

Representing aerospace professionals with competence, integrity and action

SPEEA at union Halloween event

TUKWILA, Wash. – About 800 children and their families came to the labor Trunk or Treat at the Teamsters Tukwila parking lot Oct. 31. SPEEA Council Treasurer **Theryl Johnson** and Council Rep **Gordon Yip** were there to hand out candy on behalf of the SPEEA Northwest Membership Activities Committee (MAC). This was in lieu of the MAC's traditional pumpkin decorating event not held due to COVID-19.

Shown here from left are Johnson, **Koa Hawkins**, 4, **Ryker Hawkins**, 7, and Yip.



In this photo with Johnson are the Reeves (from left): **Emma**, 18 months, **Lewis**, 4, **Shane**, 7, and **Garrett**, 6. They are the grandchildren of **Dan Nowlin**, SPEEA secretary.

Pictured below in the inflatable dinosaur costume is **Liam Sentell**, 7, with Johnson.

Parents were grateful for the trick-or-treat alternative with dozens of labor unions. The event was hosted by the Pacific Northwest Teamsters National Black Caucus, MLK Labor, Access 2, Washington Young Emerging Labor Leaders and the Washington State Labor Council, AFL-CIO.



SPEEA Executive Board

Workplace safety is top priority

With continued concerns about the vaccine mandate and how our employers will implement compliance, SPEEA reminds represented employees of the importance of remaining safe at work and respecting the views of co-workers.

This reminder comes as several members recently voiced concerns after witnessing heated discussions regarding COVID-19 vaccines, federal mandates and company plans for compliance. These are added to concerns about social distancing and face mask use in the workplace. Having and helping to maintain a safe work environment is a responsibility everyone shares. If you experience confrontational discussions or lapses in workplace safety, report it to the appropriate company official and to SPEEA.

As stated in the SPEEA Code of Conduct:

The strength of our solidarity depends on recognizing and honoring the worth of each other. SPEEA and the labor movement value human dignity. We believe people should treat each other with respect and consideration.

SPEEA continues to listen to members' concerns and seek answers to questions regarding our employers' compliance plans. The SPEEA Executive Board and your union staff are monitoring developments and stand ready to ensure your welfare and rights are protected.

If you, a co-worker or family member needs assistance during these difficult times, remember assistance is available through SPEEA and employee assistance programs where we work. These are difficult times at work and home. Take advantage of the benefits and services available.

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.

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Ryan Rule

Executive Director

Ray Goforth

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Deena Hougham	NW Regional VP
Vacant	NW Regional VP
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Midwest Regional Council Officers

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R Matthew Joyce	Treasurer
Tonya Sanders	Secretary

Northwest Regional Council Officers

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Virtual training**SPEEA ACE hosts aerospace composites overview Nov. 18**

You still have time to sign up for a virtual overview of aerospace composites, Thursday, Nov. 18 with Boeing Technical Fellow, **Max Kismarton**.

SPEEA Aerospace Career Enhancement (ACE) is hosting this free, two-hour introduction to the field of composites as well as a look at career options for those interested in exploring related fields. Topics include raw materials, manufacturing processes, engineering analysis, testing and usage in aircraft. This session will include time for questions.



Max Kismarton

Overview of Aerospace Composites

Thursday, Nov. 18
 5-7 p.m.
 Virtual

Register online at bitly/3ESdfKC**About the presenter**

Kismarton works in Boeing Commercial Airplanes (BCA) Product Development in the Airplane Configuration & Integration group. He heads up research and development projects on micromechanical behavior, hybrid laminates and high-performance wing box structures for present and future commercial aircraft. He also is an instructor for the University of Kansas.

About SPEEA ACE

The SPEEA ACE program originated with the help of funding from a Washington state grant with a mission to help promote, expand, and enhance workforce training and education, and support in the aerospace, and aerospace supply chain industries. SPEEA ACE is committed to providing curriculum development and instructor training for aerospace professionals and industry experts needing to maintain or gain new skills.

Boeing open enrollment**SPEEA webinar features overview of benefits**

Learn more about the Boeing health care plan options in a webinar recording by **Jason Collette**, SPEEA contract administrator and benefits coordinator.

The webinar is online at www.speea.org (drop-down menu: Medical and Retirement).

Boeing open enrollment continues through Tuesday, Nov. 23. This is the only time of the year to make routine changes to your medical plans.

Reminder – you and your spouse/domestic partner need to take the online health-risk assessment by Nov. 23 to avoid a \$20 monthly fee.

SPEEA monitoring priority recall list, resolving issues

SPEEA continues to monitor the priority recall list for laid-off represented employees and work to resolve issues.

Issues include recalling people out of order, incorrectly labeling recalled employees as contractors, using contractors instead of recalling from the list and treating employees who are recalled as if they were new hires.

If you have an issue or question related to priority recall or temporary recall, contact your Council Rep, who will work with SPEEA contract administrators as needed. Find your Council Rep's contact information at www.speea.org (drop-down menu: Member Tools/Find Your Council Rep).

If you're in a district without a Council Rep, email speea@speea.org and include your location as well as contact information.

Designated Alternate encourages Area Reps to step up



Jeff Muraki

Area Rep **Jeff Muraki** didn't hesitate when asked to become a Designated Alternate to fill in for his Council Rep at Council meetings.

He encourages other Council Reps to select one of their Area Reps to serve as a Designated Alternate. And if Area

Reps are asked, he hopes they say yes.

"You can't get the full benefit unless you become involved, instead of being on the sidelines," he said. "If you really want to find out information, and you're an Area Rep, become a Designated Alternate. You're doing your part and getting more information."

Only Designated Alternates can vote on motions at the Council meetings on behalf of the Council Rep and the district.

All other Council Rep responsibilities are exclusive to the role. For example, only Council Reps can attend investigatory or disciplinary meetings with management (Weingarten Rights).

Why SPEEA?

Muraki didn't need any convincing to join SPEEA 32 years ago when he went to work

at Boeing. His father worked for Teamsters as a union negotiator for many contracts for Hawaiian, Aloha and American airlines pilots and flight attendants as well others.

"For me, growing up, I knew unions. It was a simple decision."

When he went to work at Boeing in 1989, he started on coding data from flight manuals for the database. Related jobs led to his current role as Electronic Flight Bag (EFB) program manager. "I help airlines implement that into operations through training and help with the process of deploying EFBs."

At Plant II, a Council Rep recruited Muraki for Designated Alternate, because he was a Council Rep at Long Acres many years ago.

Muraki is also an advocate for the role of Area Rep. "It's an opportunity to help co-workers," he said. "My fellow co-workers need someone to go to for issues or information when they don't understand something."

Most people see the benefits of pay and health care from union contracts. He sees the value of a union as the key to a better lifestyle. That includes pay and benefits, but also intangibles that many may not realize – the staff at the union working to support represented employees.

"They are all hard-working people," he said, "and they are our employees."

2021 SPEEA-Spirit salary charts online

WICHITA – Salary charts reflecting 2021 raises are online at www.speea.org under Member Tools for the Wichita Engineering Unit (WEU) and Wichita Technical and Professional Unit (WTPU).

Login requires your work email and Employee ID (without the leading 'S'). See instructions for accessing the charts on the webpage.

SPEEA compiles charts by major organization, occupation, job family and skill management code (if applicable) based on data provided by Spirit AeroSystems following the selective salary adjustment exercise.

Charts are also online for the Prof and Tech Bargaining Units at The Boeing Company.

SPEEA Council actions – Oct. 14

At their regular meeting, the SPEEA Council:

- Recognized new Everett Council Rep **Sergey Barmichev** (E-31)
- Recognized the retirement of former IFPTE President **Paul Shearon** with a plaque made at Boeing Frederickson where Shearon worked when he was a SPEEA activist. The three members who worked on the plaque were **Rogelio Garcia**, NW Council Secretary **Mike Arrington** (F-10) and **Mark Diep**. Shearon was an elected SPEEA leader, director of organizing and IFPTE officer.
- Voted on the following motions:
 - M21-015 – Questions for Executive Officer Candidate Elections. For: 55 Against: 5. The amended motion passed.
 - M21-016 – Council directs our Executive Board to send a recall of the 9/9/2021 Joint Boeing/SPEEA email. For: 24. Against: 26. The motion failed.

Executive Board mini-minutes – Oct. 21

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

Council officers: R Matthew Joyce, Jeff Forbes, Byron Henderson, Tonya Sanders

Guests: Ellen Kelman, Jimmie Mathis, Amanda Correll

Staff: Ray Goforth, Robin Fleming, BJ Moore, Steve Spyridis, Rich Plunkett, Brandon Anderson, Bill Dugovich

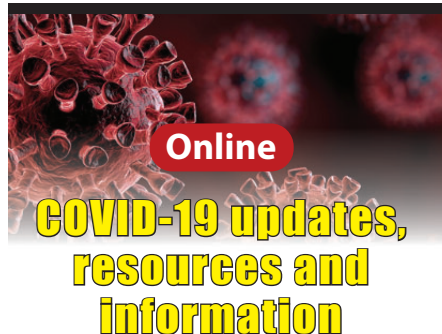
At their regular meeting, the Executive Board:

- Approved the COVID-19 vaccine exemption guideline created Oct. 21 to be published on the SPEEA website on the main page throughout the duration of the vaccine mandate. Furthermore, the guideline will be emailed to SPEEA members' home email addresses and to Council Reps and Area Reps for distribution.

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.



www.speea.org

Boeing – Spirit – Triumph

2022 payday calendars

www.speea.org

IFPTE leadership

AFL-CIO seats Biggs on Executive Council, honors Shearon



Matt Biggs

IFPTE President **Matt Biggs** was recently named to represent IFPTE on the AFL-CIO Executive Council.

“I am honored to have the opportunity to represent IFPTE’s diverse membership on the AFL-CIO Executive Council. IFPTE has been a proud member of America’s labor movement since our inception in 1918. We are looking forward to working collectively with President Shuler, Secretary-Treasurer Redmond, Executive Vice President Gebre, and the AFL-CIO staff to ensure the issues facing our membership are brought to the highest levels of our labor movement.”

In making the announcement at the AFL-CIO fall meeting, the Council also recognized former IFPTE President **Paul Shearon**, noting his “activism and dedication will leave an imprint on North America’s working families for

generations to come.”

Prior to retiring, Shearon served on the AFL-CIO Commission on the Future of Work and Unions focused on ensuring the benefits of technological progress are distributed fairly, and workers have a say in technology, automation and evolving work arrangements.

He also contributed to the AFL-CIO’s Executive Council Committee on Immigration and the Labor Advisory Committee for Trade Negotiations and Trade Policy.

See more about the AFL-CIO recognition of Shearon’s retirement at www.ifpte.org.



Paul Shearon

Executive Board

SPEEA sends letters of labor support

The SPEEA Executive Board sent letters of support to labor organizations facing contract issues as well as a congratulations letter for contract negotiations success. The letters were also sent to the related state and local labor councils.

UAW workers at John Deere – Support for John Deere workers on strike for respect and a fair contract that secures improved wages, benefits and job security.

Health care workers at Kaiser Permanente – Support health care workers on the verge of a strike after Kaiser’s latest contract offer only called for a 1% pay increase.

National Women’s Soccer League players – Support for negotiating a contract that puts women on equal footing with male players and secures a formal investigation into abuse against players.

Teamsters 117 contract at Sysco – Congratulations for negotiating a contract that includes raises by \$4 an hour, vacation improvements, health care for retirees and more.

See the letters at www.speea.org.

Staff available via email – speea@speea.org

Staff working remote due to surge in COVID cases

SPEEA offices open on limited basis

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

Week of November 15, 2021	
Monday, Nov. 15	4:00 p.m. SPEEA Legislative & Public Affairs
Tuesday, Nov. 16	4:30 p.m. SPEEA Organizational Planning
Wednesday, Nov. 17	4:00 p.m. SPEEA Governing Documents
Wednesday, Nov. 17	5:00 p.m. NW Governing Documents
Thursday, Nov. 18	4:00 p.m. Executive Board
Thursday, Nov. 18	4:00 p.m. SPEEA Veterans
Week of November 22, 2021	
Monday, Nov. 22	4:30 p.m. NW Legislative & Public Affairs
Week of November 29, 2021	
Monday, Nov. 29	4:00 p.m. Council officers
Tuesday, Nov. 30	5:00 p.m. NW Women’s Advocacy
Wednesday, Dec. 1	4:30 p.m. NW Action and Communication Taskforce
Thursday, Dec. 2	4:00 p.m. Executive Board

MIDWEST MEETINGS (ALL TIMES CT)

Week of November 15, 2021	
Monday, Nov. 15	4:30 p.m. MW Legislative & Public Affairs
Monday, Nov. 15	6:00 p.m. SPEEA Legislative & Public Affairs
Tuesday, Nov. 16	6:30 p.m. SPEEA Organizational Planning
Wednesday, Nov. 17	6:00 p.m. SPEEA Governing Documents
Thursday, Nov. 18	4:30 p.m. MW Young Professionals
Thursday, Nov. 18	6:00 p.m. Executive Board
Thursday, Nov. 18	6:00 p.m. SPEEA Veterans
Week of November 22, 2021	
No meetings scheduled	
Week of November 29, 2021	
Monday, Nov. 29	6:00 p.m. Council officers
Tuesday, Nov. 30	11:00 a.m. MW Council officers
Thursday, Dec. 2	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.