility of being on one of the negotiations teams, there are plenty of other opportunities to get involved. Take a look at the SPEEA website including our on-line calendars to see where you can get started. Talk with your Council Representative to learn more. Not sure who that is? Go to [www.speea.org](http://www.speea.org) (drop-down menu: Member Tools/Find your Council Rep).

the Facebook page for Eta Beta Lambda Chapter of Alpha Phi Alpha Fraternity at WSU to see their event details for Saturday, Jan. 13. This is a commemoration, awards and scholarship luncheon.

The 2024 AFL-CIO Dr. Martin Luther King Jr. Civil and Human Rights Conference will be happening in Montgomery, Alabama from Jan. 12-14. Visit [themlconference.org](http://themlconference.org) for more details or to see a recap video of last year's conference.

SPEEA offices close Jan. 15 in observance of the federal holiday.

Deadline to apply: Jan. 26

## Apply for Wichita Engineering Unit (WEU) Negotiation Team

**W**ICHITA – The Wichita Engineering Unit (WEU) Bargaining Unit Council (BUC) is seeking applicants for the WEU Negotiation Team. The deadline to apply is Friday, Jan. 26.

The application form is online at [www.speea.org](http://www.speea.org) (drop-down menu: Bargaining Units/Current Negotiations).

The WEU contract, which expires Dec. 1, 2024, covers more than 1,000 SPEEA-represented employees at Spirit.

### Recommended requirements

- Regular SPEEA member for the past three years.
- Active member for a minimum of two years in the past three years – examples include serving as a Council or Area Rep, Executive Board member or active on a SPEEA committee. *Note:* Members currently on the Tellers Committee or Judicial Review Committee cannot serve on the Negotiation Team at the same time.
- Must attend a negotiation team orientation session.

### Options for orientation

By attending an orientation session, members will learn more about the negotiation process and what to expect in terms of time commitment.

Both sessions are at SPEEA Wichita at 4:30 p.m. Members can choose from either session.

- Tuesday, Jan. 16
- Wednesday, Jan. 17

Email [vickim@speea.org](mailto:vickim@speea.org) to reserve your seat.

If planning to apply, email your completed application to [vickim@speea.org](mailto:vickim@speea.org) by Friday, Jan. 26.

### Election process

Applications will be reviewed by a Selection Committee. The committee then interviews candidates and makes recommendations to the WEU Council.

The WEU Bargaining Unit Council Reps then consider the recommendations and vote to elect members to serve as the bargaining unit's negotiation team.

## Honoring Martin Luther King Jr. Jan. 15

**C**elebrate and honor Martin Luther King Jr., a legendary leader in the civil rights and economic justice movement, on Jan. 15.

Give back locally! The Seattle MLK Jr. Organizing Coalition is planning its annual events, including workshops, speakers and a march, and always has volunteer opportunities. Go to [www.seattlemlkcoalition.org](http://www.seattlemlkcoalition.org) to see how you can get involved and what they have in store this year.

Events are also being planned through Wichita State University (WSU) to honor King's legacy. See

## Nominate a volunteer for SPEEA award

When you read “strong advocate for labor issues” and “selfless volunteer in the community,” who comes to mind? If they are a SPEEA member, consider nominating them for the **Stephen Pezzini Helping Other People Excel (H.O.P.E.) Award**.

The Jan. 19 deadline for nominees is approaching quickly!

### Award criteria

- Current dues-paying member in any SPEEA bargaining unit
- Active in SPEEA ‘beyond expectations’
- Volunteers to benefit the general community

### How to nominate

Go to [www.speea.org](http://www.speea.org) (drop-down menu: Councils/Forms, Petitions, Delineations) and fill out the ‘Pezzini nomination form.’ To submit your nomination, email the completed form to [amberm@speea.org](mailto:amberm@speea.org) by **Friday, Jan. 19**.

### Nomination committee

Members can apply for the Stephen Pezzini H.O.P.E. Award Committee responsible for reviewing the nominations. If you are a SPEEA member interested in serving on this committee, send your name and contact information to [amberm@speea.org](mailto:amberm@speea.org) by Friday, Jan. 19.

## **SPEEA Aerospace Career Enhancement** **ACE classes coming up**

Check out the upcoming free classes offered by SPEEA Aerospace Career Enhancement (ACE) in the next couple of months.

- “Building Team Culture through the Ways We Work: Simple Tools to Get Started” (virtual) – Wednesday, Jan. 17, from 5 to 7 p.m.
- “First Aid + CPR/AED” (SPEEA Everett Hall) – Saturday, Feb. 3, from 9 a.m. to 1:30 p.m.
- “First Aid + CPR/AED” (SPEEA Tukwila Hall) – Saturday, Feb. 10, from 9 a.m. to 1:30 p.m.

To register and learn more about other upcoming classes, go to [canvas.aerocareer.org](http://canvas.aerocareer.org).

## How SPEEA works through member involvement

SPEEA is a highly democratic organization, with decisions made either by members directly, through membership votes, or their district’s Council Representative.

Here’s a comprehensive overview of SPEEA’s organizational structure – and ideas for how you can get involved.

### Executive Board and Councils

SPEEA’s Executive Board is the top decision-making body, assigned to set and monitor the union’s annual budget and administer the affairs of the union according to our member-approved bylaws.

The Executive Board is comprised of seven members, who are elected by members to serve staggered two-year terms. The president, treasurer and secretary are elected in even-numbered years – new officers will be elected in 2024. Four regional vice presidents (three from the Northwest and one from the Midwest) are elected in odd-numbered years.

The Executive Board is guided by the councils that define union policy:

- **SPEEA Council** – which acts on behalf of the entire membership nationwide.
- **Northwest Regional Council** – which forms policy for bargaining units at The Boeing Company.
- **Midwest Regional Council** – which is the policy-making body for bargaining units at Spirit AeroSystems.

Each of the councils consist of Council Representatives (or “CRs”) who run for open positions and are elected in case of a contest. Each CR represents an average of 200 members who work within a Council district defined by building(s) or site. Each Council is led by officers who are elected by their fellow Council Reps to serve two-year terms.

The SPEEA Council meets four times a year. The Northwest and Midwest Councils each meet eight times a year.

### Council Reps

Council Representatives are key figures within SPEEA. Besides their work as delegates setting union policy, they also are our union’s representatives in the workplace – similar to shop stewards in other unions. They are tasked with ensuring every SPEEA-represented employee receives union representation whenever necessary.

CRs are directly selected by the members within their districts. Every odd-numbered year (or as positions come open) members who wish to serve as Council Reps submit a petition and statement to SPEEA’s Teller Committee, which validates

the documents are in compliance and the person submitting them has been a SPEEA member in good standing for the preceding 12 months. Elections are held if more than one candidate submits a valid petition for a CR position.

### Area Reps

Area Representatives (or “ARs”) also play important roles within the workplace. They are members who volunteer to assist the Council Rep in their district with tasks including:

- Assisting with communications within the district, including emails, fliers, publications and monitoring bulletin boards
- Assisting with organizing workplace meetings
- Welcoming new members and encouraging them to get involved with SPEEA
- Connecting members with their Council Rep and assisting Council Reps with contract enforcement
- Learning about SPEEA’s governing structure and history to be able to answer general questions from members

Area Reps serve the same two-year terms as Council Reps, but they aren’t required to stand for election. Instead, members who want to become ARs can fill out a petition, which requires signatures from five union members in your work area, or the signature of the Council Rep in your district.

“If you have the bandwidth, becoming an Area Rep would be an important thing a member could do to support our union,” SPEEA President **Ryan Rule** said. “With contract talks coming up at Spirit this year for the Wichita Engineering Unit (WEU), and at Boeing in 2026, it is more important than ever for us to have a robust network of ARs who can serve as two-way conduits of information and help CRs organize events in the workplace.”

To learn more about how to become an Area Rep, visit [www.speea.org](http://www.speea.org), and under the Member Tools drop-down menu, select Area Reps.

### Committees

Members are always welcome to attend a monthly SPEEA and/or regional committee meeting. Committee members work together to plan events, develop Council motions and network on issues that matter to them.

You can learn more, including the names and contact information for current committee officers, at [www.speea.org](http://www.speea.org) (drop-down menu: Councils/Council Committees).



# LEARNING



The Ed Wells team members are shown here at their year-end event. Ed Wells program administrators and other staff work to develop and deliver classes of interest to the SPEEA Prof and Tech units. This is a mutually negotiated contract benefit.

## Meet the Ed Wells staff – delivering technical/professional development

Many of the staff at Ed Wells Partnership are program administrators. Most of the program administrators are on a two-year rotation on loan from their home organization. Bringing in professionals with different areas of experience broadens the possibilities for curriculum development.

### Meet the staff

Career Services focal **Dana Black** has been working at Ed Wells for three and a half years. She recommends taking the class “Listening Intelligence: What Are Your Listening Habits? ECHO Listening Profile Assessment” and checking out the recording of EWP Live! “You’re Always On: Your Career Development Journey.” In addition to coaching SPEEA members, Black coaches high school soccer and basketball. She enjoys motivating and helping people develop.

**Joleen Coleman** has been working as a program administrator for five years. She recommends the class “Crucial Skills of Effective Leads” and EWP Live! “National Air Races 1920 – 1940 & Their Contributions to Aviation Advancements” (but really, any EWP Live! **Mike Lavelle** has presented). Coleman’s favorite breakfast is a plain bagel with plain cream cheese topped with sliced dill pickles. Don’t knock it till you try it!

**Kristi Cornejo** came to Ed Wells as a rotational program administrator three years ago and is now on the SPEEA staff. Her favorite class is “Truly Tapping Your Strengths – and Those of Your Team.” Cornejo recommends the book

“Influence is Your Superpower” by **Zoe Chance**. She enjoyed leading the book club so much she developed a class for the Global Technical Leadership Certificate program.

**Jackie Googe** worked a number of roles at Ed Wells over the last eight years and is currently the finance focal. Googe likes to cook, and the rest of the team loves to eat the treats she brings in.

**Brent Hadley** works as a rotational program administrator and is an instructor for a number of popular classes, including the new “Introduction to Cloud Computing” class. He is named on more than 100 patents.

**Kelly Hanes** is the SPEEA co-director for Ed Wells Partnership. She has been working in various roles at Ed Wells for more than six years and was an instructor before that. Kelly delights in most of the Ed Wells book clubs, but “Fly Girls” by **Keith O’Brien** has been her favorite so far. The classes that have had the most impact on her were “Crucial Skills of Effective Leads” and “Leading with Emotional Intelligence.”

Rotational program administrator **Ellie Heard** has been working at Ed Wells for one year. She enjoys the book “Mindset” and recommends the class “Communicating Up – How to Talk So Managers Will Listen.” Heard loves to roller skate on trails throughout Washington. One of her favorites is the Centennial Trail.

Boeing pilot **Bechara Mallouk** has been a rotational program administrator for a little more than a year. He recommends the EWP

*Continued on page 8*

# TRAINING/ EVENTS

See online calendar for details. RSVP where you plan to attend.

## MIDWEST

### Young Professionals no-host social

Friday, Jan. 12, 4 p.m.  
Location TBD

Email [tjtrousdale@gmail.com](mailto:tjtrousdale@gmail.com) for location details

MW Young Professionals

### Teller Committees

## New terms for election committees

SPEEA is seeking members to run for their region’s Teller Committee.

Members of this committee:

- Count ballots for union elections, contract votes and when needed, for Council votes.
- Work with the SPEEA comptroller to review the annual auditor’s report.
- Monitor Council district delineation and make changes as needed to ensure each district has enough Council Reps for the number of members in their area.

To be eligible, candidates must be regular members for the previous 12 months.

For details, including a petition, see the SPEEA/ Regional Tellers election packet and petition at [www.speea.org](http://www.speea.org) (drop-down menu: Councils/ Forms, Petitions, Delineations).

Submit your petition/statement to your nearest SPEEA hall between Wednesday, Jan. 10 and Wednesday, Jan. 24 or email both to [petitions@speea.org](mailto:petitions@speea.org) during this timeframe.

## Follow SPEEA on social media





Periodicals Postage Paid at Seattle, Washington

Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC 15205 52nd Ave. S • Seattle, WA 98188

**MOVING?** Remember to correct your address with your employer.

THE SPEEA SPOTLITE • 15205 52nd Ave. S • Seattle, WA 98188

## Meet the Ed Wells staff – delivering technical and professional development offerings

Continued from page 7

Live! presentation “Jet Transport Flight Crew Complement Revisited the First Transport Glass Cockpit” and the class “Introduction to Airplane Flutter.” He enjoys working for Ed Wells and providing skills that go beyond the 9-5 work schedules.

Program administrator and conference grant coordinator, **Eric Miller** has been working at Ed Wells for more than seven years. His favorite Ed Wells class is “Fearless Progress: The Science of Employee Psychological Safety,” and he recommends the book “Never Split the Difference.” Miller is a huge University of Washington Husky football fan.

**Cindy Murray** had been providing invaluable organizational support to Ed Wells for three years. She enjoys spending time in the garden and with her two granddaughters.

**Dan Nowlin** is the newest rotational program administrator. He has been an avid Ed Wells user and recommends the class “Essential

Conversations” and any of the book clubs highlighting aviation history. He is a big advocate of the robotics program led by For Inspiration and Recognition of Science and Technology (FIRST). If you see him in a class, ask him about robots!

**Issam Qasem** has been with the team for three years. He is a one-person IT department for Ed Wells and sometimes wonders if he should have been a professional soccer player instead.

**Nassim Riazi** has been a rotational program administrator for 14 months. A leadership certificate program graduate, her favorite classes are from the “Essentials in Leadership” series. She is also a career coach and scuba diver.

Back for her second role at Ed Wells, Career Services focal **Mina Sylvia** returned to EWP after realizing it was her favorite team. Sylvia takes great pride in personal development and would be a professional student if she could. She is currently taking advantage of Boeing’s Learning Together Program and working

toward earning a professional coaching certification. She recommends the “Adventures in Communication” and “Seven Habits for Highly Effective People” classes, the book “Atlas of the Heart” by **Brene Brown** and “Career Growth & Development Panel” EWP Live! recordings.

**Farhad Teymurian** is the acting Boeing co-director. He has been a manager at Ed Wells for five years. He worked with NASA prior to his role in Boeing Commercial Airplanes (BCA).

Program administrator **Elizabeth Zolyomi** recommends “Commercial Marketing at Boeing” EWP Live! events. She’s traveled the world for Boeing through Customer Engineering.

See the classes, conference grant opportunities, career help, EWP Live! programs and more at [edwells.web.boeing.com](http://edwells.web.boeing.com) on the Boeng intranet.

### SPEEA-Boeing

## Retention-rating process starting

For Profs and Techs at The Boeing Company, the annual retention-rating process is underway.

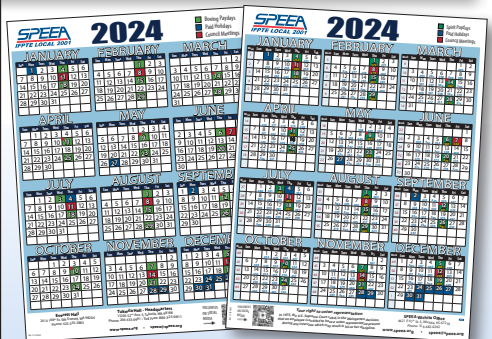
Managers assign retention ratings to SPEEA-represented employees. These ratings determine the general order if layoffs are needed.

### Retention-rating timeline:

- Managers complete assessments: Jan. 22 – Feb. 2
- Skill Teams conduct retention meetings, assign ratings and complete final inputs: Feb. 5 – March 8

- Final review: March 11 – 29
- Employees notified: April 1 – 12
- Effective date: April 15
- Post exercise: Skill Captains communicate 2024 competencies across skills

For more information about retention ratings and SPEEA’s appeal process, go to [www.speea.org](http://www.speea.org) (click on drop-down menu: Member Tools/Retention).



## Boeing – Spirit 2024 payday calendars

[www.speea.org](http://www.speea.org)

(Drop-down menu: Member Tools/Payday Calendars)