

Representing aerospace professionals with competence, integrity and action



## SPEEA Wichita in new location

After renting space for nearly 20 years in an outdated shopping center, the SPEEA Wichita office has its own building closer to Spirit AeroSystems. The office equipment moved Sept. 29 to the new location, which has multiple meeting rooms in addition to offices and storage. An open house is scheduled for Thursday, Oct. 20, from 3 to 6 p.m.

### New address

SPEEA Wichita  
4621 E. 47<sup>th</sup> St. S.  
Wichita, KS, 67210  
(316) 682-0262

## New contract in Spokane after 78% vote to ratify

Spokane - SPEEA members voted Sept. 28 to approve a new four-year contract with Triumph Composite Systems (TCS). The vote was 78% to accept.

The SPEEA Negotiations Team recommended a "yes" vote on the offer that guarantees wage increases, locks in medical plan costs and includes a bonus each year of the four-year contract.

The new SPEEA-Triumph contract expires Sept. 30, 2020.

The SPEEA Negotiations Team conducted member surveys and informational meetings to determine issues and priorities. The four members worked with SPEEA staff to prepare for Main Table talks with Triumph, which started Sept. 19.

Members voted at an offsite location where the negotiations team, including staff, answered members' questions about the offer.

### Contract highlights

- Wage pools – guaranteed and selective
- Bonuses – each year of the contract
- Rate range maximums – to allow for growth based on performance
- Medical plan costs locked in – deductible and co-insurance remain the same
- Layoff benefits tied to length of service (up to 12 weeks)

For more details (both a summary and red-line comparison of the previous and new contracts), go to [www.speea.org](http://www.speea.org) – see drop-down menu for Bargaining Units/Current Negotiations.

The SPEEA Negotiation Team members included Council Rep **Tim Conley**, **Alan Adams**, **Paul Jones** and **Paul Zvonar**, as well as SPEEA staff, including Contract Administrator **Steve Spyridis**, Director of Strategic Development **Rich Plunkett** and Benefits Director **Matt Kempf**.

### Open enrollment 2017

## No changes for Prof/Tech benefit plans next year

Although the medical plans are changing at The Boeing Company for some, the medical, dental, life and disability benefits for the Professional and Technical bargaining units stay the same through 2017.

Annual open enrollment is scheduled for Nov. 8-30, and will be highlighted in the November Spotlight.

### General election Nov. 8

## Candidate Q/A online

Find out what candidates say about issues important to our members such as tax incentive accountability, trade agreements and worker visa programs at [www.speea.org](http://www.speea.org).

The SPEEA and Northwest Legislative and Public Affairs (L&PA) committees generated the questions and 80 candidates responded in Washington state legislative races and congressional races in Washington, Kansas, Oregon and California.

Support for teachers – P2

Why voting matters – P3

Area Reps a 'pipeline' – P4



**President**

Ryan Rule

**Executive Director**

Ray Goforth

**Executive Board**

Jimmie Mathis	Treasurer
Joel Funfar	Secretary
Brent McFarlane	NW Regional VP
Shannon (Moriarty) Deacon	NW Regional VP
Nikki Wagener	NW Regional VP
Keith Covert	MW Regional VP

**SPEEA Council Officers**

Theryl Johnson	Chair
Matthew Joyce	Treasurer
Sandra Hastings	Secretary

**Midwest Regional Council Officers**

Mark Gayer	Chair
Matthew Joyce	Treasurer
Emily Forest	Secretary

**Northwest Regional Council Officers**

Tony Hickerson	Chair
Orlando De Los Santos	Treasurer
James Raskob	Secretary

**SPEEA Communications**

Bill Dugovich	Communications Director
Lori Dupuis	Graphic Designer
Karen McLean	Publications Editor
Amber Musselman	Communications Support

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[www.speea.org](http://www.speea.org)

**SEATTLE HALL**

15205 52nd Ave S • Seattle, WA 98188  
 M-Th, 8 am to 5 pm • Fri, 8 am to 4:30 pm  
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 1 (800) 325-0811

**EVERETT HALL**

2414 106th St. SW • Everett, WA 98204  
 M-F, 8 am to 4:30 pm  
 Phone: (425) 355-2883

**WICHITA HALL**

4621 E. 47th St. S., Wichita, KS 67210  
 M-Th, 8:30 am to 5 pm • Fri, 8 am to 4:30 pm  
 Phone: (316) 682-0262



**Support for Wichita teachers**

Midwest SPEEA members took part in a rally Sept. 26 to support the United Teachers of Wichita (UTW) before a Board of Education meeting. Teachers 'worked to contract' instead of working longer on that day in a continued attempt to negotiate a new contract. Among the SPEEA members attending were Midwest Chair **Mark Gayer** and Council Rep **Donna Lebane**. Machinists and steel workers were some of the other unions showing support at the rally which drew a couple hundred people. The 'work to action' was the first time in the union's history. On Oct. 1, UTW announced a second round of mediation was scheduled.

**Invite IFPTE LEAP-PAC ambassador to meeting**

**A**UBURN – At a recent Auburn Area Rep lunchtime meeting, a number of members signed up for payroll deduction after hearing more about the IFPTE Legislative Education Action Program (LEAP) Political Action Committee (PAC).

"We're excited to see a growing number of members sign up to give to our International's PAC," said **Chelsea Orvella**, SPEEA legislative director. "This helps put our legislative priorities on the radar for lawmakers of both parties."

Having a PAC, separate from dues money, gives IFPTE's Executive Council leverage to contribute to candidates' campaigns when they show support for member issues such as job security and workplace rights.

Council Reps who are scheduling lunchtime meetings for Area Reps are encouraged to invite an IFPTE LEAP-PAC ambassador to explain how the PAC works, the process for determining where the money goes and the benefit to SPEEA members.

**Request an ambassador** - Email [aimeet@speea.org](mailto:aimeet@speea.org) and include your date, time, location and hosts (if more than one Council Rep).

**Why members are contributing**



"IFPTE wants to make sure those in the political arena support us – we want to make sure to get our message out there." – **Theryl Johnson**



"Even though we'll never match the level of corporations, some is better than none. It's important to counter the edge corporations have against us in spending." – **James Raskob**



"The IFPTE LEAP-PAC supports candidates and lawmakers who support issues important to SPEEA members. They are our voice on issues that affect our lives." – **Karen Karonis**

**Learn more**

Go to [www.speea.org](http://www.speea.org) (drop-down menu: Member Tools/IFPTE LEAP-PAC).

*Note: The payroll deduction form for IFPTE LEAP-PAC is in a password protected area for members only.*

**Stay connected**



**Get the Spotlight App**

Go to [www.speea.org](http://www.speea.org) for your mobile device for the link, or visit your App Store.

# Vote because you can!

By *Sandy Hastings*  
Northwest Women's Advocacy Committee Secretary

[Editor's Note – Sandy Hastings, Everett Council Rep and committee officer, wrote this article on behalf of the Northwest Women's Advocacy Committee (WAC).]

**W**omen, have you heard that you have the right to vote - here in Washington state?

Voting paves the way for:

Pursuing any job you would like to pursue – equal pay for equal work – clean water – safe food – freedoms to hike and climb mountains – maintain our cities and medical communities and even the freedom to join clubs.

Sounds great, doesn't it?

More than a hundred years ago, all of these wishes were fought for by getting the right to vote. Yes, in the territory of Washington, the women could not vote until 1883.

Can you imagine not being able to say what you think is the best thing for our state, city or even our own homes?

But isn't it strange that some of these things are still the same way? For example:

- Clean water... Look at Flint, Mich., and their water. It is here also in communities with lead pipes.
- Safe food... How many times have chicken, beef or even fruit and vegetables been pulled from the shelves?

And the biggest one of all:

EQUAL PAY for EQUAL WORK! Yes, even in 1883, women were still working for less money but the same work. Men were afraid that, if women were paid less than the men, women would get all of the jobs, and men's jobs would go away. They wanted the women to have the right to vote so the UNIONS would be stronger.

## LOOK AT THE CHART

This is why we need your votes this election. We need to make sure that all the women and men who fought for the right to vote and human rights are not forgotten.

Men, we need your votes also so your wives, daughters, nieces, mothers or aunts get the right to work for equal pay.

VOTE – VOTE –  
VOTE – VOTE –VOTE!

## Gender gap by state

State	Male	Female	Earnings ratio
California	\$50,562	\$43,335	86%
Florida	\$41,105	\$35,604	87%
Oregon	\$48,001	\$38,774	81%
Kansas	\$47,864	\$36,671	77%
Utah	\$50,741	\$36,060	71%
Washington	\$56,215	\$44,422	79%

Excerpt from *American Association of University Women (AAUW) report: "The Simple Truth about the Gender Pay Gap – Fall 2016 edition"* (based on 2015 data – including state and national workers who are 15 and older).

## Executive Board mini-minutes – Sept. 15

**Attendees:** Ryan Rule, Jimmie Mathis, Joel Funfar, Brent McFarlane, Nikki Wagener, Keith Covert

**Excused:** Shannon (Moriarty) Deacon

**Council officers:** Orlando De Los Santos, Mark Gayer, R. Matthew Joyce, James Raskob

**Guests:** Tom Buescher, David Fritz

**Staff:** Ray Goforth, Robin Fleming, BJ Moore, Rich Plunkett, Frank Guglielmo

At their regular meeting, the Board:

- Approved up to eight hours compensated time and up to \$300 expenses and actuals for SPEEA President **Ryan Rule** to attend the Spokane bargaining unit negotiations presentation meeting on Sept. 7.
- Approved the new SPEEA Wichita office open house Oct. 20 with expenses, lodging and airfare not to exceed \$8,000, and up to 24 hours compensated time for **Ryan Rule** or **Jimmie Mathis**, up to three hours compensated time each for **Keith Covert**, **Mark Gayer**, **Emily**

**Forest**, and **R. Matthew Joyce** and up to one hour compensated time each for **Chris Strekfus**, **Benjamin Blankley**, **Rick Nelson**, **Shane Michael**, **Joe Abbott**, **Jo Miklos**, **Carla Stroot**, **Melisa Lowe**, **Jeff Gibbs**, **Ponolar (Yvette) Washington**, **Wes Gardner**, **Pat Clough**, **Aaron Kitterman**, **Donna Lehane**, **Shawn Griswold**, **Nancy Frazier**, **Daryl Doshier** and **Daniel Ryan**.



## TRAINING/ EVENTS

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

## PUGET SOUND

### Self defense seminar

**Saturday, Oct. 22 – 10 a.m.**  
SPEEA Everett – RSVP: [justinl@speea.org](mailto:justinl@speea.org)

**Saturday, Oct. 29 – 10 a.m.**  
SPEEA Tukwila – RSVP: [sheilam@speea.org](mailto:sheilam@speea.org)

*Northwest Women's Advocacy Committee –  
open to women and men*

## Everett Massacre commemoration events

**Movie - 'Verona: The Story of  
the Everett Massacre'**

**Saturday, Nov. 5 – 1 p.m. - free**  
Everett Public Library

**Additional showings –**

**Sunday, Nov. 6 – 2 p.m. and 7 p.m. -**  
Historic Everett Theater  
\$20 per ticket

### Centennial Commemoration - free

**Saturday, Nov. 12 - noon to 2:30 p.m.**  
Milltown Sailing Association,  
410 14<sup>th</sup> St., Everett

Program, entertainment and refreshments

More details at [www.thestand.org](http://www.thestand.org).

## Photos with Santa

**Saturday, Dec. 3 – 10 a.m. to 2 p.m.**  
SPEEA Everett

**Saturday, Dec. 10 – 10 a.m. to 2 p.m.**  
SPEEA Tukwila

*Northwest Membership Activities Committee*

## Wichita

### SPEEA Wichita office open house

**Thursday, Oct. 20 – 3 to 6 p.m.**  
Drop by to see the new office

## Veterans Day Parade

**Saturday, Nov. 5 - 11 a.m.**

Join SPEEA members to hand out small  
flags along the parade route

Sign up – [vickim@speea.org](mailto:vickim@speea.org)

*Midwest Membership Activities Committee*

## Bowling with Santa

**Saturday, Dec. 10 – 1:30 to 4:30 p.m.**  
Derby Bowl, Wichita

*Midwest Membership Activities Committee*

Area Rep recognition month

# Area Reps the 'pipeline' between members and Council Reps

SPEEA Council Reps rely on nearly 500 Area Reps to connect with members in the workplace. The Area Reps help share union news and report member questions/concerns to their Council Reps. Together, they put a face to SPEEA in the workplace.

## Keeping current with Council Reps



**Stan Huang**, a manufacturing engineer for 777X lab test, became an Area Rep soon after joining the SPEEA Young Members Committee earlier this year.

What does he like about helping his Council Reps to keep members in his area at the Developmental Center in Seattle informed? "I like being up to date, having the news from the Council Reps and being able to talk to them for more information."

Having a "pipeline" for information is also an avenue for sharing concerns or questions from members, he said.

"Rather than just being a member, I like the recognition (in the workplace) that I'm in a role where I can help," he said, adding that he tries to remind people about their Weingarten rights to representation. "A lot of people forget."

## Making membership stronger



Wichita Area Rep **Tonya Sanders** wanted to learn more about how SPEEA worked since she was new to unions. That's why she became an Area Rep soon after joining about two years ago. "I wanted to be more helpful to make the mem-

bership strong."

Her path to joining started with conversations she had with Council Reps **Wes Gardner** and **Ponolar (Yvette) Washington**. They recommended the role to Sanders because of her interest to see the "inner workings" of SPEEA.

"There are only so many Council Reps – it's good to be available to give or relay information to a Council Rep," she said. "I can be that in-between person that can help with getting answers to their questions."

Since becoming an Area Rep, Sanders, an execution procurement agent at Spirit AeroSystems, also stepped up to co-chair the Midwest Women's Advocacy Committee along with one of her district's Council Reps, **Emily Forest**.

Women's Advocacy Committee

# Self-defense seminar free

The Northwest Women's Advocacy Committee (WAC) will host Grand Master **Jack Pierce**, a 9<sup>th</sup> degree black-belt, for a free one-day workshop at 10 a.m. at SPEEA Everett (Saturday, Oct. 22) and SPEEA Tukwila (Saturday, Oct. 29). Open to women and men, participants will learn striking and kicking techniques and how to escape in common self-defense situations.

**Saturday, Oct. 22 – 10 a.m.**  
SPEEA Everett

RSVP: [justinl@speea.org](mailto:justinl@speea.org)

**Saturday, Oct. 29 – 10 a.m.**  
SPEEA Tukwila

RSVP: [sheilam@speea.org](mailto:sheilam@speea.org)

The class drew a crowd when the NW WAC hosted the event earlier this year. Remember to sign up to reserve your space.

King County

# Interested in workplace safety issues?

According to the U.S. Bureau of Labor Statistics, more than 50,000 workers die across the country each year because of job hazards.

The Marin Luther King County Labor Council (MLKCLC) recently formed the Safety Committee to bring workers' approach to the discussion of job safety. The committee will focus on stronger regulations, technical help, training and effectiveness.

If you're interested in participating, contact **Jay Herzmark** at (206) 947-7012 or [jherzmark@hotmail.com](mailto:jherzmark@hotmail.com).

# Council Rep vacancy at Spirit

Council Rep **Melisa Lowe** resigned her Council seat in District S-12 (representing Wichita Technical & Professional Unit (WTPU) employees in 3-238L, 2-280J and 2-309K buildings).

If you reside in the S-12 District, meet the minimum one-year SPEEA membership qualification and are interested in serving your

co-workers as their union rep, complete and return your petition\* by noon, Tuesday, Nov. 8. You can deliver the petition to SPEEA Wichita or fax to (316) 682-4668. If seated, an extensive training course is provided.

For more information, contact **Vicki McKenna** at (316) 682-0262 or email [vickim@speea.org](mailto:vickim@speea.org).

# UPCOMING MEETING SCHEDULES

## NORTHWEST MEETINGS (ALL TIMES PDT)

## MIDWEST MEETINGS (ALL TIMES CDT)

**Week of October 10, 2016**

- Monday, Oct. 10 4:00 p.m. NW Labor Delegates
- Wednesday, Oct. 12 4:00 p.m. Diversity Committee
- Wednesday, Oct. 12 4:30 p.m. Tellers Committee
- Thursday, Oct. 13 2:30 p.m. Council Meeting

**Week of October 17, 2016**

- Monday, Oct. 17 3:30 p.m. SPEEA Legislative & Public Affairs
- Tuesday, Oct. 18 4:00 p.m. Organizational Planning
- Wednesday, Oct. 19 4:00 p.m. SPEEA Governing Documents
- Wednesday, Oct. 19 5:00 p.m. NW Governing Documents
- Wednesday, Oct. 19 5:00 p.m. Membership Activities Committee
- Thursday, Oct. 20 4:00 p.m. Executive Board

**Week of October 24, 2016**

- Monday, Oct. 24 4:30 p.m. NW Legislative & Public Affairs
- Tuesday, Oct. 25 4:30 p.m. Women's Advocacy Committee
- Wednesday, Oct. 26 4:30 p.m. New Hire Committee

**Week of Oct. 10, 2016**

- Wednesday, Oct. 12 6:00 p.m. Diversity Committee
- Wednesday, Oct. 12 6:30 p.m. Tellers Committee
- Thursday, Oct. 13 4:30 p.m. Council Meeting

**Week of October 17, 2016**

- Monday, Oct. 17 4:30 p.m. MW Legislative & Public Affairs
- Monday, Oct. 17 5:30 p.m. SPEEA Legislative & Public Affairs
- Tuesday, Oct. 18 4:00 p.m. MW Governing Documents
- Thursday, Oct. 20 6:00 p.m. Executive Board

**Week of October 24, 2016**

- Tuesday, Oct. 25 4:30 p.m. MW Women's Advocacy Committee