

the
SPEEA
IFPTE LOCAL 2001

Monthly Publication
June 2025

Spotlite

PROFESSIONAL AEROSPACE UNION



Shown here in the state Senate chambers after the historic signing May 19, from left (standing): SPEEA Council Reps Alex Phillips and Hanan Amer, SPEEA President John Dimas, Council Rep David Garrett, state Sen. Marcus Riccelli (D-Spokane), the bill's prime sponsor, and SPEEA Treasurer Dan Nowlin. In the front are SPEEA Legislative Director Brandon Anderson and Council Rep Vivek Dwivedi.

UI for striking workers becomes law

When SPEEA members show up, we win

Members of our union were in Olympia, Washington, for the historic signing of Senate Bill 5041, which provides unemployment insurance (UI) for striking workers. To help the bill become law, members of our union took action in several ways – traveling to Olympia for a big lobby day effort, sending postcards and emails to lawmakers and phone-banking other SPEEA members to urge them to take action, too. See the related article on Page 3.

WTPU Negotiation
Team - P3

ACE scholarship
recipients - P4-6

SPEEA welcomes
summer interns - P8

Congratulations to newly elected officers

At the May regional Council meetings May 8, the Council Reps elected officers. The elections take place every two years at the first meeting of the newly seated Council Reps.

Northwest Council

- Mike Pirone – chair
- David Fritz – treasurer
- Jacob Berger – secretary

Midwest Council

- Wes Gardner – chair
- Emily Forest – treasurer
- R Matthew Joyce – secretary

Prof and Tech Bargaining Unit Councils

At the Northwest Council meeting, the Council Reps also held separate Bargaining Unit Council

(BUC) meetings coinciding with the bargaining unit / district they represent. In some districts, both the Profs and Techs are represented. In other districts, they are specific to either Prof or Tech units.

Northwest Prof BUC

- David Garrett – chair
- Alex Phillips – vice chair
- Ben Weldon – secretary

Northwest Tech BUC

- Debi Pennington – chair
- John Little – vice chair
- Spenser Fowler – secretary



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President

John Dimas

Executive Director

Ray Goforth

Executive Board

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

SPEEA Council Officers

R Matthew Joyce	Chair
Vacant	Treasurer
Byron D. Henderson	Secretary

Midwest Regional Council Officers

Wes Gardner	Chair
Emily Forest	Treasurer
R Matthew Joyce	Secretary

Northwest Regional Council Officers

Mike Pirone	Chair
David Fritz	Treasurer
Jacob Berger	Secretary

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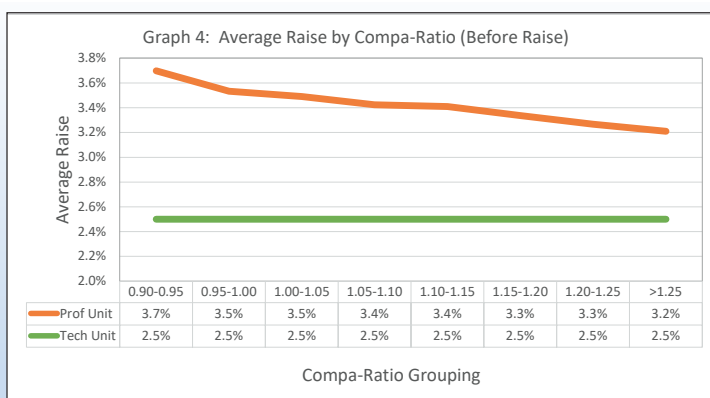
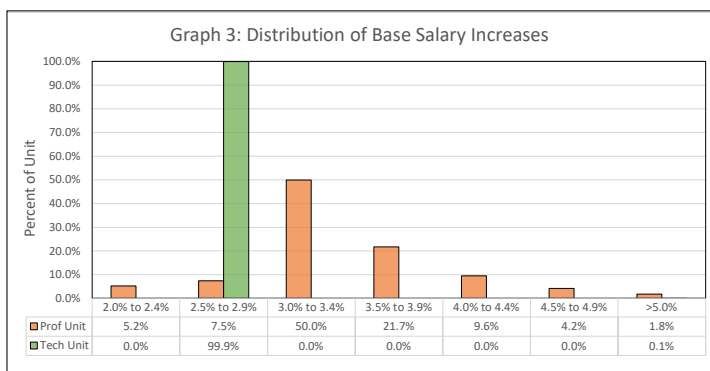
Correction: Spotlight salary charts 3 and 4

In the special section of the Prof and Tech salary charts in the May SPEEA Spotlight, charts 3 and 4 had the incorrect Prof and Tech legend titles. The Prof legend title reflected Tech unit data, and the Tech legend title reflected Prof unit data for both charts. See correct charts below.

The online issue of May Spotlight was updated with the correct charts.

The complete Prof and Tech salary charts are also available online:

- Website - www.speea.org (Drop-down menu: Member Tools/Salary Charts)
- Member portal - member.speea.org



SPEEA advocacy yields results in Olympia

By Brandon Anderson
SPEEA Legislative Director

The 2025 Washington state legislative session was a challenging one, with lawmakers navigating a difficult budget cycle marked by competing demands, revenue shortfalls and intense political pressure. Despite these hurdles, SPEEA members helped secure major wins for aerospace workers, reinforcing that when we organize and speak up together, we have real power.

Victory for striking workers

The most significant win of the session was the passage of Senate Bill 5041, a bill to extend unemployment insurance (UI) benefits to workers during prolonged strikes. For decades, Washington workers who were forced to walk off the job to demand fair treatment and better working conditions had no safety net. Now, after years of organizing, that changes.

The final version of SB 5041 provides up to six weeks of UI benefits after a two-week waiting period for workers who are on strike. While not the unlimited benefits we originally sought, this version represents a powerful step forward and one of the strongest UI-for-strikers policies in the country. The new law puts pressure on large corporations, like Boeing, Starbucks and Amazon, to bargain in good faith, rather than rely on economic pressure to starve out their workers.

This win didn't happen by chance. It happened because SPEEA members showed up. Members sent several hundred emails, signed postcards, phone-banked other members and packed the Capitol during our 2025 SPEEA Lobby Day in Olympia. Together with our labor allies, we kept the pressure on lawmakers until the final vote.

Gov. **Bob Ferguson** signed the bill into law on May 19.

WARN Act expansion passes after SPEEA advocacy

Another major win was the passage of SB 5525, which expands WARN Act protections for Washington workers.

Under federal law, only employers with 100 or more employees are required to provide 60-day notices before large-scale layoffs – and even then, only in limited circumstances, such as when 500 or more workers at a single site are affected, or

when at least 33% of the workforce is laid off.

This narrow threshold has left far too many Washington workers blindsided by sudden job loss with little or no warning.

Now, with SB 5525, Washington employers with 50 or more employees must provide 60-day notices in layoffs involving 50 or more workers. This gives families time to prepare, apply for benefits, adjust financially and seek new opportunities.

SPEEA also successfully worked with sponsors to amend the bill to require employers to disclose whether layoffs involve the relocation or contracting out of work. This mandate will improve data for policymakers and strengthen SPEEA's ability to enforce the layoff protections in our contracts.

Protecting aerospace workforce investments

In a session dominated by tough budget decisions, one of our most important (and quiet) victories was protecting funding for aerospace workforce development grants administered by the Department of Labor & Industries. These grants support the SPEEA Aerospace Career Enhancement (SPEEA ACE) program, which provides free training for aerospace workers and scholarships for students exploring career paths in aerospace and aviation.

With pressure mounting to cut or shift funding in many areas, we made it clear to lawmakers that investing in a skilled aerospace workforce isn't just good economic policy, it's essential to Washington's leadership in engineering and manufacturing. Thanks to this continued investment, we'll be able to grow the next generation of aerospace professionals.

Looking ahead

The 2025 session demonstrated that our political power is growing, but it also reminded us how fragile progress can be. Several labor bills stalled and attempts to kill and weaken our bills continued behind the scenes. That's why we're already preparing for the next session.

Whether it's protecting our rights on the job, expanding economic security for our members or making sure SPEEA has a seat at the table in Olympia, the lesson from this year is clear – when SPEEA members show up, we win.

Let's build on that momentum heading into the 2026 bargaining cycle.

Apply for SPEEA WTPU Negotiation Team

The Wichita Technical and Professional Unit (WTPU) Bargaining Unit Council (BUC) is seeking eligible members to apply for the WTPU Negotiation Team. The deadline to apply is Monday, June 30.

The SPEEA team receives training and works with staff to identify and prioritize changes based on surveys, case histories and market analysis.

Recommended qualifications

- Regular member for the past three years and active for at least two years.
- Must attend one of the orientation sessions.
- Must fill out an application form available at www.speea.org.

Look for the orientation session information and negotiation team application at www.speea.org (drop-down menu: Bargaining Units/Current Negotiations).

Join the Contract Action Team

Not ready or eligible to apply for the Negotiation Team? You can join the Contract Action Team (CAT). This group of WTPU dues-paying members works to support the negotiation team by helping to raise awareness and boost SPEEA membership.

Interested? Email susannem@speea.org to learn more.

CAT helps

For the Wichita Engineering Unit (WEU) negotiations, their CAT team took part in leafletting, lunchtime meetings and solidarity breaks to show support. Their efforts paid off!

Follow SPEEA on social media



2025 SPEEA Aerospace Career Enhancement (ACE) scholarship recipients

SPEEA Aerospace Career Enhancement, or SPEEA ACE, continues to help college students pursue their dreams of careers in aerospace and related fields.

This academic year, a total of 118 students received scholarships to pursue everything from associates degrees to PhDs in fields leading to careers in aerospace and aviation.

In addition, SPEEA ACE works with schools and students to help parents who are students pay for childcare so they can attend class and study.

Scholarship selection process

SPEEA ACE sponsors scholarships with every major public university in Washington state, most state community colleges with a track for

aerospace, as well as professional organizations.

Students apply directly to their schools' scholarship program or STEM/aviation focused organizations. The school or organization selects students for ACE scholarships.

To ensure that all people interested can benefit from good-paying aerospace careers, preference is given to students who are veterans, military spouses or students from under-represented communities.

Top scholar honored

One of SPEEA ACE's previous scholarship recipients, **Grace Pardini**, was honored this spring at the University of Washington when she was selected to the school's Husky 100 list.

The Husky 100 program identifies students at all three UW campuses who are "exemplifying the Husky Experience inside the classroom, in our communities and beyond," the university said.

Pardini, a first-generation Alaskan Native student, is a senior in the Department of Aeronautics and Astronautics at UW-Seattle. She has been involved with on-campus professional groups including Women in Science and Engineering, Women in Aerospace, the American Indian Science and Engineering Society, First Nations Launch and the Husky Marching Band.

She has been a three-time summer intern with Boeing Commercial Airplanes Flight Sciences in Everett.



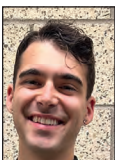
Mohammad Al-Jarrah
University of Washington,
Ph.D - Aeronautics and
Astronautics Engineering



Braxton Brady
Green River College,
Aviation



Kymbrena Brodin
Evergreen State College,
Computer Science



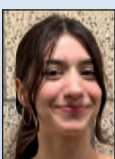
Adrian Burger
Green River College,
Aeronautical Science



Lucy Camblin
University of Washington,
Electrical and Electronics
Engineering



Derek Carpenter
Big Bend Community College,
Aviation Pilot



Sarah Cayford
Green River College,
Pilot



Mukuka Chimese
Edmonds College,
Mechanical Engineering



Emilio Elizondo
Columbia Basin College,
Mechanical Engineering



Sally Everson
Big Bend Community College,
Aviation Pilot



Brandon Faulk
Big Bend Community College,
Aviation Pilot



Noah German
Big Bend Community College,
Aviation & Commercial Pilot



Alyssa Giedd
University of Washington,
Mechanical Engineering



Ava Goedhard
Green River College,
Aviation Technology



Deanne Richelle Gutierrez
Renton Technical College,
BAS - Application Development



Yuqiao Han
Green River College,
Air Traffic Operation



George Hattell
Central Washington University,
Professional Pilot



Jessical Hattell
Central Washington University,
Professional Pilot



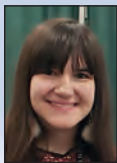
Ellie Hejrovska
Green River College,
Aviation Technology &
Aeronautical Science



Yusheng Huang
Renton Technical College,
BAS - Application Development



Kalid Hussein
Columbia Basin College,
Engineering



Quinn Jacobs
University of Washington,
Engineering



Ryan Jenkins
Green River College



Ampelina Maikal Johnson
Green River College



Rylen Kea-Dejos
Green River College,
Aviation Technician



Minho Lee
Everett Community College,
Aviation Maintenance



Christopher Lindbeck
Spokane College,
Mechanical Engineering



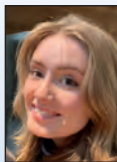
Maria Lopez Franco
Renton Technical College,
Engineering Design Technology



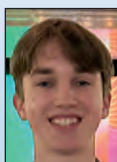
Juan Martinez
Edmonds College,
Advanced Manufacturing and
Materials Engineering Technology



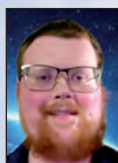
Adam McConaughy
Big Bend Community College,
Aviation Pilot



McKenna Meise
Big Bend Community College,
Aviation Pilot



Hayden Myers
Green River College,
Aeronautical Science



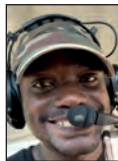
Erik Nalan
Bellevue College,
Associate - Science, Track II: Engineering



Lidsya Nouanphachan
Renton Technical College,
BAS - Application Development



Rook Oliver
Western Washington University,
Manufacturing Engineering



Joshua Ondieki
Clover Park Technical College,
Professional Pilot



Paxton Padden
Big Bend Community College,
Aviation Pilot



Jessica Post
Renton Technical College,
BAS - Application Development



Dariga Rakhat
Edmonds College,
Engineering



Alana Retchless
Big Bend Community College,
Aviation Pilot



David Rexilius
Edmonds College



Angel Reyes
Walla Walla Community College,
Associate in Science



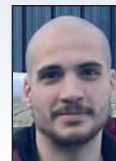
Mathew Rickards
Columbia Basin College,
Engineering



Karen Rodriguez
Renton Technical College,
BAS - Application Development



Tyler Sabin
Renton Technical College,
BAS - Computer Network Engineering



Fouad Sakhakhni
Clover Park Technical College,
Professional Pilot



Rasmane Sawadogo
Renton Technical College,
BAS - Computer Network Engineering



Cody Schmidt
Central Washington University,
Professional Pilot



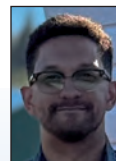
Jackson Smith
Green River College,
Aeronautical Science



Daothid Tern
Renton Technical College,
BAS - Computer Network Engineering



Moises Troya
Edmonds College,
Associates Degree - Transfer



Brenden Weddington
Central Washington University,
Aviation Management & Aviation
Professional Pilot

Continued on page 6



SPEEA Aerospace
Career Enhancement
aerocareer.org

2025 SPEEA Aerospace Career Enhancement (ACE) scholarship recipients *Continued from page 5*

Photo not available

Connor Allen, Spokane Falls Community College

Charles Awounor, Walla Walla Community College, Computer Science

Isaiah Barnes, Bellevue College

Emily Barr, Pierce College, Engineering/CS/Phys/Atmos AS-T2

Max Baugess, Clark College, Electrical Engineering

Myles Castaneda, Central Washington University

Brandett Castro, Highline College, Mechanical Engineering

Tyler Chandos, Eastern Washington University

Brock Clark, Big Bend Community College, Aviation Pilot

Drake Costa, Renton Technical College, BAS - Computer Network Engineering

Jonathan Davis, Big Bend Community College, Aviation Pilot

Darrell Dewald, Walla Walla Community College, Computer Science

Mason D'Hondt, Columbia Basin College, Manufacturing Technology

Mint Do, Highline College, Engineering: Bio/Chem

Konrad Duncan, Eastern Washington University

Chandler Edmister, Walla Walla Community College

Dana Estrella-Villa, Green River Community College, Aeronautics

Khalid Furmulie, Renton Technical College, BAS - Computer Network Engineering

Dylan Garcia, Pierce College, Aerospace

Abiyu Gebremeskel, Renton Technical College, BAS - Computer Network Engineering

Cortez Giesen, Central Washington University

Ryan Gildehaus, Clover Park Technical College, Professional Pilot

Oleksandr Golubyev, Clover Park Technical College, Aviation Maintenance Tech

Chaehwan Gu, Pierce College, Engineering/CS/Phys/Atmos AS-T2

Tanner Hall, Columbia Basin College, Engineering

Aftab Hekmatshoar, Bellevue College, Associate - Science, Track II program

Braden Holubowsky, Clover Park Technical College, Professional Pilot

Insung Hwang, Everett Community College, Engineering and Mechatronics

Brent Kay, Renton Technical College, BAS - Application Development

Daniel Keane, Big Bend Community College, Aviation Pilot

Chase Kennedy, Clover Park Technical College, Aviation Maintenance Technician

Kerkphon Ketboonsai, Everett Community College, Aviation Maintenance

Tung Kim, Everett Community College, Engineering Technology

Sangwoo Kim, Clover Park Technical College, Professional Pilot

Kendall Laugen, Columbia Basin College, Engineering

Harrison Leary, Lake Washington Technical College, Mechanical Design Technology

Keyi Li, Clover Park Technical College, Aviation Maintenance Tech

David Luna, Highline College, Engineering: Mechanical

Mia Manivanh, Highline College, Engineering: Bio/Chem

Lorenzo McGary, Clover Park Technical College, Professional Pilot

Jonathan McNeil, Everett Community College, Engineering Technology

Sebastian Militaru, Lake Washington Technical College, Mechanical Design Technology

Yeabsira Moges, Renton Technical College, BAS - Computer Network Engineering

Cynthia Mutezinka, Green River College

Igor Nikolaev, Renton Technical College, BAS - Computer Network Engineering

Edward Oconnell, Clover Park Technical College, Professional Pilot

Luke Perry, Everett Community College, Aviation Maintenance

Denzel Pinto, Western Washington University, Manufacturing Engineering

Mike Prather, Big Bend Community College, Aviation Pilot

Jonathan Reed, Renton Technical College, BAS - Application Development

Leeann Riggs, Everett Community College, Precision Machining

Alberto Robles, Walla Walla Community College, AAS

Miguel Rodriguez, Evergreen State College, Mathematics and Physics

Brent Schenk, Eastern Washington University

Solomon Schlau, Bellevue College, Associate - Science

Katt Sextant, Lake Washington Technical College, Engineering

Josue Silverio, Columbia Basin College, Engineering Technology

Vladyslav Smyhanovskiy, Edmonds College

Kukui Ulii, Bellevue College, Associate - Science, Math Education

Joel Varghese, Bellevue College, Associate - Engineering

Ryan Vo, Lake Washington Technical College, Mechanical Design Technology

Van Vuong, Renton Technical College, BAS - Computer Network Engineering

Mosawarkaihan Wafayee, Renton Technical College, BAS - Computer Network Engineering

Daniel Walters, Central Washington University

Zhiyuan Wu, Clover Park Technical College, Aviation Maintenance Tech

NW Council STEM grants

Apply for STEM Grant Review Committee

SPEEA needs members for the Northwest Council Science, Technology, Engineering and Math (STEM) Grant Review Committee.

This committee reviews grant applications to make recommendations on distribution of

funds, which will be voted on by the Northwest Council Sept. 11.

Email nw_stem_grants@speea.org with your contact information and school district where you live by noon, Friday, June 27.

STEM grant deadline

The deadline to apply for a Northwest Council STEM grant is Aug. 15. The application is at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations). For more information, see the article on the home page at www.speea.org.

Ed Wells Book Club

'Picket Line' offers lessons on building solidarity

By Michael Berryhill and Justin Roll
SPEEA Council Reps

At least 40 SPEEA members recently came together to read "Picket Line: No Nerds - No Birds, The Strike That Grounded Boeing's Planes." The book, written by former SPEEA President **Tom McCarty**, chronicles the historic SPEEA 40-day strike of 2000.

During the book club discussion, we were honored to have several SPEEA members who walked the line at the time share their experiences and stories with all of us. We think it's important to learn as much as we can from longtime SPEEA members.

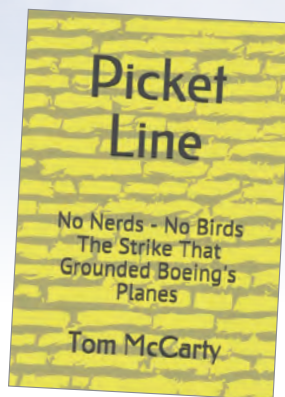
At the book club, we discussed how SPEEA members built solidarity during the strike, from creating custom burn barrels to delivering literally tons of onions to the SPEEA halls. We also took a critical look at negotiations; what motivated our members back then and how our members

worked democratically together and stood up to The Boeing Company to get a fair contract.

SPEEA member and 2000 striker **Brian Conlin** summed it up well: "It was about respect!"

Our 2026 contract negotiation will be extremely important for all of us. It's important to learn from the past, so we can build a stronger union, win a stronger contract and ensure our members can afford to live a decent life.

The Ed Wells Partnership hosted the book club, which was also sponsored by the Northwest Member Activities Committee. We hope to work with one of our Northwest committees to put on another "Picket Line" book event, in-person and off-hours, later this year!



Why take part in an Ed Wells book club?

By Kelly Hanes
SPEEA co-director, Ed Wells Partnership

Book clubs are a great way to stay up to date with the latest ideas, thought leaders and best practices and to learn with your peers. That's why Ed Wells offers around 20 book club sessions every year.

The book clubs cover a variety of topics from aviation history to the latest scientific discoveries as well as examining new ideas and revisiting ancient wisdom on how to improve our skills and lives.

Past book club titles include "Hidden Figures" by **Margot Lee Shetterly**, "Atomic Habits" by **James Clear**, "Shackleton's Way" by **Morrell & Capparell** and "Atlas of the Heart" by **Brene Brown**.

How it works

When you sign up for a book club, a book is delivered to your work mailstop. If a Kindle version of the book is available, you can opt for that instead.

You keep your copy of the book if you attend

50% of the book club sessions. You can add it to your library or share it with a colleague to keep the learning going.

Book clubs are typically three lunchtime sessions but sometimes two or four sessions, depending on the length of the book. These usually take place every two weeks to allow time to read between sessions.

Discussion sessions might include answering thought-provoking questions, doing exercises from the book, sharing stories from your own work and life experience and even hearing from the authors of the books if available.

If you haven't tried a book club, newcomers are always welcome.

Upcoming book clubs

You can find a list of the current year's book clubs on the Ed Wells Partnership home page on the Boeing intranet at edwells.web.boeing.com.

To propose a book, email edwells.sbpartnrshp@boeing.com.

TRAINING/ EVENTS

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

NORTHWEST

SPEEA ACE Mentor Networking Event

Thursday, June 12, 5 p.m.
SPEEA Tukwila Hall

Wind tunnel demo, 3-D printer exhibit
and Virtual Reality Station

RSVP: aerocareer.org

SPEEA Aerospace Career Enhancement

SPEEA no-host social

Thursday, June 26, 5 p.m.
Sporty's Beef & Brew
6503 Evergreen Way, Everett

NW New Hire and Young Members Committee

SPEEA BBQ

Saturday, July 12, 4 to 8 p.m.
Golden Gardens, Seattle
RSVP: meetings@speea.org

NW New Hire and Young Members Committee

MIDWEST

Member Day at Sedgwick County Zoo

Saturday, June 21, 9 a.m. to 5 p.m.

Drop by the POET Gazebo from 11:30 a.m. to 1:30 p.m. for light refreshments from SPEEA

Limited supply of free tickets for dues-paying members and their immediate families

Email vickim@speea.org to confirm tickets available

MW Membership Activities Committee

Midwest Young Professionals Top Golf

Friday, June 27, 5:30 – 7:30 p.m.
2976 N Greenwich Rd., Wichita

Limited capacity –
email vickim@speea.org to sign up

MW Young Professionals Committee

SPEEA sponsor American Cancer Society Car Show

Saturday, July 19, 9 a.m. to 2 p.m.
Goddard High School parking lot,
2500 S. 199th St. SW

\$20 entry fee – category trophies –
dash plaques for first 100 entries

Email melissa.easterberg@cancer.org or
call (316) 512-2606 for questions

What is SPEEA and how does it work for you?

Every summer, SPEEA – the Society of Professional Engineering Employees in Aerospace – welcomes interns along with new hires into our bargaining units at Boeing and Spirit AeroSystems.

Whether you're a new hire, intern or a member with experience, make time to get to know a bit more about our union by talking to a coworker, checking out your contract on our website or attending a lunchtime meeting or committee meeting after work.

About SPEEA

When you join SPEEA, you are joining something larger than yourself. Your dues help pay the cost of negotiating and enforcing contracts that define fair working conditions and guarantee health benefits and pay.

Full dues-paying members are the decision-makers in our union, with the right to approve or reject contract offers from our employers and elect officers to represent them

SPEEA represents nearly 19,000 engineers, technical workers, pilots and professionals in aerospace in five states.

Our union is affiliated with the International Federation of Professional and Technical Engineers (IFPTE) as IFPTE Local 2001. The IFPTE represents more than 90,000 professionals in the United States and Canada, working for federal agencies like NASA, the National Oceanographic and Atmospheric Administration and for the U.S. Army Corps of Engineers. IFPTE members include nuclear power plant operators, civil engineers and administrative law judges.

How your union works

SPEEA prides itself on being a democratic union where all decisions are in the hands of the members.

Our structure and processes are defined by the member-approved constitution, bylaws and policies.

Our elected leaders are full-time employees at Boeing and Spirit who volunteer to serve in union roles. Members elect representatives to the SPEEA Council from their districts. Those Council Reps are both frontline workplace advocates (similar to stewards in other unions) and decision-makers who meet to set policy for our union.

SPEEA has 70 Council districts representing specific geographic locations, including sites, buildings, floors, shifts and bargaining units.

Council Reps have a network of district Area Reps, who volunteer to help their coworkers stay

informed about union issues and assist Council Reps in answering members' questions about the contract and benefits.

Members also vote on a seven-member Executive Board. The Executive Board holds the top leadership positions within our union. They are charged with overseeing the annual budget and administering union affairs.

The Council and Executive Board are supported by three dozen staff who work at SPEEA headquarters in Tukwila, Washington, or at union halls in Everett, Washington, and Wichita, Kansas. That includes a team of Contract Administrators who are specialists assigned to ensure our employers live up to their responsibilities under our jointly negotiated contracts.

Bargaining units

SPEEA has five different bargaining units, depending on the company and your job. For example, the Northwest Professional Unit (NW Profs), our largest, consists of engineers at Boeing facilities in Washington, Oregon, California and Utah.

Other units are:

- Northwest Technical Unit (NW Techs), work at Boeing as designers, analysts, technicians, specialists and planners, for example. *All Boeing interns are enrolled in this bargaining unit.*
- Wichita Technical and Professional Unit (WTPU) represents workers at Spirit AeroSystems in Kansas.
- Wichita Engineering Unit (WEU) are engineers at Spirit AeroSystems.
- SPEEA Pilot/Instructors Unit (SPIU) members are technical and safety pilots at Boeing in Puget Sound.

Contract benefits

SPEEA members and staff negotiate contracts that lock in benefits such as health care costs, minimum raises, hours, overtime pay and working conditions. Vacation, paid leave and retirement are also negotiated and locked into a legally binding contract between the workers and the company.

Growing aerospace careers

Looking to the next generation, SPEEA is focused on a number of ways to support those interested in Science, Technology, Engineering and Math (STEM) careers.

- **SPEEA ACE** – In 2021, SPEEA launched the Aerospace Career Enhancement program (or SPEEA ACE) with a

Washington state grant. Since then, SPEEA ACE has provided hundreds of career-development training classes. ACE funds more than 100 scholarships annually for students attending Washington state universities and colleges to pursue aerospace or aviation careers. SPEEA ACE also runs a mentorship program and can help college students who are parents with child care assistance. Get details at aerocareer.org.

- **Ed Wells Partnership** – SPEEA members at Boeing also can take advantage of the Ed Wells Partnership, which is a contractually negotiated benefit. The partnership has been providing professional and technical training specifically targeting the needs of Boeing engineers and technical workers since 1995. If you're a SPEEA member at Boeing, check out the options at edwells.web.boeing.com (on the Boeing intranet).

Spirit AeroSystems

Apply for SPEEA joint committees

WICHITA, Kan. – SPEEA invites members working at Spirit AeroSystems to apply for joint committees focused on labor-management initiatives.

Both bargaining units at Spirit AeroSystems have contract language (Article 9) regarding the committees, which provide forums for discussion and collaboration with management. The committees are:

- Joint Collaboration Committee (JCC) – Wichita Engineering Unit (WEU)
- Joint Oversight Committee (JOC) – Wichita Technical and Professional Unit (WTPU)
- Joint Benefits Committee (JBC) – WEU and WTPU

If you've been a dues-paying member in either bargaining unit for at least one year, you are eligible to serve on a committee.

Submit a qualification statement (250-word max) to vickim@speea.org by 5 p.m., Friday, June 27.

If you have questions, contact the Wichita union hall at (316) 682-0262.



Former Wichita Area Reps received training for their new roles as Council Reps. From left: SPEEA Contract Administrator **Susanne Murphy** and new Council Reps **Matthew Glenn, Ethan Jacobs, Trever Trousdale** and **Angela Hottle**.

Council Reps to confirm Area Reps for new terms

Now is the time for Council Reps to confirm whether their current Area Reps want to continue serving in the role for another two-year term.

New Area Rep terms begin July 7.

This re-endorsement process helps our union keep an accurate record of who is active as an Area Rep.

How to re-endorse Area Reps

- **Northwest** – Council Reps just need to ask their Area Reps if they are still interested and verify their current location. If yes, the Council Rep can send an email to petitions@speea.org with their Area Reps' names/locations. If you're in a NW district without a Council Rep, fill out a petition at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations) and submit it to petitions@speea.org.
- **Midwest** – Council Reps must re-endorse their Area Reps by completing and signing new Area Rep petition forms for the 2025–2027 term. The petition is at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations). Member signatures are not required if the Council Rep signs the form. If you are a current Area Rep who wants to re-endorse, but don't have an assigned Council Rep, any Midwest Council Rep can sign your Area Rep petition form to complete the re-endorsement. Completed forms for Area Reps in the Midwest go to vickim@speea.org. Questions? Email susannem@speea.org.

This is also a good time to recruit new Area Reps, especially in areas without any SPEEA presence, such as districts without other Area Reps or

Council Reps.

Our union has no limit to the number of Area Reps who can serve in a district. Any member, regardless of how long they have been a dues-paying member, is welcome.

New Area Rep terms will continue until after Council Rep elections in 2027.

What Area Reps do

Area Reps serve as liaisons to smaller groups of co-workers on behalf of their district's Council Reps. When questions come up in these smaller groups, Area Reps can follow up with their Council Rep. Area Reps also meet with Council Reps periodically to hear reports on union news and issues.

Want to become an Area Rep?

- **Have a Council Rep?** Ask them to sign you up as an Area Rep. They will submit your information to SPEEA staff for updating the database and for requesting your Area Rep name badge.
- **Don't have a Council Rep?** You can still become an Area Rep. The Area Rep petition, which requires five members' signatures, is at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations). Email the completed petition to petitions@speea.org.
- **Not sure who is your Council Rep?** Go to www.speea.org (drop-down menu: Member Tools/Find your Council Rep).

Want to learn more?

Your Council Rep is a good person to ask questions. You can also find more details about the role of Area Rep at www.speea.org (drop-down menu: Member Tools/Area Reps).

Honoring Hickerson and Funfar

NW Council launches new 'Union Spirit' award

In honor of two SPEEA activists whose advocacy left a legacy of solidarity, the Northwest Council has established the Northwest "Union Spirit" award.

Joel Funfar, former SPEEA president, and **Tony Hickerson**, former SPEEA Council chair, both died within weeks of each other in the spring of 2023.

The Northwest Membership Activities Committee (MAC) brought the idea for the award to the Council in April. "We wanted an award to highlight the union spirit of a member each year to carry that torch that **Tony Hickerson** and **Joel Funfar** had demonstrated," the motion stated.

Timeline pending

More information is coming about the timeline and process for nominating a Northwest SPEEA activist for this special award. Part of the process calls for the Northwest Council to vote on the nominations and decide who gets the "Union Spirit" award. The award will be presented at a special recognition event later this year.

The Union Spirit Award was purposely created to be open to any member of our union family who carries the spirit of Funfar's and Hickerson's passion for helping strengthen our union through member engagement and outreach.

This new award honors both SPEEA leaders just as the Stephen Pezzini Helping Other People Excel (H.O.P.E.) award honors the legacy of Everett Council Rep **Stephen Pezzini** and his support for SPEEA and the community. Both Hickerson and Funfar received the H.O.P.E. award, too.

Excerpt from the Northwest Council motion:

Two of our union brothers exemplified and emulated union spirit.

- **Tony Hickerson** was a grassroots activist bringing out the activism from every member. He would go out of his way to defend a member in trouble or lend a helping hand. Outside of his family, he was a community father who mentored countless community kids, union brothers and sisters and anyone who needed a helping hand.
- **Joel Funfar** was a great union leader on the local, state and federal levels. He paved the way and advocated having union representation at the table during negotiations, decisions affecting our membership or for individual members needing representation.



CODE OF CONDUCT

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

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

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

What is harassment?

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

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

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

What if you feel harassed?

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

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

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

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

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



SPEEA Code of Conduct emphasizes respect

The SPEEA Code of Conduct is part of the SPEEA Policy and Procedure manual. The Code of Conduct is included here as a reminder to help raise awareness. If bargaining unit members have witnessed or experienced inappropriate behavior at work or at a SPEEA event, they can ask for help. A special email address, report@speea.org, is carefully monitored to respect privacy. See the Code of Conduct at www.speea.org (drop-down menu: Member Tools/SPEEA Code of Conduct).

Planning to retire? Join other SPEEA retirees in ERS

By David Baine, ERS President

And Dwight Rousu, ERS Steering Board Chair

I you have thought retiring would be great, it does have some great opportunities.

One giant step is to get out of Boeing. SPEEA has some good resources to learn about your contract benefits related to retirement. If you haven't already attended a SPEEA retirement seminar, see the schedule at www.speea.org (drop-down menu: Medical and Retirement). You can also watch videos of previous retirement seminars.

Once you are retired, SPEEA no longer represents you. But you do not have to be on your own. The Engineering Retirees Society (ERS) was founded to help retirees socialize and deal with policies and questions that may arise from time to time.

The "Engineering" part of the name is a bit misleading, because anybody represented by SPEEA at any point during their career is invited to be a member. That includes engineers, techs, pilots and any managers who were previously SPEEA-represented. Other interested people, including spouses, can also join us.

ERS started as an informal group of retired Boeing engineers who met regularly. The group grew and eventually formed as an organization in 2002.

We share useful information on topics like pensions, Medicare, Social Security, insurance, travel and investments. We also track federal legislation that affects seniors.

We also provide data of interest to our members via a newsletter and our website at www.engineeringretirees.org. Annual dues are a bargain at \$15 and include a spouse.

Meetings

We have quarterly all-member hybrid meetings. We meet in person at the SPEEA Tukwila headquarters. We also have a Zoom option.

At the quarterly meetings, we usually have a guest speaker on retiree issues, and we address any business items.

We also have bimonthly investment meetings with a guest speaker on selected financial topics of interest.

Our upcoming meetings are listed on our website at www.engineeringretirees.org.

Affiliations

To augment our retiree information and federal advocacy, ERS affiliated with the National Retiree Legislative Network (NRLN.org). NRLN posts information and has hosted trips to Washington, D.C. ERS has sent attendees to these D.C. events to advocate with legislators regarding retiree issues.

We also have regional affiliations with the volunteers at the Boeing Bluebills (bluebills.org) and with Puget Sound Advocates for Retiree Action (PSARA.org).

Retirement issues change, and we all need strategies to cope with new challenges. ERS provides the opportunity to share experiences and advocate for our interests.

When we were employees, union membership gave us a stronger voice along with bargaining power. As ERS members, we are still able to collectively lobby for our interests through ERS/NRLN.

When you retire, we hope you will consider joining us in staying active and advocating for protecting the financial security that we worked for years to achieve.

Join us

Go to the "Membership" tab at www.engineeringretirees.org to learn more about how to join us.

Boeing Teamsters overwhelmingly approve contract

Nearly 300 unionized drivers at Boeing ratified a four-year collective bargaining agreement in April.

Specific terms of the deal were not disclosed publicly, but Teamsters Local 174 described it as "a contract that materially surpasses all previous contracts for the group" and one that "guarantees economic victories that raise the bar for the rest of the industry."

"As the contract proposal was presented, the room erupted in cheers on more than one occasion," Local 174 said. "The final vote tally was overwhelming."

Union officials said they were prepared for a fight, after watching Boeing's hardline stance in bargaining with the Machinists Union and International Association of Fire Fighters in 2024. The company locked out the Fire Fighters for more than three weeks in May, then pushed the Machinists into a 53-day strike in the fall.

"We were prepared to face the same adversarial bargaining relationship Boeing had taken with other unionized groups," Local 174 Secretary-Treasurer **Rick Hicks** said. "Instead, we were pleased to discover this management team was committed to rewarding the hardworking drivers who keep Boeing running."



Seattle lunchtime meeting on salary charts

About 50 SPEEA members gathered in Seattle for a lunchtime presentation in May on "Salary Charts, Salary Pools & Promotional Funds" with **Matt Kempf**, SPEEA senior director of compensation and retirement. Council Reps are encouraged to host lunchtime informational meetings for members in their district to learn about the contract and related benefits. See the online calendar at www.speea.org for upcoming presentations.



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SPEEA 101 lunchtime meeting at Everett Tunnel

SPEEA Northwest Regional Vice President **Tami Reichersamer** (shown standing) addresses the crowd at a SPEEA 101 presentation in Everett April 29. SPEEA Contract Administrator **Peter Campbell** facilitated the presentation to introduce members to how SPEEA works. Council Reps are encouraged to host SPEEA 101 events for members in their districts. See the online calendar at www.speea.org for upcoming events.

Support laid-off members by donating to SPEEA Cares

The SPEEA Cares Fund provides emergency assistance for members and their families who are facing difficulties due to layoffs.

For approved requests, the fund pays up to a maximum amount for a one-time-only bill related to housing or utilities and can also provide gift cards for gas or groceries.

Want to help?

You can donate to SPEEA Cares. With no administrative fees, 100% of donated funds go to help eligible individuals in all SPEEA bargaining units. This is also funded solely through donations.

Send donations to:

SPEEA Cares Fund
15205 52nd Ave. S
Tukwila, WA 98188

Those who work at Boeing can do a **recurring donation** from their paychecks. Go to YourCause, through Worklife/Boeing Global Engagement. Search for Puget Sound Labor Agency (ie. Reg ID 91-0927902), then choose recurring payroll. In the section to add a designation, choose *other* and fill in SPEEA Cares.

Need help?

If you're laid off and facing a financial emergency, email your contact information, a brief explanation of your circumstances and a copy of the bill you need help paying to robinf@speea.org.

SPEEA-Boeing

Have an issue with retention rating?

As managers distribute retention-rating notices to SPEEA Profs and Techs by June 6, members may have questions.

SPEEA's Prof and Tech contracts give members the right to appeal their assigned retention rating. The process to appeal, which requires documentation and follow up, is outlined at www.speea.org (click on drop-down menu: Member Tools/Retention).

About retention ratings

Boeing managers assign retention ratings to SPEEA-represented employees each year. If layoffs are necessary, the retention ratings determine the general order of lay off.

SPEEA Home Email

Stay connected for updates

Sign up at www.speea.org

