

Representing aerospace professionals with competence, integrity and action

*Door to expansion opened*

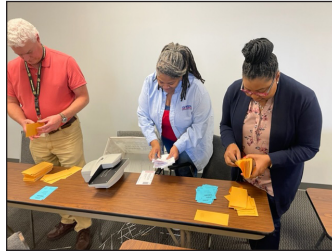
## Constitutional Referendum approved by 76%

Recognizing the importance of opening SPEEA to professionals outside The Boeing Company and Spirit AeroSystems, union members overwhelmingly approved a Constitutional Referendum to ease that process.

While needing 60% of the members to vote “ACCEPT,” the final tally showed 2,210 “Accept” and 698 “Reject” votes for a final approval from 76% of the voting members.

“Thanks to the efforts of the SPEEA Expansion Team, Tellers and unanimous support from our Councils and committees, we are able to make this needed update to our Constitution,” said Executive Director **Ray Goforth**.

Passage means the elected SPEEA Council now has the authority to approve organizing campaigns for employees outside Boeing or Spirit. No other votes or aspects of organizing change. No longer is a costly and time-consuming all-member vote required to bring new professionals who need and want the protections of a labor union into SPEEA. The SPEEA Council will learn about and debate the issues and have



Shown here in the Midwest counting ballots are from left, Council Reps **Rick Nelson**, **Tonya Sanders**, Midwest Council secretary, and **Ponolar Washington**.

the authority to approve each organizing campaign.

The referendum had broad support from union leaders. The Executive Board, all three union Councils and every SPEEA, Northwest and Midwest committee approved



Tellers **Andrew Ferguson**, left, and **Jimmie Mathis** are shown above counting at SPEEA headquarters in Tukwila. Of the 2,908 ballots cast by members, 76% voted to ‘Accept’ the Constitutional Referendum. This change streamlines SPEEA’s organizing process.

motions of support. IFPTE President **Matt Biggs** and Former President **Paul Shearon** voiced strong support for the referendum.

“This is very good news,” said Biggs. “The real work of

bringing a union to more aerospace workers now begins.”

Ballots were mailed to all members in good standing on Oct. 5. Voting closed at noon, Oct. 26, with SPEEA Tellers counting and certifying the results.

The Constitutional change takes effect immediately.

### SPEEA Constitution

#### 2.1.1 Addition of Bargaining Units

#### New Language

The addition of new Bargaining Unit(s) to SPEEA requires approval by the SPEEA Council.

### Washington State Labor Council

## Congratulations to newly elected labor council leaders

SEATTLE — **April Sims** and **Cherika Carter** are the newly elected leaders of the Washington State Labor Council (WSLC), AFL-CIO.



*April Sims*

Sims, former WSLC secretary-treasurer, is the first woman and first person of color to serve as president of the Council. Carter, WSLC’s political and strategic campaigns director, will become the new secretary-treasurer.

They begin four-year terms Jan. 5. Earlier this year, current WSLC President **Larry Brown** announced his plans to retire at the end of this year.

The WSLC Election Board met to review the affiliated unions’ nominations for the council’s executive officers and declared Sims and Carter election winners by acclamation.



*Cherika Carter*

Earlier, members of the SPEEA Executive Board, SPEEA NW Council and SPEEA NW Labor Delegates Committee voted to support Sims and Carter who ran together on a slate to lead the state labor council. SPEEA is a member of WSLC.

SPEEA leaders were especially impressed with Sims’ and Carter’s vision to protect, organize and grow good union jobs in Washington state.

See more at [thestand.org](http://thestand.org), WSLC’s online labor news site.

**CR vacancy - P2**

**AR recruiter - P3**

**Self-eval reminder - P4**



**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**

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# ACE classes in person at SPEEA halls

Check out upcoming SPEEA Aerospace Career Enhancement (ACE) classes. Register at <https://canvas.aerocareer.org/>.



To receive ACE updates, sign up for SPEEA home email at [www.speea.org](http://www.speea.org).

## Upcoming classes

<b>CPR &amp; AED Class</b> - This is adult/child/infant all-inclusive certification training for Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED).	
<b>Tuesday, Nov. 15</b> SPEEA Tukwila 3:30 to 6 p.m.	<b>Wednesday, Nov. 30</b> SPEEA Everett 3:30 to 6 p.m.
<b>Overview of Python for Engineering Programming</b> - 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.	
<b>Saturday, Nov. 12, 19 and Dec. 3</b> SPEEA Everett All sessions - 8 a.m. to 4 p.m.	

## Council Rep vacancy in Everett

EVERETT, Wash. – SPEEA has an interim Council Rep vacancy in Everett district E-23 due to the transfer of **Thomas McCleave**. He transferred to work in Council district E-7, where he successfully ran for a vacant Council Rep seat.

The district Council Rep represents the Professional Unit in buildings 40-22, 40-23, 40-32 and 40-33.

If you work in district E-23, 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, Dec. 6.

### Steps to apply

- **Instructions and petition** – Download the election information and petition booklet on SPEEA’s website, at [www.speea.org](http://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](mailto:petitions@speea.org) by noon, Tuesday, Dec. 6.
- **Platform statement** – Email your statement to [petitions@speea.org](mailto:petitions@speea.org). The 150-word (max) statement is for a ballot packet if an election occurs.

Questions? Email [petitions@speea.org](mailto:petitions@speea.org).

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

## Executive Board mini minutes – Oct. 6

**Attendees:** Ryan Rule, Dan Nowlin, John Dimas, Shaunna Winton, Chris Streckfus, Mike Arrington

**Excused:** Deena Hougham

**Council Officers:** R Matthew Joyce, Byron Henderson, David Garrett, Tonya Sanders, Peter Goodfellow, Jeff Forbes

**Guests:** Joel Funfar, David Fritz

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

At their regular meeting, the Board:

- Approved **Mike Pirone** and **John Dimas** (alternates **Jeff Forbes**, **Mike Arrington** and **Shaunna Winton**) to support SPEEA events in Portland, Oregon, Sept. 14-15.
- Appointed the following applicants as 2022-

2024 SPEEA Labor Council Delegates to the following labor councils:

- MLK Labor Council – **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 – **Suzanne Harding, Mohammed Khan, Jimmie Mathis, Brent McFarlane, Dan Nowlin** and **Ryan Rule**
- Approved joining Pacific Northwest Aerospace Alliance (PNAA) at the full membership cost not to exceed \$750 for one year.

*Continued on page 3*



Auburn Area Rep **Silas McLeod** is shown here, center, with Auburn Council Rep **Emily Brent-Fulps** and **Dennis Haller**, a new SPEEA member, at the Auburn hot dog feed hosted by Council Reps and elected leaders Aug. 31.

## Area Rep sees need for more Area Reps to step up

**A**UBURN, Wash. – As a shipside operation specialist for Boeing Auburn, Area Rep **Silas McLeod** works issues and helps find solutions to improve processes and deal with emergent issues.

“It’s a beautiful system – we start to see patterns and problems and try to fix the system.”

As McLeod interacts with a variety of employees across Manufacturing Business Units (MBU), he is also working as a SPEEA Area Rep in a similar manner. He’s helping people get where they need to go for information and help with questions.

“What I’m seeing, we need more Area Reps. I see a lot of people who need help who don’t know who to talk to,” McLeod said.

### Build trust

He sees the benefit of serving as an Area Rep through the connections he makes by helping co-workers. “Having that relationship has helped me build trust with a lot of people. To have the Area Rep title tells people this guy is for me. It allows me to have a conversation I might not have had before.”

McLeod has been at Boeing since 2013. He started in the International Association of Machinists (IAM) union on the shot peening process and as a mill operator. Looking to advance, he earned a bachelor’s degree through the Boeing Learning Together Program before transferring to manufacturing planner, a SPEEA-represented job, in 2018.

### Be informed

He became more involved in SPEEA after going through a layoff cycle and coming within a day of losing his job. At the time, he was pursuing a stalled level upgrade, which went through shortly after Boeing management found a job opening to keep McLeod.

“This is when I wanted to know more about SPEEA,” he said. “I don’t want people to not know about the process, especially when it can be devastating. It bothered me a lot.”

When McLeod worked with Auburn Council Rep **Kevin Mjor** on a project, the two of them talked about ways for McLeod to get more involved in SPEEA. In 2021, McLeod became an Area Rep for his district Council Rep **Emily Brent-Fulps**.

### Just do it

“I would encourage it,” he said, in asking others to become Area Reps. “You should know your rights. The more educated you are, the more you can help co-workers. It could change someone’s life if you know the information they need,” he said, adding, “it could be devastating for members not to know or to find out too late. It’s so important to be able to help if the situation comes up.”

## 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!

### 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](mailto:daniel.j.ryan@spiraero.com) for details

#### Young Professionals no-host social

**Friday, Nov. 11, 4 p.m.**

Location TBD

Midwest Young Professionals Committee



## Executive Board mini minutes – Oct. 6 Continued from page 2

- Approved sending the following members, including airfare, hotel, per diem and up to 20 hours each of SPEEA paid time to the IFPTE Leadership Conference in Las Vegas, Nevada, Nov. 15-16 – **John Dimas, Shaunna Winton, Dan Nowlin, R Matthew Joyce** and **Joel Funfar**.
- Approved purchasing a table at the Inaugural Mike Sells Labor Champion Award Dinner at a cost of \$1,062.50 to support Mike Sells and Snohomish and Island County Labor Council.
- Approved up to 20 hours each for **Ryan Rule, Joel Funfar** and **R Matthew Joyce** to attend the IFPTE Executive Council in Las Vegas, Nevada.
- Approved three Memorandums of

Understanding (MOU) on Boeing’s Employee Stock Purchase Plan.

## Area Reps order SPEEA shirts

**S**PEEA sent an email to all Area Reps with instructions on how to order a new red SPEEA Polo shirt. This is a ‘Thank You’ for their service in assisting members and supporting their district Council Rep with member outreach. After completing the form, the shirt will arrive in six to eight weeks.

If you’re an Area Rep who didn’t see the email, contact your Council Rep.

*Schedule lunchtime meetings*

# Boeing open enrollment Nov. 1-22

**New this year**

Starting Jan. 1, SPEEA-represented employees will pay monthly premiums based on a tiered system related to their base salary. The premium percentages are based on the full cost of the plan, not on the employee's salary.

See the November SPEEA Spotlight for related articles.

**Lunchtime meetings**

Council Reps are scheduling lunchtime meetings for SPEEA staff to provide an overview of the premium changes and plan choices available.

See the current schedule at [www.speea.org](http://www.speea.org) (NW calendar on the home page).

If you don't already have a meeting scheduled and want to check availability, email [jasonc@speea.org](mailto:jasonc@speea.org).

**SPEEA Home Email**

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

Sign up at [www.speea.org](http://www.speea.org)



*SPEEA-Boeing*

## Whether self-rating or self-evaluation, it does NOT apply to SPEEA

SPEEA-represented employees are reminded they can disregard messages from The Boeing Company that ask for a self-rating, self-evaluation or other renditions of a self-assessment.

Employees in Software Engineering – including SPEEA members – recently received such a request. Once again, Boeing is creating confusion by “inviting” SPEEA-represented employees to self-evaluate – something our members are not required to

complete.

Leave the self-evaluation form blank and return it to your manager. Self-evaluation is not part of the SPEEA performance management process.

These types of processes are prone with problems. Finding these management missteps, and protecting members from them, is one of the many benefits of being a union-represented employee.

## SPEEA Council actions – Oct. 13

At their quarterly meeting, the SPEEA Council:

- Recognized newly seated Everett Council Rep **Thomas McCleave** (E-7), previously (E-23).
- Voted on M22-009 Support of railway workers and possible strike. It is moved that the SPEEA Council supports railway workers, in their fight for a good

contract. And if a strike does happen, a donation of \$3,000 in food aid for the union members. And it is further moved to send a letter of support and inform our members of how they can support these workers on strike, and to support them in other ways. The motion passed unanimously.

# Spirit salary charts

Expecting to be online by early November

[www.speea.org](http://www.speea.org)  
Member Tools/Salary Charts

## UPCOMING MEETING SCHEDULES

**NORTHWEST MEETINGS (ALL TIMES PT)**

<b>Week of October 31, 2022</b>	
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
Wednesday, Nov. 2	4:30 p.m. NW New Hire/Young Members
Thursday, Nov. 3	4:00 p.m. Executive Board
<b>Week of November 7, 2022</b>	
Monday, Nov. 7	4:30 p.m. NW Safety and Wellness
Wednesday, Nov. 9	4:30 p.m. SPEEA Diversity
Thursday, Nov. 10	3:30 p.m. NW Council
<b>Week of November 14, 2022</b>	
Wednesday, Nov. 16	4:00 p.m. SPEEA Governing Documents
Wednesday, Nov. 16	5:00 p.m. NW Governing Documents
Thursday, Nov. 17	4:00 p.m. Executive Board

**MIDWEST MEETINGS (ALL TIMES CT)**

<b>Week of October 31, 2022</b>	
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
<b>Week of November 7, 2022</b>	
Wednesday, Nov. 9	6:30 p.m. SPEEA Diversity
Thursday, Nov. 10	4:30 p.m. MW Council
<b>Week of November 14, 2022</b>	
Tuesday, Nov. 15	4:00 p.m. MW Governing Documents
Wednesday, Nov. 16	6:00 p.m. SPEEA Governing Documents
Thursday, Nov. 17	4:30 p.m. MW Young Professionals
Thursday, Nov. 17	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](http://www.speea.org) for details.