

Representing aerospace professionals with competence, integrity and action

SPEEA Aerospace
Career Enhancement



Check out the next SPEEA Aerospace Career Enhancement (ACE) free event featuring award-winning former Boeing senior manager **Ali Shami**. In his virtual presentation, June 29, he will help build leadership skills emphasizing cultural competence.

SPEEA ACE virtual event

Broaden your awareness through cultural competence workshop

Take your leadership skills to a new level with this virtual workshop focused on a global mindset and cultural intelligence.

SPEEA Aerospace Career Enhancement (ACE) is hosting “Essential Cultural Competence for Success in Aerospace” at 5 p.m., Tuesday, June 29. Register at www.friendofspeea.org/essential-cultural-competence.

Learn more about the skills you need to mitigate and prevent business risks due to cultural and personality differences. The class will also cover attributes needed to be sought after by aerospace employers.

This two-hour workshop is presented by **Ali Shami**, a retired Boeing senior manager who served as a company representative in several countries, including South Korea, England and Italy.

Shami encourages appreciation of other cultures through increasing cultural knowledge, building trust and helping to reduce anxiety when dealing with people from different cultures.

At Boeing, Shami won multiple awards related to diversity and leadership while working in Supplier Management, Global

Engineering, Product Development and Customer Engineering. He earned bachelor’s and master’s degrees in mechanical engineering.

In case you missed it

SPEEA ACE recently hosted a virtual panel discussion and free online access to “Picture a Scientist.” The panel discussion featured former SPEEA President **Jennifer MacKay** and **Linda Thomas**, former SPEEA activist and award-winning systems engineer. They were joined by **Jane Willenbring**, Ph.D., a geologist featured in the documentary on gender barriers in Science, Technology, Engineering and Math (STEM) fields.

The panel discussion recording can be found on YouTube by searching for SPEEA ACE. The movie just became available on Netflix.

About SPEEA ACE

The SPEEA ACE program originated with the help of money from a Washington state grant with a mission to help promote, expand and enhance workforce training/education and support the aerospace and supply chain industries.

Northwest members elect two to IFPTE Executive Council

Congratulations to **Ryan Rule** and **Joel Funfar**, the top vote getters for the two Northwest SPEEA Area IFPTE vice president seats.

Candidate	Votes
Dan Nowlin	331
Joel Funfar	449
Mohammed Riaz Khan	273
John Dimas	354
Ryan Rule	664
Abstain	389

They were selected to serve on the IFPTE Executive Council with **R Matthew Joyce**, who ran unopposed for Midwest SPEEA Area IFPTE vice president.

The three will be formally nominated and elected by IFPTE delegates at the triennial convention in August.

The vice presidents serve three-year terms on the IFPTE Executive Council, which oversees IFPTE governance between conventions.

The SPEEA Tellers counted the ballots June 16. Thanks to everyone who stepped up to run.

New SPEEA Council officers

Congratulations to the newly elected SPEEA Council officers.

- Chair **R Matthew Joyce** (Spirit – S-1)
- Treasurer **Theryl Johnson** (Boeing Plant II – P-5)
- Secretary **Byron Henderson** (Boeing Everett – E-50)

They were elected at the SPEEA Council meeting June 10.

The Council Reps also expressed appreciation for those who previously served in those roles and thanked the other candidates who ran for office.

Spirit raise pools – P2

Leadership conference – P3

Pezzini winners – P4

President

Ryan Rule

Executive Director

Ray Goforth

Executive Board

Michelle Cooper	Treasurer
Shaunna Winton	Secretary
John Dimas	NW Regional VP
Deena Hougham	NW Regional VP
Dan Nowlin	NW Regional VP
Chris Streckfus	MW Regional VP

SPEEA Council Officers

R Matthew Joyce	Chair
Theryl (TJ) Johnson	Treasurer
Byron D. Henderson	Secretary

Midwest Regional Council Officers

Emily Forest	Chair
R Matthew Joyce	Treasurer
Tonya Sanders	Secretary

Northwest Regional Council Officers

Jeffrey Forbes	Chair
Peter Goodfellow	Treasurer
Mike Arrington	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
 Mon-Thu, 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
 Mon-Fri, 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
 Mon-Thu, 8:30 a.m. to 5 p.m. • Fri, 8 a.m. to 4:30 p.m.
 Phone: 316-682-0262 • 1-800-325-0811

Reminder**Sign up for Boeing domestic partner benefits**

Boeing employees who want to seek domestic partner benefits have until July 30 to sign up.

Boeing expanded its benefits package to cover same-sex and opposite-sex domestic partnerships. The benefits expansion includes health insurance, life insurance, accidental death and dismemberment, pension, relocation and leave of absence benefit plans.

Employees need to provide the required documentation to Boeing showing they are in a domestic partnership.

Signing up

If you're eligible, SPEEA recommends signing up by calling Worklife. You can, however, sign up through the online Worklife portal.

If done online, the member must select June 1 as the coverage start date. By telephone, the date is automatically set to June 1.

See the Domestic Partner Benefits Frequently Asked Questions (FAQ) on the Worklife website for details.

Extra copies at SPEEA**Prof and Tech contracts in mail to CRs/ARs**

As part of the upgrade to enhanced access to online contracts at www.speea.org, SPEEA is discontinuing mailing printed contracts to every represented employee, starting with the Puget Sound Professional and Technical contracts.

Print contracts will still be mailed to elected leaders, Council and Area Representatives and will also be available for pick up at SPEEA halls. The Prof and Tech contracts were recently mailed and will be available at

the Tukwila and Everett halls.

Reminder

All SPEEA bargaining unit contracts are at www.speea.org (drop-down menu: Bargaining Units).

The online contracts are also available on your smartphone thanks to a recent upgrade to a full digital format. Download the free SPEEA Spotlight App from your App store.

Spirit AeroSystems**Raise pools for SPEEA units in Wichita**

WICHITA – Spirit AeroSystems set this year's salary raise pools for the Wichita Engineering Unit (WEU) and the Wichita Technical and Professional Unit (WTPU).

- WEU – 3.5%
- WTPU – 3%

Both bargaining units have a fund of 0.5% of total unit salaries for salary growth and promotions.

The raise effective date is July 2, with

retroactive increases reflected in the July 22 paycheck. Managers were expected to distribute salary notifications July 8-20.

Salary charts for both bargaining units will be posted when final, typically by October.

In the contracts

The WEU contract article is 12.5 and the WTPU contract article is 12.4. The contracts are at www.speea.org (drop-down menu: Bargaining Units/Contracts).

Prof and Tech salary charts online in July

The SPEEA Prof and Tech salary charts reflecting 2021 raises will be posted online by early July.

SPEEA will compile charts by major organization, occupation and job family and Skill

Management Code (SMC) based on data provided by Boeing following the selective salary adjustment exercise.

Charts are coming in the fall for Spirit AeroSystems when the data becomes available.

SPEEA Leadership Conference provides training and inspiration

Nearly 100 SPEEA activists and labor guests took part in the virtual SPEEA Leadership Conference, Saturday, June 12.

The SPEEA Leadership Development and Training (LD&T) Committee organized the event with help from staff.

SPEEA Council Reps from all bargaining units were invited to the conference, which had the theme of “United for a Better Future.”

U.S. Rep. **Adam Smith**, chair of the House Armed Services Committee, amplified his support for unions, highlighting his own upbringing in a union household. His father was active in his union, the International Association of Machinists (IAM), while working at the SeaTac airport. “My father’s union wage made my life possible.”

In response to questions about the political divide in Congress, he acknowledged the public is more divided, but he makes a point of working across the aisle. “The job of politics is to talk with people who don’t agree with you.”

Union difference

In the first workshop, “Following the Work and Building Power,” **Deena Hougham** shared her union difference story. Hougham, Northwest regional vice president, is also vice chair of the SPEEA Organizational Planning Committee, which led the workshop with staff.

“I didn’t think I needed unions,” she said when she started her aerospace career at McDonnell Douglas in Huntington Beach, California. That’s why, when she went to work at Boeing in 2007, she didn’t think too much about



SPEEA. She did notice how SPEEA-represented employees were more supportive and collaborative. “That was so different than McDonnell Douglas,” she said.

She started to see SPEEA in a new light when she noticed her health insurance savings. Learning about non-industrial illness for a doctor’s appointment took her by surprise. “At McDonnell

Douglas, you had to make up the time. Here you were given a charge line,” she said.

Hougham joined the SPEEA organizing effort in Southern California because she still has friends at Boeing Seal Beach and Huntington Beach. She was more than happy to share what she sees as the union difference.

“There, they are working ungodly hours – where work is your life,” she said. “People who don’t have a union, don’t know the union difference. I had to see it and experience it. I had to have it explained to me.”

The workshop urged everyone to support passage of the Protecting the Right to Organize (PRO) Act because of efforts such as California Region Engineers and Technical Employees (CREATE). Members of CREATE’s organizing effort shared their experiences with Boeing’s blatant anti-union attacks at their worksite.

In addition to closing remarks by IFPTE President **Paul Shearon**, the conference also featured two more workshops:

- Integral Business Communication for Leaders
- Learning the Lessons of Our History Will Help Us Build Our Unity and Power Today

See more coverage of the conference in the July Spotlite.

Auburn City Council

SPEEA member running for election



Hanan Amer

SPEEA member **Hanan Amer** is running for Auburn City Council Pos. 4.

She is a Materials Process and Physics engineer at Boeing. Since moving to Auburn in 2008, she became involved in the community. Her

past volunteer efforts include the Auburn Food Bank, White River Valley Museum and libraries in Auburn and Muckleshoot.

Since 2010, she’s volunteered with the Auburn Police Department and has volunteered with the Girl Scouts of Western Washington since 2012. She also volunteers as a tax preparer for the United Way of King County.

Amer is a USA Archery instructor and volunteers to teach archery at the Auburn Girl Scout camp. Because of her hundreds of hours spent with youth, she earned bronze and gold President’s Service Volunteer Awards.

Her website is voteamer.com.

The primary is Aug. 3.

SPEEA provides this information as a service to members. SPEEA does not endorse nor provide political contributions to any candidate.

If you are a SPEEA member running for public office, email karenm@speea.org.

Prof and Tech contracts

New clarification on safety shoe reimbursement

The SPEEA Executive Board recently approved a new side letter regarding the safety shoe reimbursement provided in Letter of Understanding (LOU) 3, in the Professional and Technical unit contracts.

Text of the side letter:

SIDE LETTER Regarding Letter of Understanding 3 – Health and Safety in the Workplace (Professional and Technical Units)

Regarding safety shoes, unless there is a business case to require annual safety shoe replacement, LOU 3 should be read to be \$75 per year or \$150 once every two years.

Reminder

Apply for Wichita joint committees

WICHITA – Midwest members still have time to apply for a joint committee focused on labor-management initiatives.

The joint committees provide a forum for discussion and collaboration with management.

Both SPEEA-Spirit bargaining units have contract language regarding the joint committees.

- Wichita Engineering Unit (WEU) - Joint Collaboration Committee

- Wichita Technical and Professional Unit (WTPU) - Joint Oversight Committee (JOC)

Apply

If you’re a SPEEA member in either bargaining unit for at least one year, you are eligible. Submit a qualification statement (250-word max) to vickim@speea.org by 5 p.m., Wednesday, June 30.

If you have questions, contact the Wichita office at 316-682-0262.

Reminder

Leadership opportunity for Everett Roundtable

Are you an Everett Council Rep interested in stepping up your involvement? You still have time to apply for the Everett Roundtable Planning Committee.

About the Planning Committee

The Planning Committee sets the agenda for the quarterly roundtable meetings. The committee includes five SPEEA Council Reps and five representatives from Boeing.

About the Roundtable

The Roundtable brings together a select group of Boeing Everett managers, Employee Relations and Human Resources representatives along with Everett Council Reps to address issues of mutual concern in the workplace.

Apply

If you're eligible, email speea@speea.org by 5 p.m., July 7, with a brief description of why you are interested.

Executive Board mini-minutes – June 3

Attendees: Ryan Rule, Shaunna Winton, Deena Hougham, John Dimas, Dan Nowlin, Chris Streckfus

Excused: Michelle Cooper

Council officers: R Matthew Joyce, Jeff Forbes, Mike Arrington, Tonya Sanders, Peter Goodfellow, Tony Hickerson, Emily Brent-Fulps

Guests: Jimmie Mathis, David Fritz

Staff: Ray Goforth, Robin Fleming, BJ Moore, Rich Plunkett, Matt Kempf, Steve Spyridis, Jerry DiLeonardo

At their regular meeting, the Board:

- Approved up to five hours of SPEEA paid time each for **R Matthew Joyce**, **Ryan Rule** and **Joel Funfar** to attend IFTE Spring Executive Council meeting,

May 13, for a total up to 15 hours of SPEEA paid time.

- Approved proposed Memorandum of Understanding (MOU) providing improvements to the Voluntary Investment Plan (VIP) as submitted by Boeing for our bargaining units.
- Recommended **Jennifer Marvin** to the Ed Wells Joint Policy Board open position.
- Approved up to one hour per week of SPEEA paid time for New Hire Orientation to be used by Oregon Council Reps.

Helping Other People Excel (HOPE)

SPEEA Council honors outstanding volunteers

At the SPEEA Council Convention June 10, **R Matthew Joyce** and **Steven Larson** were announced the recipients of this year's Stephen Pezzini Helping Other People Excel (HOPE) award.

Joyce is a Midwest Council Rep who serves in multiple SPEEA elected leadership roles as well as multiple terms on the local school board. Larson, an Everett Area Rep, serves on his local school board and Boy Scouts on behalf of his great nephews who live with him.

See more of their stories in the August SPEEA Spotlight.

COVID-19 photo policy

SPEEA publications and the website are only using group photographs if everyone in the photo is wearing a proper facial covering. Children under the age of two years and individuals in the same immediate family are exempt.

This policy remains in effect in compliance with public health guidelines and until the SPEEA Executive Board rescinds the policy.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PDT)

Week of June 28, 2021	
Monday June 28	4:30 p.m. NW Legislative & Public Affairs
Tuesday, June 29	4:30 p.m. NW Tellers
Wednesday, June 30	3:00 p.m. NW Council officers
Wednesday, June 30	4:00 p.m. Council officers
Thursday, July 1	4:00 p.m. Executive Board
Week July 5, 2021	
Tuesday, July 6	4:00 p.m. SPEEA Leadership Development & Training
Wednesday, July 7	4:00 p.m. NW Action and Communication Taskforce
Thursday, July 8	TBD NW Council
Week of July 12, 2021	
Wednesday, July 14	4:00 p.m. SPEEA Diversity
Thursday, July 15	4:00 p.m. Executive Board

MIDWEST MEETINGS (ALL TIMES CDT)

Week of June 28, 2021	
Wednesday, June 30	6:00 p.m. Council officers
Thursday, July 1	6:00 p.m. Executive Board
Week July 5, 2021	
Tuesday, July 6	6:00 p.m. SPEEA Leadership Development & Training
Wednesday, July 7	4:30 p.m. MW Membership Activities
Thursday, July 8	4:30 p.m. MW Council
Week of July 12, 2021	
Wednesday, July 14	6:00 p.m. SPEEA Diversity
Thursday, July 15	6:00 p.m. Executive Board