

Representing aerospace professionals with competence, integrity and action



NW MAC hosts pumpkin decorating

About 50 total came to the Puget Sound halls Oct. 21 for pumpkin decorating hosted by the Northwest Membership Activities Committee. Showing their creations above in Everett were **Rosa Zepeda**, **Melissa Cueva**, **Yessi Rodriguez**, **Juan Zepeda**, SPEEA member and **Vanessa Cueva**, 7. In Tukwila (vertical photo), **Arisa Martinez**, left, gets help from her aunt, **Kimmang Yin**, SPEEA member. The next Puget Sound MAC events are free photos with Santa in Everett Dec. 2 and Tukwila Dec. 9.



Check out SPEEA resources for Boeing open enrollment

Open enrollment is coming for Boeing from Wednesday, Nov. 1 to Wednesday, Nov. 22. This is the only time of the year you can make routine changes to your health care coverage.

See the November SPEEA Spotlite for details, including a plan comparison table.

Spotlite will soon be online, at www.speea.org (drop-down menu: Communications/Spotlite Magazine).

You can also watch a related webinar which will soon be posted at www.speea.org (drop-down menu: Medical & Retirement).

Remember to take the online health assessment by Nov. 22 to avoid a \$20 monthly fee. This applies to SPEEA-Boeing-represented employees and their covered spouses/domestic partners. This does not apply to dependent children.

For specific questions, email jasonc@speea.org.

Kaiser Permanente

IFPTE professionals to see 21% raises

Some 1,700 members of IFPTE Local 20 will see raises of 21% over the next four years, as part of the agreement that followed the national strike against Kaiser Permanente health system.

The workers are members of the Engineers and Scientists of California (ESC) IFPTE Local 20 union, which represents clinical lab scientists, medical lab technicians, optometrists, optometric assistants, genetic counselors and coordinators working at Kaiser Permanente facilities in northern California. The union also represents home health physical, speech and occupational therapists working for Kaiser in the region.

ESC members negotiated as part of the Coalition of Kaiser Permanente Unions, which bargained on behalf of more than 75,000 health care workers in five states and Washington, D.C.

Under the agreement, all workers represented by the Coalition will receive raises of 6% this month. Workers also will receive \$1,500 ratification bonuses. Their pay will go up by 5% in October 2024, 2025 and 2026.

Unionized workers staged a three-day walk-out against the hospital system that ended

Friday, Oct. 13. It was the largest strike against a U.S. health care provider.

"After a long, drawn-out process negotiating with Kaiser, I'm proud of our wins," said ESC member **Connie Savoy**. "Standing united as a coalition ensured we reached this tentative agreement."

About 3,000 Kaiser Permanente workers in Washington state, who are Local 1199NW of Service Employees International Union (SEIU) members, could still go on strike. Members overwhelmingly approved a strike authorization vote and will walk out on Nov. 1 if a separate agreement is not reached by Oct. 31.

Wages and benefits at Kaiser Permanente facilities already are 20% to 30% below competing hospitals statewide, nurses and social workers said. With pay that low, the company can't retain enough workers to keep Washington staff or patients safe.

"The staffing crisis in Washington means Kaiser needs to do more here than a phased-in wage increase," said SEIU 1199NW President **Jane Hopkins**, who is a registered nurse. "We need to catch up and keep up."



SPEEA coffee mugs are here

Since supplies ran out in the Northwest, the SPEEA Executive Board ordered more cobalt blue, made-in-the-U.S. coffee mugs for members. Council Rep and Area Reps can come by the SPEEA halls to pick up mugs for members in their area. Members are also welcome to pick up a mug. SPEEA Treasurer **Dan Nowlin** is shown above with a mug while on a recent visit to the SPEEA Tukwila hall. Wichita also has mugs available.

ACE classes – P2

Labor training – P3

Breast cancer awareness – P4

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speea@speea.org • www.speea.org

SEATTLE HALL

15205 52nd Ave. S, Seattle, WA 98188

Mon-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

Aerospace Career Enhancement (ACE)**SPEEA ACE classes to cover hard truths about soft skills**

You've got strong technical skills, otherwise you wouldn't be in your job.

But human resources professionals say it is difficult to advance in your career if you don't have strong "soft" skills – the personal attributes, personality traits and communications abilities needed for success on the job.

In fact, one study cited by the Society of Human Resources Managers in 2021 found 89% of companies reported when their new hires don't work out, it's because they lacked the soft skills needed to be effective team members. Technical skills were not a factor.

With that in mind, SPEEA Aerospace Career Enhancement (ACE) has scheduled three free November professional development classes emphasizing soft skills.

Emotional Intelligence for Critical

Conversations – In-person only, Thursday, Nov. 2 from 5 to 7:30 p.m. (PT) at SPEEA headquarters, 15205 52nd Ave. S., Tukwila.

Learn ways to use your mind, voice and body to influence the outcomes of potentially tense conversations about salary, performance, holding people accountable and resolving conflict.

Executive Level Presentations – Online Wednesday, Nov. 8 from 5 to 7 p.m. (PT)

This will help people prepare to make effective presentations, covering what kinds of information to include and which questions to answer.

Bring Your Best Self to a Team – Online Wednesday, Nov. 29 from 5 to 7 p.m. (PT)

Learn how to navigate issues that arise working on a team – whether remotely, in-person or hybrid – including defusing negative situations and ways to communicate clearly to add value and innovation.

To sign up, go online at canvas.aerocareer.org.

"The free classes will help SPEEA members become more effective in the workplace, so they can advance their careers," said SPEEA ACE Workforce Training Coordinator **Tyler Gaylord**. "It's our hope that many of our members will take advantage of this opportunity."

SPEEA ACE classes are funded by a Washington state grant administered by SPEEA.

**Northwest and SPEEA Council meetings – Oct. 12**

The Northwest Council held a special meeting Oct. 12 prior to the SPEEA Council meeting.

The Northwest Council voted to approve the following two motions:

- **NW23-010 MLK Labor per capita** – It is moved the NW Council supports the proposed MLK Labor per capita increase. (SPEEA is affiliated with MLK Labor). The motion passed. For: 27. Against: 14.
- **NW23-011 MAC Transfer of Funds** – It is moved the NW Council Treasurer on behalf of the Member Activities Committee (MAC) requests the fiscal year 2024 NW budget be amended to create a new miscellaneous category 2.4.10 and move the remainder of 2.4.1 into the new category 2.4.10. The motion passed. For: 26. Against: 2.

At the SPEEA Council meeting, the Council voted to approve the following motions.

- **M23-012 Questions for Executive Officers** – It is moved the following questions be submitted to the applicants for the Executive Board officer positions and their responses be included in the guide.

See the questions in the approved motion at www.speea.org (drop-down menu: Councils/Approved Council Motions). The motion unanimously passed.

- **M23-013 Supporting Mobility Impaired Air Travelers** – It is moved the SPEEA Council supports mobility impaired air travelers having a right to travel by airlines without fear of their mobility devices, including wheelchairs, powered wheelchairs and scooters, being damaged or destroyed. The motion passed. For: 54. Against: 2.
- **M23-014 Supporting Remote Work** – It is moved the SPEEA Council supports remote work. The motion passed. For: 52. Against: 7.
- **M23-015 Support and Solidarity to UAW** – It is moved the SPEEA Council sends a letter of support and solidarity to the United Auto Workers (UAW), currently on strike, with a copy published on the SPEEA website. It is also moved this support be shared on social media, hashtagged and mentioned as deemed appropriate by SPEEA communications

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SPEEA activists took part in Labor Notes Troublemakers training Sept. 30 in Seattle. Shown here from left, **Justin Roll**, Everett Area Rep, **Mike Pirone**, Northwest Council Chair, **Christopher Tracy**, Frederickson Council Rep and **Michael Berryhill**, Everett Council Rep.

Labor Notes training helps build solidarity

By **Michael Berryhill**
Everett Council Rep

On Sept. 30, I took part in Labor Notes Puget Sound “Troublemakers School” in South Seattle with three other SPEEA activists. They were Northwest Council Chair **Mike Pirone**, fellow Council Rep **Christopher Tracy** (Frederickson) and Area Rep **Justin Roll** (Everett).

For more than 50 years, Labor Notes has held conferences, rallies and educational events for anyone associated with labor organizing, from members to union officials.

The theme of this year’s conference was “overcoming fear,” with local labor leaders telling stories about how they used solidarity in the workplace, general community building and love for the work they do to fight organizing apathy, fear of retaliation and other obstacles to organizing their workplace and community.

The event consisted of several different “mini-conferences” and larger sessions that covered a wide variety of topics, including:

- Racism in the workplace
- Grievance advising for shop stewards
- Fighting climate change through solidarity
- Defeating apathy in the workplace
- Community organizing

As a Council Rep, I focused on training to build solidarity among the rank-and-file.

Throughout the day, we learned how to become more effective organizers. During lunch, we heard from service worker organizers and health care workers who are currently fighting large hospitals for fair staffing requirements.

In closing statements, the training honored **Paul Bigman**, a lifelong labor activist and

organizer who passed away in June. Through an effort by local labor leaders, the Seattle City Council passed a resolution marking Sept. 30 as “Paul Bigman Day.”

Per tradition for many labor events, “Solidarity Forever” was sung and tears were shed as we came together to support workers across the world in their struggle for a better future.

All types of unions

SPEEA members were among union members from United Food and Commercial Workers International Union (UFCW), Service Employees International Union (SEIU), International Brotherhood of Electrical Workers (IBEW), Northwest Carpenter’s Union (NCU), International Brotherhood of Teamsters (IBT) and United Auto Workers (UAW).

SPEEA supports striking autoworkers and actors

The SPEEA Council voted to send letters of support to the United Auto Workers (UAW) and the Screen Actors Guild-American Federation of Television and Radio Artists (SAG-AFTRA).

SPEEA highlighted the letters in the November Spotlight. You can read the letters online at www.speea.org.

TRAINING/ EVENTS

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

Northwest

SPEEA Santa Day

Free photos with Santa

Saturday, Dec. 2 – 10 a.m. to 2 p.m.
SPEEA Everett

Saturday, Dec. 9 – 10 a.m. to 2 p.m.
SPEEA Tukwila

On a drop-in basis

Pets welcome from noon to 2 p.m.

NW Membership Activities Committee

Midwest

Young Professionals no-host social

Friday, Nov. 10, 4 p.m.
Location TBD

Email tjtrousdale@gmail.com for details

MW Young Professionals Committee

Veterans Day Parade

Saturday, Nov. 11, 11 a.m.
Central and Main, Wichita

Join SPEEA members handing out small flags along the parade route

Email daniel.j.ryan@spiritaero.com

Midwest Council

SPEEA holiday bowling event

Save the date

Saturday, Dec. 16, 1 to 4 p.m.

Details being finalized

Midwest Membership Activities Committee

SPEEA Home Email

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

Sign up at www.speea.org



NW Women's Advocacy Committee

Breast cancer awareness: A continuous lifesaving endeavor

By Raquel P. Cundiff
Northwest Council Secretary

Because October is Breast Cancer Awareness Month, this is a good reason to become more knowledgeable and continue the fight against breast cancer.

Early detection is the cornerstone of breast cancer prevention. Regular self-exams and mammograms can identify abnormalities in their early stages when treatment is most effective. Educational campaigns and community outreach play a vital role in empowering individuals to take charge of their breast health.

These statistics tell a cautionary tale:

- **Global impact:** Breast cancer is the most common cancer among women, with approximately 2.3 million new cases diagnosed in 2020, according to the World Cancer Research Fund.
- **Early detection saves lives:** The American Cancer Society reports the five-year survival rate for localized breast cancer is more than 90%, emphasizing the critical role of early detection.
- **Mammography:** Regular mammograms for women older than 40 have led to a 40% reduction in breast cancer mortality in the United States, according to the National Breast Cancer Foundation.
- **Risk factors:** Obesity and alcohol consumption are significant risk factors. Globally, it's estimated that around 21% of breast cancer cases are related to excess body weight.
- **Support and awareness:** Breast cancer doesn't just impact the individual but their entire support network. In the U.S. alone, there are over 38 million breast cancer

survivors who exemplify the importance of timely diagnosis and support.

Breast cancer can affect anyone. We all need to support those facing this diagnosis, both emotionally and in a practical way. This includes assisting with daily tasks, connecting patients with support networks and sometimes just listening and offering a shoulder for comfort. Every little thing we can do is a big relief to those in this fight.

Know your options for preventative exams through your health insurance and through portable mammography offices at different Boeing campuses.

Educate yourself on your family history regarding breast cancer and discuss prevention strategies with your primary doctor. Share these strategies with your loved ones, colleagues and your community.

By coming together and understanding the significance of these statistics, we can each do our part to make great strides toward a future without breast cancer. Early detection, prevention, and support remain our most potent weapons in this battle.

Editor's note: Raquel P. Cundiff is a member of the Northwest Women's Advocacy Committee (WAC) and volunteered on behalf of the committee to write this article urging all of us to be more aware of breast cancer and early detection.

Second shift

Seattle Council Rep vacancy

SEATTLE – Due to a recent resignation, SPEEA has an interim Council Rep vacancy in District DS-10, an at-large district representing Profs and Techs on second and third shifts at the Developmental Center, Plant II and Thompson Site.

If you work in this district/shift, 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. 12.

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).
- **Complete petition** – Fill out the required information and obtain the signatures of at least 15 SPEEA members in good standing from your district.
- **Deadline** – Email completed petition and platform statement to petitions@speea.org by noon, Tuesday, Dec. 12. 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).

Northwest and SPEEA Council meetings – Oct. 12

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staff. The motion passed unanimously.

- **M23-016 Support and Solidarity to SAG-AFTRA** – It is moved the SPEEA Council sends a letter of support and solidarity to SAG-AFTRA, currently on

strike, with a copy published on the SPEEA website. It is also moved this support be shared on social media, hashtagged and mentioned as deemed appropriate by SPEEA communications staff. The motion passed. For: Majority. Against: One.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

Week of October 30, 2023	
Monday, Oct. 30	3:00 p.m. NW Council Officers
Monday, Oct. 30	4:00 p.m. Council Officers
Wednesday, Nov. 1	4:30 p.m. NW Action Communication Taskforce (ACT)
Thursday, Nov. 2	4:00 p.m. Executive Board
Thursday, Nov. 2	4:00 p.m. NW Safety & Wellness
Week of November 6, 2023	
Tuesday, Nov. 7	4:00 p.m. SPEEA Leadership Development & Training
Wednesday, Nov. 8	4:30 p.m. SPEEA Diversity
Thursday, Nov. 9	3:30 p.m. NW Council
Week of November 13, 2023	
Tuesday, Nov. 14	4:30 p.m. NW Membership Activities
Wednesday, Nov. 15	4:00 p.m. SPEEA Governing Documents
Wednesday, Nov. 15	5:00 p.m. NW Governing Documents
Thursday, Nov. 16	4:00 p.m. Executive Board

MIDWEST MEETINGS (ALL TIMES CT)

Week of October 30, 2023	
Monday, Oct. 30	6:00 p.m. Council Officers
Thursday, Nov. 2	4:30 p.m. MW Membership Activities
Thursday, Nov. 2	6:00 p.m. Executive Board
Week of November 6, 2023	
Tuesday, Nov. 7	6:00 p.m. SPEEA Leadership Development & Training
Wednesday, Nov. 8	6:30 p.m. SPEEA Diversity
Thursday, Nov. 9	4:30 p.m. MW Council
Week of November 13, 2023	
Wednesday, Nov. 15	6:00 p.m. SPEEA Governing Documents
Thursday, Nov. 16	4:30 p.m. MW Young Professionals
Thursday, Nov. 16	6:00 p.m. Executive Board

Meetings are virtual/hybrid and subject to change/cancellations. See online regional calendars at www.speea.org for details.