

Representing aerospace professionals with competence, integrity and action



ACE scholarship recipients at University of Washington

SEATTLE – SPEEA Aerospace Career Enhancement (ACE) celebrates with University of Washington (UW) College of Engineering students who were recognized at a recent scholar/donor luncheon. From left, SPEEA ACE Training Coordinator Tyler Gaylord, UW students Kuang-Ying (Eddie) Ting, Vicente Arroyos, Jared Smythe, Nithin Adidela and Kyle Johnson next to Justin Laem, SPEEA staff. The UW featured Ting, Smythe and Adidela as ACE scholarship recipients in a news article.

ACE offers certified safety training

Since 2022, when SPEEA Aerospace Career Enhancement (ACE) first started offering first aid training, more than 200 attendees have been certified.

The next classes are scheduled for the first two Saturdays in December from 9 a.m. to 1:30 p.m. These are both in-person only. Space is limited – sign up ASAP at canvas.aerocareer.org.

First Aid/CPR/AED

- SPEEA Tukwila – Saturday, Dec. 2
- SPEEA Everett – Saturday, Dec. 9

About the class

This free certification training provides hands-on training to ensure each participant feels comfortable learning life-saving skills. The class is engaging, fast-paced and comprehensive. Students learn to recognize and care for a variety of first-aid emergencies such as burns, cuts, scrapes, sudden illnesses, head, neck, back injuries, heat and cold emergencies and how to respond to breathing and cardiac emergencies.

Don't miss this great opportunity. By taking the ACE free training, you save at least \$160 – the minimum cost to purchase this type of certification training.



Enjoy holiday cheer with SPEEA!

SPEEA members will gather for some holiday magic in the next few weeks. Be sure to join us for solidarity with Santa and all the other good things that come from this time of year.

Northwest

Free photos with Santa – Avoid the crowds at the mall and feel free to take your own photos when your family meets Santa at the Puget Sound Halls. Drop by between 10 a.m. and 2 p.m., Saturday, Dec. 2, SPEEA Everett and the same time, Saturday, Dec. 9, at SPEEA Tukwila. Both days, pets are welcome from noon to 2 p.m. The Northwest Membership Activities Committee (MAC) will deck the SPEEA halls for a festive look.

Midwest

Holiday lights for a cause – Join SPEEA members and their families supporting the Lights at AbilityPoint fundraiser, a drive-through bonanza of holiday lights and décor in Wichita. Volunteers are needed for SPEEA Night, Thursday, Nov. 30, from 5 to 9 p.m. Shifts are available so you're not in the cold the whole time. As a volunteer, you will help collect tickets/donations and direct traffic. Email SPEEA Midwest Council Rep **Dan Ryan** at daniel.j.ryan@spiritaero.com to sign up. AbilityPoint helps individuals with physical and developmental disabilities and their families.

Holiday bowling with a special guest – The Midwest Membership Activities Committee (MAC) will host a fun afternoon of bowling, food and non-alcoholic drinks from 1 to 4 p.m., Saturday, Dec. 16 at Derby Bowl. This event is free for members and their families. Planning to attend? Email vickim@speea.org with the total number participants and include the names and ages of children who are 12 and younger. Who knows who you might see there!

Illuminations at Botanica, Wichita – Tickets are free until supplies run out. Limit of two free tickets per dues-paying member. The tickets are available only at the SPEEA office, starting Wednesday, Nov. 29. Call the office at 316-682-0262 before dropping by. No reserve tickets.

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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

Member's spouse on picket line

SPEEA support for Providence nurses hits home

By Bryan Corliss
SPEEA Senior
Communications Specialist

EVERETT, Wash. – SPEEA fully supported nurses with Providence Regional Medical Center in Everett during their five-day strike to protest their employer's unfair labor practices.

The SPEEA Executive Board in November approved signing a community letter to the hospital's leadership expressing "our unwavering support" for nurses represented by United Food and Commercial Workers (UFCW) Local 3000. The union represents some 1,300 Everett nurses and has been trying to negotiate a new contract since April.

The nurses walked out Nov. 14-18. One of the strikers was **Michelle Doran**, who works in Providence neonatal intensive care units in Everett. She's married to **Joseph Doran**, a SPEEA member who is a tooling engineer with Boeing in Everett. She said nurses appreciated the support they're getting from the community and other unions, like SPEEA.

Staffing crisis

Michelle said chronic understaffing at Providence's Everett medical campuses is the result of the medical chain's failure to offer competitive pay and benefits.

"We keep losing nurses," she said. "They come in out of school needing a job, and then they realize how terrible it is and go somewhere else."

And while other Puget Sound hospitals are raising pay to attract and retain nurses, "Providence isn't doing anything to keep us," Doran said.

As a result, "staffing ratios are awful," she said. When she worked at one critical-care unit, each nurse had five patients, which was a stretch. "It's hard to give your best care" with that kind of workload, Doran said.

But now, each nurse in that same unit is expected to cover seven or eight patients, and Providence management is giving indications that it could be a permanent change for the worse. "They're calling it the 'new staffing model,'" she said. "It's not OK."

Talks between the employer and the union's bargaining team began in April, and the two sides had made some progress toward an agreement. But then Providence leadership rescinded parts of the offer.



Michelle and Joseph Doran on the picket line outside Providence Regional Medical Center in Everett. Michelle is a member of UFCW Local 3000, which staged a five-day strike against the hospital to protest unfair labor practices as the union tries to negotiate a new contract. Joseph is a member of SPEEA, and a Boeing tooling engineer. SPEEA's Executive Board is strongly supporting the Providence nurses as they fight for improved pay and safe staffing levels.

'Bully' tactics

Since then, Michelle said "they've been doing some intimidation, sending emails to staff, trying to bully us into taking these other offers and telling us that we shouldn't believe our own bargaining team."

Those kinds of actions are "making it almost impossible to achieve a fair contract," she said, and that's what prompted the strike.

Providence Regional Medical Center is the largest hospital between Seattle and the Canadian border. The community needs it to be fully staffed and that means offering better pay to attract and retain more nurses, Michelle said.

"For me, the biggest thing is patient safety," she said. "We need the staff. We need the contract to not only retain the staff we have, but to be able to recruit new staff."

Support for Homegrown workers

The SPEEA Executive Board also sent a letter of support for striking workers at Homegrown, the Seattle-area chain of sandwich shops. The workers at six of the company's nine sandwich shops joined UNITE-HERE Local 8 last year and have been attempting to negotiate a first contract since January.

In September, the workers walked out to protest a company health insurance proposal that would have cost \$1,000 a month for workers taking home as little as \$3,200 a month. Currently, workers at Homegrown's Redmond store are on strike after management fired a union leader who spoke up in a team meeting.



Support for striking LA hotel workers

While attending the annual Society of Women Engineers (SWE) conference in Los Angeles, SPEEA Secretary **Shaunna Winton** took photos of the hotel workers on strike to share with SPEEA and show support. UNITE-HERE Local 11 represents the Los Angeles-area workers who have staged strikes on a revolving basis, a handful of hotels at a time. They are fighting for and winning contracts that provide a living wage and fair working conditions at Los Angeles-area hotels.

Workers at Tacoma Art Museum vote yes for union

TACOMA, Wash. – Workers unanimously voted to form Tacoma Art Museum Workers United (TAMWU) after a year-long struggle for union recognition. TAMWU represents workers from multiple departments. They sought union representation to address stagnant wages, unsafe working conditions, high turnover and systemic inequity within the museum.

SPEEA joined countless other labor unions,

including the Washington State Labor Council (WSLC), AFL-CIO, supporting the workers' efforts.

TAMWU is an affiliate of the Washington Federation of State Employees (WFSE)/ American Federation of State, County and Municipal Employees (AFSCME) Council 28 in Washington state.

Learn more at tamworkers.org.

Executive Board mini-minutes – Nov. 2

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

Council officers: R Matthew Joyce, Byron Henderson, David Fritz, Mike Pirone

Guests: Christopher Tracy, David Garrett

Staff: Ray Goforth, Rich Plunkett, BJ Moore, Steve Spyridis, Robin Fleming, Matt Kempf, Karen McLean, Amber Musselman, Pauline Tamblyn, Frank Guglielmo, Brandon Anderson

At their regular meeting, the Board:

- Approved funds for retired SPEEA activist **Donna Lehane** to attend KS State AFL-CIO Convention Nov. 16-17.
- Approved up to 30 hours each for IFPTE SPEEA Area Vice Presidents **Ryan Rule**, **R Matthew Joyce** and **John Dimas** to attend the IFPTE Executive Council meeting Nov. 2-3.
- Approved up to \$500 for SPEEA coffee and donuts with Council Reps and members at the Seattle Developmental Center (DC)

2024 payday calendars

Click the link for your payday calendar, which also includes Council meeting dates and paid holidays.

- **SPEEA-Boeing**

- **SPEEA-Spirit**

Starting in January, go to www.speea.org (Drop-down menu: Member Tools/Payday Calendars)

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

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

Midwest Council

Young Professionals no-host social

Friday, Dec. 1, 4 p.m.
Location TBD

Email tjtrousdale@gmail.com
for location details

MW Young Professionals

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 with the total number of participants and include names and ages of children who are 12 and younger

Midwest Membership Activities

New Council Reps seated

At the Nov. 9 Northwest and Midwest Council meetings, two new Council Reps were seated.

- Northwest/Plant II: **Mary Beebe** – P2
- Midwest/Spirit AeroSystems: **Joymesia Lee** – S-12

**SPEEA News
online only**

SPEEA offices will be closed for the Thanksgiving holiday

SPEEA halls closed: Thurs-Fri., Nov. 23-24
Regular office hours resume on Monday, Nov. 27



Former intern grateful for SPEEA 'Union Summer'

Raquel Binford, a former summer intern at SPEEA, spoke as part of a panel on workforce development at the Washington State Labor Council (WSLC), AFL-CIO, annual convention, earlier this year. She is at the end of the table on the right. Binford spent the summer of 2018 working at SPEEA as part of the Labor Council's "Union Summer" program, which places interested young activists into union staff roles as paid interns. She has described the experience as "life changing" in that it set "the foundation for the important relationships we make with leaders in labor." Binford has gone on to a role as a political organizer for the Coalition for Change, and last year gave back by coordinating the Washington state Union Summer program. (Photo by Joseph Ntumba/Disanka Creative.)

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

	Week of November 27, 2023
Monday, Nov. 27	4:30 p.m. NW Legislative & Public Affairs
Tuesday, Nov. 28	4:30 p.m. NW Women's Advocacy
	Week of December 4, 2023
Monday, Dec. 4	4:00 p.m. Council officers
Tuesday, Dec. 5	4:00 p.m. SPEEA Leadership Development & Training
Wednesday, Dec. 6	4:30 p.m. NW New Hire/Young Members
Wednesday, Dec. 6	4:30 p.m. NW Action and Communication Taskforce
Thursday, Dec. 7	4:00 p.m. Executive Board
Thursday, Dec. 7	4:00 p.m. NW Safety and Wellness
Friday, Dec. 8	4:30 p.m. NW Membership Activities
	Week of December 11, 2023
Tuesday, Dec. 12	4:00 p.m. NW Tellers
Wednesday, Dec. 13	4:30 p.m. SPEEA Diversity
Thursday, Dec. 14	4:00 p.m. NW Council

MIDWEST MEETINGS (ALL TIMES CT)

	Week of November 27, 2023
Wednesday, Nov. 29	11 a.m. MW Council officers
Thursday, Nov. 30	5:00 p.m. SPEEA Night: Lights at AbilityPoint
	Week of December 4, 2023
Monday, Dec. 4	6:00 p.m. Council officers
Tuesday, Dec. 5	6:00 p.m. SPEEA Leadership Development & Training
Thursday, Dec. 7	4:30 p.m. MW Membership Activities Committee
Thursday, Dec. 7	6:00 p.m. Executive Board
	Week of December 11, 2023
Wednesday, Dec. 13	6:30 p.m. SPEEA Diversity
Thursday, Dec. 14	4:30 p.m. MW Council



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