

Representing aerospace professionals with competence, integrity and action



Ed Wells Partnership working for you

Ed Wells Partnership Program Administrators (PA), shown here, work to plan, develop and coordinate hundreds of learning opportunities for the SPEEA-Boeing bargaining units. See the 2023 course catalog online at edwells.web.boeing.com. The 2022 PAs, including three never retirees, gathered for a year-end recognition event Dec. 9 in West Seattle. The current PAs look forward to seeing you at an Ed Wells Partnership event in the new year!



Winter break

In conjunction with winter break at Boeing and Spirit AeroSystems, SPEEA staff will be off from Friday, Dec. 23, through Monday, Jan. 2.

Much for SPEEA to be proud of in 2022

As the year ends, this is a good time to pause and reflect on how much we accomplished as a union in 2022.

Leading the list of accomplishments is the successful passage of the SPEEA Constitutional Referendum. Passage returned our ability to help employees beyond The Boeing Company and Spirit AeroSystems gain the benefits of union representation and become part of our professional aerospace labor union.

Outreach

The effort to pass the referendum also provided SPEEA the opportunity to reach out and talk to thousands of members directly in the workplace and many through targeted telephone calls. Council and Area Reps, along with SPEEA staff, held virtual and workplace lunchtime meetings, hotdog and pizza feeds and ice cream socials to provide the opportunity for members to learn more about their union.

Presentations

One of the most important benefits to members are the presentations put on by SPEEA's professional staff. During the past year, more than 7,500 represented employees attended a SPEEA presentation in the workplace, at a union hall or virtually from

their home. The numbers do not include weekly new-hire orientations or community service and social events.

Retirement seminars – particularly at Boeing – had a big impact in 2022. More than 750 members in the Puget Sound bargaining units retired and took advantage of a unique situation in the lump-sum payout option that resulted in significant increases in their payout if they left before the end of the year.

Representation

SPEEA contract administrators were busy throughout the year helping members get the most from their union contracts by helping with upgrades, retention appeals and ensuring members are treated fairly by management. It's no secret the most viewed pages on the website are the annual salary charts that allow members to gauge how their salary compares to the average salary in their job classification.

Among the items that often provide significant support for members but due to privacy is largely unnoticed is help with medical benefits. The upcoming January Spotlight magazine highlights one such case where help from SPEEA resulted in insurance coverage of a \$14,000 air ambulance hospital transfer for a seriously injured member.

Member communications

The SPEEA website, publications, workplace bulletin boards, along with work and home emails regularly make union news readily available to members. During the past year, 120 full-color pages of Spotlight magazine arrived in the home mailboxes of each represented employee. Council and Area Reps also received 108 pages of SPEEA News in their mailboxes, along with 6,940 represented employees who receive the biweekly newsletter by email.

SPEEA Aerospace Career Enhancement (ACE)

While funded by a grant from the state of Washington, the day-to-day operation of SPEEA ACE is the work of our union. ACE was in full swing in 2022 issuing scholarships, mentoring students pursuing careers in aerospace and holding classes and programs for aerospace professionals.

Into 2023

SPEEA-represented employees and staff can now take a much-deserved break over the winter holidays. Enjoy the time with family and friends. There is much to do when we return to work in the new year!

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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

Much for SPEEA to be proud of in 2022

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Member activities in 2022

Presentations & Seminars	Solidarity Events	Community Service	ACE Programs
How to pursue an upgrade	Everett Aqua Sox	Race for Freedom	62 classes
Retention ratings	Seattle Storm	Lights on Ability Point	97 scholarships
Understanding the contract	OL Reign Soccer	Veterans Day Parade	30 mentor/mentee pairs
Spirit open enrollment	Labor Day celebrations	\$30,000 in STEM grants	709 class attendees
Boeing open enrollment	Mini golf	Kansas robotics	
Boeing retirement	Trivia Night	Washington robotics	
Spirit retirement	Everett Silvertips		
Financial planning	Self-defense training		
Understanding Notice of Remedial Action (NORA)	Young Professionals no-host socials		
New member orientation	Seattle Thunderbirds		
Council Rep training			
Area Rep training			

Northwest robotics teams need mentors

Robotics teams are gearing up for the January kickoff of For Inspiration and Recognition of Science and Technology (FIRST) Robotics Competition (FRC).

SPEEA has already heard from an Auburn, Washington, team in urgent need of mentors to help the students design and build a robot for competition.

If you aren't already a mentor for FRC, check out these FRC teams sponsored by the Northwest SPEEA Council as a starting point to inquire about volunteering.

2022-2023 NW Council-sponsored FRC teams

- Auburn Mountainview High School, FRC 2907 Lion Robotics
- Auburn Riverside High School, FRC 5683
- Auburn Senior High School, TREAD 3219, FRC
- Bellarmine Preparatory School, "The Revolution" 360, Tacoma
- Bellevue Big Picture School, Ramen Robotics FRC
- Bellevue High School, Wolverine Robotics 949 FRC
- Bremerton High School, 3049 BremerTron FRC
- Bonney Lake High School, Panther Robotics 3218 FRC
- Cascade Bruin Robotics, Otter Chaos 4512, Everett
- Cedar Park Christian School, Cedar Park Robotics 3663, Bothell
- Enumclaw Robotics Team,

Clawbots 6350 FRC

- Everett High School Robotics, Cast Iron Orcas 5941 FRC
- Glacier Peak High School, Sonic Squirrels Robotics Team FRC 2930, Snohomish
- Henry M. Jackson High School, Jack in the Bot 2910, Mill Creek
- Kentridge High School, 3786 Charger Robotics, FRC, Kent
- Mountlake Terrace High School, Chill Out/1778 FRC
- Redmond Robotics, 7461 Sushi Squad FRC
- Roosevelt High School, Iron Riders 4180 FRC, Seattle
- Sammamish High School, 2412 The Robototes Team FRC
- Stealth Robotics Boosters, 4089 FRC, Duvall
- Thomas Jefferson High School, RAID FRC, Auburn
- XBOT Robotics, Seattle 488 FRC

The complete list of 2022 Northwest Council Science, Technology, Engineering and Math (STEM) recipients are at www.speea.org (drop-down menu: Councils/Approved Council Motions/NW Council (Sept. 8).

Learn more about FIRST in Washington state at <https://FIRSTwa.org>, which includes Oregon, or you can go to <https://ortop.org> for Oregon.



Reminder

Take the ACE survey and sign up to mentor

In an effort to meet the needs of the professional aerospace community, SPEEA Aerospace Career Enhancement (ACE) wants your input.

If you haven't already taken the 11-question ACE survey, go to <https://bit.ly/SPEEA-ACE>.

Many of the questions are on topics for possible classes, as well as recruiting those interested to step up as ACE ambassadors.

SPEEA is also looking for Subject Matter Expert (SME) members who have developed classes to teach about their area of expertise

for ACE.

With the ACE mentoring program starting in February, all members and retirees are encouraged to step up. Mentors are matched with ACE scholarship recipients. Coaching is available if you're interested.

Monthly mentor/mentee meetings feature career development topics with presenters, followed by breakout rooms for mentors/mentees to talk about related career questions.

Learn more about ACE at www.aerocareer.org.

Area Reps who recently left

In addition to the seven Council Reps who recently stepped down, a total of 23 Area Reps also left in October and November.

Help SPEEA fill those vacancies by either recruiting or stepping up to become an Area Rep to help Council Reps share SPEEA information and be a liaison to the union if members have questions. See more about the Area Rep role at www.speea.org (drop-down menu: Member Tools/Area Reps).

Become an Area Rep

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 you don't have a Council Rep in your district, you can have five other members sign the Area Rep petition.

Auburn

- Terry Tomt – A-1
- Jeff Erickson – A-10
- Craig Priano – AS-10

Developmental Center (DC)

- Jean Markl – D-1
- Mark Konkol – D-1
- Louisa Warren – D-2
- Michael Hurd – D-5
- Joseph D'Angelo – D-9

Everett

- Suzanna Cheung – E-14
- Henrik Chao – E-21
- Douglas Oldenburg – E-22
- Anthony Drury – E-29
- Peng Ho – E-29
- Kerry Mooney – E-29

Kent

- Karen Coates – K-10

Portland

- Daniel Larsen – O-2

Plant II

- Roberto Barrion – P-1
- Kane Mordaunt – P-5
- Brian Connolly – P-10

Renton

- Ty Gilleland – R-2

Thompson site

- Bryan Kriewald – T-10
- Tammy Taylor – T-10

Midwest

- Abbee Bowman – S-12

Workers United

Tacoma Art Museum organizing effort continues

TACOMA, Wash. – The Tacoma Art Museum (TAM) Workers United (WU) organizing effort continues to build support and momentum.

Forced by the TAM Board to seek a National Labor Relations Board (NLRB) election instead of voluntary recognition, the workers have held events in the community to gain more awareness.

Workers United kicked off a solidarity committee Dec. 19 to help amplify and grow community support. This followed a leafleting event in downtown Tacoma Dec. 10 with TAMWU and volunteers sharing fliers with holiday shoppers and businesses.

TAMWU is committed to staying united – seeking a wall-to-wall union that includes security guards and Visitor Services workers, the lowest-paid museum staff. This will make winning the NLRB election more challenging, but they are determined to persevere.

Organizing Committee member **Steve Rue** said it best: “TAMWU will continue forward, united as workers spanning all departments of our museum, to bring to the community the message that denial of voluntary recognition is unacceptable, and unionization is key to fixing the systematic wrongs that the TAM Board is now hiding behind as reason for their refusal.”

In the fall, more than 80% of TAM workers signed authorization cards in support of TAM Workers United, affiliated with WFSE / AFSCME Council 28 in Washington state. The workers are seeking a union to negotiate livable wages, safe working conditions, transparency, accountability from management and respect on the job.

Learn more at tamworkers.org.

SPEEA Home Email

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

Sign up at www.speea.org





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Employees in Aerospace

15205 52nd Avenue S
Seattle, WA 98188

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Thank you for making SPEEA stronger

Happy Holidays & New Year!

Stay informed – www.speea.org

Inside - SPEEA's Year of Accomplishments!

