



Representing aerospace professionals with competence, integrity and action



Historic leadership change at state labor council

The Washington State Labor Council (WSLC), AFL-CIO made history Jan. 6. **April Sims** (above right) is the first woman and person of color to lead the WSLC representing 600 unions, including SPEEA, IFPTE Local 2001. Sims took the oath of office along with **Cherika Carter** (above left), newly elected WSLC secretary-treasurer. They are shown above with former WSLC President **Larry Brown**, who retired. At their swearing-in ceremony, AFL-CIO President **Liz Shuler** and Secretary-Treasurer **Fred Redmond** welcomed the new leadership team via video. SPEEA voted to support Sims and Carter who ran together on a slate to lead the labor council. See more at theStand.org, WSLC's online labor news site.

SPEEA's Rich Plunkett named to FAA review panel



Rich Plunkett

SPEEA Director of Strategic Development **Rich Plunkett**, will serve on the Federal Aviation Administration's (FAA) Organization Designation Authorization Expert Panel.

Created as a result of the Aircraft Certification, Safety and Accountability Act, the panel will provide expert advice and review of the Organization Designation Authorizations (ODA) for airlines. The work includes reviewing Boeing's safety management processes and how they relate to Boeing's safety culture. The panel will convene in the coming weeks and have nine months to complete its review and issue findings and recommendations.

Plunkett is joined on the 24-member panel by Machinists 751 President **Jon Holden**. The two labor officials join representatives from NASA, FAA, independent engineering

experts, air carriers, manufacturers with delegated authority, legal experts and other professionals.

Plunkett and Holden were each endorsed by SPEEA, the International Federation of Professional and Technical Engineers (IFPTE) and the International Association of Machinists (IAMAW).

"Richard Plunkett brings with him 12 years of experience in the workplace as an aerospace worker himself before transitioning to the SPEEA staff as a labor union representative for the last 25 years," commented IFPTE President **Matt Biggs** and Secretary-Treasurer **Gay Henson**.

As a SPEEA-represented employee at Boeing, Plunkett worked as an engineer with responsibilities that included compliance-related matters. His background in compliance, contract negotiations and decades of work representing engineers, pilots, technical and other professional workers positioned him well to represent the concerns of SPEEA members performing ODA duties to the FAA.

SPEEA ACE

ACE matches pairs for mentor program

Celebrating National Mentoring Month, SPEEA Aerospace Career Enhancement (ACE) matched about 20 aerospace professionals with mentees and continues to pair more.

The ACE mentor program kicks off Feb. 7 and continues through June via online meetings on relevant topics. After each month's workshop/panel discussion, mentors and mentees meet in separate breakout rooms.

Are you interested in becoming a mentor? ACE may need you for a mentee who is a scholarship recipient or other aspiring aerospace professional.

Email ace@speea.org to learn more.

Survey – still time!

If you haven't already filled out the ACE survey, please take a few minutes. Your input can help ACE plan for possible classes.

Take the 11-question ACE survey online, at <https://bit.ly/SPEEA-ACE>.

Spirit continues diversity floating holiday

WICHITA – In honor of civil rights leader **Martin Luther King Jr.**, Spirit AeroSystems announced an additional paid day off this year for its U.S. employees.

Effective Jan. 16, the federal holiday in recognition of King's birthday, employees could choose to take that day off or take another day off as a floating holiday.

In a message to employees, **Justin Welner**, senior vice president, chief administration and compliance officer, noted: "Spirit is working to provide our employees the opportunity to be present and participate in activities that are important to them, personally or culturally."

The announcement included instructions on how to request this floating holiday along with a reminder the day must be used before the end of the calendar year.

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Regional VP petitions for Executive Board due Jan. 25

The deadline to submit a petition for regional vice president is 5 p.m. (local time), Wednesday, Jan. 25.

Petitions must be signed by 20 or more members in your region. Candidates also need to sign the petition, scan it and send via email to petitions@speea.org.

Open seats

- Northwest VP - three seats
- Midwest VP - one seat

To run for a vice president position, candidates must be members in good standing for the preceding 24 months.

Look for the candidate petition and other requirements, including information for collecting virtual signatures, in the election booklet at www.speea.org (drop-down menu for Councils/Forms, Petitions, Delineations).

About the Executive Board

- Directs SPEEA activities through the executive director
- Serves as the interim negotiations team as needed
- Monitors expenses

Reminder: Process for Prof/Tech safety shoe reimbursement

SPEEA Prof and Tech contracts include reimbursement for safety shoes.

For those who need safety shoes for recurring visits to the factory, the contract now allows for reimbursement up to \$150 every two years (or \$75 a year).

Follow your organization's existing process for reimbursement of incidental business expenses.

Keep in mind

- This applies even if safety shoes are not mandatory – they may be necessary due to recurring visits to the factory.

- Manager's concurrence for reimbursement is part of the contract language.
- Your receipt is required.

Safety shoe reimbursement is included in Letter of Understanding (LOU) 3 and the side letter for \$150 reimbursement every two years. Both are at www.speea.org (drop-down menu: Bargaining Units/Contracts).

If you need help or have questions, contact your Council Rep. Their contact information is at www.speea.org (drop-down menu: Member Tools/Find your Council Rep). Don't have a Council Rep? Email speea@speea.org.

SPEEA Council moves to update bylaws after Constitutional Referendum

As a first step to bring union bylaws in line with the recent Constitutional Referendum on the addition of new bargaining units, the SPEEA Council approved a motion Jan. 12 to publicize the proposed revision of SPEEA Bylaws Section 2.1.1 as follows:

2.1.1. Addition of Bargaining Units

The addition of any bargaining unit(s) consisting of employees of Boeing, Boeing wholly-owned subsidiaries, Boeing joint ventures or successor employers shall require authorization by the SPEEA Council. The addition of any bargaining unit(s) consisting of employees in the Engineering, Technical & Scientific Community which does not contain either Boeing, Boeing wholly-owned subsidiary, Boeing joint venture or successor

employees shall require the SPEEA Council to initiate a referendum to the membership per the requirements of the SPEEA Constitution.

Proposed

Prior to filing with the National Labor Relations Board (NLRB), each distinct organizing effort for a new Bargaining Unit will be approved by the SPEEA Council.





Plan ahead for upcoming ACE classes

Check out upcoming SPEEA Aerospace Career Enhancement (ACE) classes and register at canvas.aerocareer.org.

To receive ACE updates, sign up for SPEEA home email at www.speea.org.

Upcoming classes

Overview of Python for Engineering Programming - This is an introduction to the Python programming language and its rich ecosystem, focusing on engineering applications with practical examples on implementing elegant and efficient algorithms.

Saturday, Feb. 11, 18 and 25
SPEEA Everett
All sessions - 8 a.m. to 4 p.m.

Live & Interactive Excel Training: Lookups & Pivot Tables (two-day course) – Tap the power of Excel to manage and analyze large data sets.

Tuesday, Feb. 21 and Wednesday, Feb. 22
5 to 7 p.m. (both days)
SPEEA Tukwila or virtual

Ed Wells Partnership

Tech Unit rep needed for Joint Policy Board

If you're a Puget Sound SPEEA Tech who would like to become more involved with the Ed Wells Partnership, apply for a vacancy on the Joint Policy Board (JPB).

The term begins in May and continues through June 2026.

Deadline to apply: Friday, March 10.

The Board includes both SPEEA and Boeing leaders and bargaining unit representatives. They provide overall governance of Ed Wells and approve funding for activities.

Responsibilities

- Represent the skill and career-development needs of the SPEEA Technical Unit employees.
- Attend the quarterly JPB meetings and others as requested. A charge line will be provided.

Qualifications

- Be a SPEEA member in good standing in the Technical Unit in Puget Sound.
- Be familiar with the mission, products and services of Ed Wells Partnership.
- Have experience promoting technical excellence and working together between SPEEA and Boeing.

- Be available to participate in meetings, as scheduled, starting May 4.
- Have experience in Ed Wells programs as a student, instructor, facilitator or other role.

Apply

- Indicate how you meet the above qualifications regarding experience and familiarity.
- Provide a description of what you would like to accomplish through involvement on this Board.
- Submit both to apply@speea.org by close of business, Friday, March 10.

Questions

Contact **Kelly Hanes**, SPEEA co-director on the Ed Wells Partnership, at (805) 215-8149 or email Kelly.J.Hanes@boeing.com or kellyh@speea.org.

2023 dues adjusted

Based on the annual re-calculation of SPEEA dues, the monthly rate for 2023 is \$51.29, effective Feb. 2.

Per the SPEEA constitution, the dues are set at 85% of the average hourly rate.

Everett Council Rep election results

Congratulations to newly elected Everett Council Rep **Nathan Ledbetter**, District E-23. This district represents Profs in buildings 40-22, 40-23, 40-32 and 40-33.

SPEEA Northwest Tellers certified the election results Jan. 11.

Candidates in ballot order

Vote totals in parentheses

- Nathan Ledbetter (26)
- Michael G. Studebaker (10)

Ledbetter was seated at the Jan. 12 SPEEA Council meeting.

Executive Board mini-minutes – Jan. 5

Attendees: Ryan Rule, Dan Nowlin, John Dimas, Deena Hougham, Chris Streckfus, Mike Arrington

Excused: Shaunna Winton

Council officers: R Matthew Joyce, Byron Henderson, Jeff Forbes, David Garrett, Peter Goodfellow

Guests: Jimmie Mathis

Staff: Ray Goforth, BJ Moore, Steve Spyridis, Rich Plunkett, Matt Kempf, Bill Dugovich, Robin Fleming, Pauline Tamblyn

At their regular meeting, the Board:

- Approved up to 40 hours compensated time and \$3,500 expenses each for **Emily Forest**, **David Garrett**, **Jimmie Mathis**, **Dan Nowlin** and **Shaunna Winton** to participate in the IFPTE 2023 Legislative Week, Feb. 6-10, in Washington, D.C.

SPEEA Home Email

Still working remote? Or are you back at work and want work-related updates?

Sign up at www.speea.org



EXECUTIVE BOARD

Regional VP petitions due

No later than 5 p.m. (local time), Wednesday, Jan. 25

See more inside

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

	Week of January 23, 2023
Monday, Jan. 23	4:30 p.m. NW Legislative & Public Affairs
Tuesday, Jan. 24	5:00 p.m. NW Women's Advocacy
Wednesday, Jan. 25	3:30 p.m. SPEEA Organizational Planning
Wednesday, Jan. 25	4:30 p.m. NW New Hire/Young Members
Thursday, Jan. 26	4:00 p.m. SPEEA Veterans
	Week of January 30, 2023
Monday, Jan. 30	3:30 p.m. NW Council officers
Monday, Jan. 30	4:00 p.m. Council officers
Wednesday, Feb. 1	4:30 p.m. NW Action and Communication Taskforce
Thursday, Feb. 2	4:00 p.m. Executive Board
Thursday, Feb. 2	4:30 p.m. NW Safety & Wellness
	Week of February 6, 2023
Tuesday, Feb. 7	4:00 p.m. SPEEA Leadership Development and Training
Tuesday, Feb. 7	4:00 p.m. NW Tellers
Wednesday, Feb. 8	4:30 p.m. SPEEA Diversity
Thursday, Feb. 9	4:00 p.m. NW Council

MIDWEST MEETINGS (ALL TIMES CT)

	Week of January 23, 2023
Wednesday, Jan. 25	5:30 p.m. SPEEA Organizational Planning
Thursday, Jan. 26	6:00 p.m. SPEEA Veterans
	Week of January 30, 2023
Monday, Jan. 30	6:00 p.m. Council officers
Tuesday, Jan. 31	11:00 a.m. MW Council officers
Thursday, Feb. 2	4:30 p.m. MW Membership Activities
Thursday, Feb. 2	6:00 p.m. Executive Board
	Week of February 6, 2023
Tuesday, Feb. 7	6:00 p.m. SPEEA Leadership Development and Training
Wednesday, Feb. 8	6:30 p.m. SPEEA Diversity
Thursday, Feb. 9	4:30 p.m. MW Council

Meetings are being held virtually and are subject to change/cancellations. See online regional calendars at www.speea.org for details.