

Representing aerospace professionals with competence, integrity and action



Attending a SPEEA member meeting at Plant II Sept. 13, from left are Council Rep **Theryl Johnson**, **Corey Rosenberg**, **Jason Garten**, Area Rep **Dean Peloquin**, **Shawn Kelley**, Area Rep **Tristan Vogeler** and Council Rep **Joel Fumfar**. The members heard about the role of Area Reps followed by a discussion on the Constitutional Referendum. Join them in voting to 'Accept' on the October SPEEA ballot.

Boeing Profs and Techs

Virtual work should remain an option for SPEEA members

The Boeing Company's unilateral corporate edict for employees to return to the workplace is more focused on workplace optics than actual data regarding productivity.

SPEEA-represented employees continue to show high levels of productivity – whether working on-site or virtually.

Union leaders and staff have repeatedly engaged Boeing on the need to allow employees to work virtually. Despite Boeing acknowledging virtual work is not impacting productivity and the company's elimination of many on-site work spaces, corporate remains committed to returning its employees to the workplace.

While requiring its own direct employees to return to the workplace, Boeing continues to outsource work to locations around the world – effectively allowing this outsourced work to be performed offsite.

The people who are entrusted to design, engineer and support the manufacturing of the world's most sophisticated aerospace products should also be trusted by their employer to decide how to best get their group's work statement completed. It is unfortunate management continues to assert its right to manage workers with less than adequate regard for the needs and well-being of its employees.

We encourage employees who want or need to continue working virtually to discuss their situation, viable options, and accommodations with their manager. Many local managers are working with employees and finding solutions such as long-term telecommuting or leave of absences.

Information in LOU 13 relating to Virtual Office/Telecommuting of the Prof and Tech contracts may be helpful.

SPEEA leaders: Vote 'Accept'

Constitutional Referendum ballots go in the mail Oct. 5

SPEEA ballots will mail to members' homes on Wednesday, Oct. 5. Look for the envelope marked "Constitutional Referendum BALLOT ENCLOSED."

SPEEA elected leaders, committee members, Area Reps and members are urging co-workers to join them in voting 'Accept' for the referendum to streamline SPEEA's organizing process.

Remember to return your ballot right away. Ballots must be delivered to SPEEA by noon, Oct. 26. Ballots arriving after that time, regardless of postmark, will not be counted.

Help spread the word among co-workers to look for their ballot envelope and vote.

SPEEA Council Reps received a packet of stickers and desk tents to distribute in the workplace. The desk tent, Frequently Asked Questions and informational flier are also at www.speea.org (click on the link for the referendum page).

About the Constitutional Referendum

- This is a simple change to streamline the organizing process by eliminating a costly and time-consuming election by all members.
- Any organizing effort outside of Boeing or Spirit would still be scrutinized by SPEEA

State labor leaders support – P3

members on the Organizational Planning Committee as well as the Executive Board, prior to going to the SPEEA Council for a vote. Every step of the way, members can and will be involved.

- SPEEA leaders studied and debated the referendum for about a year before presenting a recommendation to the SPEEA Council. The Council voted nearly unanimously to send this to the members for a vote.

Who's voting to 'Accept'?

Every SPEEA and regional committee passed motions to support voting 'Accept' on the referendum ballot. Those committee members as well as Executive Board, Council officers and numerous Council Reps are all voting to 'Accept.' At lunchtime meetings, hot dog feeds, pizza lunches and ice cream socials, members have learned more about the referendum and decided they are voting to 'Accept.'

Paul Shearon, former SPEEA elected leader, SPEEA organizing director and president of IFPTE, also urges members to vote 'Accept.' See Shearon's video testimonial at www.speea.org (click on link for referendum page).

If you are still looking for information or have questions, email referendum@speea.org.

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Cease operations in Russia**SPEEA calls for more action by Boeing against Russia**

SEATTLE - Russia's continued attack on Ukraine and its people demands more action by U.S. corporations, including The Boeing Company.

While more than 400 U.S. companies have stopped and removed operations in Russia, Boeing has only announced "suspension" of work in Moscow and elsewhere. The Boeing website still lists its Russian facilities and operations and refers to its Moscow Design Center as "the largest engineering division outside the United States." There is no mention of suspended operations on the Boeing/Russia webpages.

Boeing previously announced it will no longer buy titanium and aluminum from Russia. With the most recent announcement of Russia calling up more troops and escalating the war, it is clear stronger action is warranted.

SPEEA, IFPTE Local 2001 calls on Boeing to cease all operations in Russia and start the permanent transfer of that work to other locations.

The destruction and atrocities Russia is inflicting on Ukraine and its people will reverberate for decades after this brutal conflict ends. As a world leader in aerospace, Boeing's permanent departure will send a strong message to Russia that there are far-reaching consequences for invading and inflicting unforgiveable death and destruction on sovereign countries and their people.

In making this call to Boeing, the 17,000 SPEEA-represented employees at Boeing and Spirit AeroSystems, extend a hand of solidarity to the people of Ukraine. While we cannot fully imagine the horrors Russia has inflicted on you, your families, and your way of life this past year, we are in awe of your bravery and resolve to save your country.

As a union formed and maintained by collective action, we stand in Solidarity with the people of Ukraine and President Volodymyr Zelenskyy with our call on Russia to end this conflict and recall its troops.

SPEEA Aerospace Career Enhancement (ACE)**ACE classes in October in person**

SPEEA Aerospace Career Enhancement (ACE) added to its October lineup of classes. All of the classes are in-person – space is limited.



Look for the registration link at canvas/aerocareer.org.

Dates/Times/Locations	Classes
Tuesday, Oct. 11 Wednesday, Oct. 12 5 to 7 p.m. (both days) - SPEEA Tukwila	Live & Interactive Excel Training: Lookups & Pivot Tables (two-day course) - Tap the power of Excel to manage and analyze large data sets.
Thursday, Oct. 20 - SPEEA Tukwila Wednesday, Oct. 26 - SPEEA Everett 3:30 to 6 p.m. both sessions	CPR & AED Class (In-person at SPEEA Halls) - This is adult/child/infant all-inclusive certification training for Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED).
Tuesday, Oct. 25 Thursday, Oct. 27 5 to 7 p.m. (both days) - SPEEA Everett	Microsoft Project Essentials for Engineers (two-day course) – Get started with Microsoft Project by learning best practices and essential features to make this part of your engineering toolbox.

To receive ACE updates, sign up for SPEEA home email at www.speea.org.

Asian Pacific American Labor Alliance (APALA)**D.C. labor staff gain first union contract**

WASHINGTON, D.C. – Staff at Asian Pacific American Labor Alliance (APALA), AFL-CIO, ratified their first union contract. The staff are members of OPEIU Local 2.

The groundbreaking contract includes salary increases for each bargaining unit member

along with workplace protections and benefits.

APALA is the first of the six constituency groups affiliated with AFL-CIO to have unionized staff.

See the press release from Sept. 7 at apalanel.org.

Washington State Labor Council (WSLC), AFL-CIO**WSLC: Vote to ACCEPT Constitutional Referendum**

By *Larry Brown, President & April Sims, Secretary-Treasurer Washington State Labor Council, AFL-CIO*

Across Washington state, we're seeing a rising tide of support and enthusiasm for worker organizing. After decades of attacks, unions are experiencing a surge in public opinion, and many working people are recognizing what our movement knows; united, we are powerful.

As we seek to capitalize on this growing wave of union support and organizing enthusiasm, our movement is developing new tools and practices to ensure we can meet the moment.



April Sims

That includes examining our organizational policies and past practices for ways to streamline our organizing work while maintaining the integrity of our unions. As a people-powered movement, democracy in our unions is essential. The proposed change to the SPEEA constitution empowers democratically elected members of the SPEEA Council, entrusted by the folks that voted them into office, to authorize organizing drives outside of Boeing or Spirit. This change maintains the democratic oversight that is essential for well-functioning unions while providing SPEEA with a greater ability to nimbly respond to workers seeking to organize.

"This constitutional change sets SPEEA up for growth."

Currently, authorization of an organizing drive outside of Boeing and Spirit requires a costly 60% approval vote from the entire SPEEA membership. Moving to a Council approval process would save tens of thousands of dollars per vote. Further, removing barriers to new organizing strengthens SPEEA members' position at the bargaining table and would help discourage employers from trying to outsource work to non-union workers - workers SPEEA will more easily be able to organize.



Larry Brown

In the past decade, SPEEA has lost more than 9,000 members due to employers moving work and outsourcing jobs. Without the ability to grow beyond current employers, SPEEA will likely continue to shrink. Yet, we know there are workers outside of Boeing and Spirit who are motivated and inspired by other workers organizing and are looking for a home of their own in the labor movement.

The aerospace industry remains a source of good, union jobs in Washington, largely as a result of SPEEA and other unions' decades of organizing. This constitutional change sets SPEEA up for growth – and increases opportunities for more working people to join a union that has been raising the standard and lifting the tide for aerospace workers for decades.

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Open enrollment**Change coming to Boeing health plan premiums**

For the past five years, SPEEA-represented employees paid 0% for Advantage+, 5% for Traditional Medical Plan, and 12% for Select and all HMO plans.

Starting in 2023, SPEEA-represented employees will pay monthly premiums based

on a tiered system. The tier is based on the employee's base salary on July 1 the previous year.

See the October Spotlight for more details about the pay band premium costs. The November Spotlight will feature more comprehensive articles and charts.

Executive Board mini-minutes – Sept. 1

Attendees: Ryan Rule, Dan Nowlin, John Dimas, Deena Hougham, Chris Streckfus, Mike Arrington

Excused: Shaunna Winton

Council officers: R Matthew Joyce, Byron Henderson, TJ Johnson, David Garrett, Tonya Sanders, Peter Goodfellow, Jeff Forbes

Guests: Jimmie Mathis, David Fritz

Staff: Ray Goforth, BJ Moore, Steve Spyridis, Rich Plunkett, Matt Kempf, Bill Dugovich, Susanne Murphy, Brandon Anderson, Catherine Thomas, Pauline Tamblyn

At their regular meeting, the Board:

- Approved necessary travel expenses and time for two members to travel two days to support the Portland lunchtime meetings in September.

TRAINING/ EVENTS

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

Northwest**Teamsters Halloween Trunk or Treat**

Saturday, Oct. 29, 4-7 p.m.

Teamsters Hall, 14675 Interurban Ave., Tukwila

Free fun, food and prizes – with trick or treating in the parking lot!

NW Membership Activities Committee (MAC) will be there, too

Email kurts@speea.org to volunteer with NW MAC

MIDWEST**Young Professionals no-host social**

Friday, Oct. 14, 4 p.m.

Central Standard Brewing
156 Greenwood, Wichita

Veterans Day Parade

Saturday, Nov. 5, 11 a.m.

Starting at Central and Main

Ending at Riverfront Stadium with car show and party

Email

daniel.j.ryan@spiritaero.com
to join SPEEA in parade

**Midwest retirees at labor golf tournament**

Former SPEEA Midwest Council Reps **Donna Lebane** and **Joe Abbott** are shown here at the Kansas AFL-CIO Golf Tournament, a fundraiser for the Boys & Girls Club Kansas Alliance. They played in Topeka, Sept. 10. The Boys & Girls Club of Kansas works to enable young people, especially those most in need, to reach their full potential as productive, caring, responsible citizens. Abbott co-led the SPEEA Midwest Golf Tournament for many years before retiring. Lebane is part of the Kansas AFL-CIO Board.



Fundraiser for Economic Opportunity Institute

As part of ongoing support for the Economic Opportunity Institute (EOI), a research-focused nonprofit, SPEEA hosted a table at a fundraising event in Seattle, Sept 15. Shown here from left at the event are **Ayesha Khan**, Everett Council Rep **Mohammed Khan**, SPEEA Treasurer **Dan Nowlin**, **Bonnie Nowlin**, SPEEA Aerospace Career Enhancement (ACE) Training Coordinator **Catherine Thomas**, Seattle Council Rep **Joel Funfar**, Everett Council Rep **Benjamin Briles** and **April Sims**, Washington State Labor Council secretary-treasurer and EOI Board member. EOI is an independent, nonpartisan public policy center. Through research, education and advocacy, EOI encourages public debate to advance new ideas for improving the economy for everyone.

Executive Board appointments

NW labor delegates to serve new terms

The SPEEA Executive Board recently appointed SPEEA labor delegates to local and state labor councils. They will serve two-year terms.

- MLK Labor – **Jessica Bonebright, Joel Funfar, Brent McFarlane, Dan Nowlin and Ryan Rule**
- Snohomish & Island County Labor Council – **Benjamin Briles, Jeff Forbes, Mohammed Khan and Evan Wipf**
- Washington State Labor Council (WSLC) – **Suzanne Harding, Mohammed Khan, Jimmie Mathis,**

Brent McFarlane, Dan Nowlin and Ryan Rule

The councils bring together delegates from diverse unions within geographic boundaries to network and support social justice issues, contract negotiations and picket lines. Meetings are typically held monthly.

Members who serve as delegates belong to the SPEEA Northwest Labor Delegates Committee. This committee develops positions and works with the Northwest Legislative and Public Affairs Committee on motions as needed to bring to the Northwest Council for a vote.

Northwest Council actions – Sept. 8

At the Sept. 8 meeting, the Northwest Council:

- Heard an update on the Washington State Labor Council (WSLC), AFL-CIO, from **Joel Funfar**, chair of the Northwest Legislative and Public Affairs, and **Daniel Peters**, Northwest Labor Delegates chair and WSLC SPEEA/IFPTE-At Large vice president.
- Held a moment of silence for the people killed in the 9/11 attacks, the people still suffering from the effects of the terrorist attack and for all those who suffered in the past in the fight for the labor movement.
- Held a discussion on changing the governing documents regarding interim negotiations
- Heard a presentation on the Constitutional Referendum
- Voted to approve Motion NW22-07 Distribution and Disbursement of Science, Technology, Engineering and Math (STEM) funds. See the full motion, with the list of teams, schools/organizations and each award amount at www.speea.org (drop-down menu: Councils/Approved Council Motions). For: 37. Against: 0.

SPEEA Home Email

Still working remote? Or are you back at work and want work-related updates?

Sign up at www.speea.org



UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

Week of October 3, 2022	
Monday, Oct. 3	3:30 p.m. NW Council officers
Monday, Oct. 3	4:00 p.m. Council officers
Monday, Oct. 3	4:30 p.m. NW Safety & Wellness
Tuesday, Oct. 4	4:00 p.m. SPEEA Leadership Development & Training
Wednesday, Oct. 5	4:30 p.m. NW Action and Communication Taskforce
Thursday, Oct. 6	4:00 p.m. Executive Board
Week of October 10, 2022	
Tuesday, Oct. 11	4:30 p.m. NW Membership Activities
Wednesday, Oct. 12	4:30 p.m. SPEEA Diversity
Thursday, Oct. 13	3:00 p.m. SPEEA Council
Week of October 17, 2022	
Monday, Oct. 17	4:00 p.m. SPEEA Legislative & Public Affairs
Wednesday, Oct. 19	4:00 p.m. SPEEA Governing Documents
Wednesday, Oct. 19	5:00 p.m. NW Governing Documents
Thursday, Oct. 20	4:00 p.m. Executive Board

MIDWEST MEETINGS (ALL TIMES CT)

Week of October 3, 2022	
Monday, Oct. 3	6:00 p.m. Council officers
Tuesday, Oct. 4	6:00 p.m. SPEEA Leadership Development & Training
Thursday, Oct. 6	4:30 p.m. MW Membership Activities
Thursday, Oct. 6	6:00 p.m. Executive Board
Week of October 10, 2022	
Wednesday, Oct. 12	6:30 p.m. SPEEA Diversity
Thursday, Oct. 13	4:00 p.m. MW Council
Thursday, Oct. 13	5:00 p.m. SPEEA Council
Week of October 17, 2022	
Monday, Oct. 17	4:30 p.m. MW Legislative & Public Affairs
Monday, Oct. 17	6:00 p.m. SPEEA Legislative & Public Affairs
Tuesday, Oct. 18	4:00 p.m. MW Governing Documents
Wednesday, Oct. 19	6:00 p.m. SPEEA Governing Documents
Thursday, Oct. 20	4:30 p.m. MW Young Professionals
Thursday, Oct. 20	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.