

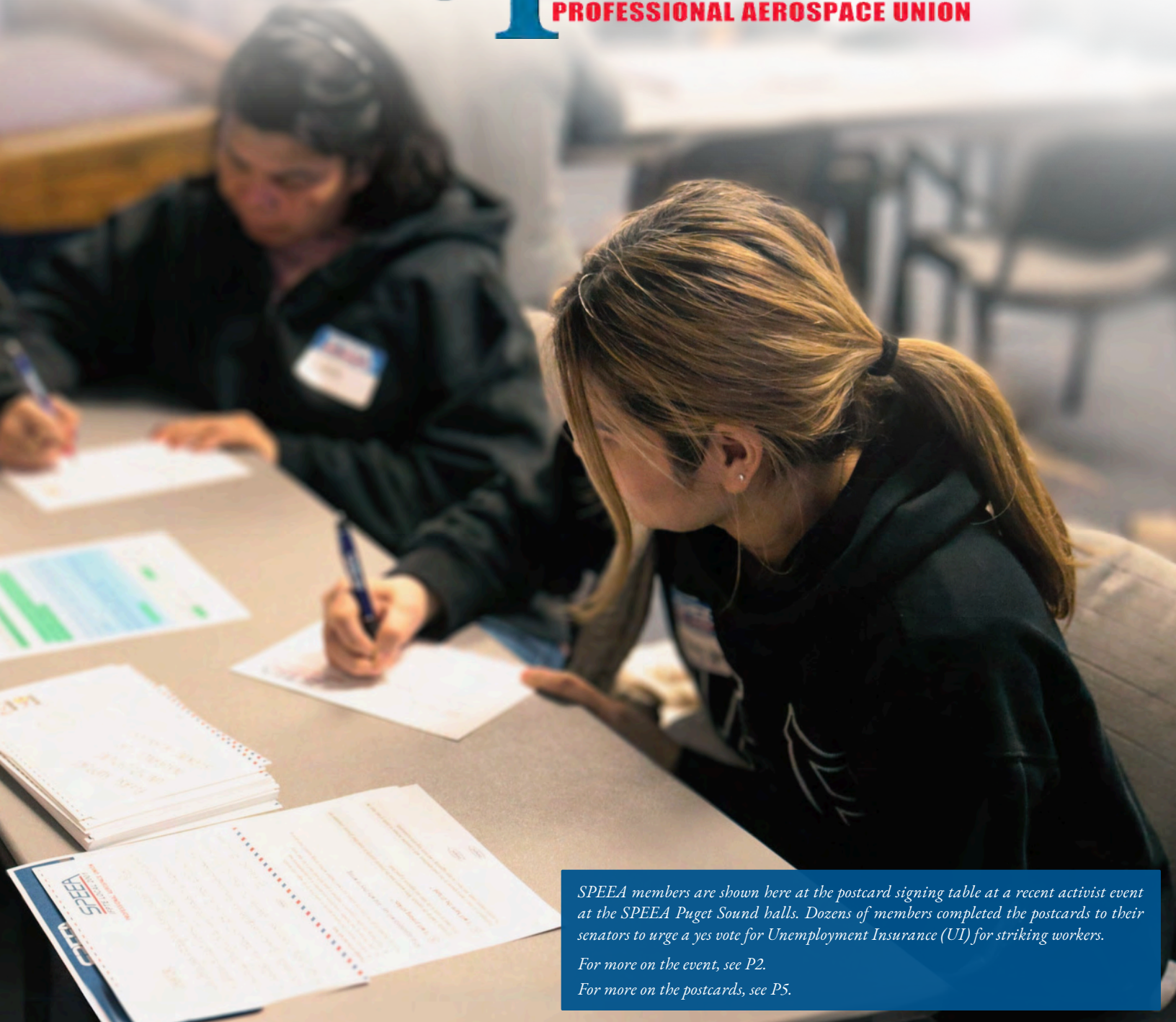
the **SPEEA**  
**IFPTE LOCAL 2001**

Monthly Publication  
**FEBRUARY 2025**



# Spotlight

**PROFESSIONAL AEROSPACE UNION**



*SPEEA members are shown here at the postcard signing table at a recent activist event at the SPEEA Puget Sound halls. Dozens of members completed the postcards to their senators to urge a yes vote for Unemployment Insurance (UI) for striking workers.*

*For more on the event, see P2.*

*For more on the postcards, see P5.*

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## On the cover

# SPEEA celebrates members' solidarity with IAM

When the Machinists went on strike last fall, SPEEA members supported the strike in many ways, including 550 who spent time on the picket lines.

The SPEEA Executive Board showed its appreciation by offering a SPEEA apparel item to members who went to the picket lines.

Some of those members repeatedly joined the line, including Area Rep **Norm Chow** and SPEEA Secretary **Ryan Rule**. Chow often went on his lunch hour or after work/weekends. Rule often brought his school-aged daughters to the line after work/weekends.

Some SPEEA members who joined the line were supporting family members - their spouse, parent or child - who were Boeing Machinists on strike.

To recognize the SPEEA members' solidarity with the Machinists, SPEEA hosted a social event for them to pick up their apparel item, meet others and learn about other ways to strengthen SPEEA to prepare for our negotiations. Dozens of them signed postcards urging Washington state lawmakers to support Unemployment Insurance for striking workers.

Many of the newer activists also signed up to become Area Reps to help their Council Reps stay connected to members in their district.

Their efforts on the picket line at all the Machinists' major picket sites made a difference. Our SPEEA activists are now literally 'gearing up' with SPEEA visibility apparel for what's next.

## Members run for regional vice president seats on Executive Board

Eight members are running for three regional vice president positions. In the Midwest, **Chris Streckfus** ran unopposed for another term as MW regional vice president.

### Northwest regional vice president candidates

(three seats)

- Lynette Shiroma
- David Garrett
- Rick O'Neill
- Tami Reichersamer
- Richard Mahoney
- Mike Arrington
- Alex Phillips
- Jeffrey L. Forbes

Names are in ballot order as determined by a random drawing.

The candidates submitted valid petitions with at least 20 members' signatures by the Jan. 22 deadline.

Northwest SPEEA members can cast their vote. SPEEA will provide more information about the balloting process later this month. The voting period ends at noon, Wednesday, March 12.

To help members learn more about the Northwest candidates, SPEEA will provide information submitted by the candidates, including their responses to questions approved by the Northwest Council.

The newly elected vice presidents start two-year terms March 26.

### About the Executive Board

The Executive Board oversees SPEEA activities and monitors expenses. The Board also serves as the team for any interim negotiations that may occur between formal bargaining sessions and also appoints members to represent SPEEA on committees such as joint committees with company leaders.

### Reminders about campaigning

- Federal law prohibits candidates and their supporters from using company/union resources such as work email or bulletin boards.
- Candidates can, at their expense, mail campaign literature to members' homes. They work with a bonded mailing house. Addresses are never provided directly to a candidate.



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

15205 52nd Ave. S • Seattle, WA 98188 • 206-433-0991

**PRESIDENT** ..... John Dimas

**EXECUTIVE DIRECTOR** ..... Ray Goforth

### EXECUTIVE BOARD

Dan Nowlin	Treasurer
Ryan Rule	Secretary
Mike Arrington	NW Regional VP
Jeffrey L. Forbes	NW Regional VP
David Garrett	NW Regional VP
Chris Streckfus	MW Regional VP

### SPEEA COUNCIL OFFICERS

R Matthew Joyce	Chair
Bobby Warwick	Treasurer
Byron T. 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

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#### SEATTLE HALL

15205 52ND AVE. S, SEATTLE, WA 98188  
MON-FRI, 8 A.M. TO 4:30 P.M.  
PHONE: 206-433-0991

#### 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



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## 25th anniversary Feb. 9

# Read 'Picket Line' to learn about SPEEA strike of 2000

At 9 a.m., Feb. 9, 2000, nearly 18,000 Profs and Techs walked away from their work at Boeing, starting the first white-collar strike of its kind in the U.S.

To commemorate the 25th anniversary, consider reading "Picket Line," a first-person perspective by **Tom McCarty**, former SPEEA president and member of the negotiation team at the time of the strike.

McCarty published the book in 2020. The book is available for purchase online.



## PRESIDENT'S CORNER

By **John Dimas**,  
SPEEA President

# Building solidarity is everyone's job

**W**e must build more leverage and solidarity within all the SPEEA ranks.

Strong solidarity creates more leverage and in turn builds strong contracts. An active and motivated SPEEA membership needs to demonstrate strong solidarity. And this is not just right before a contract vote, but well before it. Solidarity is not a 'one-time' thing – it's an 'all the time' thing.

Our contracts should reflect the wants and needs of the membership. We must be an active and motivated SPEEA membership well before those contracts are negotiated. The good news is whatever time you can contribute; it will have a profound benefit to us all.

To achieve strong solidarity, all SPEEA members need to participate at a foundational level. What is the foundational level? Vote in every election for SPEEA leadership positions (Executive Board, Council Representatives, and Tellers). Participate in every survey and in every contract vote. Ask questions of your leaders, representatives and staff. If there is a problem, contact me or anyone else on the SPEEA Executive Board. Lastly, attend lunchtime meetings (LTMs) and learn about different aspects of your contract and offer feedback on what changes you would like to see.

## We need more Area Reps

Help build the communication network as an Area Representative.

In these days of the internet, email and social media, the most effective form of communication is still member to member and within our work groups. Do you talk about SPEEA topics with

your co-workers? Congratulations, you are doing the work of an Area Representative! The responsibilities of Area Reps (ARs) are flexible by design. Want to contribute, but have a few other outside commitments? Sign up and you'll receive the same email messages that Council Representatives receive to send to the membership. Commit as little or as much time as you can and have a profound impact on your next contract.

## Become a leader

At the end of this month, I'll complete 20 years of being a SPEEA member and an engineer at The Boeing Company. In May of 2015, I was not active in SPEEA, ran for a Council Representative (CR) position and about 10 years later, I find myself as SPEEA president. It has been one of the best experiences of my life, working for all SPEEA members.

Council Representatives represent SPEEA members in the workplace, set SPEEA policy, and at contract time, make a recommendation to the membership on any proposed contracts.

If you want to see change in your area, if you want to work for a better SPEEA or have a chance to interface directly with your employer, then you should run for a CR seat or even try for Executive Board.

If we want to see good contracts, we ALL must do our part. That part may be small, or it may be large, but it does send a message. Participation is power.

# Celebrate National Engineers Week Feb. 15-22

**N**ational Engineers Week celebrates the contributions of engineers and technical workers in almost every field of human endeavor, while encouraging young people to achieve higher levels of math, science and technology literacy.

This year, Engineers Week is Feb. 15-22. The National Society of Professional Engineers

(NSPE) encourages all of us to engage young people during the week, to spark their interest in engineering or technology careers.

We can do that by talking about engineering, doing Science, Technology, Engineering and Math (STEM) activities with them or sharing stories of why you wanted to become an engineer. When we talk about how engineering is creative, requires teamwork and has a positive impact, that sparks interest in the field among boys and girls.

*Continued on P4*

## Reduction in Force (RIF)

# RIFs create chaos and fear that hurt safety culture

Union members report Boeing sending more SPEEA work overseas

By **Rich Plunkett**, SPEEA Director of Strategic Development

On Oct. 11, 2024, Boeing CEO **Kelly Ortberg** released a message to employees announcing a reduction in force as part of his vision for “Positioning for the Future.”

His announcement said a 10% reduction in employment was necessary to achieve business goals, including to “ensure we stay competitive” and to “focus our resources on performing and innovating in the areas that are core to who we are, rather than spreading ourselves across too many efforts.”

Nowhere in the message was there mention of Boeing having an excess of employees for the backlog of work at hand.

This edict from the new CEO appears to have flowed down to working-level managers with little to no resistance along the way. The announcement left line managers scrambling to figure out how to accomplish the work assigned to their teams with fewer people.

Adding to the chaos, this reduction in force (or RIF) included a “non-working RIF” component that our union had not seen before at Boeing.

Instead of SPEEA-represented engineers and technical workers who were facing layoffs having 60 days to finish out their projects and assignments or hand them off to colleagues, laid-off workers were told within days to turn in their Boeing-issued equipment, and they had their internal communications tools severed. Then they were shoved out the door.

This has resulted in scores of laid-off SPEEA members calling our union halls asking for advice on who they could inform about the status of the work they were doing for Boeing, including updating managers on what tasks had been finished and which were still in progress.

It almost seems like the SPEEA members who are leaving Boeing care more about the work they’d been assigned to do than the company does itself.

### Exploiting potential loopholes

In addition, we’ve received reports from SPEEA members that suggest some Boeing managers are attempting to exploit what they see as loopholes in the SPEEA contracts.

In some instances, Boeing managers are attempting to keep laid-off SPEEA members on the job by shuffling people between accounting columns.

Some SPEEA-represented employees facing layoff have been told that they could continue to perform their work at Boeing – albeit for lesser pay. They’ve been told to apply for work with a third-party employment contractor, which has been providing workers to Boeing under a Purchased Service contract. This third-party contractor then would send the laid-off SPEEA member back to Boeing.

This contractor is a multi-national, technology outsourcing corporation based in India that is largely dependent upon H-1B visas.

of their own learning process.

For more information on things you can do, go online to [DiscoverE.org](https://DiscoverE.org).

### About Engineers Week

NSPE started celebrating Engineers Week in 1951. The events are timed for the week of George Washington’s birthday.

Washington, who was a surveyor by trade, is considered by the society to be America’s first engineer. During his time commanding the

Also, a handful of managers have tried to use the layoffs as an opportunity to purge their ranks of employees who have asked too many questions – even when those employees are members of Boeing’s elite cadre of engineers in the Boeing Technical Fellowship program.

### Arbitration seems likely

SPEEA is currently investigating some of these layoffs as likely violations of our union’s contracts with Boeing. We’ve alerted Boeing’s Labor Relations leaders to these problems. Based on the responses we’ve received, it appears likely our union will have to go to arbitration to get these contract violations overturned.

While the outcome of any arbitration is at least six to 12 months away, SPEEA-represented Boeing workers are expressing sincere fear in the workplace NOW. They believe if they speak up in any meaningful way about a quality or safety issue, they will be laid off, too.

This, obviously, is antithetical to building a robust safety culture at Boeing.

Finally, some of the work that was being performed by SPEEA members who are now facing layoffs is being sent to Boeing facilities outside the United States – the Boeing India Engineering & Technology Center in particular – where Boeing employees earn significantly less than their American counterparts.

These overseas work transfers should trigger the protocols covered in Letter of Understanding 28, “Relating to Work Movement” in SPEEA’s contracts.

However, Boeing Labor Relations leaders say they are “not aware” of any such work movement, despite a growing body of reports documenting the transfers. This, too, seems like a case that will require an arbitration ruling to correct a contract violation.

In the meantime, Boeing employees are receiving the clear message that cheaper labor in the name of cost reductions is far more real than any safety culture improvements proclaimed by executives.

## Celebrate National Engineers Week Feb. 15-22

*Continued from P3*

The engineering design process – learning from mistakes, trying new ideas and tinkering for improved results – also helps nurture creative thinking in students and places them at the center

Continental Army during the American Revolution, Washington established the Army’s first engineering unit and a school to train new engineers.

As the first U.S. president, he promoted civil engineering projects like roads, canals, docks, ports and the construction of a new national Capitol. He also signed the first official U.S. patent, for a new process of refining potash, a substance used in fertilizers, soap, glass and ceramics.



# Members support UI for striking workers

SPEEA members teamed up with other labor unions to urge Washington state lawmakers to vote for Senate Bill 5041 (Unemployment Insurance for striking workers) in this legislative session.

The bill levels the playing field in labor disputes by allowing striking workers to collect unemployment benefits.

“Currently, employers can simply take a ‘stall and starve’ approach to strikers,” said **Brandon Anderson**, SPEEA legislative director. “That’s especially true with low-wage workers.”

In addition to a postcard campaign, about 50 members signed up to meet in person with lawmakers in Olympia Jan. 30 to talk about why this is important to all workers.

Washington’s Employment Security Departments pays out an average of \$699 a week to laid-off workers, according to research from the Economic Policy Institute. The Institute found that Washington averaged 540 workers on strike each month.

Last year’s strike by 33,000 union Machinists at Boeing was an outlier, but it also shows how having unemployment insurance would have helped western Washington communities.

Analysts said last year’s strike by Machinists against Boeing cost families and local businesses in Washington state some \$1.1 billion. “If those Machinists had been able to draw unemployment benefits, they would have had more money to spend at local businesses, which would have reduced the damage to our state’s economy,” Anderson said.



## Members can apply

# New terms starting for all Council Reps

Later this month, SPEEA members can start to apply for Council Rep, your workplace union leader. Petitions will be due March 26. New, two-year terms start May 8.

## About the role

Each Council Rep represents a group of roughly 200 SPEEA members, representing districts that are delineated every two years by the SPEEA Tellers Committee.

Council Reps serve three primary roles:

- They are front-line union representatives in the workplace, representing workers called in by management for disciplinary or investigative meetings and working with SPEEA Contract Administrators to resolve issues.
- They serve on the SPEEA Council, our union’s governing body, and vote on budgets, policy questions and other union business.
- They are a source of information for members in their districts, helping them with questions about the pay and benefits guaranteed in our union contracts.

Now is the time to begin preparing if you have been a dues-paying member for the past 12 months and are interested in running for a Council Rep position.

## Apply for seat

Election petition forms, the election information booklet and district delineation information will be posted online at [speea.org](http://speea.org) later in February. (To find it, click the Councils button along the top of the homepage, then select Forms, Petitions, Delineations from the drop-down menu.)

If more than one person submits a valid petition to be Council Rep in their district, SPEEA members in those contested districts will vote to elect their Council Rep.

## About district delineation

Each SPEEA Council Rep is assigned a district defined by geographic boundaries, which typically are site or building specific. Districts can be divided by floors of a building.

The delineations are made by the SPEEA Tellers Committee, which is working to update district boundaries by mid-February. Look for the updated district delineation at [www.speea.org](http://www.speea.org). Click on the Councils button, then select Forms, Petitions, Delineations from the drop-down menu.



## Preparing for WTPU negotiations

With the Wichita Technical and Professional Unit (WTPU) contract expiring in January 2026, SPEEA WTPU Council Reps and Area Reps recently learned some ways to prepare. They met with SPEEA’s Compensation and Retirement Director **Matt Kempf** who led the discussion on “Preparing for WTPU Negotiations” Jan. 21. During this session, the WTPU activists heard about the negotiation timeline and steps to take to financially prepare for worst-case scenarios. See related story on P7.

## SPEEA Veterans Committee

# Member survey shows mental health and medical care are top priorities for veterans

Nearly three-quarters of SPEEA members who responded to a recent survey say they're concerned about the mental health of veterans, while nearly two-thirds said they want more focus on veteran health care.

Those are some of the findings of a recent survey of SPEEA's veterans, conducted by our union's Veterans Committee.

The committee seeks to be an avenue to address problems faced by our union's military veterans and their families and a source of information to increase SPEEA members' understanding of these issues.

This group of SPEEA members work with the Veterans Committee at the International Federation of Professional & Technical Engineers (IFPTE) to influence national policy, Congressional legislation and administrative rulemaking.

The survey results will be used to help the SPEEA Veterans Committee finetune its work.

Among the SPEEA members who responded to the survey:

- 72.3% said mental health issues are among the top issues facing veterans today.
- 63.8% cited adequate medical care as a top concern.
- 29.8% listed suicide, homelessness or unemployment as one of their top three issues.

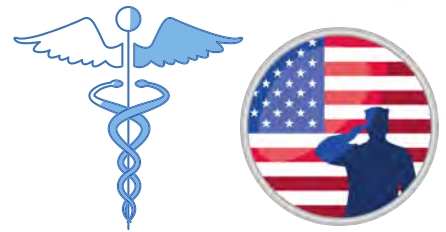
The survey found that more SPEEA members who responded served in the U.S. Navy than in any other branch of the Armed Forces (36.2% of those responding). Among other branches, 34%

served in the Army, 21.3% served in the Air Force and 8.5% served as Marines, according to the survey results.

More than a third of those responding served between four and eight years in the military, but 10.6% joined Boeing or Spirit AeroSystems after a career of 20-plus years in the service.

The Veterans Committee meets virtually on the fourth Thursday of every other month. To request details, send an email to [meetings@speea.org](mailto:meetings@speea.org).

More information on the committee and a list of resources available to veterans through Boeing and other organizations is online at [speea.org](http://speea.org) (drop down menu: Councils/Council Committees).



Deadline Feb. 14

## Apply for SPEEA/Boeing Partnership Leadership Team

SPEEA, IFPTE Local 2001 is looking for two qualified members to fill upcoming vacancies on the SPEEA/Boeing Partnership Leadership Team (PLT).

This team, hosted by Ed Wells, meets quarterly with SPEEA and Boeing leaders to share information, discuss issues brought forward by members and explore areas to work together effectively. Partnership meetings are not a place to discuss contractual issues but are a venue to address site-specific or broader issues that impact members and the company.

A charge line will be provided for participation in meetings.

### Qualifications

- SPEEA Council Rep, Area Rep or Executive Board member (preferred).
- Current participant in a local site partnership team (Renton, Everett, Seattle corridor, Fabrication, Facilities, etc.).
- Available to attend about four PLT meetings a year: two are typically virtual, while two are in-person in Tukwila. (Travel and time are covered).

- Able to effectively represent the interests of SPEEA membership.

These positions run through April 2027.

Go to [edwells.web.boeing.com/PartnershipLeadershipTeam](http://edwells.web.boeing.com/PartnershipLeadershipTeam) on the Boeing intranet to see a list of current members and objectives outlined for this team.

### To apply

Send your responses to the following questions to [apply@speea.org](mailto:apply@speea.org) by Friday, Feb. 14.

- Why are you interested in this opportunity?
- What experiences do you have with joint efforts between SPEEA and Boeing?
- What non-contractual issue do you think would benefit from more collaboration between Boeing and SPEEA members?
- What qualifications make you a strong candidate?

### Questions

Contact Kelly Hanes, SPEEA co-director at the Ed Wells Partnership, at 805-215-8149 or email [kelly.j.hanes@boeing.com](mailto:kelly.j.hanes@boeing.com) or [kellyh@speea.org](mailto:kellyh@speea.org).

## About site partnerships

Ed Wells focuses primarily on career development for SPEEA-represented engineers and techs but also supports the work of local partnerships in Everett, Renton, Seattle Corridor and the South Sound.

The overarching goal of these site partnerships is to provide a forum to elevate non-contractual issues that are relevant to SPEEA-represented employees in the Puget Sound.

Through the years, the site partnerships worked to address many issues, including parking and pedestrian safety issues on-site, career development opportunities and tours of Boeing labs and other shared resources.

### How you can get involved

The site partnerships, a mix of SPEEA members, Boeing managers, HR and SPEEA staff, are always looking for folks who want to get more involved.

If you are a Council or Area Rep, be sure to attend the quarterly roundtables hosted by your local site partnership.

If you are a member, please raise non-contractual issues to your Council Rep and ask them to bring those issues to the meetings. Not sure who to ask? Go to [www.speea.org](http://www.speea.org) (drop-down menu: Member Tools/Find your Council Rep).

While some issues affect all sites, there are always site-specific concerns. The site partnerships are here as another way to give input.



## ACE scholarship recipient grateful for the 'profound impact'

**K**alid Hussein, an engineering student at Columbia Basin College (CBC), was so excited and grateful to get a scholarship from SPEEA Aerospace Career Enhancement (ACE), he wrote a letter sharing his gratitude.

"Receiving your scholarship will have a profound impact on my life in several ways," he wrote. "First, it will alleviate some of the financial burdens associated with pursuing higher education in a demanding field like mechanical and aerospace engineering, allowing me to focus

more on my studies and extracurricular activities. Second, your support serves as a source of motivation and encouragement, reminding me of the importance of giving back to my community and striving for excellence in all that I do."

Hussein is on a mission that involves not only his career dreams of working in aerospace or space, but he also wants to inspire his younger siblings to pursue college and their dreams.

"I am the oldest of nine siblings," he wrote. "I want them to feel like education should be their first priority."

Hussein was 17 when his family migrated from Somalia in 2010 and settled in Renton. Struggling with the new language, Hussein didn't graduate high school with his classmates. Instead, he kept taking classes and finally earned his G.E.D. certificate after his family moved to the Tri-Cities.



*Kalid Hussein pictured above.*

### Involvement in NASA programs

He is pursuing an engineering degree while taking part in a number of NASA-related programs, including NASA Community College Aerospace Scholars (NCAS) Mars Rover competition. He was on the winning team as a chief systems engineer. He was also a NASA Eclipse Ambassador for his college at a special event that drew about 300 people.

From Columbia Basin, he hopes to transfer to Washington State University to earn a bachelor's degree in mechanical engineering. Then, he'd like to pursue an aerospace engineering degree at the University of Washington. He'd love to work for Boeing and/or NASA and possibly start his own engineering firm.

"My ultimate goal is to become the first Somali American to go to the moon," he said. "That's the goal – to build the stairs one at a time and hopefully reach that goal."

### Brothers now have degrees

For now, Hussein appreciates the impact his educational pursuits have had on his family. His two younger brothers both have associate degrees in computer science and may continue with college.

"If I didn't continue with college, I don't think they would have gone at all," he said.

Hussein works full time at a food processing plant while going to school full time. The ACE scholarship helps relieve his financial burden.

In his letter to ACE, Hussein wrote that the organization's "dedication to making a positive impact on students' lives like mine is truly inspiring," and he added, "Your investment in my education means more to me than words can express, and I am committed to making the most of this opportunity."

### About ACE scholarships

ACE sponsors scholarships and childcare assistance to students pursuing aviation, engineering and related degrees that would allow them to pursue an aerospace career. The focus is on students from underrepresented backgrounds and communities to help them advance their dreams. Learn more at [aerocareer.org](http://aerocareer.org).

## What's next for SPEEA contract negotiations

**I**n the year ahead, SPEEA will focus on upcoming contract negotiations in 2026.

### Wichita Technical and Professional Unit (WTPU)

The Wichita Technical and Professional Unit (WTPU) bargaining unit represents more than 1,500 employees at Spirit AeroSystems. The SPEEA contract expires Jan. 31, 2026.

For the most impact at the negotiations table, the SPEEA WTPU activists will work even harder to build up dues-paying membership. More members bring more leverage to the contract negotiations.

At a meeting last month, WTPU Council Reps and Area Reps met with SPEEA staff to learn about the negotiations process and timeline, as well as steps to financially prepare for worst-case scenarios.

In the coming weeks, the WTPU Bargaining Unit Council (BUC) will seek members to apply for the negotiations team. The BUC, consisting of WTPU Council Reps, will elect the members of the team.

SPEEA will soon send more information about the application process and orientation session for those who are interested in running for the WTPU contract negotiation team.

### Northwest Prof and Tech

The Prof and Tech bargaining unit contracts at

Boeing expire Oct. 6, 2026. This covers 17,000 Profs and Techs in five states.

The SPEEA Negotiation Prep Committee (NPC) has been working on an initial survey to find out the members' contract priorities. Prof and Tech members will see the survey in the coming weeks. Make the time to take the survey – your feedback drives the work of NPC.

Toward the end of this year, all SPEEA Prof and Tech members are welcome to join the Bargaining Unit Negotiations Support (BUNS) committee when it starts.

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

Later this fall, the Negotiation Team Nominating Committee will form to begin the process for Prof and Tech Council Reps to elect their negotiation teams.

### Stay in touch / get involved

If you haven't already signed up for home email and SPEEA text messaging, go to [linktr.ee/SPEEA](http://linktr.ee/SPEEA) for easy ways to connect and stay informed on what matters to you.

Want to dive deeper? Check out the online calendar at [www.speea.org](http://www.speea.org) and plan to attend an upcoming committee meeting. For more information, email [meetings@speea.org](mailto:meetings@speea.org).

You can also connect with your Council Rep who receives news and event information from SPEEA to share with members. Don't know your Council Rep? Go to [www.speea.org](http://www.speea.org) (Member Tools/Find your Council Rep).

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.

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## Help future scientists and engineers – be a science and engineering fair judge

Help us inspire the next generation of scientists and engineers at the Central Sound Regional Science and Engineering Fair, Saturday, March 8.

At this year's fair, more than 300 students from 30 high schools in Snohomish and King counties will present their projects in person from 8 a.m. to 2 p.m., at Mountlake Terrace High School.

We need more than 150 professionals to serve as technical judges at the fair in our first year back to an in-person event since 2019.

### Judge duties:

- Listen to about 10 students' presentations.

- Ask insightful questions and provide feedback and encouragement to the students.
- Discuss and score the projects based on established criteria with the other judges in your category.

### Areas of expertise in need:

- Behavior and social sciences
- Biomedical and Health Sciences
- Computational biology and bioinformatics
- Mechanical engineering
- Environmental engineering
- Robotics and Intelligent Machines
- Systems software

Learn more at [centralsoundfair.org](http://centralsoundfair.org).

## 2025 dues adjusted

Based on the annual re-calculation of SPEEA dues, the monthly rate for 2025 is \$53.60, effective Feb. 13.

Per the SPEEA constitution, the dues are set at 85% of the average hourly rate of all workers represented by the union.

## SPEEA Member Portal



Have you registered yet?

Easy access to salary charts,  
important updates, contracts,  
paying dues and more!

Visit [member.speea.org](http://member.speea.org)

## SPEEA supports Midwest STEM

Scouts from Boy Scout Troop 232, Towanda, are grateful for the support from SPEEA for their STEM activities. From left, Mike Roosevelt, Gary McLendon, Thomas McLendon, Gabriel Hall, SPEEA member Tonya McLendon, Ezekiel Hall and Mat Minton. The SPEEA Midwest members support several STEM-related activities to promote careers in engineering and technology.



## TRAINING / EVENTS

### NORTHWEST

### SPEEA 101

Learn the basics of SPEEA membership and what it takes to build a strong union

**Monday, Feb. 10**

SPEEA Tukwila, 4:30 to 6:30 p.m.

**Monday, Feb. 17**

SPEEA Everett, 4:30 to 6:30 p.m.

*Dinner provided*

RSVP to [meetings@speea.org](mailto:meetings@speea.org)

### NW Council Guest Night

**Wednesday, Feb. 12**

4:30 p.m. dinner /  
5:30 p.m. meeting

Teamsters Hall, Tukwila

SPEEA provides bus from Everett

Email [jimo@speea.org](mailto:jimo@speea.org) to learn more

### MIDWEST

### Young Professionals no-host social

**Friday, Feb. 14, 4 p.m.**

Location TBD

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

*MW Young Professionals*

*Save the date*

### St. Patrick's Day Bingo with prizes

**Saturday, March 15**

SPEEA Wichita Hall

MW Membership Activities Committee