



Representing aerospace professionals with competence, integrity and action



## SPEEA meeting with members in Frederickson

SPEEA Council Rep **Christopher Tracy** (standing right) and Contract Administrator **Frank Guglielmo** (standing left) met with about two dozen union members during an off-site lunch meeting at Frederickson Oct. 17 to discuss workplace issues. Several lunchtime meetings are planned in the coming weeks on topics such as open enrollment and Performance Management at Boeing and early/mid-career financial planning in the Midwest. Check the SPEEA calendars and the events page at [www.speea.org](http://www.speea.org) for details.

## Judicial Review Committee (JRC)

### Seeking members to apply for JRC

SPEEA is seeking members to apply for the Judicial Review Committee (JRC), the final hearing body for charges within the union.

The JRC consists of three members who are called together to provide their interpretation of the union's Constitution and By-Laws as the final hearing body for charges within SPEEA. This committee only meets when needed.

#### Eligibility

Members of the JRC typically have experience in one or preferably several positions within SPEEA.

A member of the JRC is required to have served, within the past five years, one of the following roles (or a combination of two or

more for at least two years):

- Executive Board
- Council Representative
- Tellers Committee (overseeing union elections)
- Judicial Review Committee
- Any Council committee

**Note:** Judicial Review Committee members cannot concurrently serve in any of these roles, except for non-governing documents committees, because of potential conflicts.

#### To apply

Email [petitions@speea.org](mailto:petitions@speea.org) by close of business, Monday, Dec. 4, with your contact information and a brief statement about your qualifications/interest.

## Job transfer language in SPEEA contracts

If you want to transfer to a new job at Boeing, provisions in your SPEEA union contract limit the amount of time your current manager can hold you in your present job.

This is contrary to Boeing's practice for its non-union employees.

Under the terms of our union contract, most Boeing engineers and technical workers are "releasable" from a job after 12 months of being hired, rehired, recalled from layoff or transferred via job requisition.

If you transferred without applying via requisition, then there is no 12-month waiting period.

There are exceptions. If you are in a position deemed "critical" in relation to the retention of employees, your request for transfer will require review and approval of a vice president.

Releases can occur sooner than 12 months. Under the contract, this can happen if an employee's current management determines it's in the best interests of both the company and the employee for the SPEEA member to move into a new position.

Not all Boeing managers are familiar with the differences between the company's practices for non-union workers and its obligations under the SPEEA contract.

If you are told you cannot take another position because you have not been in your current job long enough, email [speea@speea.org](mailto:speea@speea.org) and ask to speak with your contract administrator.

The Executive Board will review and submit the names of qualified members to the SPEEA Council. Members of the JRC are then elected by the SPEEA Council.

#### For more information

For details, see the SPEEA Constitution (Section 10) at [www.speea.org](http://www.speea.org) (link for SPEEA Councils/Governing Documents).



**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 |
| Jeffrey L. Forbes | 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 |
| Benjamin Blankley | Secretary |

**Northwest Regional Council Officers**

- |                   |           |
|-------------------|-----------|
| Mike Pirone       | Chair     |
| David Fritz       | Treasurer |
| Raquel P. Cundiff | Secretary |

**SPEEA Communications**

- |               |                                  |
|---------------|----------------------------------|
| Karen McLean  | Communications Director          |
| Bryan Corliss | Senior Communications Specialist |
| Lori Dupuis   | Graphic Designer                 |
| Julia Groves  | Communications Support           |

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



**Fun time at SPEEA no-host happy hour**

SEATTLE – A good turnout at a cool place made SPEEA happy hour more fun. The Northwest New Hire and Young Members committees organized the no-host event and provided light appetizers at Coindexter’s, a Seattle bar featuring pinball and arcade games.

“It was great to see members of our union come together for fun and fellowship,” said **Georgie Victor**, Young Members Committee secretary. “There are so many resources and networking opportunities, and our committee takes pride in being able to help connect people to those resources. As always, the SPEEA staff was a huge help in planning this event, and we want to give a big shout out to them!”

**SPEEA seeking applicants for Tukwila front office staff opening**

TUKWILA, Wash. – SPEEA is filling an opening for a front-office administrative and accounting support staff team member based at the Tukwila Hall.

Responsibilities include clerical, administrative and organizational tasks, accounting support and incoming calls, emails and mail.

Essential skills include light bookkeeping experience, ability to handle the reception area and experience with MS Office Suite (primarily Word and Excel).

Learn more at [www.unionjobs.com](http://www.unionjobs.com) (search SPEEA).



**Santa photos at Puget Sound halls**

After a COVID pandemic-induced break, the NW Membership Activities Committee is bringing back Santa to the Puget Sound SPEEA halls for free photos with members’ children, families and pets. Santa heads to Everett Dec. 2 and to Tukwila Dec. 9 on a drop-in basis from 10 a.m. to 2 p.m. both days. Pets are welcome from noon to 2 p.m. each day. Check out the festive atmosphere and feel free to take your own photos in addition to the photos taken by Santa’s helpers.



**Still time to sign up for class on ‘Best Self’**

Want to learn how to navigate issues that arise from working on a team – including defusing negative situations and ways to communicate clearly to add value and innovation?

Sign up for the next SPEEA Aerospace Career Enhancement (ACE) class: “Bring Your Best Self to a Team” – online Wednesday, Nov. 29 from 5 to 7 p.m. (PT).

To sign up, go online at [canvas.aerocareer.org](http://canvas.aerocareer.org). ACE classes are funded by a SPEEA-administered Washington state grant.





## SPEEA supports Wichita Race 4 Freedom

SPEEA Midwest Council Chair **Emily Forest** (right) is shown here with **Jennifer White**, founder of ICT SOS, a Wichita non-profit fighting human trafficking. SPEEA is a major sponsor of the Race 4 Freedom, a 5k run/walk fundraiser. Proceeds from the race help ICT SOS support survivors and raise awareness. Forest recently delivered the SPEEA donation to White.

**Thursday, Nov. 30**

## Volunteer for Wichita holiday lights fundraiser

**W**ICHITA, Kan. – In one night, you can help make a big difference. Members are needed to help with the SPEEA Night, Thursday, Nov. 30, for Lights at AbilityPoint.

This is a major fundraiser for AbilityPoint, which helps individuals with physical and developmental disabilities and their families.

As a volunteer, you will join other SPEEA members and their families to guide traffic and help collect tickets/donations as cars drive

past several light displays in a neighborhood.

### Want to help?

Sign up for a shift or the entire evening which goes from 5 to 9 p.m. Email Council Rep **Dan Ryan** at [daniel.j.ryan@spiritaero.com](mailto:daniel.j.ryan@spiritaero.com). Snacks are provided to the volunteers.

See more about AbilityPoint and the lights at [abilitypoint.org](http://abilitypoint.org). This event is formerly known as Lights on St. Paul.

## Early/Mid-Career Financial Planning 101 – Nov. 14

**W**ICHITA, Kan. – Join SPEEA Senior Director of Compensation and Retirement **Matt Kempf CFP®** for a financial planning presentation geared toward early and mid-career employees at Spirit AeroSystems.

This presentation is open to dues-paying members and is free on Tuesday, Nov. 14, from 4:30 to 6 p.m., at the Wichita SPEEA office.

The presentation will cover:

- 401(k) diversification
- Marginal tax rates

- Income taxes
- Inflation
- Time value of money
- Risk tolerance levels
- Asset allocation models

To sign up, email [vickim@speea.org](mailto:vickim@speea.org). Space is limited. Snacks will be provided.

If you're not a member, contact your Council Rep or stop by the SPEEA office to sign a membership application.

## TRAINING/ EVENTS

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

### Northwest

#### 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*

### Midwest

#### Veterans Day Parade

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

SPEEA members will hand out flags along the parade route

*Midwest Council*

#### Early/Mid-Career Financial Planning 101

**Tuesday, Nov. 14, 4:30 to 6 p.m.**

SPEEA Wichita office  
For dues-paying members

To sign up, email [vickim@speea.org](mailto:vickim@speea.org)

Want to become a member? Ask your Council Rep or stop by the SPEEA office

#### SPEEA Night at Lights on St. Paul

**Thursday, Nov. 30, 5 to 9 p.m.**  
West Douglas and St. Paul St.

#### Volunteers needed

Join SPEEA members in directing traffic and helping collect tickets/donations

Email [daniel.j.ryan@spiritaero.com](mailto:daniel.j.ryan@spiritaero.com)

*Midwest Council*

#### Holiday bowling with SPEEA and a special guest

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

Free for members and their families

Derby Bowl

Email [vickim@speea.org](mailto:vickim@speea.org) with the total number of participants and include names and ages of children who are 12 and younger

*Midwest Membership Activities*

Article follow up

# Breast cancer also affects men

By Raquel P. Cundiff  
 SPEEA Northwest Council secretary  
 Northwest Women's Advocacy Committee (WAC)  
 member



Breast cancer, while commonly associated with women, is a condition that does not discriminate against one gender only. While it is less common in men, the impact is no less significant. That's why we need to broaden our awareness and support network.

- In the United States, breast cancer in men amounts to about 1% of all breast cancer cases.
- The American Cancer Society estimates about 2,650 new cases of invasive breast cancer will be diagnosed in men each year.
- About 530 men will lose their lives to breast cancer annually.

These statistics highlight the importance of raising awareness about breast cancer in men, dispelling the misconception that it exclusively affects women.

*Editor's note: The article, "Breast cancer awareness: A continuous lifesaving endeavor," in the Oct. 27 SPEEA News prompted a discussion between Cundiff and a male co-worker who had breast cancer. Since the previous article featured data regarding women with breast cancer, he suggested a follow-up article.*

## Executive Board mini-minutes – Oct. 19

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

**Council officers:** R Matthew Joyce, Byron Henderson, David Fritz

**Guests:** Jimmie Mathis, Christopher Tracy, David Garrett, Andrew Sherman

**Staff:** Rich Plunkett, BJ Moore, Steve Spyridis, Robin Fleming, Matt Kempf, Karen McLean, Amber Musselman, Martin Pascual

At their regular meeting, the Board:

- Approved funds for **Donna Lehane** to attend the Kansas AFL-CIO Convention Nov. 16-17.
- Approved SPEEA time and travel costs for two Executive Board members to attend Portland, Oregon, member meetings Nov. 6-7.

- Approved up to \$400 for a coffee and donuts meeting with Executive Board members Nov. 7 in Portland, Oregon.
- Appointed Everett Council Rep **Michael Berryhill** to the Snohomish and Island County Labor Council and the Washington State Labor Council as a 2022-2024 SPEEA Labor Council delegate.
- Approved moving \$1,000 from line item "Wind Surge Game" to line item "Bowling with Santa."



## SPEEA support for Puget Sound workers on strike

The SPEEA Executive Board voted to send letters of support on behalf of labor union members fighting for fair contracts.

- **Providence nurses** – Nurses at Providence Regional Medical Center in Everett are planning to walk out on an Unfair Labor Practice (ULP) strike over chronic staffing shortages Nov. 14. The nurses are represented by United Food and Commercial Workers (UFCW) Local 3000. Their strike vote was approved by 97% of the members voting. Learn more at [ufcw3000.org/news](http://ufcw3000.org/news).
- **Homegrown** – Workers at Homegrown and Catapult NW, a Seattle-based sandwich maker, are fighting for contracts with good wages, affordable health care and job security. They are represented by UNITE HERE Local 8. Follow @OurUnionIsHG on X, formerly known as Twitter, for updates.

## Former IFTPE staff joins Canadian Cabinet

WINNIPEG, Manitoba – A former IFTPE local staff member has been named to the ruling Cabinet in the Canadian province of Manitoba.

New provincial Minister of Environment and Climate Change **Tracy Schmidt** previously worked as a labor relations officer for the Winnipeg Association of Public Service Officers (WAPSO), IFTPE Local 162. WAPSO represents engineers, city planners, programmers and other professionals working for the city of Winnipeg.

In her new role, Schmidt will head the Manitoba provincial agency that, among other things, fights wildfires, protects water quality and manages natural resources and recreation.

# UPCOMING MEETING SCHEDULES

### NORTHWEST MEETINGS (ALL TIMES PT)

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
Week of Nov. 20, 2023	
Monday, Nov. 20	3:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, Nov. 21	4:00 p.m. SPEEA Organizational Planning
Week of Nov. 27, 2023	
Monday, Nov. 27	4:30 p.m. NW Legislative and Public Affairs
Tuesday, Nov. 28	5:00 p.m. NW Women's Advocacy

### MIDWEST MEETINGS (ALL TIMES CT)

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
Week of Nov. 20, 2023	
Monday, Nov. 20	4:30 p.m. MW Legislative & Public Affairs
Monday, Nov. 20	5:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, Nov. 21	6:00 p.m. SPEEA Organizational Planning
Week of Nov. 27, 2023	
Wednesday, Nov. 29	11:00 a.m. MW Council officers

Meetings are virtual/hybrid and subject to change/cancellations. See online regional calendars at [www.speea.org](http://www.speea.org) for details.