

the **SPEEA**
IFPTE LOCAL 2001

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OCTOBER 2024



Spotlight

PROFESSIONAL AEROSPACE UNION

NEGOTIATIONS UNDER WAY

WICHITA ENGINEERING UNIT (WEU)



“Your WEU Negotiations Team’s goal is to negotiate a contract that will help with recruitment and retention,” said **Derek Milligan**, WEU Negotiation Team member (shown above on left). “We want to turn Spirit into a destination – not a stepping stone.”

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Spirit AeroSystems

SPEEA negotiations under way for Wichita Engineering Unit

WICHITA – On Sept. 17, the five-member SPEEA Wichita Engineering Unit (WEU) Negotiations Team started Main Table talks with Spirit AeroSystems leaders to negotiate a new contract.

Our union represents more than 1,000 engineers at Spirit’s Wichita plant. The majority of those engineers are dues-paying union members.

The SPEEA Negotiation Team includes five members from the bargaining unit. They were elected by the WEU Bargaining Unit Council. In recent months, the team conducted a survey and hosted lunchtime meetings to determine members’ priorities in a new contract.

“Your WEU Negotiations Team’s goal is to negotiate a contract that will help with recruitment and retention,” said **Derek Milligan**, WEU Negotiation Team member. “We want to turn Spirit into a destination – not a stepping stone.”

Contract improvements, not concessions

Our union is seeking a contract that improves engineers’ pay, benefits and work-life balance. “We are not interested in negotiating concessions,” said **Rich Plunkett**, SPEEA director of strategic development and the team’s chief spokesperson. Plunkett and other SPEEA staff have been working with the WEU Negotiations Team to prepare for the negotiations.

“Our goal as a union is to negotiate a contract that our members can be proud of, with wages and benefits reflective of the value provided by our members,” Plunkett said. “We want a contract that will help our employer continue to attract and retain top-tier aerospace engineering talent here in Wichita.”

Membership is growing daily as employees recognize the strength of their collective voice.

The current six-year WEU contract between the SPEEA-represented engineers and Spirit expires on Dec. 1.

The SPEEA-represented engineers at Spirit deliver a range of design and production engineering work on major components the company supplies to Boeing’s Commercial Airplane division as well as Spirit defense programs.

*Area Rep **Ethan Jacobs** (right) is one of the Contract Action Team (CAT) who woke up early Sept. 16 to leaflet at the entrance gates to Spirit AeroSystems. They were banding out info sheets to urge members to wear red Sept. 17 for the start of Wichita Engineering Unit (WEU) Main Table negotiations with the company.*



Text 'WEU' to 30644 to opt in for updates on the Wichita Engineering Unit negotiations

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Wichita Race for Freedom

At the Wichita Race for Freedom, about 30 SPEEA members and their family members participated. Shown here from left, Area Reps **Sean Aiton** and **Kostas Kakadiaris**, member **Kevin Igo** and Council officer **R. Matthew Joyce**. Joyce came in second in his age group for the 5k fundraiser. Our union is a major sponsor of the event for I.C.T.-S.O.S., a Wichita-based organization dedicated to ending human trafficking.



Area Rep energy is 'electrifying and motivating'

By **John Dimas**, SPEEA President

October is recognized by SPEEA as Area Representative (AR) Month. It is to acknowledge those activists in the SPEEA membership who volunteer to be a vital part of the SPEEA communication network. That network is wherever SPEEA members are – at the worksite or virtual, in the Pacific Northwest, down the West Coast or in the Midwest.

Good communication between SPEEA members and staff is extremely important – especially if members want to see themselves reflected in the workplace and contracts.

Workplace districts

SPEEA members are divided up in their workplace by building/desk locations into districts. SPEEA districts can have one or more Council Representatives (CRs), depending on how many SPEEA members are located there. The number of Council Representative is a set number, but any district can have an unlimited number of Area Reps.

The duties of an Area Rep are flexible by design. They can assist Council Representatives by helping with workplace communications, distributing information and collecting feedback from members. The communication channels can include emails, phone calls, updating bulletin boards in the workplace and talking with members face to face.

ARs are essential to maintaining the best possible union representation for SPEEA members.

More AR sign ups

Due to recent events, such as the International Association of Machinists (IAM) strike and Wichita Engineering Unit (WEU) negotiations with Spirit AeroSystems, SPEEA has seen an increase Area Rep sign ups and Area Rep activities.

Members who have never been deeply involved and who have never stepped into any of our union halls have come in to get items to support IAM or WEU, and before they left, they signed up to be Area Reps.

The energy in the workplace in Pacific Northwest and Midwest is electrifying and motivating.

Highlights of that motivating energy are listed here:

- Area Reps have joined the IAM picket lines in their lunches and off hours.
- They have organized coffee-and-donut events at various sites for SPEEA members.
- They have kept their districts informed by using Signal and WhatsApp encrypted chat on non-work devices.
- Area Reps have also been distributing SPEEA visibility items such as mugs, shirts, signs of support and buttons.
- Area Rep have been instrumental in informing members with guidance during the rumors of furloughs at The Boeing Company.

Are you ready to join the cause and support your union?

See the Area Rep form at speea.org (drop-down menu: Forms, Petitions, Delineations). Gather five signatures from members in your district or the signature of your assigned district's Council Representative for your district. Sign up today!



SPEEA rejects furloughs at Boeing

On Sept. 19, SPEEA's Executive Board unanimously rejected a written request from Boeing to include engineers and technical workers represented by the union in its planned furloughs of non-union workers.

"We don't see any compelling reason to change the provisions of our collective bargaining agreement," said SPEEA President **John Dimas**. "We rejected the request. Our contracts, with their legally enforceable prohibitions on furloughs, remain in place."

On Sept. 18, Boeing announced that non-represented workers at Boeing will be furloughed – forced to take leave without pay – for one week every month for as long as the strike by Machinists Union members lasts. Management called it a cash-saving measure.

But rather than conserving cash to cover the mistakes of the past, Dimas said, Boeing management needs to invest in something that can generate future profits – its workforce.

"To repair its balance sheet, Boeing needs to make striking Machinists an offer that would end the current dispute and put them back to work," Dimas continued. "Boeing financiers can't generate revenue – that takes unionized Machinists, engineers and technical workers who are on the job, building, certifying and delivering aircraft to paying customers."

SPEEA members show strong support for Machinists on strike

Some 96% of International Association of Machinists (IAM) members in western Washington and Oregon voted to strike on Sept. 12, and the strike was in progress as this edition of Spotlight went to press.

Under the terms of our union's contracts with Boeing, SPEEA members are required to continue coming to work as normal for the duration of the strike.

"For us, as SPEEA members, the main thing right now is to simply not to volunteer to do any work that is normally done by Machinists," SPEEA President John Dimas said. "SPEEA members are not scabs."

If a manager asks you to do work normally done by a Machinist, politely decline, he said.

If a manager explicitly directs you to do the work, comply, but notify your Council Rep immediately, Dimas continued. Also ask whether there are instructions you need to review to safely do the work, and whether any FAA or Boeing certifications are required.

SPEEA members should continue to show support for the IAM however long the strike lasts, Dimas said.

"We have signs, stickers and desk tents at the Everett and Tukwila union halls, and 'SPEEA Supports the IAM' picket signs at every gate where the IAM is picketing," he said. "I'd encourage everyone to spend some time outside of your work hours on the Machinists picket line and keep wearing red for Machinists Mondays."



Abdi Ibrahim



To volunteer for picketing before or after work, go to the homepage at speea.org and click the link for checking in or signing up for strike support.

SPEEA members who join IAM picket lines at night or on weekends should not park on Boeing property. Instead, park at the nearest IAM union hall (in Auburn, Everett, Renton or Seattle) and ask to take an IAM van to the picket site where you are needed most.

SPEEA members who join IAM picket lines at lunchtime should not carry picket signs through Boeing property. Signs showing SPEEA support for striking IAM members have been dropped off at all IAM picket locations. Leave the sign you use for the next SPEEA member. To report a site that needs more signs, contact organizing@speea.org.

Text 'ACTION' to 30644 for solidarity action alerts

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Picketing in the PNW

SPEEA members, activists and retirees have showed up at the picket lines throughout the Northwest region. Visit speea.org to sign up for IAM solidarity picket support or to check-in at your picket site.

Stop by either Puget Sound SPEEA Hall during business hours to pick up support signs and other visibility items!



RENTON



EVERETT



TUKWILA



KENT



Union Plus offers benefits to SPEEA members through IFPTE

All SPEEA, IFPTE Local 2001 members are eligible for financial services, health benefits, lower travel costs and shopper discounts through the Union Plus program.

Union Plus is an AFL-CIO-affiliated non-profit program that offers a range of services to active and retired union members, using the financial strength of America's 12 million union members to negotiate discounts and financial assistance programs for union workers and their families.

Benefits include:

Financial services – including a credit card that can, under certain circumstances, provide strike benefits and layoff assistance; as well as personal loans to help union members consolidate their debts.

Home and auto ownership programs – including mortgage plans that provide assistance in making home-loan payments in the event of a strike, lockout or layoff; online tools to make car-shopping easier; \$100 rebates on the purchase of new union-made cars and trucks; and rental discounts for Hertz and Budget trucks.

Insurance – tools that make it easy to shop for autos, homeowners, renters, accident, life, retiree medical and pet health insurance coverage, typically with union-member discounts from nationally known insurance companies.

Shopping discounts and cash-back rewards – with brands like Lowe's, BestBuy, Expedia, Sephora, Macy's, Petco, Lego, Gap and Adidas; discounts on movie tickets ordered online for AMC, Regal and Cinemark theaters; discounts on movie tickets ordered online for AMC, Regal and

Cinemark theaters; discounts on dining at restaurant chains including Bonefish Grill, Chili's and IHOP; discount tickets to NFL games, Broadway performances and concerts; discounts on AT&T phone plans.

Travel discounts – savings on car rentals, hotels, vacation tours and attractions like Walt Disney World, Universal Studios and Legoland.

Strike and Hardship Benefits – Potential grants to holders of Union Plus credit cards or personal loans in the event of a strike, plus waived or deferred payments for auto or life insurance; potential cash grants in the event of a layoff or furlough; help negotiating medical bills and free credit counseling.

To learn more and sign up, visit unionplus.org. Select IFPTE when asked for an Organizational Affiliation. (The International Federation of Professional and Technical Engineers – IFPTE – is SPEEA's AFL-CIO-affiliated parent union.) Enter SPEEA Local 2001 if asked for a Local Union Number.

Health-risk assessment reminder SPEEA-Boeing open enrollment next month

Boeing's annual open enrollment period for benefits is from Friday, Nov. 1 to Friday, Nov. 22. This is the only time of the year for SPEEA-represented employees to make routine changes to their health and dental plans.

Look for more details and plan overviews in the November Spotlight.

Assessment deadline

To avoid an increased premium contribution, SPEEA-represented employees and spouses covered by a Boeing medical plan need to take a health-risk assessment during open enrollment.

Look for more information on Boeing's Worklife website.

SPEEA-represented individuals and covered spouses who choose not to submit the health assessment will be assessed a monthly penalty of \$20 each.

Dependent children and those on retiree medical are exempt from this requirement.

Privacy

As defined in the SPEEA-Boeing collective bargaining agreements, the health-assessment data is collected by a third party and remains subject to the Health Insurance Portability and Accountability Act (HIPAA) privacy laws.

Individual employee assessment results shall not be disclosed to Boeing employees.



Visit aerocareer.org for free course offerings, scholarships, child-care & more!

Meeting with U.S. Secretary of Transportation and NTSB

SPEEA Director of Strategic Development Rich Plunkett, along with IFPTE leaders Matt Biggs, Faraz Khan and Brian Kildee met with U.S. Transportation Secretary Pete Buttigieg and National Transportation Safety Board (NTSB) Chair Jennifer Homendy and other investigators.

The meetings in September with the two transportation policy leaders in Washington, D.C., provided more detailed information on our union's efforts to encourage The Boeing Company to abandon its union-containment policy.

Plunkett was a member of the Federal Aviation Administration's (FAA) Organization Designation Authorization Expert Panel.

"These meetings were an opportunity for

SPEEA to brief the Department of Transportation and the NTSB on the direct link between Boeing's disheartening union containment policy and its chilling effect on the very workers who are tasked with identifying and fixing safety issues involving airplane manufacturing," Plunkett said.

IFPTE President Biggs also commented, saying that, "the meetings were very productive, and we are confident that both Secretary Buttigieg and Chair Homendy clearly understood that Boeing's posture toward their workers needs an immediate course correction."

SPEEA is affiliated with the International Federation of Professional and Technical Engineers as IFPTE Local 2001.



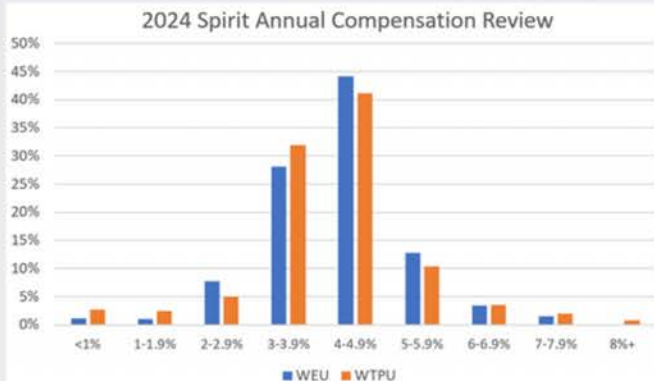
Shown above from left, IFPTE Legislative Director Faraz Khan, Rich Plunkett, SPEEA Director of Strategic Development, U.S. Secretary of Transportation Pete Buttigieg, IFPTE President Matt Biggs and Brian Kildee, IFPTE assistant to the executive officers. They were in a meeting to discuss the negative impact of Boeing's union containment strategy. National Transportation Safety Board (NTSB) Chair Jennifer Homendy and other investigators joined the meeting with Plunkett, representing SPEEA.

SPEEA-Spirit online salary charts reflect 2024 raises

By **Matt Kempf**, Senior Director of Compensation and Retirement

WICHITA – Salary charts reflecting 2024 raises will be online in early October, at speea.org for SPEEA-represented employees in the Wichita Engineering Unit (WEU) and Wichita Technical and Professional Unit (WTPU) at Spirit AeroSystems.

SPEEA posts the charts online as a tool for members to see how their careers are progressing and help in conversations with their managers.



This year's Spirit data

- **WEU** – The straight average increase for 2024 was 4.20%. The salary weighted average was 4.06%. The Spirit WEU average salary increased from \$114,177 to \$118,810, for an average increase of \$4,633 for the 1,034 eligible employees.
- **WTPU** – The straight average raise for 2024 was 4.12%. The salary weighted average was 4.05%. The Spirit WTPU average salary increased from \$89,186 to \$92,796, for an average increase of \$3,610 for the 1,485 eligible employees.

Your Compa-Ratio affects your raise

The Compa-Ratio is the ratio of an employee's salary to the Salary Reference Table (SRT) midpoint for the employee's job family and level. Employees with a Compa-Ratio greater than 1.0 indicates they are paid more than the SRT. Conversely, a Compa-Ratio less than 1.0 shows salary is less than the SRT.

Compa-Ratios play an important role in starting to determine an employee's base salary increase. Similarly situated employees with a lower Compa-Ratio will receive a higher initial raise than employees with a higher Compa-Ratio (*see Compa-Ratio table*).

Average Raise by Compa-Ratio		
Compa-Ratio (Before 2024 Raise)	WEU	WTPU
<0.8	6.40%	5.85%
0.8-0.9	4.79%	4.44%
0.9-1	4.05%	3.93%
1-1.1	3.19%	3.27%
>1.1	2.21%	1.33%
Grand Total	4.20%	4.12%

About the online charts

All employees eligible for the salary exercise are grouped by job family.

No charts are printed for groups having fewer than 10 employees. This is done to give a measure of confidentiality on individual salaries.

For groups with 10 or more employees, four charts are prepared. For groups with 20 or more employees, two additional charts (a total of six) are prepared.

New for this year - Two series of charts will be produced, one series combining job families with defense and non-defense codes and one series with defense and non-defense shown separately.

More about the charts

- **Compa-Ratio** – The Compa-Ratio is defined as salary divided by the Salary Reference Table (SRT) midpoint for the job family and level.
- **Upgrades/OOS** - The SPEEA salary charts online include the number and average amount of upgrades and Out-of-Sequence (OOS) increases on charts E and F.
- **Access** – You need your employee identification number to access the charts.

Finding salary charts online

Go to speea.org and click on the drop-down menu for Member Tools/Salary Charts.

Charts are also available for the Prof and Tech Bargaining Units at The Boeing Company.

Pension lump sum

Fed drops rate 0.5% - effect on segment rates unknown at this time

By **Matt Kempf**, Senior Director of Compensation and Retirement

The decision to take your accrued pension benefit as a lump sum or as a monthly annuity is a one-time, irrevocable decision made with the commencement of your pension.

The amount received in a lump sum for every dollar of single life annuity varies from year to year, making some years more advantageous than others to consider the lump sum option.

Pension lump sum amounts are determined as of the retirement Benefit Commencement Date (BCD), which can only be on the first of a month. The Boeing Company Employee Retirement Plan (BCERP) uses the segment rates in place for November – the calendar year before the commencement date.

For more information on the details and methods on the lump sum calculation, please watch a recent retirement webinar online at speea.org, drop down menu "Medical and Retirement" and then click on "Video Seminars."

About segment rates

IRS segment rates (interest rates) are used to discount future single life annuity pension checks back to the commencement date. The lower the segment rate, the higher the lump sum will be. Conversely, the higher the segment rate, the lower the lump sum.

The segment rates dropped slightly in August 2024. In September 2024, the Federal Open Market Committee reduced the Federal Funds Rate by 0.50%, which may ultimately result in lower segment rates.

Lower segment rates would result in a larger 2025 lump sum conversion factor than that which is used for 2024.

That said, the last major reduction in federal funds rates in the summer of 2007 made the corporate bond yield curve-spot rates spike (increase) over the next six months until they ultimately followed suit and began dropping.

Retirement-eligible SPEEA-represented individuals interested in the lump sum option will want to closely monitor the segment rates over the summer and fall of 2024. The segment rates can be found online at: irs.gov/retirement-plans/minimum-present-value-segment-rates.

Five minutes a day can improve your well-being

By **Kelly Hanes**

SPEEA Co-Director – Ed Wells Partnership

If you, like many other adults, are looking for a way to better deal with the stresses work and life bring our way, then read on!

The Ed Wells Partnership, a joint Boeing/SPEEA benefit, was negotiated to provide development opportunities for SPEEA-represented employees. At Ed Wells, we believe it is important to focus not just on improving technical skills but also ways we can reach our full potential from a personal development standpoint.

We all know that eating healthy foods, getting enough sleep and exercising are all things that will improve our health. However, it can feel overwhelming or even impossible to make these life changes. One thing that is proven to improve health and is accessible to everyone is: Gratitude.

As renowned author, **Brené Brown** wrote in her book “Atlas of the Heart”: “There is overwhelming evidence that gratitude is good for us physically, emotionally and mentally.”

In the “Coherence Advantage” class offered through Ed Wells, we discuss the physical changes caused by gratitude. Someone who is experiencing a feeling of appreciation, even just by remembering something that has happened in the past,

will register noticeable heart rhythm changes that put their body into a calmer and more coherent state.

The best part about gratitude is that even just five minutes a day can create positive changes. Here are some five-minute “Gratitude Practices” you can incorporate right away. Commit to any one of these for a week, and you should start to notice differences in your attitude.

Gratitude ideas (pick one or more)

- Spend five minutes writing down things you are grateful for at the end of each day, before bed. Be as specific as possible. (This has been shown to help with sleep, too!)
- Start your day by closing your eyes and remembering an event or person from your life that you appreciate.
- Think about what you plan to be grateful for in the morning while you brush your teeth. Use your nightly tooth brushing time to reflect on things from the day for which you are grateful.
- Set a recurring alarm on your phone. When the alarm goes off, stop what you are doing and identify one thing you are grateful for in that moment.
- Email, call or text someone in your life each day to tell them why you are grateful for them.

The Ed Wells Partnership has some events to help you dig deeper into gratitude:

- **Gratitude Creates Peak Performance in the Workplace** – Tuesday, October 24, 3 to 5 p.m. (PT)

In this virtual class, join author and speaker **David George Brooke**, “That Gratitude Guy,” as he teaches us tools and techniques to deal with the many obstacles that attempt to overwhelm us every day. You will apply tools to maintain an “attitude of gratitude,” and learn how this shift can help you communicate better with your interactions with other people.

Sign up at edwells.boeing.com/event/15160.

If you can’t attend the class, you can watch a recording of the “EWP Live! Turning Obstacles into Opportunities with Gratitude” presentation from July. You can find this and other recorded presentations on the Ed Wells Partnership inSite page on the Boeing Network. (Group ID 102595).

About Ed Wells Partnership

Ed Wells Partnership is a SPEEA-Boeing contract benefit to provide free training, conference grants and career coaching and consulting for SPEEA-represented employees. You can learn more at edwells.web.boeing.com on the Boeing intranet.



Members learn more about their union at SPEEA 101

SPEEA Contract Administrator **Peter Campbell** (standing right) leads a session of SPEEA 101 at the Tukwila Union Hall on Aug. 28. The after-work session introduced new members to our union, its history and governing structures. Campbell also outlined benefits in the SPEEA contract that non-union aerospace professionals don't have. Contract Administrator **Nikki Wagener** presented a similar SPEEA 101 program in Everett and Contract Administrator **Michael Hochberg** presented one in Portland. The NW New Hire and Young Members Committee organized the events.



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October:

**AREA REP
RECOGNITION
MONTH**

Honoring SPEEA's critical communications resource

October is Area Rep Recognition Month, which is "the one month out of the year we take time to recognize the people who are the backbone of our union," SPEEA President John Dimas said.

"We all get busy, and we forget to acknowledge the significance of what they bring to SPEEA," Dimas said. "But SPEEA cannot be successful as an organization without a strong network of Area Reps."

Area Reps help Council Reps connect with members in the workplace. As liaisons to smaller groups of members, Area Reps can help members get answers to questions they may have about SPEEA contracts, benefits and workplace issues.

Council Reps are SPEEA's official representatives in the workplace. Each Council Rep is responsible for about 200 members within their district. To adequately represent their members, Council Reps rely upon their Area Reps to ensure effective communication between our union and the members it represents.

Critical resource

"For many of our members, their Area Reps are the union," Dimas said. "They're the ones their coworkers see every day on the job. They're the one who a member is going to turn to first when they have a question."

Area Reps also play key roles in making sure information is disseminated quickly and accurately, by passing on critical emails or other messages. Sometimes, they help arrange workplace meetings with SPEEA Contract Administrators who can answer in-depth questions about our union's collective bargaining agreements or other on-the-job issues. By being a critical resource for information about workplace issues and for helping resolve questions, Area Reps play a crucial role in our union's success.

Step up

For SPEEA-represented employees who have interest in being better-informed about our union or want to be better-connected with like-minded coworkers, becoming an Area Rep is a great first step.

Talk to your Council Rep about becoming an Area Rep. (Not sure who that is? Go online at speea.org, under the Member Tools tab to select Find Your Council Rep.) Area Reps are appointed for simultaneous two-year terms; the current Area Reps will serve until 2025.

To learn about how to apply, go to speea.org and under the Member Tools tab, select Area Reps. You'll find more information about what Area Reps do and the training they get.

"The more people we can find to volunteer as Area Reps, the more effective our union will be when it comes time to renegotiate contracts with our employers," Dimas said.



TRAINING / EVENTS

NORTHWEST

Free

Self-defense training

SPEEA Tukwila: Saturday, Oct. 12, 2 to 4 p.m.

RSVP - meetings@speea.org
Space is limited - in-person only

Featuring Strategic Living

NW Women's Advocacy Committee

Half-price tickets

Seattle Reign FC

Saturday, Oct. 18, 7 p.m.

Lumen Field, Seattle

Purchase discount tickets, \$12 each, online only

fevo-enterprise.com/event/SPEEA2

Limited supply

NW Women's Advocacy Committee

Halloween pumpkin decorating

Saturday, Oct. 19

SPEEA Everett & Tukwila, 10 a.m. to 2 p.m.

RSVP - meetings@speea.org

One free pumpkin to decorate per child while supplies last

Decorations provided - no carving

NW Membership Activities Committee

MIDWEST

Veterans Day parade

Saturday, Nov. 9

Join SPEEA members and their families in the parade to honor our veterans

Email Daniel.J.Ryan@spiritaero.com

SPEEA Midwest Council