

the
SPEEA
IFPTE LOCAL 2001

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July 2025

Spotlite

PROFESSIONAL AEROSPACE UNION



SPEEA in action

Everett Council Rep **Byron Henderson** is shown here with his voting card at the SPEEA Council convention, an annual meeting that brings together about 140 SPEEA Council Reps and elected leaders from Kansas, Oregon and the Puget Sound to conduct union business in person. The next day, the participants attended training workshops after hearing lessons learned from the IAM 751 strike by keynote speaker, **Jon Holden**, IAM 751 president. See related articles inside.

H.O.P.E. award — P2

Non-Boeing
labor win — P3

Spirit raise pools — P6

Congratulations to H.O.P.E. award recipient

'Contagious' drive for inspiration, passion and commitment

Debarijit "Greg" Chandra is this year's winner of the Stephen Pezzini Helping Other People Excel (H.O.P.E.) Award for his contributions to the workplace and the community.

"I am honored by this award," Chandra said, "and look forward to helping our teammates continue to design and build the finest aircraft in the world."



Debarijit "Greg" Chandra accepts the Stephen Pezzini HOPE Award from SPEEA Council Chair Debi Pennington.

Chandra is an Associate Technical Fellow at Boeing who recently moved to a rotational post at the Ed Wells Partnership. He is an Area Rep for our union, a member of the Boeing-SPEEA Joint Work Force Committee and part of the Ed Wells Technical Advisory Committee.

Chandra was nominated by **Murtaza Patwa**, who described Chandra as someone who always brings smart ideas to inspire growth and make change. Chandra has a "contagious" drive for inspiration, passion and commitment, Patwa said.

Patwa praised Chandra for his efforts during last winter's layoffs at Boeing. Chandra reached out to people afraid for their jobs, offering both a compassionate ear and helpful resources.

Along with his work-related commitments, Chandra is a Cub Scout Den leader, and an

active committee member for organizations including the American Institute of Aeronautics and Astronautics, the International Council on Systems Engineering and Mensa. He has previously served as a consultant to and mentor in the SPEEA Aerospace Career Enhancement (ACE) mentorship program and was a 2025 nominee for Leadership Snohomish County Emerging Leaders for his community service.

The H.O.P.E. award is given annually in honor of former SPEEA Council Rep **Stephen Pezzini**, who was both a labor activist and community volunteer. Any dues-paying SPEEA member in good standing can be nominated for this annual recognition.



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SPEEA Publications

Karen McLean
Bryan Corliss
Vacant
Amanda Flores

Communications Director
Senior Communications Specialist
Graphic and Web Designer
Communications Support

speea@speea.org • www.speea.org

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

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INTERNATIONAL FEDERATION OF
PROFESSIONAL AND TECHNICAL ENGINEERS

Wichita Technical and Professional Unit (WTPU)

Preparing for SPEEA WTPU contract negotiations

WICHITA, Kan. – On behalf of more than 1,600 SPEEA-represented employees in the Wichita Technical and Professional Unit (WTPU), work is underway to prepare for upcoming contract negotiations.

During the month of June, WTPU dues-paying members took steps to apply for their contract negotiations team. This included completing an application form and attending a mandatory orientation session to learn more about the role and the work of the team.

The application form was due June 30. Following applicant interviews, the WTPU Bargaining Unit Council Reps are planning to meet this month to select the team.

In addition to negotiations training, the team will meet regularly with staff to prepare for contract negotiations with Spirit AeroSystems. The team will also work on a survey to determine priorities for the upcoming contract.

The SPEEA-Spirit WTPU contract expires Jan. 31, 2026.

Be the difference - get involved with the Contract Action Team

Members who are not interested in the more hands-on role of the negotiation team can join the Contract Action Team (CAT).

This group of dues-paying members works to support the negotiation team by helping to raise awareness and boost SPEEA membership.

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

If you're interested in attending the kickoff meeting of CAT or supporting in other ways, email susannem@speea.org.

President's Corner



By John Dimas
SPEEA President

How you can get ready for contract negotiations

The time has come to galvanize.

Galvanize, according to Cambridge University Press, is "to stimulate or excite someone into taking action, often by shocking them in some way."

In 2026, three SPEEA bargaining units' Collective Bargaining Agreements (CBA) expire. In the Midwest, the Wichita Technical and Professional Unit (WTPU) expires on Jan. 31. In the Northwest, both the Professional and Technical Units contracts expire on Oct. 6 next year.

A yearslong wait is now closer than we realize.

A magic contract is not going to just materialize from the employer. Members must define what we want to see in a contract. Each negotiation team will be chosen out of the membership.

We need to build the leverage that the negotiation team can use.

Actions and voting by dues-paying SPEEA members, also known as "rank and file," will determine how any of our final contracts look like.

So, what can we do between now and when our contracts are signed?

- Preparation
- Member mobilization

- Effective communication and messaging

Preparation

What is the process of negotiations, and what is a member's role? Every SPEEA member must know their part in the process. Lunchtime meetings will be held to inform the membership. This is also an opportunity for members to ask questions. Contract negotiations have a process – a beginning and an end. Be a part of the group who organizes this campaign by getting involved in some way.

Sign up for the Northwest Negotiation Preparation Committee (NPC) or the WTPU Contract Action Team (CAT). These groups are open to all members. SPEEA staff, who have decades of experience in negotiating aerospace labor contracts, support NPC and CAT. They also work with the negotiation teams, too.

Empowering and mobilizing members

Look at the rules of how your bargaining unit approaches negotiations. If rules need to be changed, change them. Apply to be on your negotiation team. Don't make it on the negotiations team? There will be plenty of other ways and actions in the workplace to join.

Looking forward to having some fun. Don't know where to jump in? Let me know, and we'll find you a spot.

Effective communication and messaging

In the coming months, SPEEA is working on exciting changes in communications. However, communication is a two-way process. Do you go to the SPEEA website? Do you have a non-work email address on file? Are you receiving SPEEA text messages? Are you following SPEEA on social media? Are there other social media sites where you want to see SPEEA? More on all this soon.

If your contract is Prof, Tech or WTPU, negotiation for a new contract is coming your way. Know the process, know your role, be active and be bold. Don't hold back. SPEEA members, the time has come to galvanize.

Non-Boeing labor issue

SPEEA efforts help bring back 58 laid-off employees

SPEEA was recently able to achieve an agreement requiring a return to employment of 58 individuals who were laid off earlier this year. In addition to their jobs, they were also made whole for lost wages and benefits. And the returned employees will have the layoff removed from their employment record.

The layoffs were part of the cost-cutting measures Boeing announced late last year. The result of these measures was the elimination of 2,600 workers for Boeing in Washington state, including 600 represented by SPEEA.

The agreement comes after SPEEA filed a grievance and a request for arbitration alleging at least two violations of the union's contracts. The first violation was related to the non-disclosure of the use of a particular kind of non-Boeing labor - Industry Assist - as is required by the contracts. The second violation covered the layoff of represented employees while retaining Industry Assist personnel performing the same work.

Boeing initially denied the grievance, citing a contractual document purporting to show the non-Boeing labor individuals (those that the union were grieving) were actually different kinds of non-Boeing labor (i.e. not Industry Assist) and hence not subject to the provisions associated with Industry Assist personnel. However, Boeing had signs in the workplace indicating the individuals were Industry Assist and organization charts available online likewise stated that they were Industry Assist.

When SPEEA demanded a copy of the document describing the employment relationship, Boeing refused. SPEEA informed Boeing of our intent to file an Unfair Labor Practice charge with the National Labor Relations Board (NLRB) regarding Boeing's refusal to provide data relevant to SPEEA contract enforcement.

Ultimately, after a series of meetings with Boeing leadership, Boeing agreed to resolve the matter in SPEEA's favor and restore the formerly laid-off individuals to their prior positions. Management has begun reaching out directly to impacted employees to arrange for their reinstatement.

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Follow SPEEA on social media





Council Reps from multiple states, SPEEA elected leaders and allies from IFPTE locals and other labor unions (shown above) came together for the annual SPEEA Council Convention and Leadership Conference. The theme of this year's conference was "Forging Stronger Relationships, Building a Brighter Future."

Keynote – lessons from IAM negotiations

Forging stronger relationships at SPEEA Council Convention & Leadership Conference

By Bryan Corliss
SPEEA Senior Communications Specialist

SEATAC, Wash. – When it comes to contract negotiations, it is the individual members of a union working together that hold the true power, IAM District 751 President **Jon Holden** told SPEEA officers and Council Reps.

"It doesn't matter what I say at the bargaining table, the power is in the hands of the members," Holden said. "They have to be a part of it. They have to be a part of their own futures."

Holden was the keynote speaker at SPEEA's annual convention and leadership conference, May 30-31 at SeaTac, Wash. The annual event is the one time each year that all of SPEEA's Council Reps from multiple states meet together to conduct a business meeting, get training and network. More than 140 people – including other labor union leaders – attended the two-day event.

IAM negotiations

Holden offered insights into lessons learned during his union's 53-day strike last year and provided context for the events the led up to the IAM contract talks in 2024 and the eventual strike.

Boeing and the Machinists hadn't conducted full contract negotiations since 2008, Holden recounted. Boeing and the union did engage in interim talks in 2012 and 2014. The 2014 talks included Boeing's ultimatum to the IAM that it give up pensions and accept drastically reduced wage increases or the company would take 777X production elsewhere. On that contract offer, 50.5% of IAM members voted to accept the concessions.

Prior to the 2024 negotiations, union activists spent months preparing and developing "hundreds of proposals to change our contract

across the board," Holden said.

There was a lot to go through, but when the talks started, Boeing deliberately slowed down the pace, Holden said. Expect that to happen during your talks too, he warned the SPEEA leaders.

"They'll delay every proposal," he said. "They'll push you up against that expiration for a reason. They're trying to run you out of time."

SPEEA's negotiators also should expect Boeing to do all it can to deal directly with union members by putting out misleading statements designed to drive a wedge between the engineers and techs negotiating the contract and those who will vote on it, Holden said.

During this time, it will be essential for groups of individual SPEEA members to come together to apply their own pressure on Boeing.

"Those marches that you saw in the factory? That wasn't me," he said. Leaders in individual shops and factories came together to organize demonstrations showing their resolve for a good contract.

"It isn't someone doing it for you," Holden told



IAM District 751 President **Jon Holden** was the keynote speaker at SPEEA's Leadership Conference. He shared lessons learned during his union's 53-day strike at Boeing.

SPEEA members. "It's all of us doing it for all of us."

IAM strike

Holden said his union had two overarching priorities for the 2024 – winning significant pay increases to make up for a decade of wage stagnation and winning job security so that Boeing no longer could threaten to take work away from the Northwest.

As the clock ticked closer to Sept. 12, the expiration of the contract, Boeing held fast to its initial proposal – 18% pay increases over four years with no job security. As talks entered the final weekend, Boeing finally moved, Holden said, by offering 25% raises over four years and an agreement that any new airplane program launched during the contract period would be built by IAM workers in Northwest factories



Midwest Council Rep **Ben Blankley** shares a chuckle with other CRs during the SPEEA Council Convention.

– but only if Holden and his team agreed to endorse the contract.

After decades of job losses, threats and wage stagnation, the offer was remarkable, Holden said – literally the best offer Boeing had ever made to the union. After internal debate, the negotiating team agreed to take it to a membership vote with a recommendation to vote yes.

That didn't mean he expected it to be approved, Holden said. He told the SPEEA leaders that he expected a majority would vote to reject the contract and the only question in his mind was whether enough would vote to strike in order to meet the required two-thirds majority under the IAM constitution.

The message from the negotiating team was "This is what we could get, short of a strike, now it's in your hands," Holden recounted. "They voted it down by 96%."

Once the strike began, it became a matter of "making sure that people understood that they are accountable to each other," he said. "It is their responsibility, and they have to take it on."

Part of the IAM's success was that members were financially prepared, Holden added. Some had savings, others found gig work.

SPEEA doesn't have a strike fund. The IAM does, but "no union can support its members on a strike fund indefinitely," he said.

That's why SPEEA's commitment of up to \$99,000 to the IAM 751 strike hardship fund was so important, Holden said. For that, and for the support SPEEA members showed on the picket lines throughout the strike, "from the bottom of my heart, I thank you," he said.

Holden pledged his union's support for SPEEA during our 2026 contract talks with Boeing.

"We face the same greedy employer," he said "But those airplanes aren't designed without you. Those airplanes aren't built without us. There is no Boeing company without SPEEA and the IAM."

Annual SPEEA Convention

The convention was a meeting of the full SPEEA Council. One of the main orders of business was electing new SPEEA Council officers for the



IFPTE President Matt Biggs, standing, addresses the out-of-towners meeting prior to the Council Convention. This meeting brings together all elected leaders with Council Reps from outside of the Puget Sound to discuss their issues.

2025-27 term.

Council Reps elected Everett Council Rep **Debi Pennington** to be the chair of the SPEEA Council. In addition, Midwest Council Secretary **R Matthew Joyce** was elected treasurer and Midwest Council Treasurer **Emily Forest** was elected secretary.

IFPTE President **Matt Biggs** addressed the convention, saying our union brothers and sisters across North America will "stand with you here today and stand behind you along the way."

Biggs noted Boeing CEO **Kelly Ortberg** has said some encouraging things about his desire for a better workplace culture. "The planets may be aligning," Biggs said, "and that's great news."

However, "we all saw what happened with the Machinists. We all saw what happened with the Fire Fighters." Biggs urged SPEEA Council Reps to keep "doing the membership engagement at the grassroots level" to build our union's strength

and solidarity.

"If need be, IFPTE and the labor movement will stand behind SPEEA," he said.

Leadership Conference

After Holden's May 31 address, SPEEA Council Reps and representatives of other IFPTE locals in the Northwest took part in a series of training workshops covering topics ranging from grievance handling procedures to tactics to pressure companies during negotiations.

Mark Brenner – a former Labor Notes trainer who now teaches at the Oregon Labor Education and Resource Center – followed up on Holden's comments, agreeing that the power in a union is less about having brilliant negotiators and more about having a powerful and united membership.

There are a lot of misconceptions about union bargaining, he said. One common one is that

"We'll start at 40%, they'll start at 5% and we'll meet in the middle. That's not how negotiations work."

Additionally, "We're not going to win a strong contract by having facts, data and a good argument on our side," Brenner continued. "Winning a strong contract comes down to power."

The IAM succeeded through the collective action of thousands of individuals working together to "get Boeing to say yes when it wants to say no," Brenner said.

"You could get the best labor negotiators in the country, but what I can do at the bargaining table is only so much. What really

matters is what you do in the field," Brenner said. "Sixteen thousand angry engineers and technical workers matter more."



Midwest Council Rep Meghan Corwell is shown above at the SPEEA Council Convention.



Oregon Labor Education & Research Center Co-Director Mark Brenner led some of the workshops at the SPEEA Leadership Conference.

Deadline Aug. 15

Apply for NW Council STEM grant

See article at www.speea.org

Boeing 401(k)

Having issues with Edelman Financial Engines? Let SPEEA know

In 2010, SPEEA negotiated to be included in a Boeing 401(k) online advisory tool called Financial Engines. At the time, Financial Engines was a publicly traded company founded by Dr. William Sharpe (recipient of the 1990 Nobel Prize in Economic Sciences).

In 2018, Financial Engines was acquired by the private equity firm Hellman & Friedman, which merged Financial Engines with a company that already owned Edelman Financial, resulting in Edelman Financial Engines.

How to access

Edelman Financial Engines can be accessed through your Boeing 401(k), administered by Fidelity. You can work with Edelman Financial Engines in one of three ways:

- 1) You can use free online advisory tools yourself
- 2) You can pay Financial Engines to use the online advisory tools on your behalf
- 3) You can hire an Edelman Financial Engines financial advisor (a human).

Complaints about advisors

SPEEA has recently been made aware of some complaints against Edelman Financial Engines financial advisors. Unfortunately, with the mandatory mediation and arbitration clauses in the agreements, the settlements often (if not always) include non-disclosure or confidentiality agreements.

SPEEA is seeking information about complaints from current and former SPEEA represented individuals. We strongly recommend that you do not break a non-disclosure or confidentiality agreement, but we would like to hear as much as you are able to disclose regarding any complaints you may have against Edelman Financial Engines financial advisors.

Please contact **Matt Kempf**, senior director of compensation and retirement, with any questions or any information you can provide. Either call him at 206-674-7362 or email mattk@speea.org.



SPEEA celebrates new IAM training and union hall

Shown here at the grand opening of IAM District 751's training center and union hall in Everett are from left, SPEEA Secretary **Ryan Rule**, Northwest Regional Vice President **Lynette Shiroma**, SPEEA Council Chair **Debi Pennington**, U.S. Sen. **Maria Cantwell**, SPEEA President **John Dimas** and Northwest Regional Vice President **Jeff Forbes**. The new training center -- with its classrooms, machine shops and mobile training labs -- will allow the Machinists Institute to expand its aerospace job training options.

Spirit AeroSystems

Raise pools for SPEEA units in Wichita

WICHITA – Spirit AeroSystems set this year's salary raise pools for the Wichita Engineering Unit (WEU) and the Wichita Technical and Professional Unit (WTPU).

- WEU – 6% with a minimum of \$1,750 for any employee under the compa ratio of 1.0 with hire dates six months or more prior to the fund computation date.
- WTPU – 4% with a minimum of \$750 for any employee under compa ratio of 1.0 with hire dates six months or more prior to the fund computation date.

The WEU contract also calls for an additional 0.75% of total unit salaries to be spent for salary

growth and promotions. The WTPU contract calls for an additional 0.50% if the bargaining unit weighted average compa ratio is less than 0.97

Effective date

The raise effective date is July 11, with retroactive increases reflected in the July 31 paycheck. Managers are expected to distribute salary notifications starting July 17.

Salary charts

Salary charts for both bargaining units will be posted when final, typically by October.

Members receive retroactive compensation over time-sheet issue

SPEEA recently was made aware that a handful of employees in the Puget Sound Technical Unit were underpaid by Boeing. The employees filed a ticket with Worklife and received retroactive compensation from Boeing.

The underpayment occurred because the employees submitted their time sheets outside of the Boeing Employee Timekeeping System (ETS) system. The ETS system has been programmed to pay in accordance with the SPEEA contract(s).

If you are submitting your hours outside of the ETS system, please carefully check your payroll records to ensure you are being compensated correctly.

Should you find any issues, please contact your SPEEA Contract Administrator. Your Contract administrator may be found online at www.speea.org (drop-down menu: Contact Us/SPEEA staff).



Last conference grant period for 2025 open now

By Kelly Hanes
SPEEA Co-Director, Ed Wells Partnership

Each year, the Ed Wells Partnership sponsors SPEEA members to attend technical classes and conferences. EWP pays the event registration fee and travel expenses for these attendees.

Last year, Ed Wells funded over 200 conference grants, and the fourth quarter is one of the most popular for conferences.

If you want to attend a conference that takes place in October, November or December, the application period is **now through July 20**.

Steps to apply

- Talk to your manager. Your manager will need to approve your attendance since your manager commits to paying your salary while you are attending the event.
- Develop a business case for how you plan to use the knowledge you will gain from the conference or technical course. Business

cases are reviewed when deciding which applications to fund.

- Think ahead. If you are already thinking about 2026, awesome! Once the final round of 2025 conference grants have been reviewed, the Ed Wells website will be updated with 2026 application periods.

If the conference grant program is something you might be interested in, visit the Ed Wells website (edwells.web.boeing.com/Grants/ConferenceGrants) to answer most of your questions.

What conferences are coming up?

Some popular conferences that are coming up in the fourth quarter include the Airline Passenger Experience Association (APEX) Global Expo, Society of Hispanic Professional Engineers (SHPE), Society of Women Engineers (SWE) and Society of Asian Scientists and Engineers (SASE).

STEM outreach a success at Alaska Airlines event

SEATAC, Wash. – A team of eight union leaders and staff from SPEEA and SPEEA ACE (Aerospace Career Enhancement) took part in Alaska Airlines' annual Aviation Day event on June 7.

The event attracted about 1,500 young people to an Alaska Airlines hangar at Seattle Tacoma International Airport. The scouts who came were able to earn merit badges.

SPEEA ACE provided demonstrations of a wind tunnel and 3D printing, along with information on SPEEA ACE scholarships available to Washington state students. Our SPEEA members also had several conversations with participants about aerospace engineering.

Member volunteers included Northwest Regional Vice President **Jeff Forbes**, Everett Council Rep **Joe Gockowski III**, Northwest Council Chair **Mike Pirone** and Northwest Regional Vice President **Lynette Shiroma**.



SPEEA Aerospace Career Enhancement (ACE) Training Coordinator **Tyler Gaylord** and **Amanda Flores**, SPEEA communications support, are shown here demonstrating the ACE wind tunnel.

TRAINING/EVENTS

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

NORTHWEST SPEEA BBQ

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

NW New Hire and Young Members Committee

Hike with Newer Hires

Saturday, July 19, 8:30 a.m.
Rattlesnake Ledge
RSVP: meetings@speea.org

NW New Hire and Young Members Committee

New: No-host social in South Park

Fourth Thursday of the month at 4:30 p.m.
South Town Pie
8611 14th Ave. S, Seattle

NW New Hire and Young Members Committee

No-host social in Everett

Fourth Thursday of the month at 5 p.m.

Sporty's Beef & Brew
6503 Evergreen Way, Everett

NW New Hire and Young Members Committee

MIDWEST Midwest Young Professionals no-host social

Second Friday, 4 p.m.
Location TBD

Email tjtrousdale@gmail.com
for location details

MW Young Professionals

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

Save the date

Wichita Wind Surge vs Tulsa Drillers

Minor league baseball

Saturday, Sept. 6
Game starts at 6:05 pm

More information coming soon

Midwest Membership Activities Committee



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ACE networking event connects professionals at all levels

SPEEA Aerospace Career Enhancement (ACE) hosted its third annual Networking Night at the Tukwila Union Hall on June 12. Participants saw technology demonstrations, competed in games for prizes and learned more about ACE's program offerings while networking with fellow aerospace professionals. To learn more about SPEEA ACE and its upcoming professional development classes, go online at aerocareer.org.

Area Reps signing up for new terms

The SPEEA Executive Board recently sent letters and surveys to former Area Reps and Council Reps to ask them to step up again to serve in key leadership roles. The Board also sent a message to current Area Reps to sign up for new terms.

As a result, SPEEA's Area Rep network is growing fast.

"As we prepare for negotiations, it is essential that we have the strongest possible network of Area Reps and Council Reps," SPEEA President John Dimas said.

Area Reps are one of the most visible faces of the union in the workplace. There is no limit to how many Area Reps we can have.

Since Council Reps' districts typically have about 200 members, the district list of members is divided among Area Reps to connect with smaller groups. By sharing SPEEA emails and updates within these smaller groups, Area Reps

build awareness for their coworkers to know who to reach out to for related questions and issues.

In addition, Area Reps also serve as essential links between members and Council Reps during the upcoming negotiations process for the Wichita Technical and Professional Unit (WTPU) and the Prof and Tech bargaining units.

"If we, as individual union members, want to be successful in our contract negotiations with Boeing and with Spirit, we all have to get involved," Dimas said.

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

SPEEA Prof Unit

What the contract says about partial day absences

Did you know the SPEEA-Prof contract includes language specific to partial day absences for urgent personal business?

Keep in mind:

- **Flexing optional** – Managers cannot direct you to flex your time; this would deprive you of negotiated contract benefits, such as overtime, Personal Business and Non-Industrial Illness (NonIND).
- **Sick leave/vacation and OT** – Paid Time Off (sick leave and/or vacation) is allowed in the same pay period with scheduled overtime.
- **Full-time schedule** – PERBUS and NonIND are available to Profs on a full-time schedule.

PERBUS and NonIND do not apply to Techs because their contract allows partial sick or vacation days.

Questions? Council Reps are your coworkers who are liaisons to SPEEA contract administrators. Council Reps are a good starting point for questions. You can also email speea@speea.org.

Partial day absences in the SPEEA Prof Contract

Personal Business (PERBUS) – Article 11.5(c): With management coordination, employees may use leave with pay [Personal Business (PERBUS)] for partial day absences due to reasons other than those identified in Article 6.

Non-Industrial Illness (NonIND) – Article 6.4: Employees may use personal time off with pay for incidental medical absences that can't normally be scheduled outside the employee's ETS baseline work schedule. ETS code for this PTO is Non-Industrial Illness.