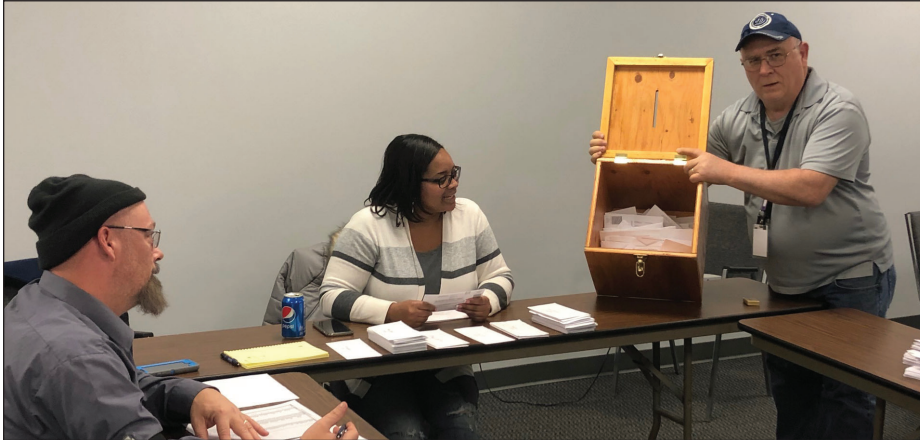




Representing aerospace professionals with competence, integrity and action



Midwest Tellers, from left, **Vincent Braun**, **Joymesia Lee** and **David Driver** counted ballots Dec. 10 for the Wichita Technical and Professional Unit (WTPU) contract vote.

Wichita Technical & Professional Unit

SPEEA members approve new, six-year contract with Spirit AeroSystems

WICHITA – More than 1,620 technical and professional workers represented by SPEEA at Spirit AeroSystems have a new, six-year contract.

The contract was approved by an overwhelming majority of union members in the Wichita Technical and Professional Unit (WTPU). The final count showed 385 voted to accept the agreement and 89 voted to reject.

The agreement, which takes effect immediately, was negotiated one year ahead of the previous contract's scheduled expiration.

"We were able to secure a number of improvements needed and sought by members," said SPEEA Midwest Director **B.J. Moore**. "There was an opportunity to negotiate early and avoid getting pushed up against a hard deadline, and it worked out."

The new contract provides annual raises, increased overtime pay and provides a \$2,000 signing bonus along with unrestricted stock with a value of at least \$1,500. Employees also agreed to changes to their medical plans that phase-in during the contract.

"There is something in this contract for everyone," said SPEEA WTPU Negotiation Team Chair **Mark Gayer**. "We had a lot of open and transparent discussions on the subjects that mattered to employees."

The SPEEA Negotiation Team and the Bargaining Unit Council (WTPU Council Representatives) unanimously recommended members accept the negotiated agreement.

The new contract takes the place of the previous agreement and remains in effect through Jan. 31, 2026.



SPEEA offices are closed for the holidays from Dec. 24 through Jan. 1

Members are reminded the seven days off are not extra holidays. Decades ago, members decided to work other holidays during the year for the extended year-end time off. Also note Martin Luther King Day is not one of the traded holidays. Rather, MLK Day is not yet recognized by your employers.



IFPTE Executive Council discusses major issues

At the fall/winter IFPTE Executive Council meeting, SPEEA area vice presidents are shown here from left: SPEEA President **Joel Funfar**, IFPTE President **Paul Shearon**, SPEEA Area Rep **Ronda Cockrell**, SPEEA Secretary **Ryan Rule** and IFPTE Secretary-Treasurer **Matt Biggs**. At the meeting held twice a year, the officers and vice presidents discuss major issues affecting members in the public, federal and private sectors. Although the labor movement faces challenges in the U.S. and Canada, IFPTE efforts to organize have been met with success. At this meeting, the Executive Council approved a charter of affiliation for the Saskatoon Civic Middle Management Association (SCMMA/IFPTE Local 222). President Shearon also shared insights from the AFL-CIO trip to El Paso, Texas, and Juarez, Mexico, where they met with union leaders/members and collaborated on strengthening workers' rights.

Meet and greet – P2

Labor conference – P3

New SPEEA staff – P4



President

Joel Funfar

Executive Director

Ray Goforth

Executive Board

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Ryan Rule	Secretary
Mike Shea	NW Regional VP
Daniel Peters	NW Regional VP
Dan Nowlin	NW Regional VP
Keith Covert	MW Regional VP

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Michelle Cooper	Treasurer
Ben Blankley	Secretary

Midwest Regional Council Officers

RMatthew Joyce	Chair
Chris Streckfus	Treasurer
Emily Forest	Secretary

Northwest Regional Council Officers

Vacant	Chair
Mike Arrington	Treasurer
Doug Brazeal	Secretary

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Plant II Council Rep **Stan Huang**'s members are in multiple buildings. To decide which building to host a 'meet and greet' lunch, he took a poll, which led to the 2-25 building.

CR's 'meet and greet' lunch meeting helps with member outreach

SEATTLE – Several factors contribute to Plant II Council Rep **Stan Huang**'s problem connecting with members in his area. The 10-minute walk between buildings in his district doesn't help.

He knew "at least half" of the members in his district probably had no idea what a Council Rep does, so he hosted a 'meet and greet' lunch Nov. 19. He took a poll among the members to see where there was more interest and chose the corresponding building.

At the meeting, members became acquainted with Huang, a manufacturing engineer in flight test for the VC-25B program. He is now working as a loan-in to VC-25B propulsion labs.

Prior to Boeing, he worked for a year as a field service engineer for an industrial water treatment company. He graduated from the University of California, with a double major in mechanical and aeronautical engineering.

The members learned how Huang became involved in SPEEA because his former Council Rep, **Luci Hood**, recruited him. At first, Huang served as an Area Rep, then he joined the New Hire and Young Members committees.

At the meet and greet, he also introduced SPEEA Treasurer **Jimmie Mathis** and SPEEA Secretary **Ryan Rule** who attended along with **Hillary McConnell**, SPEEA contract administrator for Plant II.

Huang urged members to sign up as Area Reps at the meeting. He also asked about

their interests for future SPEEA meetings. Retirement and early/mid-career financial planning topics were top vote getters, along with a question and answer session with SPEEA Executive Director **Ray Goforth**.

"My plan is to engage members and give them the ability to vote on lunchtime meeting topics," Huang said. "It gets them involved. They appreciate that."

Huang did not expect to be active in a union when he started at Boeing in 2012. "Being in a union for engineers seemed kind of strange," he said.

Once he started to see the benefits of SPEEA, he saw the difference.

"I'm glad to be in a union," he said. "I can talk to someone about benefits and someone is there for us for support. That's really important to me and my family."



Stan Huang



Santa photos at SPEEA

About 30 families and a few pets met Santa for free photos at SPEEA Tukwila Dec. 7. The Northwest Membership Activities Committee (MAC) hosts the event, including SPEEA Everett Dec. 14. Shown here, front row, **Marilyse**, 6, and **Ezekiel**, 4, with their parents, **Leslie** and **Elizabeth Byrd**.



United Way of the Plains campaign wraps up

SPEEA Wichita members are shown here at the United Way of the Plains campaign celebration Nov. 21. From left: **Mark Gayer, Sarah Hirschfeld-Webb, James Hatfield, Nancy Steele, RMatthew Joyce, Ponolar (Evette) Washington** (also a Spirit loaned executive for United Way outreach), **Abbee Bowman, Wes Gardner and Aaron Kitterman**. The campaign raises money to support non-profits in the community. SPEEA supported the effort in many ways, including sponsoring tables at the United Way campaign kick off Sept. 5 and campaign celebration.

Labor conference ‘test run’ proves worthwhile

SEATTLE – Everett Council Rep **Benjamin Briles** took a calculated risk. He attended a one-day labor conference in Seattle to see if he would be interested in attending a related, longer conference in Chicago.

“It was a test run,” he said. “Do I want to dedicate a weekend? The answer is yes,” he said about Labor Notes, which led the one-day conference and hosts the longer weekend conference in Chicago April 17-19.

What made the Seattle conference worthwhile?

“It’s a great opportunity to speak with and learn from many other workers from a multitude of various fields on how to organize, how to be effective, and how to get the most out of our contracts,” Briles said.

He also didn’t expect to see so much diversity among labor at the one-day conference. “They’re all agitating for different reasons.”

At the training held at the Washington Labor Education and Resource Center (LERC) in Seattle’s Georgetown neighborhood, he attended a workshop on engaging members and learned tips he can bring to his district, such as mapping the members to note who’s more interested.



Everett Council Rep **Benjamin Briles** attended the Labor Notes Puget Sound Trouble Makers School in Seattle Nov. 23. The organizers planned for 250, but 350 attended the training which included workshops and panel discussions.

He also attended a panel discussion led by tech workers organizing at companies like Google, Amazon and Microsoft. The tech workers shared stories about the unjust treatment of workers, especially those who challenged the corporate double standards, for example. “You could have a much better backstop with a union,” he said.

“I felt it was a good opportunity to connect with other labor activists, learn what they are doing and share what we’ve done.”

Labor Notes biennial conference

April 17-19, Chicago

Apply by Jan. 9 – apply@speea.org

SPEEA will cover registration and travel costs for those selected to attend.

About Labor Notes

Labor Notes is a media and organizing project that has been the voice of union activists since 1979. See more at <https://labornotes.org/>.

TRAINING & EVENTS

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

PUGET SOUND

SPEEA Santa Day

Free photos

Saturday, Dec. 14 – 10 a.m. to 2 p.m.
SPEEA Everett

Pets welcome – noon to 2 p.m.

NW Membership Activities Committee

Pursuing Upgrades

Wednesday, Dec. 18

4:30 p.m. – SPEEA Everett

5 p.m. – SPEEA Tukwila

Email speea@speea.org to sign up

Labor law overview

Monday, Jan. 6 – 5 p.m.
SPEEA Everett

Presented by
Carrie Blackwood, labor attorney

Members welcome

Dinner provided
Email justinl@speea.org to sign up

Discount hockey tickets

Saturday, Feb. 29 – 6:05 p.m.
ShoWare Center, Kent

Seattle Thunderbirds vs.
Portland Winterhawks

Limited number of \$10 tickets –
link to purchase coming soon

NW Membership Activities Committee

WICHITA

SPEEA Night – Lights on St. Paul

Thursday, Dec. 19 – 5:30 p.m.
Volunteers needed to collect
donations/direct traffic

Email daniel.j.ryan@spiritaero.com
to sign up

Midwest Council

SPEEA

Meet the SPEEA Council budget

Monday, Jan. 6 – 4 p.m. PST / 6 p.m. CST
SPEEA Everett/Tukwila/Wichita

Email speea@speea.org to sign up



Informational picket for quality care/good jobs

SPEEA showed its support for nurses holding informational picketing at St. Elizabeth Hospital in Enumclaw, Wash., Dec. 4. Nurses from SEIU Healthcare 1199NW are in their seventh month of contract negotiations with CHI Franciscan Health. Shown from SPEEA are Elaine Carlson, Kaitlin Plunkett, Rich Plunkett and Council Rep Terry Tomt whose spouse, Sherry, is a nurse at St. Elizabeth. The union is seeking safe staffing levels, affordable health insurance and wages that retain qualified staff.

SPEEA welcomes new staff

SPEEA welcomes **Brandon Anderson**, newly hired legislative director.



Brandon Anderson

Anderson, who started Dec. 2, will partner with the national and regional Legislative and Public Affairs committees to represent SPEEA on several legislative issues at the state and federal level.

He has a bachelor's degree in political science and government from St.

Martin's University and a master's degree in public administration (public policy with an emphasis on labor policy) from The Evergreen State College.

Prior to SPEEA, he worked in government relations for the Association of Washington Cities and previously worked at American Federation of State, County and Municipal Employees (AFSCME) Council 28, based in Olympia. For AFSCME, he worked as an organizer and as a legislative and political action field coordinator.

"I saw what collective action can do, and I also saw decisions made by lawmakers had a direct impact on my family, my community and working people in general," he said.

Pearl Harbor shooting

SPEEA sends condolences to IFPTE Local 121

The seven SPEEA Executive Board members sent a letter to **Jamie Hiranaka**, president of IFPTE Local 121, whose three members were shot while working at Pearl Harbor Naval Shipyard.

Two of the three victims were killed and the third was hospitalized in stable condition following the shooting Dec. 4. They were all inspectors who checked welding and other work.

SPEEA statement (excerpt)

"The 20,000 engineers, technical workers, pilots and other professionals represented by the Society of Professional Engineering Employees in Aerospace (SPEEA), IFPTE local 2001, join our union officers and staff to send our heartfelt condolences to families of the Local 121 members who were victims of senseless shootings yesterday at Pearl Harbor Naval Shipyard."

IFPTE statement (excerpt)

"No worker should have to go to work without the expectation of safely returning to their family and loved ones. IFPTE not only stands ready to assist these IFPTE-represented families during this difficult time, we also send our deepest sympathies to their families, and all of our sisters and brothers at Local 121."

The full statements are online at www.speea.org along with a letter from the Metal Trades Department (MTD), AFL-CIO. IFPTE Local 121 is affiliated with MTD, which coordinates organizing, negotiating and legislative efforts with locals' trade unions.



UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PST)

Week of December 16, 2019
 Monday, Dec. 16 3:30 p.m. SPEEA Legislative & Public Affairs
 Wednesday, Dec. 18 4:00 p.m. NW Safety & Wellness
 Wednesday, Dec. 18 4:00 p.m. NW Governing Documents
 Thursday, Dec. 19 4:00 p.m. Executive Board

Week of December 30, 2019
 Thursday, Jan. 2 4:00 p.m. Executive Board

Week of January 6, 2020
 Tuesday, Jan. 7 4:00 p.m. Leadership Development & Training
 Wednesday, Jan. 8 4:00 p.m. SPEEA Diversity
 Thursday, Jan. 9 TBD SPEEA Council

MIDWEST MEETINGS (ALL TIMES CST)

Week of December 16, 2019
 Monday, Dec. 16 4:30 p.m. MW Legislative & Public Affairs
 Monday, Dec. 16 5:30 p.m. SPEEA Legislative & Public Affairs
 Thursday, Dec. 19 6:00 p.m. Executive Board

Week of December 30, 2019
 Thursday, Jan. 2 4:15 p.m. MW Membership Activities
 Thursday, Jan. 2 6:00 p.m. Executive Board

Week of January 6, 2020
 Tuesday, Jan. 7 6:00 p.m. SPEEA Leadership Development & Training
 Wednesday, Jan. 8 6:00 p.m. SPEEA Diversity
 Thursday, Jan. 9 TBD SPEEA Council