

Representing aerospace professionals with competence, integrity and action



SPEEA Council Rep **Bobby Warwick**, left, and Area Rep **Justin Roll** shared their support for Homegrown workers on strike for a fair first contract and workplace justice.

Solidarity with Homegrown workers on strike

SEATTLE – The Homegrown Workers Union and UNITE HERE! Local 8 invited SPEEA Council Rep **Bobby Warwick** and Area Rep **Justin Roll** to address a New Year’s party for workers on strike at the Homegrown Redmond and Southcenter locations.

Homegrown’s Southcenter location is across the freeway from SPEEA’s Tukwila Hall and is a favorite with members and staff. On Nov. 13, the SPEEA Executive Board sent a letter

to Homegrown executives to express our full support for the workers on strike.

Warwick and Roll expressed their appreciation to the workers on strike for reminding us that when any of us organize and stand up, we all win.

Want to help? Donate to the workers’ strike fund at <https://local8.org/homegrownstrikefund>.

Wichita Engineering Unit (WEU)

Deadline to apply for WEU Negotiation Team

WICHITA – The deadline is Friday, Jan. 26, for SPEEA Wichita Engineering Unit (WEU) members interested in applying for the negotiation team.

Recommended requirements included belonging to SPEEA, being active and taking part in one of the orientation sessions held Jan. 16-17.

The application form is online at www.speea.org (drop-down menu: Bargaining Units/Current Negotiations). The completed form must be sent via email to vickim@speea.org by 4:30 p.m., Jan. 26.

The WEU contract, which expires Dec. 1, 2024, covers more than 1,000 SPEEA-represented employees at Spirit.

Sign up for classes



canvas.aerocareer.org

Petitions due for Executive Board and Tellers

Deadlines are coming soon for those interested in running for SPEEA Executive Board officer positions and the Tellers Committee, which oversees union elections.

For all open seats’ petitions, requirements and related information, see the election booklets at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations).

Executive Board officers

The SPEEA president, treasurer and secretary seats are all open for new, two-year terms.

Candidate petitions are due by Wednesday, Jan. 24, with additional information due by Jan. 29.

SPEEA sends ballots to all members in good standing by Feb. 28. Votes are counted March 13, with new terms starting March 27.

Tellers Committee

The Tellers’ responsibilities include elections for candidates, contracts and more, Council district delineation and working with an independent auditor and SPEEA comptroller to review the annual auditor’s report and SPEEA financial statement.

For the Tellers, petitions and statements must be submitted by Jan. 24 to the nearest SPEEA office or email petitions@speea.org. The statements are needed in case of a contest.

Working remote?

SPEEA has a process for collecting petition signatures if working remote. The election instructions include a template for asking a member to sign your petition and send it to a special email address.

Note: Do not use company email to collect petition signatures or to campaign.

Travel time - P2

Retention update - P2

Clothing drive - P3

**President**

Ryan Rule

Executive Director

Ray Goforth

Executive Board

| | |
|-------------------|----------------|
| Dan Nowlin | Treasurer |
| Shaunna Winton | Secretary |
| Mike Arrington | NW Regional VP |
| John Dimas | NW Regional VP |
| Jeffrey L. Forbes | NW Regional VP |
| Chris Streckfus | MW Regional VP |

SPEEA Council Officers

| | |
|---------------------|-----------|
| R Matthew Joyce | Chair |
| Theryl (TJ) Johnson | Treasurer |
| Byron D. Henderson | Secretary |

Midwest Regional Council Officers

| | |
|-------------------|-----------|
| Emily Forest | Chair |
| R Matthew Joyce | Treasurer |
| Benjamin Blankley | Secretary |

Northwest Regional Council Officers

| | |
|-------------------|-----------|
| Mike Pirone | Chair |
| David Fritz | Treasurer |
| Raquel P. Cundiff | Secretary |

SPEEA Communications

| | |
|---------------|----------------------------------|
| Karen McLean | Communications Director |
| Bryan Corliss | Senior Communications Specialist |
| Lori Dupuis | Graphic Designer |
| Julia Groves | Communications Support |

speea@speea.org • www.speea.org

SEATTLE HALL

15205 52nd Ave. S, Seattle, WA 98188

Mon-Fri, 8 a.m. to 4:30 p.m.

Phone: 206-433-0991 • 1-800-325-0811

EVERETT HALL

2414 106th St. SW, Everett, WA 98204

Mon-Fri, 8 a.m. to 4:30 p.m.

Phone: 425-355-2883 • 1-800-325-0811

WICHITA HALL

4621 E 47th St. S, Wichita, KS 67210

Mon-Thu, 8:30 a.m. to 5 p.m. • Fri, 8 a.m. to 4:30 p.m.

Phone: 316-682-0262 • 1-800-325-0811

Washington state only

Work travel time charging in Prof and Tech contracts

SPEEA Profs and Techs have asked how travel time charging applies. Because of a state law, this applies to Washington state only.

In SPEEA contracts:

Profs – Work with your manager to ensure clear expectations on how to charge travel time.

When traveling for work, Profs can:

- Travel during a normal workday and be paid for that workday
- Flex travel time in excess of a normal workday with management approval
- Get overtime for travel time in excess of a normal workday with manager preapproval

Techs – All time spent traveling for business reasons will be counted as work time, including travel time outside of the regularly scheduled work shift.

Compensated out-of-town travel time for Techs includes:

- Travel time from home to the destination airport
- Time waiting at the airport
- Time in flight
- Travel time to the hotel
- Travel time back home from the airport

For both Profs and Techs, normal overtime rules apply to the workdays while on location at your destination.

Questions?

If you have questions, check with your Council Rep who can connect with the SPEEA contract administrator for their district. Not sure who your Council Rep is? Go to www.speea.org (drop-down menu: Member Tools/Find your Council Rep).

Going to college?

Scholarships for union members and their children

SPEEA shares this information to help members and their families who are college-bound.

Union Plus Scholarship – This is a nationwide scholarship program for all unions participating in the Union Plus program, which includes IFPTE. Current and retired members, their spouses and their dependent children are eligible. Applications are due by 9 a.m. (PT), Wednesday, Jan. 31.

Learn more at www.unionplus.org/benefits/education/union-plus-scholarships.

Pierce County Central Labor Council – The **Jerry Beckendorf** Community Services Scholarship is offered through the Pierce County Central Labor Council (PCCLC), AFL-CIO.

Applications are open to Pierce County graduating seniors dedicated to community service and who have a parent or guardian who is a union member. Applications are due by 9 a.m., Friday, March 22.

Look for application details at www.pclaborcares.org/scholarship.

IFPTE – The **Dominick D. Critelli, Jr.** scholarship program is for students who have demonstrated academic achievement and service in their community. Four college scholarships of \$2,500 each are awarded to children or grandchildren of IFPTE members (one for each sector – private, public, federal, Canadian). Applications are due by Wednesday, May 15.

Look for application details at www.ifpte.org/scholarship.

SPEEA Profs and Techs

Boeing updates retention timeline

Boeing recently issued an updated timeline for this year's retention rating process for Profs and Techs. The new effective date is May 6.

Boeing managers assign retention ratings to SPEEA-represented employees each year. The retention ratings determine the general order

if layoffs are needed.

For the updated schedule and more information about retention ratings and SPEEA's appeal process, go to www.speea.org (click on drop-down menu: Member Tools/Retention).

NW Women's Advocacy Committee (WAC)

Puget Sound clothing drive for Jubilee Women's Center

The NW Women's Advocacy Committee (WAC) is collecting women's clothing at both the Everett and Tukwila SPEEA halls through March to donate to the Jubilee Women's Center.

Jubilee Women's Center is looking for high quality women's clothing, shoes and accessories to stock their free boutique for center residents, alumnae and women in the community.

These clothing donations become interview clothing, wardrobe for a new job, special event apparel or everyday pieces for those who may

not otherwise be able to afford quality items.

Jubilee Women's Center was started in 1983 to provide transitional housing for women experiencing domestic abuse or poverty to help build stable and fulfilling futures and communities.

Please note Jubilee cannot accept men's or children's clothing at this time but does have some household items on its donation wish list. Go here for details: <https://jwcenter.org/donate/>

Executive Board mini-minutes - Jan. 4

Attendees: Ryan Rule, Dan Nowlin, John Dimas, Mike Arrington, Jeff Forbes, Chris Streckfus

Excused: Shaunna Winton

Council officers: R Matthew Joyce, Mike Pirone

Guests: Jimmie Mathis, David Garrett, Clara Poffenberger

Staff: Ray Goforth, Rich Plunkett, BJ Moore, Steve Spyridis, Robin Fleming, Matt Kempf, Karen McLean, Amber Musselman, Pauline Tamblyn

At their regular meeting, the Board:

- Allocated \$2,500 to Pacific Northwest Aerospace Alliance (PNAA) for this year's scholarship program.
- Approved up to 28 hours each of SPEEA-compensated time for Council Rep **Rick Nelson** and Area Rep **Ethan Jacobs**, plus up to 36 hours of SPEEA-compensated time for SPEEA Council Chair **R Matthew Joyce** and per diem for Joyce, Nelson, Jacobs and SPEEA retiree/activist **Donna Lehane** to attend the Midwest lobby trip to Topeka, Kansas, Jan. 22-25.

Breaktime reading

NewsClips delivers aerospace and labor news

SPEEA publishes NewsClips – a digital round-up of links to the top headlines on aerospace and labor topics – every workday between 10 and 11 a.m. Pacific time.

The digital newsletter is distributed by email to current Council Reps (CR) and to Area Reps (AR) who previously served as CRs.

“There's a lot going on, you're busy at work and not everyone has the time to go online and search for all the relevant news about Boeing and Spirit and America's labor movement,” said SPEEA Communications Director **Karen McLean**. “As staff, we're

trying to make it easier for our officers and activists to stay informed, with links to fact-based reporting from reliable news sources.”

Forwarding NewsClips to your members for breaktime reading is also a way for CRs and ARs to build connections with coworkers you may not see every day. This also helps ensure we stay connected to current events affecting our companies and the labor movement.

If you're a CR who is not getting NewsClips now, contact Communications Support **Julia Groves** at juliag@speea.org to be added to the distribution list.

2024 dues adjusted

Based on the annual re-calculation of SPEEA dues, the monthly rate for 2024 is \$52.35, effective Feb. 1.

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

Save the date
**NW Women's
Advocacy
Committee (WAC)**

Movie Night
Tuesday, Feb. 27

TRAINING/ EVENTS

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

Northwest

Discount hockey tickets for Union Solidarity Night

Friday, Feb. 2, 7 p.m.

Angel of the Winds Arena, Everett
Everett Silvertips vs. Spokane Chiefs
Tickets are \$5 to \$12 – purchase online only at snolabor.org

Snohomish and Island County Labor Council

Midwest

Young Professionals no-host social

Friday, Feb. 9, 4 p.m.
Location TBD

Email tjtrousdale@gmail.com
for location details

MW Young Professionals

Discount tickets

Solidarity Night with the Everett hockey team

EVERETT, Wash. – It's Union Solidarity Hockey Night in Everett! The Everett Silvertips are offering discount tickets to union members for the Feb. 2 game against the Spokane Chiefs.

Tickets are only available for purchase online through snolabor.org, the website of the Snohomish & Island County Labor Council, which is sponsoring the event. Prices are as low as \$5 each, for upper-level seats behind the end lines and up to \$12 for lower-level seats (which typically sell for \$38).

The Union Solidarity night faceoff starts at 7 p.m. at Angel of the Winds Arena in Everett. As of Jan. 8, the Silvertips were in fourth place in the Western Hockey League's Western Conference, 20 points ahead of Spokane in the standings. Everett forward **Ben Hemmerling** is still with the team on loan from the National Hockey League's Las Vegas Golden Knights, with whom he signed a three-year entry-level contract earlier this season.

Northwest Council actions – Dec. 14

At their regular meeting, the Council:

- Recognized newly seated Council Reps:
 - Everett – **Joseph Gockowski**, E-15
 - Plant II – **Nolan Weir**, P-4
 - Developmental Center/Second Shift – **Kevin Waters**, DS-10
- Voted on the following motions:
 - **NW23-017 Proposed FY2025 Budget for Northwest Region**

Council – It is moved the Northwest Council approve the proposed FY2025 Northwest Council budget and submit the proposed budget to the SPEEA Executive Board for consideration and incorporation into the SPEEA budget. For: 30. Against: 3. The motion passed as amended.

- **NW23-018 Supporting Remote Work** – It is moved the NW Council supports hybrid work for Profs and Techs when possible. For: 32. Against: 4.

- **NW23-019 NW Council Direction for Delegates to WSLC Special COPE Convention 2/1/2024** – It is moved the Northwest Council directs SPEEA delegates to the Washington State Labor Council (WSLC) special Committee On Political Education (COPE) on Feb. 1 to fully participate in debate and voting. Delegates should consider positions taken by SPEEA and act with good intent. For: 17. Against: 12.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

| Week of January 22, 2024 | |
|--------------------------|---|
| Monday, Jan. 22 | 4:30 p.m. NW Legislative & Public Affairs |
| Tuesday, Jan. 23 | 4:00 p.m. SPEEA Organizational Planning |
| Tuesday, Jan. 23 | 5:00 p.m. NW Women's Advocacy |
| Wednesday, Jan. 24 | 4:30 p.m. NW New Hire |
| Wednesday, Jan. 24 | 5:30 p.m. NW Young Members |
| Thursday, Jan. 26 | 4:00 p.m. SPEEA Veterans |
| Week of January 29, 2024 | |
| Monday, Jan. 29 | 3:00 p.m. NW Council officers |
| Monday, Jan. 29 | 4:00 p.m. Council officers |
| Thursday, Feb. 1 | 4:00 p.m. Executive Board |
| Thursday, Feb. 1 | 4:30 p.m. NW Safety & Wellness |
| Week of February 5, 2024 | |
| Tuesday, Feb. 6 | 4:00 p.m. SPEEA Leadership Development & Training |
| Wednesday, Feb. 7 | 4:30 p.m. NW Action Communication Taskforce |
| Thursday, Feb. 8 | 4:00 p.m. NW Council |

MIDWEST MEETINGS (ALL TIMES CT)

| Week of January 22, 2024 | |
|--------------------------|---|
| Tuesday, Jan. 23 | 6:00 p.m. SPEEA Organizational Planning |
| Thursday, Jan. 26 | 6:00 p.m. SPEEA Veterans |
| Week of January 29, 2024 | |
| Monday, Jan. 29 | 6:00 p.m. Council officers |
| Tuesday, Jan. 30 | 11:00 a.m. MW Council officers |
| Thursday, Feb. 1 | 4:30 p.m. MW Membership Activities |
| Thursday, Feb. 1 | 6:00 p.m. Executive Board |
| Week of February 5, 2024 | |
| Tuesday, Feb. 6 | 6:00 p.m. SPEEA Leadership Development & Training |
| Thursday, Feb. 8 | 4:30 p.m. MW Council |



Meetings are virtual/hybrid and subject to change/cancellations. See online regional calendars at www.speea.org for details.