

Representing aerospace professionals with competence, integrity and action



SPEEA Night at Wichita fundraiser

Five SPEEA Council Reps volunteered for the SPEEA Night at Lights on Ability Point Dec. 15. The crew collected donations and guided drivers through a holiday light display fundraiser. Ability Point serves individuals with intellectual and developmental disabilities and their families. SPEEA volunteers from left: Ben Blankley and his son, Antonio, Daryl Doshier and Aaron Kitterman. Not shown: Daniel Ryan and George Hunter.

Olympia, Jan. 24

SPEEA members to meet with state lawmakers

Washington state SPEEA members are invited to sign up for meetings with lawmakers in Olympia, Tuesday, Jan. 24.

Join members of the Northwest Legislative and Public Affairs (L&PA) Committee in these small-group meetings to discuss legislative priorities affecting our members.

Priorities include state funding for aerospace workforce grants, accountability and labor standards in state grants/incentives and access to affordable housing and childcare.

Members' travel expenses will be reimbursed, including mileage and parking fees. Morning coffee and lunch will be provided.

No experience is required. On the day of the event, you will learn tips and tools to help you make the most of this time with your elected leaders. First-timers will pair up with those who have experience.

Our members' efforts to speak with lawmakers are critical to ensuring aerospace workers and their families are a top priority for lawmakers when making decisions in Olympia.

Sign up

To sign up, go to actionnetwork.org/events/speea-lobby-day-in-olympia/.

NW L&PA

Learn more about NW L&PA at www.speea.org (drop-down menu: Councils/Council Committees/Northwest Committees). This committee meets at 4:30 p.m. on the fourth Monday of the month. Email meetings@speea.org to request the meeting link.

Agreement reached

Everett Clinic and Polyclinic remain in-network

Reaching agreement, Everett Clinic and The Polyclinic remain in-network for Boeing Blue Cross Blue Shield (BCBS) network plans.

Regence announced the agreement Dec. 22 on its website and through letters sent to thousands of affected members, employers and brokers.

Negotiations were going for weeks between Regence and Optum, the parent company of Everett Clinic and Polyclinic.

Since there was no disruption to the offered plans, Boeing is not offering an open period for employees in the BCBS plans.

If you have questions or concerns, email SPEEA Contract Administrator and Benefits Coordinator Jason Collette at jasonc@speea.org.

Make lunch a learning event on SPEEA topics

SPEEA lunchtime meetings are a great way to provide helpful information to members on topics related to their finances, contract benefits and workplace issues.

Typically, Council Reps schedule the meetings on behalf of members in their districts, but Area Reps or members can, too, by starting with their region/building's contract administrator.

Finance seminar topics

Matt Kempf, senior director of compensation and retirement, can offer presentations on topics such as:

- Early/Mid-Career Financial Planning 101
- Boeing Pension and Retirement (for those over 50)

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**President**

Ryan Rule

Executive Director

Ray Goforth

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Shaunna Winton	Secretary
Mike Arrington	NW Regional VP
John Dimas	NW Regional VP
Deena Hougham	NW Regional VP
Chris Streckfus	MW Regional VP

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Theryl (TJ) Johnson	Treasurer
Byron D. Henderson	Secretary

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Emily Forest	Chair
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Northwest Regional Council Officers

Jeffrey Forbes	Chair
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David Garrett	Secretary

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New Council Reps receive training to help co-workers

Congratulations to new Council Reps who completed their initial SPEEA training Dec. 16.

They are:

- Developmental Center – **Andy Hori** (D-1)
- Everett – **Christopher Kwoka** (E-35)
- Renton – **Denny Le** (R-3)

About the training

Everett Contract Administrator **Kurt Schuetz** presented the training to help the newer Council Reps learn more about how SPEEA and the Council operates.

Schuetz also covered the grievance-handling process related to Weingarten rights as well as the tools that help Council Reps recruit Area Reps and reach out to new members.

Driven to help

All three members signed up for the role because they want to help members in the workplace.

Before Hori stepped up, he talked with staff about the role and asked other Area Reps if they were interested, instead of him. After hearing from a member who was in a disciplinary meeting with no union

representation (Weingarten rights), Hori finally felt his district needed him to take on the role. “Hearing the member’s story was one of the reasons I stepped up. I want to help when I can and find the help members need when I can’t.”

Le agreed. “When I was recruited, I wanted to learn more about SPEEA and to help out members.”

Kwoka wants to make sure the 70-plus new hires in his group know about SPEEA. “Being available to them is more than worth it.”

NewsClips, the daily email from SPEEA with aerospace and labor related articles, helps him with outreach. “It gets us more visibility,” he said, noting how a member came to him with a Performance Management question because of it.

Next steps

If you’re a new Council Rep in need of training, contact your Contract Administrator.

Interested in serving your co-workers as their workplace union liaison? Learn more at www.speea.org (drop-down menu: Council Reps). The petition/instructions to apply are also on the SPEEA website (drop-down menu: Councils/Forms, Petitions, Delineations).

Executive Board

Time to submit regional vice president petitions from Jan. 11-25

If you’re planning to run for Executive Board vice president, you can submit a petition from Jan. 11-25.

All four regional vice president positions are up for election to new two-year terms serving on SPEEA’s top leadership body.

Members vote only for VPs for their region:

- Three Northwest seats
- One Midwest seat

Candidates must have been a regular SPEEA member in good standing for the preceding 24-month period.

For details on how to run, including the petition, deadlines and requirements, see the election booklet at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations).

About the Executive Board

The seven Executive Board members, including SPEEA president, treasurer and chair, are responsible for:

- Setting and administering the annual budget

- Administering the affairs of SPEEA according to the constitution, bylaws and policies established by the membership and the union councils

Learn more about the Executive Board at www.speea.org (drop-down menu: About Us/Executive Board).

Civil rights leader Martin Luther King Jr.

Federal holiday -
Monday, Jan. 16

SPEEA offices closed in observance



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

Microsoft Project Essentials for Engineers (two-day course) – Get started with Microsoft Project by learning best practices and essential features to make this part of your engineering toolbox.

Tuesday, Jan. 17 and Thursday, Jan. 19
5 to 7 p.m. (both days)
SPEEA Tukwila or virtual

First Aid/CPR/AED – This certification training incorporates the latest science and teaches students to recognize and care for a variety of first-aid emergencies such as burns, cuts, scrapes, sudden illnesses, head, neck, back injuries, heat and cold emergencies and how to respond to breathing and cardiac emergencies.

Saturday, Jan. 21
9 a.m. to 1 p.m.
SPEEA Tukwila

Saturday, Jan. 28
9 a.m. to 1 p.m.
SPEEA Everett

Council Reps meet with Spirit CEO

WICHITA – Midwest Council Reps met in-person with **Tom Gentile**, Spirit AeroSystems CEO Dec. 20 at Spirit.

These meetings are held periodically for Council Reps to convey workplace concerns and issues and ask questions.

At this meeting, topics of discussion included

facilities, communication, talent recruitment, compensation issues and work-location flexibility.

“The discussion is an informal exchange,” said **BJ Moore**, SPEEA Midwest director. “The Council Reps submit questions in advance and hear the responses in a conversation versus a report.”

Northwest Council actions – Dec. 8

At their regular meeting, the Northwest Council:

- Received training from Everett Contract Administrator Steve Spyridis on “Understanding Notices of Remedial Action (NORA) – Your Role as a Council Rep”
- Heard about an Everett Council Rep election (District E-23) as well as recent departures of Council Reps: Roger Aisaka (X-10), Doug Brazeal (A-1), Kayhan Ezati (E-13), Shelly Jones (S-2), Brad Kibble (E-31), Sean Peters (E-12) and Carolyn Wilson (E-33).
- Voted to approve:
 - Discussion on “Employee Petition to Boeing; Boeing - Allow Professional Flexibility for Employees” circulated by SPEEA members in Oregon. Following the discussion requested by Andrew Sherman (O-1), NW Council Chair Jeff Forbes (D-2)

announced the petition will be available through Council Reps’ Contract Administrators.

- NW22-012 Proposed FY2024 Budget for Northwest Region Council - It is moved the Northwest Council approve the proposed FY2024 Northwest Council budget and submit the proposed budget to the SPEEA Executive Board for consideration and incorporation into the SPEEA budget. For: 36. Against: 1. The motion passed.



Make lunch a learning event on SPEEA topics

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- Salary charts for Boeing and Spirit

To schedule one of these seminars with Kempf, send an email to **Michelle Stanley** (michelles@speea.org) and include the SPEEA Contract Administrator for your area.

Give plenty of notice – two to three months in advance is ideal because his calendar fills up.

Many of Kempf’s seminars are also available on the SPEEA website under Medical & Retirement/Video Seminars.

Other lunchtime meeting options

Contract Administrators can present training and information on topics, including:

- How to pursue an upgrade
- Performance Management
- SPEEA 101
- Retention ratings
- Open enrollment

Plan an Ed Wells Partnership 101

Have a lot of new hires/members in your area? Consider hosting Ed Wells Partnership 101 to help them get to know more about the training and career development offerings. Email edwells.sbpnrshp@boeing.com to request this overview on training, a benefit of the SPEEA Prof and Tech contracts.

Executive Board mini-minutes – Dec. 15

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

Council officers: R Matthew Joyce, Byron Henderson, Jeff Forbes

Guests: Jimmie Mathis, Christopher Tracy

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

At their regular meeting, the Board:

- Approved Memorandum of Understanding (MOU) contract extensions (completion bonuses) for Moses Lake, Wash., and Victorville, Calif.
- Approved 40 hours each, plus travel expenses and registration fees for IFPTE SPEEA Area Vice Presidents **Ryan Rule**, **Joel Funfar** and **R Matthew Joyce** to attend IFPTE Legislative Week Feb. 5-10 in Washington, D.C.

Bulletin Board site focal urges others to 'adopt' a vacant board

EVERETT, Wash. – If you like the way a SPEEA Everett bulletin board looks or see one that needs help, Council Rep **Rod Siders** wants to know. He's the Bulletin Board (BB) focal for the Everett site.

Although many members serve as focals who maintain the SPEEA workplace bulletin boards in their area once a month, Siders tries to keep an eye on boards that haven't been updated or are just empty.

When he hears about a vacant board or recruits someone to become a BB focal for a building/floor, he contacts **Amber Musselman**, SPEEA communications support.

"I work closely with Amber. She has the master roster. I'm the one with boots on the ground. Any changes, I forward to her." He also monitors the list for any focals he knows who left or retired and shares what he finds with Musselman.

In addition to reviewing the list of focals and helping recruit more BB focals, Siders also takes care of two SPEEA bulletin boards in the BOMARC, where he currently works.

Siders, a manufacturing industrial engineer, works with the Product Development, Future Production System and Systems Build and Integration team.

Prior to transferring to the BOMARC, he worked in the Everett factory and kept track of the SPEEA boards there. He's even gone around to all the boards at the Everett site to note where boards were not getting updated.

Siders volunteered to become the Everett BB site focal several years ago while he still belonged to the Action and Communication Taskforce (ACT). That's where the idea of a site BB focal came up.

When he recruits members to get involved in SPEEA, he suggests any one of three roles – Area Rep, committee member or BB focal for a vacant board in their area. The BB focal has the least time commitment if you're only doing one or two boards.

"It's a good starting point to get to know SPEEA," he said about becoming a BB focal. "It's a couple of minutes every month."

Sign up

Bulletin Board (BB) focals receive a monthly packet of fliers mailed to their home. The focals are responsible for taking down the previous month's fliers on the SPEEA workplace boards and posting the current month's fliers.

SPEEA currently has 57 BB focals maintaining 100 boards out of 230 total boards. Many more BB focals are needed, especially in Auburn, Everett and Wichita.



Rod Siders is shown here with one of the SPEEA bulletin boards he maintains in the workplace. He's site focal for all Everett buildings' SPEEA boards. SPEEA needs more members to take over vacant SPEEA boards in the workplace. Simply post the monthly packet of fliers mailed to your home.

Interested?

If you see an empty or outdated board in your area, you would be a good candidate to become a BBN focal. Email **Amber Musselman**, SPEEA communications support, at amberm@speea.org. If you're in Everett, feel to email rod_ie2001@yahoo.com to connect with Siders.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

Week of January 9, 2023	
Tuesday, Jan. 10	4:30 p.m. NW Membership Activities
Wednesday, Jan. 11	4:30 p.m. SPEEA Diversity
Thursday, Jan. 12	3:00 p.m. SPEEA Council
Week of January 16, 2023	
Tuesday, Jan. 17	4:00 p.m. SPEEA Legislative & Public Affairs
Tuesday, Jan. 17	4:00 p.m. SPEEA Organizational Planning
Wednesday, Jan. 18	4:00 p.m. SPEEA Governing Documents
Wednesday, Jan. 18	5:00 p.m. NW Governing Documents
Thursday, Jan. 19	4:00 p.m. Executive Board
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	4:30 p.m. NW New Hire/Young Members
Thursday, Jan. 26	4:00 p.m. SPEEA Veterans

MIDWEST MEETINGS (ALL TIMES CT)

Week of January 9, 2023	
Wednesday, Jan. 11	6:30 p.m. SPEEA Diversity
Thursday, Jan. 12	4:30 p.m. MW Council
Thursday, Jan. 12	5:00 p.m. SPEEA Council
Week of January 16, 2023	
Tuesday, Jan. 17	4:00 p.m. MW Governing Documents
Tuesday, Jan. 17	4:30 p.m. MW Legislative & Public Affairs
Tuesday, Jan. 17	6:00 p.m. SPEEA Legislative & Public Affairs
Tuesday, Jan. 17	6:00 p.m. SPEEA Organizational Planning
Wednesday, Jan. 18	6:00 p.m. SPEEA Governing Documents
Thursday, Jan. 19	4:30 p.m. MW Young Professionals
Thursday, Jan. 19	6:00 p.m. Executive Board
Week of January 23, 2023	
Thursday, Jan. 26	6:00 p.m. SPEEA Veterans

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