

Representing aerospace professionals with competence, integrity and action

Executive Board changes

Nowlin elected Executive Board secretary

Dan Nowlin, formerly a Northwest regional vice president, was elected Executive Board secretary by fellow Board members Oct. 7.

Nowlin, a technical worker at Boeing Everett, fills the vacancy created when **Shaunna Winton** moved to Executive Board treasurer after the retirement of **Michelle Cooper**. The unexpired terms of both offices run through March 22, 2022.

"I am honored to step into the role of secretary," Nowlin said. "It's rewarding to put the experience I've gained into helping members and SPEEA."



Dan Nowlin



Shaunna Winton

Nowlin's move leaves a Northwest regional vice president seat vacant. The vacancy will be filled by the Northwest Council at an upcoming meeting.

SPEEA statement on vaccine mandates

With our employers now mandating vaccines and deadlines nearing to be fully vaccinated by the Dec. 8 federal government mandate, SPEEA is talking with employers to ensure implementation gives proper consideration to members' concerns, health issues and abides by the provisions of our negotiated contracts.

As the SPEEA Executive Board stated before, we encourage members to get vaccinated for the safety of themselves, their families, and co-workers. We also remind members the mandates stem from a federal directive and our employers' need to provide a safe working environment for you and your co-workers.

Exemptions

Members with legitimate health and/or religious reasons preventing them from being vaccinated are encouraged to apply for the appropriate exemption. If issues arise while applying for an exemption, contact SPEEA.

We are encouraged that the vast majority of members we are hearing from are vaccinated and following health professionals' recommendations to wear a face mask, wash hands frequently and practice social distancing. If you see lapses in the workplace or a lack of Personal Protective Equipment (PPE), report it to management and to your SPEEA Council Rep and/or the SPEEA office. SPEEA continues to monitor PPE availability/workplace guidelines and pursue continued virtual work options for members.

SPEEA offices in Tukwila and Everett are open but with very reduced staff. Telephones are being forwarded as SPEEA staff continue to work remotely to reduce face-to-face contact per government and health care recommendations. Midwest workers looking to visit the office should contact staff first.

Find a vaccine near you

www.vaccines.gov

Executive Board

Interim election for Northwest VP

The Executive Board has an interim Northwest regional vice president vacancy due to officers' transitions. The Northwest Council will vote Feb. 10 to fill this vacancy.

Petitions are due Friday, Jan. 14.

To be eligible for Executive Board regional vice president, candidates must meet the minimum qualification of continuous SPEEA membership in good standing for the previous 24 months.

The election booklet is online at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations).

Election booklet includes:

- Interim VP petition, requiring 20 members' signatures
- Instructions for collecting petition signatures virtually if needed
- Important details on written responses from candidates
- Deadlines for the petition and other requirements

At the Feb. 10 Northwest Council meeting, candidates will have the opportunity to address the Council prior to the vote.



See the details on page 3!

AR Recognition Month - P2

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President

Ryan Rule

Executive Director

Ray Goforth

Executive Board

Shaunna Winton	Treasurer
Dan Nowlin	Secretary
John Dimas	NW Regional VP
Deena Hougham	NW Regional VP
Vacant	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

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Area Rep Recognition Month**Oregon Area Rep active prior to signing up for the role**

Brayden Jones

PORTLAND – **Brayden Jones** had no experience with unions prior to starting work at Boeing Portland in December 2018. From that first day, when he met his Council Rep at new-hire orientation, he decided to learn more.

A few months later, he found himself learning a lot more.

His team lead was an Area Rep who recruited him to help with SPEEA events like lunchtime meetings and a hot-dog feed. Then his Area Rep invited him to a Council Rep/Area Rep lunchtime meeting to sign him up as an Area Rep.

“Although I worked with the Area Reps, I didn’t know the function,” Jones said about attending this meeting. “So, I dug into it and saw it was a good way to get involved and help out,” he said. Since he was already active with SPEEA, this role made it more “official.”

Jones continues to help with lunchtime meetings and now goes to SPEEA new-hire orientations to introduce the new hires at Boeing Portland to SPEEA and their union contract benefits.

“I enjoy meeting the new employees and providing information,” he said. Serving as an Area Rep has other benefits, Jones

said. He likes to attend the Council Rep/Area Rep meetings to hear updates and ask questions.

He appreciates the bargaining power of belonging to a union. “The union gets us more benefits than we would have without it,” he said.

Jones, a manufacturing engineer, works on the 777 flap-support team as the link between design and build. He’s creating/managing manufacturing plans and serving as the liaison on testing and/or design changes.

Going to college at Oregon Tech in Klamath Falls, he knew he wanted to become an engineer. His bachelor’s degree is in mechanical engineering with a minor in applied mathematics. One thing he didn’t expect is to work at Boeing right after graduating, despite his desire to work in aerospace.

“I’ve always liked planes – working on them was my ultimate dream. I just thought I’d need to work somewhere else first.”

Become an Area Rep

SPEEA needs more Area Reps. Recruit someone you know to help share SPEEA news and answer questions for co-workers. See more about the role at www.speea.org (drop-down menu: Member Tools/Area Reps). Questions? Email petitions@speea.org.

**Ed Wells Partnership****Apply for conference grants**

The SPEEA-Boeing contracts offer benefits many people may not realize, including access to conference grants through Ed Wells Partnership.

The Ed Wells grants cover conference registration and travel expenses for technical conferences or classes related to your work. Your Boeing management only needs to cover your time to attend.

Apply for the grants through the Ed Wells website on the Boeing intranet (edwells.web.boeing.com).

Keep in mind

- Conference grant applications are due by Oct. 24 for events scheduled from Jan. 1-March 31.
- For conferences later in the year, see Ed Wells’ website for the application timeline.

Ed Wells Partnership, a negotiated contract benefit, provides free technical training, professional development and career coaching/consulting along with the grants and Ed Wells Live! Broadcasts.





Welcome back to 'Trunk or Treat' in Tukwila

SPEEA will join other labor unions in handing out free treats at the parking lot behind the Teamsters Tukwila building, starting at 3 p.m., Sunday, Oct. 31. Shown above at last year's 'Trunk or Treat' event are Council Rep **Theryl Johnson** along with **Michael and Evelyn Guglielmo**. This year, the Northwest Membership Activities Committee invites members to hand out candy. Email kurts@speea.org to sign up. This year's Halloween event is hosted by Teamsters National Black Caucus, MLK Labor and Washington Young Emerging Labor Leaders.

NW Young Members

Committee hosts virtual trivia night

The Northwest Young Members Committee wants to host a fun event that is easy to access.

Virtual Trivia Night

Tuesday, Oct. 19 • 5:30-6:30 p.m.

Email meetings@speea.org for link.

Shawn Atkinson, Everett Council Rep and vice chair of the committee, suggested a virtual trivia night based on his experience with a similar event at Boeing.

"The idea came from an event the IRC (Interiors Responsibility Center) Engineering Engagement Team put on last year," Atkinson said. He is a core member of the team. "We used it as a morale boosting event which helped people bond more outside of work."

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.

Profs and Techs

Remember to finalize interim review

With Performance Management (PM) Closeout coming soon, SPEEA Profs and Techs need to make sure their interim review is final.

Contract Administrators are reminding Council Reps and Area Reps to reach out to everyone at Boeing to ensure this has been done.

PM scores have a significant impact on raises and retention ratings.

If you or someone you know is having trouble completing the interim review process, follow the tips below. For additional help, contact your contract administrator or email speea@speea.org.

PM Interim Review

- Make time for this – if your manager forgets, initiate it.
- Ask for as many interim review discussions as you need, including a follow up if you run out of time for your initial interim review.
- If you have a new manager, ask questions to understand what you need to do to meet or exceed expectations.
- To meet expectations, get specific – make it objective and measurable and then document the decisions.
- Document your work, using the Employee Classification Worksheet.

Northwest Council actions – Sept. 9

At their regular meeting, the Northwest Council voted on the following motions:

- **NW-21-011** - It is moved that: The Northwest Council distribute the allocated funds for the 2021-2022 SPEEA NW Council Science, Technology, Engineering and Math (STEM) grants. The motion was approved by vote of acclamation. (See the October SPEEA Spotlight for the list of grant recipients).
- **NW-21-012** - It is moved that: The Northwest Council supports passage by the Washington state Legislature of the Worker Protection Act or other legislation that creates a pathway for workers to enforce workplace and discrimination protections on behalf of the state. The motion passed. For: 56. Against: 4.
- **NW-21-013** - It is moved that: The Northwest Council supports Bakery Confectionery Tobacco Workers and Grain Millers (BCTGM) Local 364 in Portland, Oregon, in its fight for a good contract at Nabisco. Because the strike is ongoing, the NW Council donates \$6,000 in food aid for the union members. It is further moved to inform members of how they can support these workers on strike and to support them in other ways. The motion passed. For: 46. Against: 0.
- **NW-21-014** - It is moved that: The Northwest Council will send a letter to The Boeing Company recommending we put safety first so that non-touch labor work be completed 100% virtually due to the delta variant of COVID-19. The motion passed. For: 33. Against: 4.



Online

COVID-19 updates, resources and information

www.speea.org



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UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PDT)

Week of October 18, 2021	
Monday, Oct. 18	4:00 p.m. SPEEA Legislative & Public Affairs
Wednesday, Oct. 20	4:00 p.m. SPEEA Governing Documents
Wednesday, Oct. 20	5:00 p.m. NW Governing Documents
Thursday, Oct. 21	4:00 p.m. Executive Board
Week of October 25, 2021	
Monday, Oct. 25	4:30 p.m. NW Legislative & Public Affairs
Tuesday, Oct. 26	5:00 p.m. NW Women's Advocacy
Wednesday, Oct. 27	5:00 p.m. NW New Hire/Young Members
Week of November 1, 2021	
Monday, Nov. 1	4:00 p.m. Council officers
Monday, Nov. 1	4:30 p.m. NW Safety & Wellness
Wednesday, Nov. 3	4:00 p.m. SPEEA Leadership Development & Training
Wednesday, Nov. 3	4:30 p.m. NW Action and Communication Taskforce
Thursday, Nov. 4	4:00 p.m. Executive Board

MIDWEST MEETINGS (ALL TIMES CDT)

Week of October 18, 2021	
Monday, Oct. 18	4:30 p.m. MW Legislative & Public Affairs
Monday, Oct. 18	6:00 p.m. SPEEA Legislative & Public Affairs
Tuesday, Oct. 19	4:00 p.m. MW Governing Documents
Wednesday, Oct. 20	6:00 p.m. SPEEA Governing Documents
Thursday, Oct. 21	4:30 p.m. MW Young Professionals
Thursday, Oct. 21	6:00 p.m. Executive Board
Week of October 25, 2021	
Tuesday, Oct. 26	11:00 a.m. MW Council officers
Week of November 1, 2021	
Monday, Nov. 1	6:00 p.m. Council officers
Wednesday, Nov. 3	6:00 p.m. SPEEA Leadership Development & Training
Thursday, Nov. 4	4:30 p.m. MW Membership Activities
Thursday, Nov. 4	6:00 p.m. Executive Board

Meetings are being held virtually and are subject to change/cancellations. See online regional calendars at www.speea.org for details.