

Representing aerospace professionals with competence, integrity and action

Constitutional Referendum

SPEEA leaders urge members to vote 'Accept'

Members are casting their ballots for the Constitutional Referendum.

Ballots are due no later than noon, Wednesday, Oct. 26. Ballots arriving after that time, regardless of postmark, cannot be counted.

Throughout the Northwest and Midwest, SPEEA leaders connected with hundreds of members to answer questions and explain why this referendum to streamline the organizing process is good for everyone.

If approved, what changes?

Instead of an all-member vote to approve an organizing drive for employees outside of Boeing or Spirit, the SPEEA Council will vote to approve. Votes on contracts and all other union elections stay exactly as they are today.

Get out the vote

SPEEA leaders and staff are helping get out the vote by calling Council, Area Reps and union activists to discuss the Constitutional Referendum, answer questions and ask for a vote to 'Accept.'

Interested in helping get out the vote to 'Accept'? Or have questions related to the vote? Email referendum@speea.org.

Results online

After ballots are counted and results certified by the Tellers Committee, which oversees SPEEA elections, the outcome will be announced at www.speea.org. Also look for the news in a home email from SPEEA or a message from your Council/Area Rep.

Depending on the timing of the referendum results, the Oct. 28 SPEEA News, which will also feature the news, could be delayed.

Big win

"The referendum, if it passes, can more easily expand our union. SPEEA isn't just Boeing. SPEEA can be many companies – other companies where members can go. It's a big, big win."

Sandra Gutierrez
Everett Area Rep, second shift



Shown here at the Developmental Center, from left, Area Rep **Michael Knopp**, Northwest Council Chair **Jeff Forbes**, **Kris Johansson**, Council Rep **Jeetendra Duwadi**, SPEEA Contract Administrator **Jason Collette** and Council Rep **Roger Aisaka**.



Portland members with 'Accept' sign are **Luis C. Romero Jr.**, left, and **Pete Lodato** at a referendum event.



Sandra Gutierrez, Everett Area Rep, and **Mike Shea**, Everett Council Rep are at the SPEEA Everett Hall.



Renton member **Andy Merwin** at a lunchtime meeting.

VOTE!
Ballots due by noon,
Wednesday, Oct. 26
Must be delivered by the deadline!



President

Ryan Rule

Executive Director

Ray Goforth

Executive Board

- Dan Nowlin Treasurer
- Shaunna Winton Secretary
- Mike Arrington NW Regional VP
- John Dimas NW Regional VP
- Deena Hougham 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
- David Garrett 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

Celebrate Area Reps' role as SPEEA liaisons

SPEEA celebrates Area Rep Recognition Month in October to shine a light on the work of Area Reps to help connect members with their district's Council Rep(s).

NW Action and Communication Taskforce (ACT) spearheads this recognition by organizing a SPEEA visibility item gift for Area Reps in the Northwest and Midwest. This year's gift is a Polo shirt union-made in the U.S. with SPEEA's logo and Area Rep title embroidered in the front upper corner. If you're an Area Rep, look for an email from SPEEA to choose your size.

What SPEEA Area Reps do

- Connect members to their Council Rep
- Help Council Reps distribute SPEEA emails as needed
- Welcome new members in their area to SPEEA



Sign up

Members can become Area Reps by asking their Council Rep to sign an Area Rep petition, available at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations).

If the Council Rep is not available, the Area Rep candidate can have five other members sign the petition.

See more about the Area Rep role at www.speea.org (drop-down menu: Member Tools/Area Reps).

Connect and collaborate

Council Reps benefit from sharing Area Rep roster

Council Reps are urged to connect Area Reps with each other. This makes for a stronger district and enhanced coverage for members for at least a couple of reasons:

- Area Reps may get questions from members outside of their area or shift. By knowing other Area Reps, they can refer

the member to the right person.

- By talking with each other, Area Reps are also building a stronger connection with their Council Rep and SPEEA.

Council Reps often hold meetings with their Area Reps. Share the rosters with them, too. That collaboration could help more members.



ACE classes in person and hybrid

Check out upcoming SPEEA Aerospace Career Enhancement (ACE) classes. Most of the classes are in-person. Microsoft Project Essentials for Engineers is now being offered both in-person and online at the same time (hybrid). Register at <https://canvas.aero-career.org/>.

Dates/Times/Locations	Classes
Thursday, Oct. 20 SPEEA Tukwila Wednesday, Oct. 26 SPEEA Everett Tuesday, Nov. 15 SPEEA Everett Wednesday, Nov. 30 SPEEA Tukwila 3:30 to 6 p.m. (all sessions)	CPR & AED Class (In-person at SPEEA Halls) - This is adult/child/infant all-inclusive certification training for Cardio-pulmonary Resuscitation (CPR) and Automated External Defibrillator (AED).
Tuesday, Oct. 25 Thursday, Oct. 27 5 to 7 p.m. (both days) SPEEA Everett and online	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. This class is in person and online (hybrid).
Saturday, Nov. 12 Saturday, Nov. 19 Saturday, Dec. 3 SPEEA Everett 8:30 a.m. to 3:30 p.m. (each day)	Overview of Python for Engineering Programming (three-day Saturday class) - This is an introduction to the Python programming language and its rich ecosystem, focusing on engineering applications with practical examples on implementing elegant and efficient algorithms.

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

Disability Employment Awareness Month**IFPTE hosts accessibility panel discussion**

Become more aware of accessibility in the workplace through a panel discussion hosted by the IFPTE Women's Solidarity Network (WSN) at 11 a.m. (PT), Wednesday, Oct. 26.

The focus of the discussion is on how unions can advocate for changes that promote the equitable inclusion of all people.

The featured panelists include:

- **Hayley Brown**, president of Nonprofit Professional Employees Union/IFPTE Local 70 and a research associate at the Center for Economic and Policy Research (CEPR)
- **Brianne Burger**, Executive Board member of Deaf In Government (DIG)

and director/liaison of the Special Institutions within the U.S. Department of Education

- **Jess Miller-Suchet**, former member of the Engineers and Scientists of California/IFPTE Local 20 and a paralegal at Disability Rights Advocates

To register, go to actionnetwork.org/events/9th-women-unions-international-speaker-series.

American Sign Language (ASL) interpretation and closed captioning available.

If you require accommodation or have questions about the event, email womensnetwork@ifpte.org.

Union to talk with company**Spirit's 'Bring Your Own Device' does NOT apply to SPEEA**

WICHITA, Kan. – SPEEA asked Spirit AeroSystems to answer some basic questions and address concerns about the company's request to include union-represented employees in a new – Bring Your Own Device (BYOD) – policy requiring the use of personal cell phones for company business.

The policy – which took effect for non-union employees Oct. 6 – does not include SPEEA-represented employees. While Spirit has “requested” SPEEA-represented employees be included in the new policy, the union is awaiting answers before proceeding.

SPEEA has expressed multiple concerns regarding the company's access to personal cell phones and the personal information and data they contain. As outlined for non-union employees, Spirit's policy requires users download a company application to their telephones. Requiring a proprietary application brings in additional concerns about cell phone compatibility, Department of Defense clearances and liability in the case of data loss.

After SPEEA receives answers to these questions, we will determine next steps. SPEEA is determined to protect union-represented employees and to ensure the company respects employees' privacy, does not place employees in jeopardy and does not unduly intrude on work-life balance. Watch for additional information in the coming weeks.

SPEEA involvement**Fall events for families**

SPEEA is supporting events in the Northwest and Midwest. Plan to join us as volunteers or just come have fun!

Northwest

Trunk or Treat – Members of the SPEEA Northwest Membership Activities Committee (MAC) will have a carload of treats for kids at the Teamsters' Trunk or Treat, at the Tukwila Teamsters Hall. Drop by any time from 4 to 7 p.m., Saturday, Oct. 29, for goodies. Want to help hand out goodies? Email kurts@speea.org for details.

Midwest

Veterans Day Parade – Save the date, Saturday, Nov. 5, to join SPEEA in the Veterans Day Parade. The parade starts at 11 a.m., at Main and Central downtown Wichita, and ends at Riverfront Stadium with a party and car show. This year's parade honors women veterans. To be part of the SPEEA team walking in the parade and handing out miniature American flags, email daniel.j.ryan@spiraero.com.

**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**Veterans Parade**

Saturday, Nov. 5, 11 a.m.

Starting at Central and Main

Ending at Riverfront Stadium with car show and party

SPEEA participates in parade – email daniel.j.ryan@spiraero.com for details

Young Professionals no-host social

Friday, Nov. 11, 4 p.m.

Location TBD

Delay for Spirit online salary charts

Expecting to be online by Nov. 1

SPEEA Home Email

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

Sign up at www.speea.org



Highest since 1965

Union approval rating climbs to 71%

WASHINGTON, D.C. – Union approval keeps climbing, according to the latest Gallup poll. Compared to last year’s 68% approval rating, the newest data shows 71% of Americans approve of labor unions.

This is the highest percentage of union approval since 1965.

The higher approval rating may come as no surprise, given the daily headlines on union organizing with successes at giant corporations, including Amazon and Starbucks.

In a separate poll earlier in the summer, Gallup asked about union membership.

The results show:

Who’s in a union

- Front-line and production workers – 20%
- Health care and social assistance – 13%
- White-collar professionals – 11%
- Administrative and clerical roles – 10%
- Managerial roles – 6%

Gallup has measured the public’s rating of labor unions periodically beginning in 1936, and annually starting in 2001. Since conducting the poll annually, more Americans have expressed approval than disapproval in every reading.

Washington State Labor Council (WSLC), AFL-CIO

New term for state labor council VP

A new four-year term starts in January for the SPEEA/IFPTE At-Large vice president for the Washington State Labor Council (WSLC), AFL-CIO.

SPEEA Council Rep **Daniel Peters** currently serves in this role on the WSLC Executive Board.

If you’re a SPEEA, IFPTE Local 2001 member in good standing in Washington state and are interested in applying, submit your contact information and a brief statement why you’re interested to robinf@speea.org.

Deadline to apply – Friday, Nov. 18.

The SPEEA Executive Board will review the applicants and nominate a member to the WSLC Executive Board, which makes the final appointment.

About the WSLC Board

The WSLC Executive Board includes the president, secretary-treasurer and vice presidents, representing districts across the state, as well as representatives from constituent groups.

The Board meets quarterly and establishes policies and programs between annual conventions.

WSLC membership includes delegates from 600 union locals and councils representing about 550,000 union members.

To learn more, go to www.wslc.org.

Council Rep vacancy in Oregon

PORTLAND, Ore. – SPEEA has an interim Council Rep vacancy in Portland district O-2 due to the resignation of **Derek Steinmetz**, who transferred to a non-represented job.

The district Council Rep represents the Technical Unit in all buildings.

If you work in district O-2, meet the minimum one-year SPEEA membership requirement and are interested in serving your co-workers as their union rep, complete and return your petition by noon, Tuesday, Nov. 8.

Steps to apply

- **Instructions and petition** – Download the election information and petition booklet on SPEEA’s website, at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations). The instructions include a template for collecting petition signatures if working remote.
- **Complete petition** – Fill out the required information and obtain the signatures of at least 15 SPEEA members in good standing from your district.
- **Submit petition** – Email petition to petitions@speea.org by noon, Tuesday, Nov. 8.
- **Platform statement** – Email your statement to petitions@speea.org. The 150-word (max) statement is for a ballot packet if an election occurs.

Questions? Email petitions@speea.org.

Additional Council Rep vacancies are in the district roster at www.speea.org (drop-down menu: Councils/Find Your Council Rep).

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

	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
	Week of October 24, 2022
Monday, Oct. 24	4:30 p.m. NW Legislative & Public Affairs
Tuesday, Oct. 25	5:00 p.m. NW Women’s Advocacy
Wednesday, Oct. 26	4:30 p.m. NW New Hire/Young Members
Thursday, Oct. 27	4:00 p.m. Executive Board
	Week of October 31, 2022
Tuesday, Nov. 1	3:30 p.m. NW Council officers
Tuesday, Nov. 1	4:00 p.m. Council officers
Tuesday, Nov. 1	4:00 p.m. SPEEA Leadership Development & Training
Wednesday, Nov. 2	4:30 p.m. NW Action and Communication Taskforce
Thursday, Nov. 3	4:00 p.m. Executive Board

MIDWEST MEETINGS (ALL TIMES CT)

	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
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
	Week of October 24, 2022
Tuesday, Oct. 25	11:00 a.m. MW Council officers
Thursday, Oct. 27	6:00 p.m. Executive Board
	Week of October 31, 2022
Tuesday, Nov. 1	6:00 p.m. Council officers
Tuesday, Nov. 1	6:00 p.m. SPEEA Leadership Development & Training
Thursday, Nov. 3	4:30 p.m. MW Membership Activities
Thursday, Nov. 3	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.