



Spotlight

PROFESSIONAL AEROSPACE UNION

IFPTE scholarship winner

SPEEA member **Dean Klasen's** daughter, **Kyla**, won this year's IFPTE Private Sector scholarship. See an article about Kyla along with her IFPTE scholarship essay on what it means to be in a union family on page 10.



SPEEA at IFPTE – DC legislative week, see p3-4

**Area Rep inspired
by members – P5**

**Newly seated
Council Reps – P6-8**

**National LGBTQ
STEM group – P11**

Council Reps elect officers

Council Reps elected the following officers at their regional May 14 Council meeting. The new officers serve two-year terms.

Northwest

- **Orlando De Los Santos**, NW Council treasurer
- **James Raskob**, NW Council secretary

Julie Sweeney, who was elected Northwest Council chair, resigned May 18 after re-considering the commitment. "I do not have the

resources the position requires," she said. "I will continue to support SPEEA in other ways." An election will be held to fill the vacancy.

Midwest

- **Mark Gayer**, MW Council chair
- **Matthew Joyce**, MW Council treasurer
- **Melisa Lowe**, MW Council secretary

The SPEEA Council (Northwest and Midwest combined) will elect officers at its June 12 Council meeting.

A former Boeing intern shares his perspective

If you want to know how to connect with interns, a good person to ask is **Brian Keller**, a SPEEA member who was a Boeing intern in 2012.

He is now on the leadership team for Boeing's Regional Events and Activities for Company Hires (REACH), which targets outreach for employees with fewer than five years experience at Boeing.

Keller met with the SPEEA New Hire Committee because they share similar goals in helping new hires feel welcome. "I know SPEEA is trying to bridge the gap," he said.



Brian Keller is a former Boeing intern who is now a SPEEA member. He met with the SPEEA New Hire Committee.

Helpful benefit

When he received his offer to go to work at Boeing, he recalls a specific SPEEA benefit that helped when he was as an intern.

"I remember the salary charts – SPEEA helped me to know in reference to Boeing and to the country what I should be paid," he said. "It helped me to be prepared to defend my position if I had needed to," he said.

A new SPEEA flier welcoming interns highlights the salary charts as well as the benefits of technical training and professional development through Ed Wells Partnership, a Prof/Tech contract benefit, and a 'pre-loaded' week of paid vacation.

Now that Keller, a stress analyst for the 787 and a member of SPEEA, has friends who work for Boeing in other non-represented areas, he sees the value of having a contract with benefits.

"I know SPEEA is trying to help – to defend us as professionals and make sure we are represented. That's a big thing," he said. "And it's relevant. When you look at different sites, you can tell. In talking to my friends in CAS (Commercial Aviation Services) in California and my friends in production at South Carolina, benefits are the first issue to come up."

Keller, a graduate of Virginia Tech, hears positive feedback on SPEEA's efforts to reach out to newer hires, such as friends who have been

to the SPEEA 101 classes and appreciated it. SPEEA also has something to offer that REACH doesn't necessarily have – members with more Boeing experience. "They might be ready to mentor or share experiences. That's something REACH can't do on a similar level," he said. "That's something very valuable."

WELCOME BOEING INTERN

SPEEA proudly represents you!

As a SPEEA-represented employee during your internship, we want to point out some of the unique benefits and opportunities your fellow engineers, technical workers and pilots have achieved. We welcome your participation in our union during your work at Boeing and are here to help make your experience educational and beneficial to your new career in aerospace.

Benefits of Representation

Since 1946, SPEEA members have negotiated contracts with aerospace employers that provide fair pay with overtime, industry-leading benefits, workplace standards and due process. Negotiated with our employers at regular intervals, these contracts provide you with a legally-binding union contract and cannot be changed outside of contract talks.

Career Development

In addition to your workplace experience, interns at Boeing are encouraged to take advantage of training through the EdWells Partnership. This joint \$7.5-million program with Boeing provides a variety of educational avenues for enhancing, maintaining and learning new technical skills to help your career. Look for information on the SPEEA website or the Boeing Intranet.

Salary Information

Detailed salary information for more than 200 SPEEA-represented job classifications at Boeing and Spirit AeroSystems is available on the union website. Visit the site and look for "Salary Charts" under the Member Tools tab. Instructions explain how to access the charts using your BEMS Identification.

Vacation

SPEEA recently negotiated one week of vacation for our represented interns. This is pre-loaded, meaning you have one week of vacation from your first day of work. Use it during your internship or hold the time paid out to you at the end of your internship.

Friend of SPEEA

We hope your career leads to a permanent job at one of our employers. However, when you return to school or take a position elsewhere in aerospace, we invite you to become a "Friend of SPEEA." This free program keeps you in touch with aerospace professionals in SPEEA and around the country. Sign up on the website.

Intern & New Hire Events

Each summer, the SPEEA New Hire Committee holds a special event for interns. Watch for information about this summer's event below.

Seattle Hall
12305 52nd Ave S • Seattle, WA 98188
Tel: 206.433.0991

Everett Hall
2414 106th Street SW • Everett, WA 98204
Tel: 425.355.2883

Wichita Hall
973 S Glendale St • Wichita, KS 67218
Tel: 316.682.0262

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| | |
|------------------|----------------|
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| Shannon Moriarty | NW Regional VP |
| Keith Covert | MW Regional VP |

SPEEA Council Officers

| | |
|----------------|-----------|
| Vacant | Chair |
| Gordon Yip | Treasurer |
| Theryl Johnson | Secretary |

Midwest Regional Council Officers

| | |
|---------------|-----------|
| Mark Gayer | Chair |
| Matthew Joyce | Treasurer |
| Melisa Lowe | Secretary |

Northwest Regional Council Officers

| | |
|-----------------------|-----------|
| Vacant | Chair |
| Orlando De Los Santos | Treasurer |
| James Raskob | Secretary |

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M-Th, 8:30 am to 5 pm • Fri, 8 am to 4:30 pm
Phone: (316) 682-0262



Some of the SPEEA contingent pose for a group shot before a meeting with the Department of Professional Employees (DPE). From left are SPEEA Communications Director **Bill Dugovich**, SPEEA Secretary **Jimmie Mathis**, Council Rep **Judy Mogan**, NW Vice President **Brent McFarlane**, Council Rep **Dan Nowlin**, Legislative Director **Chelsea Orvella**, Labor Representative **Stan Sorscher**, NW Vice President **Joel Funfar** and Council Rep **Jim Lee**.

Members take our issues to the halls of Congress

By **Bill Dugovich**
SPEEA Communications Director

WASHINGTON, D.C. - Carrying the concerns and issues of our union, a delegation of SPEEA members was in the nation's capital the week of May 11 meeting with members of Congress, Congressional staff and several key departments that work with professional employees.

Members of the SPEEA and Northwest Legislative and Public Affairs committees visited the offices of 42 members of the House and Senate. The group also held meetings with the Department of Professional Employees (DPE) and the International Federation of Professional and Technical Employees (IFPTE).

"It's extremely important for our representatives in Congress to hear from workers," said **Chelsea Orvella**, SPEEA legislative director. "They hear from lobbyists and business leaders all the time so when we take workers who are their constituents, they pay attention."

Visits were planned to include representatives and senators from the states where SPEEA members

work. Other visits included offices of elected officials who hold positions on House or Senate committees dealing with one of SPEEA's five legislative priorities. Although extremely difficult given the packed schedules of House and Senate members, a number of the meetings were able to be scheduled with the elected official themselves. Others were planned to meet with senior staff who are specialists on the particular issue.

"These staff members have a lot of sway with the senators and congressmen," said **Matt Biggs**, IFPTE legislative director. "They're the ones reading all the material and researching the issues."



Attending the meeting with Senator **Maria Cantwell**, (D-WA) are, from left, NW Vice President **Brent McFarlane**, Council Rep **Dan Nowlin**, Legislative Director **Chelsea Orvella**, Council Reps **James Raskob**, **Suzanne Kamiya** and Communications Director **Bill Dugovich**.

SPEEA's way on nearly all five.

"On TPP (Trans-Pacific Partnership), I think arguments on both sides are overblown," Heck said. "After I see TPP, I will evaluate it and decide."

With more than three dozen Congressional

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Labor Representative **Stan Sorscher**, left, talks with IFPTE Secretary-Treasurer **Paul Shearon**, Department of Professional Employees President **Paul Almeida** and IFPTE President **Greg Junemann** before a meeting at the AFL-CIO. Almeida is the past president of IFPTE.

Sen. **Maria Cantwell** (D-WA) was genuinely interested in learning more about members' work at The Boeing Company, asking several to explain what they do during a broader discussion about trade and jobs moving out of Washington.

"Part of aviation technology is essential for national security and cannot be exported," Sen. Cantwell told the group. "We have to do trade right. If we don't, we lose."

None of the elected leaders or staff held unqualified universal agreement with SPEEA on all our issues. However, Congressman **Denny Heck** (D-Wash. 10th District) was either in agreement or leaning

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INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS
Local 2001, AFL-CIO, CLC



SPEEA workforce data amendment passes U.S. Senate

By *Chelsea Orvella*
SPEEA Legislative Director

SPEEA members were in Washington D.C. during a critical time for senators working on Trade Promotion Authority (TPA), or “Fast Track,” on upcoming trade agreements.

Some 2,000 organizations, including SPEEA-IFPTE Local 2001, have come out strongly against using TPA to expedite the Trans-Pacific Partnership (TPP) and other alarming trade deals currently being negotiated.

In May, the Senate ultimately allowed TPA to move forward. During debate, a related measure passed that would increase scrutiny of trade violations by importers into the U.S. and would require greater enforcement of trade remedy laws.

Occupation data

This positive enforcement measure included an occupation data amendment offered by U.S. Sen. **Maria Cantwell** (D-WA). SPEEA has been the leading advocate of this proposed change for many years.

Sen. Cantwell’s amendment would require employers to provide occupation information to states on Unemployment Insurance (UI) wage records for each employee on a quarterly basis.

Currently, labor market researchers rely heavily on UI wage records to understand what is happening in the workforce. These administrative records do not include occupation details, making it difficult to assess skill shortages, underemployment and other dynamics.

Improving occupation data would better align workforce development policies and educational programs with the needs of workers and companies.

U.S. Sen. **Ron Wyden** (D-OR) initially introduced a version of this amendment, in partnership with SPEEA, on the comprehensive immigration reform bill of 2013. Senators Cantwell and Wyden remain committed to improving occupation data and helping this measure pass future hurdles in the U.S. House of Representatives.

FAA Reauthorization – The Federal Aviation Administration (FAA) gives “designated authority” to manufacturers to certify aerospace parts and manufacturing processes, following specific FAA guidelines and with direct FAA oversight. A select group of SPEEA members perform this function for The Boeing Company with authorization from the FAA. FAA certification will be a key issue in FAA Reauthorization.



Council Rep **Suzanne Kamiya**, left, and Legislative Director **Chelsea Orvella** meet with Washington State Congressman **Denny Heck** (D-10th District) and a member of his senior staff.

Members take our issues to the halls of Congress

continued from page 3

offices to visit, SPEEA members and staff were divided into three groups. Each group visited at least one dozen offices.

“Boeing is here in senators and congressmen’s offices all the time,” said Council Rep **Suzanne Kamiya**. “It’s very rewarding to hear a congressman or senator say ‘we need to help the workforce.’ These visits are very helpful and worthwhile.”

At the request of SPEEA, Boeing’s Senior Vice President of Government Operations, Tim Keating, met with some of the delegation, along with IFPTE President Greg Junemann and Secretary-Treasurer Paul Shearon. While a wide variety of issues were discussed, the meeting was uneventful.

“There are a lot of things happening here that directly and indirectly affect labor,” said Council Rep **Dan Nowlin**. “They really do



Council Rep **Jim Lee**, left, gets an update on legislative meetings from IFPTE Legislative Director **Matt Biggs** between meetings. To the right of Biggs are NW Vice Presidents **Brent McFarlane** and **Joel Funfar**.

need to hear from us, because many of them don’t know what is happening in our world.”

SPEEA federal legislative priorities

On a recent trip to Washington, D.C., members of the SPEEA and Northwest Legislative Committees spoke to members of Congress about the following issues:

“Fast Track” and Trade – SPEEA opposes the “Trade Priorities and Accountability Act of 2015” (TPA/Fast Track) and trade agreements that do not ensure economic growth and sustainability for families, workers and communities. SPEEA calls for a new trade model that bolsters U.S. manufacturing and jobs and balances corporate interests with the interests of workers, families and communities.

High-Tech Immigration Policies – SPEEA supports greater protections for U.S. and foreign

temporary workers in the H-1B, L-1 and other high-tech immigration policies. SPEEA also calls for high-tech immigration policies to be linked to timely, viable labor market data and urges ways to enhance workforce tracking through unemployment insurance wage records.

Export-Import Bank – SPEEA supports a long-term reauthorization of the Export-Import Bank as long as it maintains the high domestic-content standard.

Citizens United – SPEEA supports the Joint Resolution (H.J.Res.22 / S.J.Res.5) to amend the U.S. Constitution in order to reverse the negative impacts of the Citizens United Supreme Court ruling on the American political process.



Area Rep: Inspired by the members of SPEEA

By Karen McLean
SPEEA publications editor

Daniel Peters may be a newer member and activist, but he is no stranger to the benefits of collective bargaining.

When he was going to graduate school at the University of California, Berkeley, he had a union-represented job as a graduate student instructor/researcher.

“It was a really good contract with great benefits for student workers,” said Peters, who earned a Ph.D. in mechanical engineering. “It gave me my first taste of what it’s like to be part of a union.”

When Peters came to Boeing about four years ago, he met **Bill Razeto**, an Area Rep at the time who is now a SPEEA contract administrator. Razeto introduced Peters to committees, such as the Action and Communication Taskforce (ACT).

At the time, ACT was transitioning to the Bargaining Unit Negotiations Support (BUNS), which interested Peters. “I was curious about what was in store for upcoming negotiations.” He stayed because he saw a need and a role he could fill. The more involved he became, the more he appreciated the work others were doing for SPEEA.

‘Great, caring and energetic people’

“I was and continue to be inspired by the great, caring and energetic people we have in this union,” he said. Beyond that, he said, “If I have the ability to play a part in the contract I have along with fellow coworkers, then that’s enough to get me involved.”

Peters, an Area Rep recently recognized as a Northwest outstanding activist, has taken his role of outreach to heart. He belongs to ACT and serves as ACT site focal for the Developmental Center where he works as a Loads and Dynamics engineer on the P-8 program.

From meeting with other SPEEA members at Boeing to union members from across the country at different labor training, he’s developing his skills as a leader, but he’s more focused on growing the strength of his union.

“If I can tangibly help make our union function better and be stronger, and build a stronger sense of community, then I’d be content with that.”

He works in the same group with Council Rep **Kathy Low**, who says his efforts to connect with members and be a resource to help answer questions about SPEEA are impressive.

“He’s great at member outreach – especially with new members,” she said, adding that he reminds her to reach out to new members, too. “We have really good Area Reps, and he’s no exception.”

If you ask Peters, he’d say everyone should be an Area Rep, helping the Council Rep whose district is usually divided to include about 200 members.

More hands, stronger union

More hands help to make their job easier, and it makes for a stronger union, he said, adding: “it increases the democratic involvement.”

Council Rep **Jim Lee**, who is also in the DC with Peters, agrees. “We can’t have too many Area Reps, even if they sit 20 feet apart. There are still so many people to talk to and we need more of them especially as we get closer to negotiations.”

When members have a problem, they often go to Area Reps, Lee said, which helps the Council Reps who can respond as needed. Having the visibility is critical, too.

“People don’t understand where we get our strength (as a union),” Lee said. “The more people who are willing to participate, as an Area Rep, for example, the stronger our union looks.”

Peters offers this advice for those who might con-

sider signing up as an Area Rep: “It takes an open mind and a willingness to help. I never thought of myself as a leader, but you grow into it.”

Daniel Peters – Area Rep and more

In the past few years, Area Rep **Daniel Peters** has stepped up for many opportunities, including:

- Labor delegate to King County Labor Council and Washington State Labor Council
- Rallied in Olympia for tax incentive accountability
- Toured Boeing’s Everett factory with national AFL-CIO leader **Liz Shuler**
- Participated in Labor Notes, a biennial conference drawing more than 2,000 worldwide
- Contributed to numerous negotiation rallies and information meetings for SPEEA

Role of Area Reps

Area Reps help Council Reps answer questions and communicate SPEEA news. The responsibilities include:

- Assist the Council Rep in communicating information about programs, surveys, etc.
- Refer employees with workplace issues or concerns to the Council Rep or appropriate staff
- Share SPEEA visibility items with members in your area

If you’d like to become an Area Rep or would like to continue serving in that role, talk to your Council Rep. Area Reps are encouraged to commit to two-year terms by July 19.

Congratulations to newly seated Council Reps -

SPEEA welcomes the start of a new two-year term for Council Reps. They are members who stepped up to serve their coworkers as a liaison to SPEEA as well as representing you on policy issues.

They are available in the workplace to help you find answers to questions about your contract benefits, for example. They are also a resource to ensure the contract is enforced.

Not sure of your district?

If you don't know your district or can't see your building listed, go to the district delineation at www.speea.org (SPEEA Councils/Find Your Council Rep). You will also find the Council Reps' phone numbers.



AUBURN

| District | Council Rep | Location |
|----------|------------------|------------|
| A-10 | Angel Leon | 17-45.1 |
| A-10 | William Barrett | 17-10.1 |
| A-20 | Lawrence Wywadis | 17-66.1 |
| A-30 | Douglas Brazeal | 17-07.MEZZ |
| A-40 | David Baine | 24-60.2 |

BELLEVUE

| District | Council Rep | Location |
|----------|-----------------|----------|
| B-10 | Richard Ogden | 33-05.2 |
| B-10 | Evan Wipf | 7-240.4 |
| B-10 | Ernest White II | 7-240.4 |

BOTHELL

| District | Council Rep | Location |
|----------|-------------|----------|
| B-20 | VACANT | |

CALIFORNIA

| District | Council Rep | Location |
|----------|------------------|----------|
| C-10 | Jonathan Vanover | 1020.3 |

DEVELOPMENTAL CENTER/DUWAMISH

| District | Council Rep | Location |
|----------|----------------|-----------|
| D- 1 | Daniel Artz | 9-90.1 |
| D- 1 | Hugh Glaser | 9-90.2 |
| D- 1 | Kathy Low | 9-96.1 |
| D- 1 | James Lee | 9-99.1 |
| D- 2 | David Adolf | 9-96.1 |
| D- 3 | Justin Doh | 11-14-S.2 |
| D- 3 | Andrew Fixman | 11-14-S.2 |
| D- 3 | VACANT | |
| D- 4 | VACANT | |
| D- 5 | Andrew Alenski | 13-03.1 |
| D- 5 | Rebekah Hewitt | 9-101.2 |
| D- 6 | Ronald Mathes | 9-101.1 |
| D-10 | Craig Lindberg | 9-08.2 |
| D-10 | Frank Troth | 9-53.2 |

Interested in becoming a Council Rep?

If you like helping people and being among the first to know what's new with your union, consider running for Council Rep if there's a vacancy in your district. You are eligible if you have been a member for at least the preceding 12 months. To find out if there's an opening in your district, go to www.speea.org (link for Find Your Council Rep).

To run, print a petition at www.speea.org (SPEEA Councils/Forms and Petitions) and collect 15 members' signatures. Fax the petition to (206) 374-2213 and email your 150-word (max) candidate statement, in case of an election, to terryh@speea.org.

Questions? Call Terry at (206) 674-7360.



they are your workplace resource for SPEEA

| EVERETT | | |
|----------|-----------------------|------------|
| District | Council Rep | Location |
| E- 1 | Mark Worden | 40-81.1 |
| E- 1 | Noel Cabanday | 40-81.1 |
| E- 2 | Robert Sutton | 40-82.1 |
| E- 3 | Steven Rundus | 40-82.1 |
| E- 3 | Kurt Schuetz | 40-82.1 |
| E- 6 | Reagan Roth | 40-87.2 |
| E- 6 | Juan Zepeda | 40-87.1 |
| E- 8 | Manizheh Sedghinasab | 40-88.2 |
| E-10 | Sean Peters | 40-56.1 |
| E-10 | Roger Pullman | 40-56.MEZZ |
| E-10 | VACANT | |
| E-11 | Mohammed Kadir | 40-87.1 |
| E-11 | VACANT | |
| E-11 | VACANT | |
| E-11 | VACANT | |
| E-12 | Tammy Haughey | 40-86.1 |
| E-13 | Jatinder Singh | 40-87.4 |
| E-13 | Jack Liu | 40-87.3 |
| E-13 | Mahliek Barnes | 40-87.4 |
| E-14 | Bruce Van Meter | 40-22.5 |
| E-15 | Christopher Waybright | 40-88.2 |
| E-15 | Richard Madrid | 40-88.2 |
| E-15 | Ron Smith | 40-88.1 |
| E-17 | Patrick Damron | 40-88.4 |
| E-17 | Gail Evert | 40-88.3 |
| E-18 | Sandra Hastings | 40-30.2 |
| E-21 | Michael Shea | 40-22.3 |
| E-21 | VACANT | |

| EVERETT | | |
|----------|------------------------|----------|
| District | Council Rep | Location |
| E-22 | Colleen Ronan | 45-80.2 |
| E-23 | John Dimas | 40-24.4 |
| E-23 | James Raskob | 40-24.4 |
| E-23 | Roderick Siders | 40-26.4 |
| E-24 | Tami Reichersamer | 40-24.5 |
| E-25 | VACANT | |
| E-26 | John Cardiel | 40-25.3 |
| E-27 | Julie Sweeney | 40-36.3 |
| E-28 | Richard Hughes | 7-20.2 |
| E-29 | Janice Goegan | 45-80.3 |
| E-29 | Gabe Sartin | 45-80.3 |
| E-29 | VACANT | |
| E-30 | Christopher Young | 45-11.1 |
| E-30 | James Applebee | 45-11.3 |
| E-31 | Mey King | 41-02.2 |
| E-31 | Carolyn Wilson | 7-20.2 |
| E-31 | David Fritz | 7-20.3 |
| E-31 | Nikki Wagener | 7-20.3 |
| E-32 | Dan Nowlin | 40-34.3 |
| E-32 | Amanda Correll | 40-32.1 |
| E-33 | VACANT | |
| E-33 | VACANT | |
| E-35 | Ryan Jin Huang | 40-86.1 |
| E-35 | Christopher McMuldloch | 40-86.1 |
| E-35 | VACANT | |
| E-37 | Michael Studebaker | 40-32.3 |
| E-50 | Brandt Castleton | 40-04.1 |
| E-60 | Thomas Kummer | 7-335.3 |
| E-60 | Suzanne Kamiya | 45-334.1 |

| KENT | | |
|----------|--------------------|----------|
| District | Council Rep | Location |
| K- 1 | Michelle Cooper | 18-43.1 |
| K- 2 | Tony Hickerson | 18-26.1 |
| K- 3 | Lawrence Stockwell | 18-26.1 |
| K- 7 | Thomas Krogel | 18-61.2 |
| K-7 | VACANT | |

| OREGON | | |
|----------|-------------------|----------|
| District | Council Rep | Location |
| O-10 | Emily Brent-Fulps | 85-01.1 |
| O-10 | Carolyn Brock | 85-105.2 |

| PLANT II | | |
|----------|--------------------|----------|
| District | Council Rep | Location |
| P- 1 | Manny Psilovikos | 3-800.5 |
| P- 1 | Gordon Yip | 3-801.5 |
| P- 2 | Cyrus Knowles | 2-88.2 |
| P- 2 | Joseph Asaif | 3-801.1 |
| P- 3 | Luci Hood | 2-25.4 |
| P-3 | CONTEST | |
| P- 5 | Carrie Rule | 2-122.3 |
| P- 5 | Theryl (TJ)Johnson | 2-122.3 |
| P-10 | Rick Yost | 15-30.1 |

| INSTRUCTOR PILOTS | | |
|-------------------|---------------|----------|
| District | Council Rep | Location |
| PLT | Jim Wilkerson | 25-01.3 |

| RENTON | | |
|----------|-----------------------|----------|
| District | Council Rep | Location |
| R- 1 | Walter Ditlefsen Jr | 10-13.2 |
| R- 2 | Chris Yeaton | 10-16.4 |
| R- 3 | Joseph Pham | 4-21.1 |
| R- 3 | Richard Thorkildson | 4-21.3 |
| R- 4 | Michael Burdette | 4-21.2 |
| R-20 | Deena Hougham | 4-17.2 |
| R-20 | Charles Tatel | 4-17.2 |
| R-40 | John McLaren | 25-01.3 |
| R-50 | Richard Mahoney | 4-81.4 |
| R-50 | Mark Friesen | 4-81.3 |
| R-50 | Steven Ellis | 4-82.2 |
| R-50 | Matthew Roberts | 4-81.3 |
| R-50 | Orlando De Los Santos | 4-81.3 |

Weingarten rights – if your boss wants to ‘talk’

If you find yourself in a situation related to discipline, performance management, or a security issue, you have the right to ask for a union (Council) representative. They receive extensive training for these meetings and follow up with SPEEA contract administrators to ensure you are treated fairly – within the framework of the contract and labor law.

If your Council Rep is not available, contact the nearest SPEEA office: Tukwila (206) 433-0991; Everett (425) 355-2883; Wichita (316) 682-0262.

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The photos shown here are from prior Council meetings. Members who serve as Council Reps meet monthly to vote on motions and receive updates on union issues and events.



Join us for whitewater rafting June 27-28

Enjoy the fun of whitewater rafting June 27-28 on the Wenatchee River for class III rapids. The SPEEA Northwest Membership Activities Committee (MAC) coordinates with the Boeving Employees Whitewater & Touring (BEWET) Club.

This year's trip is \$40 per day, in addition to the one-time registration fee if you're not already signed up with BEWET. Note to Boeving interns – BEWET waives your annual registration fee. BEWET provides rafting equipment (boats, paddles, life jackets), the trained guides and the tent camping spot as part of your fee.

This year's trip from Leavenworth to Cashmere includes rapids with names such as Boulder Bend, Rock-n-Roll, Gopher Patch and Gorilla Falls, along with Drunkard's Drop and the Suffocator. In between rapids, count on leisurely floating the river and participating in some class V water fights.

Rafters must be at least 12 years old. This is an ideal river for first-time paddlers. Plus, the Saturday night BBQ/potluck adds to the fun at the campground after rafting 15-17 miles on the river.

To register and learn more, go to www.bewet.org. Deadline to register: June 23. Questions? Contact Trip Leader **Nathan Confer** (nathan.confer@bewet.org). Confer is the trip leader for this weekend, BEWET vice president and SPEEA member.

| THOMPSON | | |
|-------------------|----------------|----------|
| District | Council Rep | Location |
| T-10 | Matthew Nguyen | 45-80.2 |
| UTAH | | |
| District | Council Rep | Location |
| U- 1 | Fred Stringham | 1575.1 |
| FACILITIES | | |
| District | Council Rep | Location |
| X-10 | Roger Aisaka | |
| 2nd/3rd Shift CRs | | |
| District | Council Rep | Location |
| AS10 | Karen Karonis | 17-07.1 |
| DS10 | VACANT | |
| ES-10 | Bruce Liomin | 40-25.2 |
| RS10 | VACANT | |

| WICHITA - Spirit | | |
|------------------|------------------------------|----------|
| District | Council Rep | Location |
| S- 1 | Ricky Nelson | 2-297F.1 |
| S- 1 | Benjamin Blankley | 3-1900.1 |
| S- 1 | Christopher Streckfus | 3-1900.1 |
| S- 1 | Matthew Joyce | 3-215W.1 |
| S- 1 | Shane Michael | 3-215W.1 |
| S- 2 | Joe Abbott | 3-1900.1 |
| S- 2 | Daryl Doshier | 3-1900.1 |
| S- 4 | Daniel Ryan | 3-191M.1 |
| S- 6 | Jo Miklos | 3-193G.1 |
| S- 8 | Carla Stroot | 2-273R.2 |
| S-12 | Jeffrey Gibbs | 2-280J.1 |
| S-12 | Melisa Lowe | 2-280J.1 |
| S-14 | Emily Forest | 2-297F.1 |
| S-14 | Wesley Gardner | 2-297F.1 |
| S-14 | Ponolar Washington | 2-297F.2 |
| S-16 | Patrick Clough | 2-270A.3 |
| S-16 | Aaron Kitterman | 2-333B.3 |
| S-18 | Donna Lehane | 1-198D.1 |
| S-22 | Mark Gayer | 1-355C.2 |
| S-24 | Shawn Griswold | 1-255K.1 |
| S-26 | Nancy Frazier (Second shift) | 2-333B.2 |



| SPOKANE - Triumph | | |
|-------------------|----------------|----------|
| District | Council Rep | Location |
| W-10 | Timothy Conley | |

MEMBER BENEFITS



See discounts at www.unionplus.org

(Enter IFPTE)

Proud to include SPEEA logo

On behalf of FRC 3636, from Grant High School in Portland, Ore., I'd like to thank you for providing us with a generous STEM (Science, Technology, Engineering and Math) grant this year. We used the grant to help pay our entry fee for this year's FIRST (For Inspiration and Recognition of Science and Technology) Robotics Competition (FRC).

Our team of 22 students and seven mentors met all year, building one robot for the Bunnybots preseason competition in December and another for the FIRST Robotics Competition in the spring. We competed in two FRC district competitions, one in Oregon City and one in Wilsonville. Our students learned so much in the process of designing, building and competing with their robot; thank you for making our participation in FIRST possible.

We were proud to include the SPEEA logo on both our robot and our team T-shirts.

Sincerely,
Carol Connelly
Teacher adviser for FRC 3636
Grant High School



Students of the Grant High School robotics team are shown above with team T-shirts bearing SPEEA's logo. The team received one of the Northwest Council grants related to science, technology, engineering and math (STEM).

STEM grant review committee – apply by June 15

If you're interested in supporting the Northwest Council STEM grant program, apply for the review committee by June 15. Email speea@speea.org with your name and school district. Following the Aug. 15 grant deadline, the committee reviews applications and sends a recommendation to the Northwest Council, which votes on distribution of funds.

Hawks Prairie

NW golf tournament July 18

If you're a golfer who likes a little friendly competition, sign up for the Northwest Membership Activities Committee (MAC) golf tournament Saturday, July 18.

This year, members and their foursomes will tee off at 9 a.m. in a shotgun start at Hawks Prairie – The Woodlands Golf Course in Lacey, Wash. The MAC will have prizes for top team, longest drive and closest to the pin.

See link to online registration at www.speea.org (upcoming SPEEA and labor events). At least one SPEEA member is required for each foursome. The cost is \$60 per person and includes greens fees, cart and refreshments.

The Midwest MAC is planning its golf tournament for members, family and friends Saturday, Sept. 19.

Northwest tellers

Seeking members to help with elections

The Northwest Tellers are looking for new members who want to help with SPEEA elections. To be eligible to apply, you must be a regular SPEEA member in good standing for at least the past 12 months and cannot serve at the same time on the Executive Board, Council or Judicial Review Committee.

How to apply

Teller petitions are available at www.speea.org (see the link for SPEEA Councils/Forms and Petitions). Petitions and 150-word statements (in case of a contested race) are due by noon, Wednesday, June 10. Submit your petition to the nearest SPEEA Puget Sound hall and email your statement to terryh@speea.org.

willing to wear a red SPEEA shirt and show their support for their union and their community. To be an ambassador, you must be a dues-paying member. No minimum number of activities is required.

Easy to sign up

If you're interested, send your name and contact information to **Susanne Murphy** at susanne@speea.org.

SPEEA ambassadors

Members support community efforts

At the recent letter carriers' union food drive, you could see SPEEA in action. Ambassador **Evan Wipf**, a Council Rep, joined many other volunteers to help unload thousands of pounds of food. He was easy to spot in his red SPEEA shirt.

Wipf is one of 56 SPEEA ambassadors who volunteer together in the community. The program started about a year ago and kicked off with hundreds of middle school and high school students at a 'Build Your Career' fair. In that case, the students didn't know much about unions but learned from the ambassadors who had fun with the students modifying balsa wood toy airplanes for flying contests.

Ambassadors are from all over – from Everett



Evan Wipf, in the red shirt, was one of the union volunteers who helped unload 26 totes of food donations (average tote weight was 1,100 pounds). The National Association of Letter Carriers (NALC) Branch 791 coordinated the local effort in Everett May 9.

to Tacoma where ambassadors took part in an information table at the Pierce County Central Labor Council Solidarity Day at the Zoo. They handed out hundreds of tickets for free carousel rides, co-sponsored by SPEEA.

SPEEA is looking for more ambassadors from Wichita to Utah, Oregon and California who are

Learning valuable lessons about unions

KENT – When **Kyla Klasen** starts as a freshman this fall at Washington State University, she's probably going to know more about unions than many of her classmates.



Kyla Klasen

That's because:

- Her U.S. History teacher emphasized the role of unions during his discussion of the Industrial Age. "It was important people have a say on wages and working conditions," she learned.
- Her father, **Dean Klasen**, is a SPEEA member who participated in the SPEEA 40-day strike of 2000 and emphasizes the need for unions to have a voice in the workplace.
- Her essay on what it means to be part of a union family contributed to her winning this year's IFPTE Private Sector Scholarship.

From the way she describes her passions for people, leadership and the importance of mutual respect, you get the sense that the lessons of unions will weave into whatever her future holds.

"If one side doesn't feel valued or appreciated," she said, "then the final product can just fall apart."

As an example, she shared how her teammates on the Lions Robotics Team #2907 at Auburn Mountainview High School didn't always stay connected. As the Communications Executive this past year, she launched a team newsletter to

keep everyone on the same page.

"Before, it was always 'get in the shop and build,'" she said. With the newsletter featuring updates on what the different subgroups were doing and their progress, the team was much more "knitted together."

Although Kyla said she is "super into math and science," she's definitely more interested in the people side of robotics.

She probably wouldn't have become involved if not for her older brother, Tyler, 20, who dragged her to meetings when he was on the robotics team.

Nerdy but inspiring

"I thought it was nerdy, but to think the robot could be created in six weeks by high school students, it baffled me. I had to stay and see how it worked."

She joined the robotics team for all four years of high school – focusing on the business side, such as finance, work schedule, negotiations and communications.

In addition to keeping up her grades (a 4.0 GPA), she is the Executive President of her high school's Associated Student Body (ASB) and she recently volunteered as a camp counselor for the school district's fifth graders. Kyla plans to study abroad while she's in college, and possibly pursue her master's and even her Ph.D. Her higher-education goals are inspired in part by the TV sitcom called "The Big Bang Theory" which features young scientists, an engineer and their friends.

"It sounds fascinating to have a career that you're

super passionate about," she said. "They're complete geeks but they really love what they do."

Kyla Klasen at a glance

- IFPTE Private Sector Scholarship Winner
- One of 12 students selected statewide for Distinguished Regents scholarships at Washington State University
- Associated Student Body (ASB) Executive President



Essay: What being a member of a union family means to me

By Kyla Klasen

IFPTE Private Sector Scholarship Winner

Like any motivated high school senior, I have spent countless hours this school year scouring the internet for scholarship opportunities. Scholarship searching in essence became my part-time job. One night earlier last month while working on homework, my father walked in the kitchen and set an IFPTE Outlook newsletter on the table next to me. Looking for any means of procrastination, I picked up the packet and began examining it closely. My father, recognizing my confused expression, confessed he had been saving it for an entire year. When I asked why, he responded "on the back, there is a scholarship that fits you perfectly."

Up until this point, I had never considered what it meant to be a member of a union family. When my father, a Boeing employee of almost 28 years, went on strike in the year 2000, I was far too young to remember or recognize the significance. However, after a lengthy AP United States History course and many years of listening to my father recount the event, I have come to

learn what it truly exemplifies.

During America's Industrial Age, corporations would blacklist employees who protested working conditions. Although it took a couple decades to act upon it, the Massachusetts Supreme Court upheld in 1842 that unions were not illegal. This was a huge step for laborers. Now they could protest their rights without fear of losing their jobs.

This is the main thing I take away from being a member of a union family. As a member of a union, my father and his coworkers have the right to justly negotiate conditions of their contracts while maintaining job security. In today's society where workers' benefits are eroding away and the unemployment rate can fluctuate without warning, having job security is an important thing. Even though being part of a union does not guarantee protection from being laid off, it does establish an orderly, controlled, and well-understood process under which workforce reductions occur. This has been very comforting for my family, who as of next fall, will have two dependents in college.

In addition to wages and benefits unions strive to secure, another thing my father has always said is that unions promote mutual respect between a company and its workers. Lack of respect was a major reason my father's union, SPEEA, decided to strike 15 years ago. It was more than just about pay and medical coverage. It was also about the engineering community losing its voice within the company, and their ability to help shape its future. Just as workers must generate ideas and concepts that have the potential to improve and expand the company, employers must embrace their employees and ensure they are part of the solution. Because when it comes to a company, employees make the difference.

As I prepare myself to venture out into the corporate world, I am thankful my father took the time to teach me about how SPEEA has positively affected our family. I now have an expanded understanding of the benefits unions offer a business for employees and employers alike, and hope they continue to remain a vital part of our society.



Family fun for all ages in Wichita

With help from the Midwest Membership Activities Committee (MAC), about 70 had fun at the Family Fest in Wichita May 2. The MAC hosted the event at the SBEA Lake, which included fishing for members and their families. SPEEA provided the lunch supplies and MAC members did the grilling. Everyone appreciated the opportunity to relax, have fun, and get to know other members and their families. SPEEA also provided prizes for random drawings.



Ed Wells Partnership

New appointee on Joint Policy Board

Rebekah Hewitt has been appointed the new Prof representative on the Ed Wells Partnership Joint Policy Board.



The Joint Policy Board provides overall governance and funding oversight for Ed Wells Partnership, a SPEEA-Boeing contract benefit for training and career development. The group includes a member representative from both the Prof and Tech bargaining units as well as SPEEA and Boeing leaders.

Hewitt is a former Ed Wells Partnership Ambassador. She has also served in many leadership positions at SPEEA, including Council Representative, Council officer and 2012 Negotiation Team member.

SPEEA associates with national LGBTQ STEM group

Following the research and recommendation of several committees, SPEEA recently associated with the National Organization of Gay and Lesbian Scientists and Technical Professionals (NOGLSTP).

The SPEEA Diversity Committee initiated the association after finding out about NOGLSTP, which emphasizes outreach related to Science, Technology, Engineering and Math (STEM).

According to NOGLSTP's mission statement, the group empowers Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) individuals in STEM by providing education, advocacy, professional development, networking, and peer support. Engineers make up 30% of the membership and 46% of the entire membership have their doctorates.

NOGLSTP is:

- An affiliate of the American Association for the Advancement of Science
- A participating professional society in the MentorNet® Affiliated Partners Plus program
- A sustaining member of the National Postdoctoral Association
- An endorsing society of National Engineers Week
- A founding member of the E-Week Diversity Council
- A partner with the Higher Education Recruitment Consortium
- A partner with American Chemical Society Diversity Programs

"I sponsored the motion because I believe that SPEEA should be inclusive and represent all of its members, many of whom will find valuable support in what NOGLSTP has to offer," said **Walt Ditlefsen**, Renton Council Rep and vice chair of Organizational Planning Committee. The SPEEA Council Reps voted to pass the motion.

SPEEA committees recommending association included:

- SPEEA Diversity Committee
- SPEEA Leadership Development and Training
- SPEEA Governing Documents
- SPEEA Legislative and Public Affairs
- SPEEA Organization Planning

"As a member of the Diversity Committee, I'm proud to see our union join forces for the sake of education and outreach on the areas where we can," said **Theryl Johnson**, vice-chair of the Diversity Committee, noting June is LGBTQ Pride Month. "This connection can be a tangible benefit for individuals and SPEEA as a whole."

Savings for individual membership

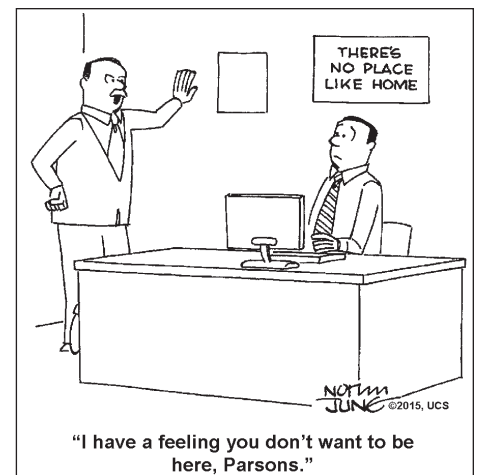
SPEEA's organizational membership with NOGLSTP brings a reduced membership cost for SPEEA members who sign up as individuals. The new annual rate is \$25 per person instead of \$40. See the sign-up link at www.speea.org (look for SPEEA Councils/Forms and Petitions). Learn more about NOGLSTP at <http://www.noglstp.org>.



Join SPEEA's Diversity Committee

This committee provides an avenue for addressing issues associated with lack of awareness and understanding that can lead to discrimination. The committee works on education and outreach to make all segments of SPEEA feel welcome.

Meeting schedule: Second Wednesday of every month at 4 p.m. (Pacific Time) at SPEEA halls.



Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
15205 52nd Ave S • Seattle, WA 98188

MOVING? Please correct your address

New Address

City State Zip Code

POSTMASTER: Send address changes to:
THE SPEEA SPOTLITE • 15205 52nd Ave S • Seattle, WA 98188

Training/events

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

Puget Sound
Robert's Rules of Order - Advanced

Monday, June 8 at 5 p.m.
SPEEA Tukwila

SPEEA-BEWET rafting weekend*

Saturday and Sunday, June 27-28
Wenatchee River, near Leavenworth
Register by Tuesday, June 23
Details at www.speea.org
(upcoming SPEEA and labor events)

Northwest Golf Tournament*

Saturday, July 18 at 9 a.m.
Hawks Prairie, Lacey

*Northwest Membership Activities Committee (MAC)

Wichita
SPEEA tailgate at Wichita Wingnuts*

Saturday, Aug. 22
Details coming soon

*Midwest Membership Activities Committee (MAC)



**Sign-up
for home email
www.speea.org**



Standing room only at SPEEA lunchtime meeting

A standing-room only (SRO) crowd of more than 60 attended a lunchtime meeting with SPEEA Benefits Director **Matt Kempf** at Harbour Pointe. Kempf presented 'Early to Mid-Career Financial Planning 101 and How to Use Financial Engines' at the meeting hosted by Everett Council Rep **David Fritz** along with Council Reps **Mey King, Nikki Wagener** and **Carolyn Wilson**. They are planning another lunchtime meeting with Kempf for those who couldn't fit in the room the first time. Council Reps can contact Kempf to request a lunchtime meeting on this and other benefits topics.



Wichita meeting on early retiree 'bridge' benefits

More than 1,100 attended two meetings at the Wichita Machinists hall with attorneys May 13. SPEEA and Boeing have agreed to a resolution of the early retirement bridge benefits lawsuit. A hearing on the settlement is scheduled for Aug. 19. Details of the settlement cannot be released.