

the **SPEEA**
IFPTE LOCAL 2001

Monthly Publication

APRIL 2025

Spotlite

PROFESSIONAL AEROSPACE UNION



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On the cover: Ed Wells at Engineering Week event

Everett SPEEA Area Rep **Tiffany Ware**, center, is shown with her coworkers, **Vianney Aguilera**, left, and **Michelle Flores** at the Everett Engineering Week event in February. Ed Wells Partnership (EWP) hosted a table at the event to showcase the learning opportunities available through this SPEEA contract benefit. EWP offers technical and professional development classes, grants to attend conferences and career development through coaching, consulting and advanced leadership classes. Visit edwells.web.boeing.com. Photo by **Joleen Coleman**, EWP Program Administrator.

Newly elected NW regional vice presidents

Northwest SPEEA members have elected three Northwest regional vice presidents. Voting was online only. Results were published March 12.

Lynette Shiroma, **Tami Reichersamer** and **Jeffrey L. Forbes** were the top three vote-getters in the election, out of a field of eight candidates.

They began their two-year terms on March 26, along with Midwest Regional Vice

President **Chris Streckfus**, an incumbent who was unopposed for re-election.

Forbes ran as an incumbent and was re-elected. Reichersamer and Shiroma, previously SPEEA Council Representatives, were elected to the Executive Board for the first time.

SPEEA's Executive Board is comprised of three officers – a president, treasurer and secretary – and four regional vice presidents. All Executive Board members are elected for two-year terms. Officers are elected in even numbered years; vice presidents in odd-numbered years.

The board typically meets twice a month and provides oversight of SPEEA activities and expenses.



Jeffrey L. Forbes



Tami Reichersamer



Lynette Shiroma

Next steps for new Council Rep terms

Council Rep petitions were due for all districts' Council seats March 26, after this issue of Spotlite went to the printer.

Congratulations to the members who ran unopposed to serve as Council Reps for their district's co-workers. They will be listed in an article on the homepage of the SPEEA website at www.speea.org.

Some districts have more candidates than openings. For those districts only, SPEEA staff will mail online voting information to members' home and personal emails, if available, by April 9. Ballots will be counted April 23.

Vacancies

For districts with vacancies, see the 2025-2027 Council Rep Election Guide to determine if you are eligible to serve your co-workers as their union liaison. The guide includes a petition for members' signatures, election requirements and district delineation – to confirm your worksite's Council district.

About Council Reps

Council Reps work closely with SPEEA contract administrators to address workplace issues and answer members' contract questions. Extensive training is provided along with ongoing support.

Learn more about the role at www.speea.org (drop-down menu: Member Tools/Council Reps).



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

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EVERETT HALL

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INTERNATIONAL FEDERATION OF
PROFESSIONAL AND TECHNICAL ENGINEERS

SPEEA mourns former Midwest ‘Organizing Oz’ leader Bill Hartig

WICHITA – Former SPEEA leader **Bill Hartig** passed away March 17. He was 70.

Hartig was known, especially in Wichita, for his passionate support for SPEEA. He was part of the original “Organizing Oz” effort that led to the successful vote for the Wichita Technical and Professional Unit (WTPU) in 2000. He worked for both Boeing and Spirit in Wichita and retired in 2016 after 35 years between the two companies.

Among his many SPEEA roles, he served on the Executive Board as SPEEA secretary and Midwest regional vice president. He also served on multiple WTPU negotiation teams and was a Council and Area Rep. He received a SPEEA Lifetime Achievement Award in 2012.

In a “SPEEA Spotlight” article about Hartig receiving the award for his work on behalf of SPEEA, he said: “It’s the most important thing I’ve ever done in my life because it’s impacted the most people. It’s been work – and I’ve had both good times and bad – but it’s all been worth it.”



*Former Executive Board member **Bill Hartig**, shown here in 2012 with the SPEEA Lifetime Achievement Award, had a big impact on organizing the Wichita Technical and Professional Unit (WTPU) in 2000.*

Open enrollment at Spirit next month

WICHITA – Open enrollment is scheduled to begin in May at Spirit AeroSystems.

This will be the first Wichita Engineering Unit (WEU) enrollment with the newly negotiated medical plans, including a lower deductible (non-Health Savings Account (HSA) qualified) health plan.

The Wichita Technical and Professional Unit (WTPU) will have no changes other than the total underlying plan costs (upon which WTPU premiums are based), changes required by law (such as a minor increase to the Green Plan deductibles) and potentially some minor changes to voluntary benefit plans.

You can learn more about the health care plan options in your contract at an in-person presentation with **Matt Kempf**, our union’s senior director of compensation and retirement and staff subject matter expert for health care plans in the SPEEA contracts at Spirit. His in-person presentations will be on April 29-30 and May 1. See the SPEEA Midwest calendar for the locations and times at www.speea.org.

You can also learn more by watching a recorded SPEEA webinar overview of the benefits outlined in the WEU and WTPU contracts. The webinar recording will be online before open enrollment begins at www.speea.org (drop-down menu: Medical/Retirement).

The May issue of “SPEEA Spotlight” will also include information related to the contract benefits and open enrollment at Spirit.

For more ways to hear from us, visit linktr.ee/SPEEA

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IFPTE scholarship application deadline May 15

Children and grandchildren of SPEEA members are eligible to apply for the Dominick Critelli Jr. scholarship given by the International Federation of Professional & Technical Engineers (IFPTE) to private-sector union members’ families.

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Apply for Northwest Council STEM grant

It’s time to apply for a Northwest Council grant related to Science, Technology, Engineering and Math (STEM) education.

Eligibility

The grants are awarded to Northwest non-profit organizations promoting students’ interest in related careers as long as a NW SPEEA member is involved as a parent, coach, mentor or volunteer.

The application form is online at www.speea.org. The grant deadline is Friday, Aug. 15.

Apply for grant review committee

Northwest members can also apply to serve on the NW STEM Grant Review Committee. The committee reviews applications, confirms eligibility and provides recommendations to the Northwest Council for a vote.

To apply for the NW STEM Grant Review Committee, email nw_stem_grants@speea.org with your contact information and school district where you live by noon, Friday, June 27.

What's next for the Negotiation Prep Committee?

By **Karen McLean**
SPEEA Communications Director

Thousands of SPEEA Prof and Tech members have completed the initial Negotiation Prep Committee (NPC) survey to identify priorities in upcoming negotiations.

The committee is already planning more surveys related to the four contract categories:

- Compensation
- Employee Relations
- Benefits
- Workforce

Reminder about data

The survey data will only be shared internally with NPC members and staff. The committee will prepare a report for the Prof and Tech Negotiation Teams after they are elected early next year.

The significant number of responses to the survey sends a strong message to Boeing about how serious members are about getting their needs met in the 2026 contracts. We don't want Boeing to know specifics until the team is ready to negotiate.

About NPC

The NPC is a group of SPEEA members working with staff to set the stage for the Prof and Tech Negotiation Teams. The committee works on gathering members' input and raising awareness about the issues and negotiation process.

What can you do?

In the recent survey, thousands of the participants said they would support upcoming negotiations by attending lunchtime meetings, wearing red SPEEA shirts and putting up a SPEEA desk tent or sign.

Council Reps are a great resource for red SPEEA shirts, coffee mugs, stickers and desk tents. You can also pick up SPEEA fliers and desk tents at lunchtime meetings or stop by any SPEEA hall.

Reach out to your Council Rep to learn more. Not sure who to go to? Go to www.speea.org (Member Tools/Find your Council Rep). You can find your Council and Area Rep(s) on the member portal as well at www.member.speea.org.

You can also attend an upcoming NPC meeting. All current Prof and Tech SPEEA members can attend the NPC meetings on the second Monday of every month, with in-person and virtual options. You will have full voting privileges after attending three meetings as a guest. Email meetings@speea.org for details on how to attend the next meeting.

Helpful key terms

Bargaining Unit (BU) – This identifies your contract based on your occupation and job family. Our Profs are in engineering and scientific disciplines and our Techs work in a variety of roles supporting both engineers and production workers. Want to know specifics? Check Appendix B for the occupation and job family by

contract at www.speea.org (drop-down menu: Bargaining Units/Contracts).

Bargaining Unit Council (BUC) – These are the Council Reps in your Bargaining Unit. Some districts are Prof or Tech only. Some districts are both. The Council Rep in a combined district would vote in each Bargaining Unit Council.

Bargaining Unit Negotiations Support (BUNS) – All Prof and Tech members are welcome to join this committee which supports the SPEEA Negotiation Teams once they are elected in February. BUNS members continue the work of NPC by helping to raise awareness about contract negotiations in the workplace.

Negotiations process timeline

What's coming up later this year / early next year to get ready for Prof and Tech negotiations.

- **August 2025** – Bargaining Unit Negotiation Team Nominating Committee forms.
- **November 2025** – Details on how to apply for the negotiation team shared/published.
- **December 2025** – Deadline for Bargaining Unit Team applications.
- **December 2025** – Bargaining Unit Negotiation Support (BUNS) Committee forms.
- **February 2026** – Nominating Committee provides slate of nominees/qualifications to Bargaining Unit Councils to elect their respective Negotiation Teams.

2025					2026		
AUGUST	SEPTEMBER	OCTOBER	NOVEMBER	DECEMBER	JANUARY	FEBRUARY	
BU Negotiation Team Nominating Committee forms			Apply for Negotiation Team	Bargaining Unit Team application deadline and BUNS Committee forms		BUCs elect Negotiation Teams	

Honoring fallen workers April 28

Workers Memorial Day is April 28, marking the day the Occupational Safety and Health Administration (OSHA) was founded in 1971. Since that day, OSHA inspectors and their state counterparts have worked successfully to cut the number of workplace fatalities in half. Still, on average, 340 Americans are killed every

day at work, while 6,000 more suffer an injury or illness because of dangerous working conditions that are preventable, according to the AFL-CIO. Due to chronic short-staffing, it would take OSHA 185 years to inspect every U.S. workplace once – and that was prior to mass firings at federal government agencies, AFL-CIO President **Liz Shuler** said. Details on local events are still to come. In most years, the Snohomish-Island Labor Council holds a Workers Memorial Day event in Everett on or around April 28. The Wichita Hutchinson

Labor Federation regularly holds its Workers Memorial Day event at the Machinists Union Hall in Wichita. The Washington State Labor Council and Oregon AFL-CIO also hold events at their respective state capitols. Washington Gov. **Bob Ferguson** is expected to take part in a ceremony April 24 at the state Department of Labor and Industries office in Tumwater.



BOEING TECHNICAL FELLOWSHIP

Congratulations to newly recognized Associate Technical Fellows

SPEEA congratulates the newly recognized 2025 Associate Technical Fellows (ATF) who are in SPEEA bargaining units at The Boeing Company.

The new ATFs completed a rigorous nomination and application process to advance to this level. They join Technical and Senior Technical Fellows in the Boeing Technical Fellowship program.

2025 ATFs

Mohammed Ahmed	Venusia Dodge	Ilya Kosilkin	Shaun Newton
Julian Ametsitsi	Suellen Dos Santos Frank	Luane Kumata	Hai Nguyen
John Anderson	Nathan Dudley	Yu Lam	Morgan Osborne
Jason Apanovitch	Eric Dullanty	Jillian Langelo	John Otto
Timothy Aquino	Evelio John Echavez	Neal Leland	Veasna Oum
Ekaterina Badaeva	Glory Edwards	Robert Lewis	Phillip Pacini
Justin Bailey	Thomas Elliott	Tina Lian	Carissa Pajel
Glen Barnett	Craig Emerson	Jonathan Lusk	Shawn Pare
Steven Behrend	Gary Erickson	Michael Lyons	Thomas Perkins
Paul Bergstrom	Nick Evans	William MacLay	Tuyet-Trinh Phan
Seth Bird	David Farmer	Kimberlee Madden	David Phillips
Lori Blair	Brandy Feltes	Thomas Maeder	Jared Pothier
Miguel Blanco	Andrew Ferguson	Adam Malone	Derrick Pruitt
Brandon Boekelman	Seth Filip	Alex Malone	Darren Puigh
Steven Brady	Gabriel Forston	Patrick Mar	Rohan Rana
Monica Brockway	Laura Foster	Kristin Marshall	Larry Raymond
Malcolm Bryant	Nicole Gagnier	Cassandra Martin	Frederick Richter
Anthony Budzinski	Kirk Grim	Jeffrey Masters	Adam Robinson
Stephen Burrington	Eric Gruner	Lyndon Mazon	Ryan Rogers
Jeffrey Burton	Van Ha	Darroll McAlinden	Donald Roosa
Alicja Cacan	Chris Haag	Austin McAnelly	Emad Saad
Heather Campbell	Steven Harman	Robert McCarville	Jerome Sanford
Chace Carlson	Neal Harrison	Robert McDevitt	Sho Sato
Lisa Carlson	Steven Hastings	Steven McDonald	James Schmeck
Susan Cheng	Andrew Hayes	Jeremy McFarland	Matthew Schmidt
Kenneth Cho	Matthew Hemsath	Paul McGarry	Todd Schultz
Debra Coleman	Matthew Hennessey	John McLean	James Shadle
Alex Conner	Christopher Hopkins	David Mier	Vimala Shekar
Angela Cruz	Kent Hsu	Theresa Miller	Rick Shepherd
Magaly Cruz	Jian Huang	Kenneth Montry	Travis Sherwood
Cory Cunningham	James Hyink	Eric Moyer	
Sophia Danenberg	Gerrin Inman	Anthony Mueller	
Kenneth Dang	Christopher Jacobus	Jeffrey Muraki	
Stephen Daniels	Gurjeet Jaggi	Kyle Murdoch	
David De Wald	Matthew Jahn	Jeffrey Musgrave	
Timothy Denney	Ohchang Jin	Ryan Mustoe	
Benjamin Dershowitz	Jason Johnson	Christopher Mutschler	
Michael Dessero	Elizabeth Jurrus	Sun Ho Nam	
Yonglian Ding	Russell Keck	Brian Nelson	
Joseph Dirusso	Amber Kemmerling	Shara Nelson	

Thinking of applying? Ed Wells Partnership can help

If you're a Boeing Prof or Tech, you can learn more about the Associate Technical Fellow application process and strategies through a class offered by Ed Wells Partnership.

The next and final application cycle for ATF will be in 2026.

If you missed the recent **Associate Technical Fellow Process & Strategy** class, view a recording of **EWP Live! Becoming a Boeing Associate Technical Fellow: Process Overview and Advice** by navigating to the Ed Wells Partnership inSite group (group ID 102595) on the Boeing Intranet.

Teaching Ed Wells classes can help candidates enhance their Candidate Application Package when they apply for the Technical Fellowship program. See related article on P7.

Committee urges common-sense approach to growing Kansas aerospace

TOPEKA, Kan. – Members of our union’s Midwest Legislative & Public Affairs (L&PA) Committee were in Topeka Feb. 25-27 to encourage the Kansas Legislature to support bills that protect workers, strengthen aerospace and ensure a fair economy for all state residents.

Specifically, committee members lobbied for measures to ensure working families benefit from any tax breaks and for continued investments in transportation infrastructure to support aerospace manufacturing.

They argued against proposals to divert public tax dollars to private schools, which our union feels would harm Kansas’ public schools and reduce resources needed to train the next generation of aerospace workers.

“We mostly advocated for common-sense solutions to help make Kansas a place where the aerospace industry can grow and where aerospace professionals can prosper,” said SPEEA Contract Administrator **Susanne Murphy**, who was part of the group at the state capitol.

“We don’t have many pro-worker legislators to

work with in Kansas,” said SPEEA Legislative Director **Brandon Anderson**. “But it’s important to remind our elected officials in Topeka that we are here and that our members have vital interests at stake. SPEEA’s in it for the long haul, and the relationships we build in Topeka today will help us at some point in the future.”

*Shown here at an office visit with Kansas State Senator **Dinah Sykes**, from left, **Ethan Jacobs**, L&PA committee member, **Emily Forest**, L&PA committee vice chair and Midwest Council chair, Sen. Sykes, **Donna Lebane**, SPEEA retiree and MW L&PA associate member, and **R Matthew Joyce**, MW L&PA committee chair, SPEEA Council chair and Midwest Council treasurer.*



‘Major milestone’

Senate passes UI for striking workers

OLYMPIA, Wash. – Committee hearings have begun in the Washington State House of Representatives for Senate Bill 5041, which would make striking workers eligible for unemployment insurance benefits.

The move comes after the state Senate approved the bill by a 28-21 vote on March 6.

“That vote was a major milestone for us, as supporters of the bill,” said SPEEA Legislative Director **Brandon Anderson**. “SPEEA members played a big role in getting it through.”

More than 500 SPEEA members sent emails to their state Senators asking them to support the bill, and about 50 union members spent a day at the Capitol in Olympia, urging their legislators to support it.

SPEEA members also attended Town Hall meetings sponsored by their local legislators, where they advocated for the bill and encouraged their elected leaders to do the same.

The bill, as approved by the Senate, would provide striking or locked-out workers with 12 weeks of unemployment insurance benefits following the second Sunday after the start of a strike.

The goal is to provide disincentives for major corporations to merely stall at the bargaining table, waiting for striking workers to exhaust their savings.

“These ‘stall and starve’ tactics are very common in labor negotiations,” Anderson said. “This bill would level the playing field and encourage companies to negotiate fairly from the start, rather than let strikes drag on, causing economic damage to workers’ families and the communities they live in.”

Go to www.speea.org for updates on the bill.

“We had a lot of support from our members to get the bill through the Senate,” he said. “We’ll need just as much support to get it approved in the House and sent on to Gov. Ferguson for his signature. The Senate vote was a huge step forward, but we’ve got a lot of work still to do.”



*About 50 SPEEA members went to Olympia to urge lawmakers to support Unemployment Insurance (UI) for striking workers. Above, from left, SPEEA Area Rep **Hanan Amer**, Washington State Labor Council, AFL-CIO President **April Sims**, SPEEA Northwest Vice President **Lynette Shiroma** and SPEEA Area Rep **Justin Roll**.*

Puget Sound clothing drive for YWCA Working Wardrobe

The SPEEA NW Women’s Advocacy Committee is collecting men’s and women’s clothing at both the Everett and Tukwila SPEEA halls through May to donate to the YWCA Working Wardrobe program.

The YWCA Working Wardrobe offers free, business-appropriate attire to people in need of clothing. These clothing donations become interview clothing, wardrobe for a new job or special networking-event apparel for those who may not be able to afford quality items.

Continued on P7

Share your expertise – become an Ed Wells instructor

By **Nassim Riazzi**

Ed Wells Partnership Program Administrator

Do you have a passion for teaching and a wealth of knowledge you're eager to share? Ed Wells Partnership (EWP) is looking for skilled professionals to bring their expertise into the classroom. This is your opportunity to inspire and shape the next generation of Boeing employees while honing your own leadership and communication skills.

What makes a great instructor?

Being an instructor is about more than just knowledge – it's about connecting with your students and fostering an environment where learning thrives. If you possess some of the following qualities, we want you on our team.

Instructor qualities

- **Subject matter expertise** – Are you an expert in your field, able to break down complex topics and deliver them in a way that resonates with learners? Can you guide students through practical exercises and real-world applications?

- **Fostering student learning** – Do you encourage participation, actively listen to students and provide valuable feedback that helps them grow?
- **Strong communication skills** – Can you convey information clearly and effectively at the right level for your audience, sparking interest and excitement about the topic?

What's in it for you?

By becoming an instructor with EWP, you'll gain much more than the satisfaction of teaching:

- **Priority class registration** – Get ahead of the line and secure your spot in the classes you need and want.
- **Inspire your colleagues** – Share your knowledge and influence the professional growth of employees across Boeing.
- **Enhance your own skills** – Teaching strengthens your leadership, communication and coaching abilities.

As an instructor, you'll receive an **Activity ID/Charge Line** for non-managers to support both class development and delivery.



Ready to propose a class?

Have a class idea? We want to hear from you! To pitch your class, visit edwells.web.boeing.com on the Boeing intranet and select "Propose a Class."

Be sure to include key details, including:

- Class title and topic
- Brief class summary
- Class length
- Amount of time needed to develop the course

Take the next step in your career by becoming an instructor with EWP. Inspire others, share your expertise and contribute to the future success of Boeing's workforce.

Shop for SPEEA merchandise at new online store

Whether you're looking for SPEEA apparel for work or play, SPEEA has you covered with options at the new online store.

Choose from polo shirts, button-down Oxford shirts, hooded sweatshirts, beanies and more. To visit the online store, go to www.speea.org (drop-down menu: Member Tools/SPEEA store) or scan the provided QR code.

Choose your product, size and, in some cases, color, and then proceed to check out. The shipping fee is \$10 per order – whether you order one or more items. The shipping fee is waived if you pick it up at any SPEEA hall.

The new store features similar items to the old store along with new ones that are available from our new suppliers. All items are made in the U.S. and, where possible, are union made.

SPEEA's old online store carried products from a company that is no longer in business.



*Seattle SPEEA Area Rep **Brandon Nepute** (District P-10) was the new online store's first customer. He is shown above wearing a hooded SPEEA sweatshirt.*

SPEEA ONLINE STORE



Puget Sound clothing drive for YWCA Working Wardrobe

Continued from P6

The program allows each person up to four visits per year to pick out items.

Working Wardrobe offers three unique clothing banks staffed by volunteers. They are always looking for volunteers to empower people and help them make a good impression as they enter the working world. Email volunteer@ywcaworks.org if you are interested.

Working Wardrobe is also seeking new hygiene products and toiletries. Go here for details: www.ywcaworks.org/programs/working-wardrobe.

About the YWCA

Founded in 1855, YWCA is a nonprofit organization on a mission to eliminate racism and empower women, young women and girls in more than 100 countries. Its vision is to create a healthy community transformed by racial and gender equity, where women and girls have equal access to opportunity and social justice for all.

Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
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MOVING? Remember to correct your address with your employer.

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WEINGARTEN RIGHTS

Your labor right

Boss wants to 'talk?' Ask for your Council Rep

If you find yourself in a meeting with your manager about performance or discipline issues, you have the right to ask for a union representative to join you. These are called Weingarten Rights – based on a U.S. Supreme Court ruling.

What is the Council Rep role in Weingarten rights?

Council Reps take in-depth training in grievance handling to prepare them as advocates. The Council Rep's role is to make sure any investigation by the employer is appropriate, fair and balanced.

When an employee invokes their Weingarten Rights, the Council Rep can attend the meeting

with the employee and manager (and/or Human Resources), listen, ask questions and take notes to consult with the SPEEA contract administrators (CA) on SPEEA staff.

The CAs are contract experts trained in the seven standards of just cause, arbitration and other labor laws to ensure the contract is followed and fair treatment prevails.

What can you do?

If you're called into a meeting that could lead to discipline or Notice of Remedial Action (NORA), ask for the meeting to be postponed until you can have a Council Representative present. You cannot be punished for making this request – this is your union right.

If you need to invoke your Weingarten Rights and your Council Rep is not available, contact the nearest SPEEA office at 1-800-325-0811.

Not sure who your Council Rep is? Go to www.speea.org (drop-down menu: Member Tools/Find your Council Rep).

IFPTE scholarship application deadline May 15

Continued from P3

The \$2,500 scholarship can be used at any accredited college, university, community college or technical institute. The deadline to apply is May 15.

To apply, high school seniors must submit:

- Official transcripts of grades signed by a guidance counselor or school administrator
- Three letters of recommendation
- An essay of at least 500 words on the topic of "What Being a Member of a Union Family Means to Me"
- A completed application form

Details about the scholarship and a link to the form are at ifpte.org/scholarshipinfoappl.

Applications can be submitted electronically at scholarships@ifpte.org or mailed to Dominick D. Critelli Jr. Scholarship c/o IFPTE, 513 C St. NE, Washington, DC 20002.

The scholarships are given in honor of the late Dominick Critelli Jr., who was a former IFPTE executive vice president. Critelli also served as one of the Atlantic area vice presidents on the IFPTE executive board and was a former president of IFPTE Local 195 in New Jersey.

TRAINING / EVENTS

See online calendar for more details.

NORTHWEST

Rock climbing

Saturday, April 12, 5 to 7 p.m.

Vertical World, Seattle

All free spots are reserved - email meetings@speea.org to get on the waitlist

NW New Hire / Young Members Committee (NHMC)

NHMC no-host social

Fourth Thursdays monthly

Next: April 24 at 5 p.m.

Sporty's Beef & Brew
(6503 Evergreen Wy, Everett)

NW New Hire / Young Members Committee (NHMC)

MIDWEST

MW YPC no-host social

Second Fridays monthly

Next: April 11 at 4 p.m.

Email tjtrousdale@gmail.com for location details

MW Young Professionals Committee (YPC)