

Representing aerospace professionals with competence, integrity and action

Jolly good time for SPEEA families

A few hundred SPEEA members and their families enjoyed time with Santa at events organized by the Northwest and Midwest Membership Activities Committees (MAC).

In the Northwest, SPEEA hosted a photo opportunity with Santa and activities for the children. A total of 33 members came to SPEEA Everett Dec. 1, and 26 members came to SPEEA Tukwila Dec. 8. Many brought their children, and some brought pets, too.

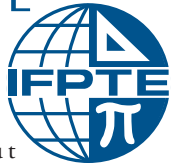
Members also donated to the local food banks.

In Wichita, Santa went bowling with 90-plus, including members and their families. Santa had gifts for the children, ages one month to 12 years old. The MW MAC hosted the event at Derby Bowl, Dec. 8.



Twins **Stassi and Stella Bruggner** are shown here at SPEEA Everett with their family's St. Bernard. Their parents are **Mark and Marissa Bruggner**. Mark is a Boeing Everett engineer and SPEEA member.

Recent IFPTE organizing successes



Concerns about restructuring, dismissal without cause and hiring practices prompted IT employees at Toronto Hydro to seek representation by the Society of United Professionals (SUP), IFPTE Local 160.

The group of more than 80 employees at Toronto's municipally owned local distribution company recently succeeded in gaining collective bargaining after a year-long effort at the Ontario Labour Relations Board.

SUP represents more than 8,000 professionals in Ontario, including engineers, scientists, supervisors and lawyers.

Think tank joins IFPTE

A majority of employees at The Democracy Collaborative (TDC) chose to affiliate with Nonprofit Professional Employees (NPEU), IFPTE Local 70.

The TDC, with offices in Washington, D.C. and Cleveland, voluntarily recognized the union as the collective bargaining representative for eligible staff members.

By affiliating with IFPTE, the TDC employees join peer organizations, including the Center for Economic and Policy Research, the Center for Community Change, the Economic Policy Institute, the Center for American Progress, and the Center on Budget and Policy Priorities.

SPEEA helps with holiday cheer in Midwest

WICHITA - SPEEA's help made a difference for soldiers serving overseas and those who have physical or mental disabilities.

For this year's 'Christmas in a Box,' SPEEA donated \$1,500 toward 420 care packages to Kansas troops who are deployed overseas for the holidays. The money helps buy supplies and postage. VolunteerKansas and National Catastrophe and Restoration Inc. (NCRI) organized the effort with KFDI-FM radio station.

At Lights on St. Paul, a holiday fundraiser for The Arc of Sedgwick County,



Council Reps **Shelly Jones and Mark Gayer** joined other SPEEA members volunteering for the holiday lights fundraiser to support The Arc of Sedgwick County.



Volunteers help package 'Christmas in a Box' for Kansas military members serving overseas.

members and retirees volunteered to collect donations Nov. 30. About 200

cars came through that night, despite a thunderstorm that sent volunteers home early. Volunteers included **Joe Abbott** and his son, **Abbee Bowman** and her husband, **Pat Clough** and his wife, **Daryl Doshier**, **Mark Gayer**, **Aaron Kitterman**, **Donna Lehane** and **Shelly Jones** and her husband.

SPEEA collecting Toys for Tots

SPEEA will collect donations through Dec. 19 for the United Way of Snohomish County.

All new toys are welcome. Special needs include clothing items for babies up to three months old, as well as personal hygiene items for youths and toys geared toward older children up to 18.

Gift cards are not accepted for administrative reasons.

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Lori Dupuis	Graphic Designer
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Coalition of Labor Union Women

Conference focuses on issues affecting women, families

By *Karen McLean*
SPEEA Publications Editor

PHOENIX - Tackling issues such as younger member engagement, affirmative action and sexual harassment at work, the Coalition of Labor Union Women (CLUW) members took action to make a difference.

About 100 union members representing blue-collar and white-collar workers, including SPEEA, IFPTE Local 2001, attended the National Executive Board (NEB) meeting Nov. 29-30. The Northwest Women's Advocacy Committee (WAC) sent two members, **Michelle Cooper**, a systems engineer, and **Amy Frieburghaus**, an electrical design and analysis engineer, to the recent NEB.

"There are so many unions coming together," said Cooper, a SPEEA Council Rep in Kent. She also serves as a delegate on behalf of SPEEA and IFPTE. "You have to network. You can't be in a vacuum. We get to understand, appreciate and learn the specific issues women are encountering in the workplace."

Participants met in committees focusing on topics related to working families, minority issues and affirmative action, mature women workers, women in non-traditional jobs and organizing the unorganized. They developed action plans and next steps.

For Cooper, the guest speakers were a highlight, including Arizona state representative, **Athena Salman**, 29. She was part of a panel of speakers talking about women and the impact of mid-term elections. "What an inspiration that is so desperately needed in today's environment," said Cooper, who works on Airborne Surveillance Command and Control, Electronic Support Measures.

For Frieburghaus, the agenda focused on a better future for working women and families appealed to her as the mother of a six-month old.

"The biggest highlight for me was getting the opportunity to talk to so many different women and hear their stories," she said. "Witnessing the support and empowerment for each other at this conference was inspiring."

Frieburghaus added: "The women of the many unions that make up CLUW have so



The conference, in Phoenix, Nov. 29-30, drew about 100 union members from across the country. Participants included **Michelle Cooper**, SPEEA Kent Council Rep and member of the Northwest Women's Advocacy Committee (WAC), **Elise Bryant**, CLUW president and Communications Workers of America (CWA) member, **Karen Bellamy Lewis**, IFPTE staff and CLUW vice president, and **Amy Frieburghaus**, SPEEA and WAC member, with her daughter.

much experience. There is a lot we can learn from each other and in turn, help each other achieve. I plan to take the lessons learned from this trip, and share them with the Woman's Advocacy Committee. Maybe there is something we can do to make a difference."

Washington State Labor Council

Congrats to newly elected state labor officers

The Washington State Labor Council (WSLC), AFL-CIO, has newly elected officers.

Larry Brown, legislative and political director of Machinists (IAM) District 751, was elected president. **April Sims**, WSLC political and strategic campaign director, was elected secretary treasurer.

Brown defeated **Lynne Dodson**, current WSLC secretary treasurer, by a 52.1% to 47.9% vote in the election. WSLC President **Jeff Johnson** is retiring at the end of this year. Sims ran unopposed.

The election results were announced Dec. 6. More than 600 local unions and organizations with about 450,000 members affiliate with WSLC, the largest union organization in the state.



At the rally for health care workers in Everett, from left: Area Rep **Mark Ulrich**, Council Rep **Rod Siders**, **Diane Sosne**, SEIU 1199NW president, Council Rep **Evan Wipf** and **Nikki Wagener**, SPEEA staff.

Member support for Providence health care workers

EVERETT - SPEEA members took part in a community support rally for Providence St. Joseph Health workers Nov. 15.

Area Rep **Mark Ulrich** heard about the rally from his Council Rep. "I thought it would be a good opportunity to extend my participation in our union. It turned out to be a great opportunity to better understand the struggles of others. It also reinforced my belief in the need to support each other."

Council Rep **Rod Siders** is a SPEEA ambassador who went, too. "I enjoy supporting labor in my community or any worthwhile causes," he said. "I don't care what the cause is, if it is a respectable one and I have no time conflicts to support, I will always volunteer!"

The 9,000 nurses, health care workers and caregivers represented by SEIU 1199NW are seeking a contract with improved staffing levels and fair wages, but the owners are putting profits, executive compensation and expansion before patient needs.

Advice from a former coffin salesman

When Auburn Council Rep **Bill Barrett** was laid off from Boeing in the early 1990s, he worked many different jobs, including coffin salesman. The lessons he learned from helping those clients stayed with him.



Bill Barrett

"My approach is to have compassion and be a good listener," he said, adding, "shake their hand, say hello."

Barrett was a top recruiter back when joining SPEEA and paying dues were voluntary (prior to the bargaining unit vote in support of 'agency fee' to pay for union services). He recalls signing up about 100 new members.

Barrett, an Auburn manufacturing planner for emergent operations, worked for nearly 40 years in aerospace, first at McDonnell Douglas and then at Boeing. He retires Dec. 21.

Early in his career, he received his first and only Corrective Action Memo (CAM). "I needed to work with someone to learn it better," he said about a process. "I do believe the Council Rep helped me out."

Since stepping up to the Council Rep role in

1998, he has continued to serve in that role for most of the past 20 years.

Need for compassion

One of his early cases involved a member who had an accident that left her unable to do the same work. Although the effort took almost a year of meetings and "copious notes," Barrett and SPEEA staff succeeded in helping the member with a successful outcome. That's where he really learned about the role of the Council Rep, the company's position and the need for compassion.

"There was no way around it, I had to be there for the member," he said. "It was a good learning experience," he said. "What I found out - it's about the process. The employer may want the same thing, but you have to go through the process," he said.

In addition to the numerous member cases he helped resolve, he made time for SPEEA committees. He won the Stephen Pezzini Helping Other People Excel (HOPE) award in 2000 for his efforts on behalf of SPEEA members and volunteering in his community.

"Through the years, I felt the need to be involved because I believed in what they do. It's a good, honest group that wants things to be fair," he said about SPEEA, from committee members to Council Reps and elected leaders. "SPEEA's been good to me."

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

Performance Management Define

Tuesday, Jan. 15

SPEEA Everett - 4:30 p.m.

SPEEA Tukwila - 5 p.m.

Email speea@speea.org to sign up

SPEEA 101

Wednesday, Jan. 30 - 4:30 p.m.

SPEEA Everett

Email speea@speea.org to sign up

\$50 gift card if you are new to a SPEEA bargaining unit and joined SPEEA in the past 12 months

NW Young Members Committee

Union Solidarity Night - discount hockey tickets

Friday, Feb. 22 - 7:35 p.m.

Angel of the Winds Arena, Everett
Tickets \$3 each - limited supply

www.everettsilvertips.com/scl

Snohomish County Labor Council (SCLC)

ALL LOCATIONS

Free SPEEA movie night - 'Dolores'

Dolores Huerta co-founded the United Farm Workers union with Cesar Chavez

Wednesday, Feb. 13 - 5 p.m. (local time)

SPEEA Everett, Tukwila and Wichita

Email speea@speea.org to attend

SPEEA Diversity Committee

Stay connected



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Spotlite App

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

New Council Rep vacancies

SPEEA has vacancies in the following areas due to the retirement of **Bill Barrett** and **Steve Ellis**.

- District A-10 - representing Profs and Techs in Auburn buildings 17-04, 17-06, 17-10, 17-12 and 17-45
- District R-50 - representing Profs and Techs in Renton buildings 4-81, 4-82 and 4-86

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, Jan. 8.

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.

'Because People Matter'

Trafficking sting a success in Wichita

WICHITA - Law enforcement has conducted successful stings in Wichita this year that saved countless people from forced human (sex) trafficking. At least 25 adults were arrested.

SPEEA supports ICT-SOS, a Wichita non-profit dedicated to ending sex trafficking by working with local professional groups. Human traffickers typically target children and teens.

"Please feel good about assisting ICT-SOS with funding," said Wichita Council Rep **Mark Gayer**, who organizes the SPEEA 'Because People Matter' team for the annual 5k fundraiser. "Our support is making a difference in this area."

Executive Board mini-minutes - Nov. 15

Attendees: Joel Funfar, Jimmie Mathis, Mark Worden, Mike Shea, Daniel Peters, Keith Covert

Excused: Ryan Rule

Council officers: R Matthew Joyce, Doug Brazeal, Chris Streckfus

Guests: Mark Friesen, Bob Wilkerson, Larry Tobin

Staff: Ray Goforth, Robin Fleming, Steve Spyridis, BJ Moore, Bill Dugovich, April Rebollo, Hillary McConnell, Karen McLean, Mike Hochberg

At their regular meeting, the Board:

- Approved up to 40 hours compensated time (~\$2,000 dollars) each for **Emily**

Brent-Fulps, Keith Covert, Emily Forest, R Matthew Joyce, Suzanne Kamiya and Dan Nowlin to participate in the 2019 Legislative Week, Feb. 4-7, in Washington, D.C.

- Approved at a cost not to exceed \$2,500 and up to 40 hours compensated time (~\$4,500 total) for SPEEA IFPTE President **Joel Funfar** to participate in the IFPTE 2019 Legislative Week.
- Approved the Staff Sexual Harassment Policy and Complaint Procedure.



SPEEA wins labor media awards

SPEEA, IFPTE Local 2001 won two awards from the International Labor Communicators Association (ILCA) presented Dec. 7.

SPEEA Publications Editor **Karen McLean** won first place for the Best Profile from a National/International union for her article: "SPEEA Member Shares Transition to Authentic Self" - Spotlite October 2017 - page 8.

Communications Director **Bill Dugovich** won second place for the Saul Miller award for Best Organizing article: "Almeida: Embrace and Encourage Ideas of Younger Workers" - Spotlite July 2017 - page 6.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PST)

Week of December 17, 2018	
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
Week of December 31, 2018	
Wednesday, Jan. 2	4:00 p.m. Council Officers
Thursday, Jan. 3	4:00 p.m. Executive Board
Week of January 7, 2019	
Wednesday, Jan. 9	4:00 p.m. SPEEA Diversity
Thursday, Jan. 10	3:30 p.m. SPEEA Council
Week of December 17, 2018	

MIDWEST MEETINGS (ALL TIMES CST)

Monday, Dec. 17	4:30 p.m. MW Legislative & Public Affairs
Tuesday, Dec. 18	4:00 p.m. MW Governing Documents
Wednesday, Dec. 19	6:00 p.m. SPEEA Governing Documents
Thursday, Dec. 20	6:00 p.m. Executive Board
Week of December 31, 2018	
Wednesday, Jan. 2	6:00 p.m. Council Officers
Thursday, Jan. 3	4:15 p.m. MW Membership Activities
Thursday, Jan. 3	6:00 p.m. Executive Board
Week of January 7, 2019	
Wednesday, Jan. 9	6:00 p.m. SPEEA Diversity
Thursday, Jan. 10	5:30 p.m. SPEEA Council