

Representing aerospace professionals with competence, integrity and action



New webinar on 2019 retirement changes

With retirement seminars at SPEEA halls in December full, members of the Prof and Tech bargaining units can still receive updated information about Boeing's pension and 401(k) changes in 2019 by watching an updated webinar.

Matt Kempf, SPEEA senior director of compensation and retirement, created the webinar to highlight the Boeing Company Employee Retirement Plan (BCERP) soft-freeze on credited service, the 401(k) changes to standardize matching contribu-

tions and other changes, including the new Supplemental Savings Plan (SSP).

Register and view the webinar at www.speea.org, under the Medical/Retirement tab in the navigation bar. The page also includes an overview and chart of the changes.

The webinar was created to meet the increasing need by members for retirement information. Additional information was included in the November issue of SPEEA Spotlight – also available on the website under the Communications tab.

Northwest Council hosts 'Meet the Budget'

Council Reps, committee members and others are welcome to attend:

**Northwest Council
'Meet the Budget'**
Monday, Dec. 10, 3:30 p.m.,
SPEEA Tukwila and Everett.

This is an opportunity to dive into the details and ask questions. The regional Councils vote on the proposed budgets at their December meeting.

Email speea@speea.org to sign up for the meeting or inquiring about the number to call to participate if you reside outside of the Puget Sound.

Holiday schedule for SPEEA offices

The SPEEA offices will close on the following dates:

- Dec. 24-Jan. 1
- Jan. 21

Seeking candidates - Executive Board VP

SPEEA is looking for members interested in leading their union to fill three Northwest regional vice president seats and one Midwest seat on the Executive Board.

Keep in mind

- **Eligibility** – A candidate must be a member in good standing for the previous 24-month period.
- **Candidate information booklet** – Candidate requirements as well as a petition are included in the Executive Board election information booklet at www.speea.org.
- **Timeline** – The earliest date to submit a petition is Jan. 9. Deadlines are outlined in the election information booklet.

The Board directs SPEEA's activities through the executive director, prepares the annual budget and monitors expenses. Board members also serve as the team for any interim negotiations that may occur between formal bargaining sessions.

SPEEA offers special deal on holiday lights

SPEEA members have two ways to see holiday lights with special deals. See below for details.

- **Puget Sound** - Wild Waves, Federal Way - Tickets are \$7 off (reg. \$14.99 each) to see the light display at Wild Waves Theme Park. About 25 rides will also be open. The SPEEA discount is available online only at <https://tinyurl.com/SPEEAwild>.
- **Midwest** - Illuminations at Botanica, Wichita - Tickets are free to members until supplies run out - limit of two per member. The tickets are available only at the SPEEA Wichita office. No reserved tickets.

Follow 'Friend of SPEEA' - P2

Wichita members help United Way - P3

Veterans Day - tug-of-war - P4

President

Joel Funfar

Executive Director

Ray Goforth

Executive Board

Jimmie Mathis	Treasurer
Ryan Rule	Secretary
Daniel Peters	NW Regional VP
Mark Worden	NW Regional VP
Mike Shea	NW Regional VP
Keith Covert	MW Regional VP

SPEEA Council Officers

Theryl Johnson	Chair
Emily Brent-Fulps	Treasurer
Ben Blankley	Secretary

Midwest Regional Council Officers

Matthew Joyce	Chair
Chris Streckfus	Treasurer
Emily Forest	Secretary

Northwest Regional Council Officers

Tony Hickerson	Chair
James Raskob	Treasurer
Doug Brazeal	Secretary

SPEEA Communications

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

speea@speea.org • www.speea.org

SEATTLE HALL

15205 52nd Ave. S • Seattle, WA 98188
M-Th, 8 a.m. to 5 p.m. • Fri, 8 a.m. to 4:30 p.m.
Phone: (206) 433-0991
1 (800) 325-0811

EVERETT HALL

2414 106th St. SW • Everett, WA 98204
M-F, 8 a.m. to 4:30 p.m.
Phone: (425) 355-2883
1 (800) 325-0811

WICHITA HALL

4621 E 47th St. S, Wichita, KS 67210
M-Th, 8:30 a.m. to 5 pm • Fri, 8 a.m. to 4:30 p.m.
Phone: (316) 682-0262
1 (800) 325-0811

Help spread the word

Follow 'Friend of SPEEA' on social media

SPEEA members are encouraged to check out the Friend of SPEEA website (www.friendofspeea.org) which helps answer questions for those who are not in a union.

Encourage your non-union co-workers, friends and family to become a friend and follow Friend of SPEEA on Facebook, Twitter and Instagram. Of course, we also encourage everyone to follow SPEEA's regular Facebook and Twitter page and feed.

SPEEA created the website and social media network with the help of the AFL-CIO Department for Professional Employees to make it easier for aerospace professionals to learn about unions, our activities and how we improve the work environment.

Non-union aerospace professionals who are not in management roles are welcome to become a Friend of SPEEA.



An online advertisement featured SPEEA members at a union event.

Think tank staff joins IFPTE local

BALTIMORE, Md. - The staff at the Maryland Center on Economic Policy (MDCEP) now has a voice on the job through their newly formed union.

The MDCEP, a nonpartisan research and policy organization, voluntarily recognized the Nonprofit Professional Employees Union (NPEU), IFPTE Local 70.

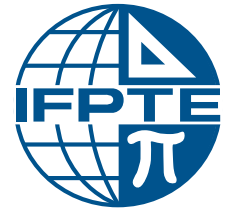
Employees who organized the union effort said they wanted to foster an "equitable workplace and a culture of cooperative problem-solving."

In a statement supporting the voluntary recognition of the union organizing effort, MDCEP Executive Director **Benjamin Orr** pointed out how the labor union aligned with the organization's mission.

"We advocate for the rights of all Marylanders to organize in their workplaces," he said. "The initial conversations with NPEU have focused on shared values and commitment to making MDCEP as effective as possible in advancing our organization's mission."

MDCEP engages in research and analysis to promote robust public debate on policy issues and budget choices to build a healthy, equitable economy.

NPEU also represents national partner organizations, including the Center on Budget and Policy Priorities and the Economic Policy Institute.



NW Council actions - Nov. 8

At their regular meeting, the Council:

- Heard an update on the Governor's Choose Washington New Middle-Market Airplane (NMA) Council from Chelsea Orvella, SPEEA legislative director, Bill Dugovich, SPEEA communications director, and Stan Sorscher, SPEEA labor representative.
- Recognized new Council Reps - Ann Leba (E-29), Konstantin Terentjev (P-5), Aaron Allen (E-8) and Rodney Roy (D-5)
- Voted on NW18-018 - It is moved that the following questions be submitted to the Northwest Regional vice presidential candidates and their response be included in the voters' guide. The motion passed as

amended. For: Most. Against: Few.

- Announced the following:
 - ♦ NW Guest Night has been moved to Feb. 21 at the Tukwila Teamsters' Hall.
 - ♦ The NW Council 'Meet the Budget' starts at 3:30 p.m., Monday, Dec. 3.
 - ♦ Council Reps Tom Krogel (K-10), Bob Wilkerson (R-50) and Dave Wilkinson (E-2) are retiring.
- Honored veterans by asking SPEEA veterans in attendance to stand up and be recognized.



SPEEA members at Spirit helping with the annual United Way campaign included, from left, Aaron Kitterman, Donna M. Lehane, Mark Gayer, Daniel J. Ryan, R. Matthew Joyce, Shane Michael, and Rick D. Nelson.

Members help Wichita United Way exceed campaign goal

WICHITA - Congratulations to the team that helped the United Way of the Plains exceed its fundraising goal of \$13 million by at least \$11,600.

SPEEA Area Rep **Ronda Cockrell** and SPEEA member **Roy Moye** served as 'loaned executives' from Spirit AeroSystems to help with raise awareness of the need to give.

Cockrell and Moye were part of a group of five 'loaned executives' who gave 115 presentations at Spirit. A total of 905 campaign presentations were held for 34,200 employees throughout the area.

SPEEA supported the effort in many ways, including sponsoring tables at the United

Way campaign kick off Sept. 6 and campaign celebration Nov. 15.

Council Reps **Mark Gayer**, **R Matthew Joyce**, **Aaron Kitterman**, **Donna Lehane**, **Shane Michael**, **Rick Nelson** and **Daniel Ryan** attended the celebration luncheon along with **Earl Carter**, SPEEA contract administrator.

Spirit was recognized as one of the Million Dollar Circle recipients, through employees giving to the Good Neighbor Fund (GNF) and support from SPEEA, the Machinists' union and the International Brotherhood of Electrical Workers (IBEW).

New Council Rep vacancies

SPEEA has vacancies in the following areas due to the retirement of **Tom Krogel**, **Fred Stringham** and **Dave Wilkinson**.

- District E-2 - representing Techs in buildings 40-81 and 40-82
- District K-10 - representing Profs and Techs in Kent
- District U-1 - representing Profs in Utah

If you have been a regular member in good standing for the last 12 months, reside in a district with a vacancy and are interested in serving as your co-workers' union rep, follow the steps to apply by noon, Tuesday, Dec. 11.

If you are a Council Rep planning to retire or transfer, email terryh@speea.org to resign your position and include the date it takes effect.

Steps to apply

- **CR petition** - Download the instructions and Council Rep petition at www.speea.org (drop-down menu: Councils/Forms and Petitions) and obtain the signatures of at least 15 SPEEA members in good standing.
- **Submit petition** - Email your completed petition to terryh@speea.org or fax (206) 248-3990.
- **Platform statement** - Email your platform statement to terryh@speea.org. The 150-word (max) statement is for a ballot packet if an election occurs.

Once seated, an extensive training course is provided. If you have questions about submitting a petition, contact **Terry Hall** at (206) 674-7360 or email terryh@speea.org.

TRAINING/ EVENTS

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

PUGET SOUND

SPEEA discount for holiday lights

Through Dec. 30*

Wild Waves Theme Park, Federal Way
Discount tickets - \$7 off reg. price

Online only at

<https://tinyurl.com/SPEEAwild>

*Some blackout dates - check website at www.wildwaves.com

Photos with Santa

Saturday, Dec. 8 - 10 a.m. to 2 p.m.
SPEEA Tukwila

Pets welcome after 12 p.m.

Northwest Membership Activities Committee

Level Upgrades - What to Know

Monday, Dec. 10

SPEEA Everett - 4:30 p.m.

SPEEA Tukwila - 5 p.m.

Email speea@speea.org to sign up

Northwest Council 'Meet the Budget'

Monday, Dec. 10 - 3:30 p.m.

Both SPEEA Puget Sound halls

Email speea@speea.org to sign up

Washington Paid Family and Medical Leave Act overview

Wednesday, Dec. 12 - 5 p.m.

SPEEA Tukwila

Email speea@speea.org to sign up

MIDWEST

Holiday lights at botanical garden

Through Dec. 31*

Two free tickets per member
Tickets available only at SPEEA Wichita

*Illuminations closed Dec. 24-25

Bowling with Santa

Saturday, Dec. 8 - 1 to 4 p.m.

Derby Bowl

Free for members and their families
Hot dog lunch and gifts for children 12 and younger

Email vickim@speea.org by
Dec. 3 to sign up

Midwest Membership Activities Committee



Military veterans working at Boeing's Developmental Center, including a few SPEEA members, are shown here in one of the three friendly tug-of-war matches, Nov. 12.

SPEEA Council Rep joins 'tug-of-war' for Veterans Day

For Veterans Day, a friendly tug-of-war competition took place with veterans representing their branches of military service at the Developmental Center, Nov. 12.

Ron Claypool, SPEEA Council Rep for D-6 and a Navy veteran who served from 1987-1992, answered the call, along with 32 other veterans and some alternates for event.

The competition featured three rounds, with the winning teams of the first two rounds advancing to the final round for the 'championship.'

The teams consisted of Navy/Marine Corps/Coast Guard vs. Air Force/Army. Claypool served as a team captain for one of the eight-person teams. The Air Force/Army Team, led by **Mike Caldwell**, won the championship.

Tug-of-war participants received small trophies for their success. Everyone received

a bag of Boeing 'goodies' along with the 2018 Boeing Veterans Day Commemorative coin honoring the 70th Anniversary of the 'Women's Armed Services Integration Act of 1948.'

Susan Woodbury and **Ryan Jutte** at Boeing Global Services coordinated the event with Employee Engagement. Members from the Boeing Employees Veterans Association (BEVA) also helped with the event, which featured **Pam Valdez**, vice president, Air Force Services, Boeing Global Services. She gave a brief speech thanking all veterans for their service.

Claypool said it was fun, but also enlightening. "We didn't focus on job titles or levels. We were all united in a common goal - to honor military service."

California wildfire affects IFPTE local

The Engineers and Scientists of California (ESC) IFPTE Local 20 has members affected by the Camp Fire, the deadliest and most destructive wildfire in state history.

The local is facilitating direct peer-to-peer donations for members who have lost their homes. To date, five members have been impacted in this way.

To donate, go to www.gofundme.com/ESC20-Camp-Fire-Fund.

For those who donate, 100% of the funds go directly to ESC Local 20 members. If you donate, note these donations are personal gifts and are not tax-deductible contributions to a registered charity.

Many of the first responders fighting the fires and tending to the impacted communities include Local 20 members who work for Pacific Gas and Electric (PG&E) and health care units.

Stay connected



Get the **Spotlight App**

Go to www.speea.org from your mobile device for the link, or visit your App Store.



UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PST)

Week of December 3, 2018

Monday, Dec. 3	4:00 p.m.	Council Officers
Tuesday, Dec. 4	4:00 p.m.	SPEEA Leadership Development & Training
Thursday, Dec. 6	4:00 p.m.	Executive Board
Friday, Dec. 7	5:00 p.m.	NW Membership Activities

Week of December 10, 2018

Monday, Dec. 10	3:30 p.m.	NW 'Meet the Budget'
Tuesday, Dec. 11	4:30 p.m.	NW Tellers
Wednesday, Dec. 12	4:00 p.m.	SPEEA Diversity
Thursday, Dec. 13	4:00 p.m.	NW Council

Week of December 17, 2018

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

MIDWEST MEETINGS (ALL TIMES CST)

Week of December 3, 2018

Monday, Dec. 3	6:00 p.m.	Council Officers
Tuesday, Dec. 4	6:00 p.m.	SPEEA Leadership Development & Training
Thursday, Dec. 6	4:00 p.m.	MW Membership Activities
Thursday, Dec. 6	6:00 p.m.	Executive Board

Week of December 10, 2018

Wednesday, Dec. 12	6:00 p.m.	SPEEA Diversity
Thursday, Dec. 13	4:30 p.m.	MW Council

Week of December 17, 2018

Monday, Dec. 17	4:30 p.m.	MW Legislative & Public Affairs
Monday, Dec. 17	5:30 p.m.	SPEEA Legislative & Public Affairs
Tuesday, Dec. 18	4:00 p.m.	MW Governing Documents
Tuesday, Dec. 18	6:00 p.m.	SPEEA Organizational Planning
Wednesday, Dec. 19	6:00 p.m.	SPEEA Governing Documents
Thursday, Dec. 20	6:00 p.m.	Executive Board