

Representing aerospace professionals with competence, integrity and action



ACE at high school career fair

Mount Si high school students learned more about SPEEA and Aerospace Career Enhancement (ACE) at a career fair last month at the school in Snoqualmie, Washington. Incoming freshmen and their parents also attended the career fair. The school has an engineering curriculum with access to laser cutting equipment and multiple 3D printers. Shown at the SPEEA ACE table from left, David Snoek, ACE training coordinator, and high school students Eliza McDonald, Tyvin Gillooly, Dalton Watters and Elijah Triou. ACE is state-funded to help grow more careers in aerospace in Washington state. Learn more at www.aerocareer.org.

Helping Other People Excel (H.O.P.E.)

Time to recognize an outstanding SPEEA member/volunteer

SPEEA is seeking nominations for the Stephen Pezzini Helping Other People Excel (H.O.P.E.) award, one of SPEEA's highest honors.

The award recognizes a SPEEA member who goes above and beyond for their co-workers, their union and their community.

The award is named for an Everett Council Rep who made a big impression among his SPEEA peers for his work serving others before he died of cancer. The SPEEA Council presented the first Pezzini award in 1997 in his memory.

Award criteria

- Current dues-paying member in any SPEEA bargaining unit
- Active in SPEEA 'beyond expectations'

- Volunteers to benefit the general community

How to nominate

Email terryh@speea.org by Friday, May 19, with your contact information, nominee's contact information and a description of why you are nominating this SPEEA member.

Details regarding the member's SPEEA and community involvement are necessary. Information about how the person's efforts made a difference is helpful.

Nomination committee

Members can apply for the Stephen Pezzini H.O.P.E. Award Committee responsible for reviewing the nominations. If you are a SPEEA member interested in serving on this committee, send your name and contact information to terryh@speea.org by Friday, May 19.

Compensation and retirement

New contact for lunchtime meetings

Interested in scheduling a lunchtime meeting with Matt Kempf, senior director of compensation and retirement? The new person to contact for scheduling is Tammy Fouts at tammyf@speea.org.

A Council Rep, Area Rep or member can request the meeting and serve as host (scheduling a meeting time/date/place).

Process for scheduling a meeting with Kempf:

1. **Advance notice** – plan about two months in advance by contacting Fouts. She has access to Kempf's calendar and can coordinate publicity (flier) if given enough time.
2. **Day of meeting (if in-person)** – ensure a projector is in the room or ask Kempf to bring one. Virtual meetings are an option.

Presentations available

- Early/Mid-Career Financial Planning 101
- Non-Qualified Supplemental Savings Plan (SSP)
- Boeing Pension (those over 50, hired before 2013)
- Salary Charts, Salary Pools and Promotional Funds
- General Pension/401(k) Q&A
- General Medical/Dental Q&A (Spirit AeroSystems)
- SPEEA Benefits vs. Non-Union Salaried
- Random Questions (i.e. Stump the Chump)

For questions about scheduling, email tammyf@speea.org.

Prof & Tech salary charts in May

Salary charts reflecting 2023 raises for the SPEEA-represented Prof and Tech employees at The Boeing Company will be posted online by early May.

Salary charts for SPEEA-represented employees at Spirit AeroSystems will be updated when the data is available (typically later in the summer).

Former Council chair dies - P2

Council Rep elections - P3

NALC food drive - P4

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Executive Director

Ray Goforth

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Shaunna Winton	Secretary
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John Dimas	NW Regional VP
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Chris Streckfus	MW Regional VP

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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

Vacant	Chair
Peter Goodfellow	Treasurer
David Garrett	Secretary

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Bill Dugovich	Communications Director
Lori Dupuis	Graphic Designer
Karen McLean	Publications Editor
Amber Musselman	Communications Support

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Former Council chair dies

TACOMA, Wash. – Former SPEEA and Northwest Council chair **Tony Hickerson** died April 9, after battling cancer for several months. He was 62 years old.

Countless Council Reps remember Hickerson's leadership as Northwest Council chair from 2017-2019 and as SPEEA Council chair from 2019 to 2021.

When he wasn't serving as a Council Rep, Hickerson reached out and connected with members as an Area Rep. He also served on nearly every SPEEA and Northwest committee, including NW Labor Delegates, NW Membership Activities, SPEEA Diversity and committees supporting contract negotiations.

Hickerson was born in Washington, D.C., served in the U.S. Army and started working at Boeing 34 years ago as a Tech designer. He worked in Kent, Washington, the Developmental Center and Thompson site in Tukwila, Washington.

Hickerson's life was one of service as noted in an article about him receiving the Stephen Pezzini Helping Other People Excel (H.O.P.E) award in 2016. The award recognizes SPEEA volunteers who go above and beyond for their union family and their community.

Growing up, his family experienced homelessness. As an adult, Hickerson made

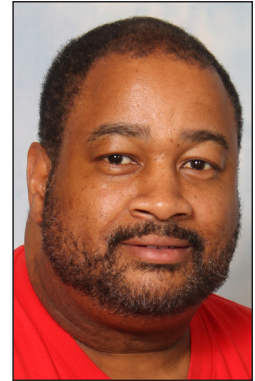
a point of helping others, as a labor advocate, a mentor and volunteer. He made room in his home for others who had nowhere else to go.

"I believe wholeheartedly that why I have a well-paying job is to help my community," he said after receiving the H.O.P.E. award.

Hickerson helped many SPEEA members experiencing problems at work or at home. He'd make frequent calls to those members to follow up, even those who retired. Hickerson wanted them to know their union still cared about them.

In a Facebook post regarding Hickerson's passing, his wife, Bernadine, wrote: "Tony lived an amazing life, doting on family and friends. He will be greatly missed and is always in our loving memory as a strong, funny and great man."

SPEEA will share more details when available regarding services to honor Hickerson's memory.



Tony Hickerson

Workers Memorial Day

Holiday to honor those who died because of work

Join union members, health and safety professionals and others to honor Workers Memorial Day, Friday, April 28.

This is an internationally recognized day of remembrance for those who died on the job or suffered work-related injuries or illnesses.

The AFL-CIO demands action to prevent workplace hazards such as heat illness, infectious diseases and toxic exposures and urges Congress to hold employers accountable. See more at www.aflcio.org.

Regional events

- **Virtual – University of Washington (UW)** – The UW Harry Bridges Center for Labor hosts a virtual ceremony from 11:30 a.m. to 1 p.m., **Wednesday, April 26**. With the theme of "Worker Justice, Climate Justice," the keynote speaker will be **Shemona Morena**, executive director of 350 Seattle. Get the Zoom link – bit.ly/UW_workers_memorial_day.
- **Everett** – Join the Snohomish and Island County Labor Council for a special commemoration at 5 p.m., **Wednesday, April 26**, in person at the Snohomish

County Workers Memorial sculpture in the County Courthouse Mission Courtyard. Check for updates at www.snolabor.org.

- **Wichita** – The Wichita/Hutchinson Labor Federation hosts speakers and provides a free barbecue dinner with B&C BBQ. The public is welcome. The event is **Thursday, April 27**, at 6 p.m., at Machinist's District 70 Hall, 3830 S. Meridian, Wichita.
- **Lakewood** – The members of Washington Federation of State Employees (WFSE) Local 793 host a memorial **Friday, April 28**, from 11 a.m. to 1 p.m., near the flagpole at Western State Hospital, 9601 Steilacoom Blvd. SW, Lakewood. Presentations begin at noon to honor Pierce County workers killed or injured on the job or affected by work-related illnesses in 2022. Free barbecue will be prepared by WFSE Local 793 members.

Events are also posted at thestand.org, the online labor news source provided by the Washington State Labor Council (WSLC), AFL-CIO.



Rock climbing draws newer and younger members

A total of 15 SPEEA members took part in the Northwest Young Members Committee rock-climbing event at Vertical World, Seattle. The event helped them connect and have fun. Shown above from left: Lily Iseminger, climbing staff, and members Henry Shi, Gordon Yip and Maggie Chen. Smaller photo, from left: SPEEA members Joseph Pham and Adam Brown.

Council Rep races in three districts

After the Tellers validated Council Rep petitions for all districts for two-year terms, three Northwest districts received more candidates than available seats.

The contested districts are:

- **Everett - E-23:** Nathan Ledbetter, Mohammed A. Kadir and David Garrett
- **Plant II - P-10:** Rick Yost and Alex Phillips
- **Renton - R-4:** Matthew Leenknecht and Peter Goodfellow

(Names in ballot order)

Ballots went in the mail to members' homes in those districts by April 12. Ballots must arrive at the SPEEA post office box or SPEEA offices by noon, Wednesday April 26.

Reminder – Federal laws prohibit the use of company or union resources in campaigning, including email, copy machines and bulletin boards. This applies to candidates *and* their supporters.

For a complete list of Council Rep petitioners, go to the homepage of www.speea.org. New, two-year Council Rep terms start May 11.

Deadline for CR petition

Due to recent redistricting and retirements, some districts have vacancies. See the list on the homepage at www.speea.org.

Interested in stepping up to serve your co-workers as their workplace union liaison?

Election instructions, including eligibility requirements, a petition and district delineation, are at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineation). The deadline is noon, Tuesday, May 9.

Benefits of becoming a Council Representative

- Become more knowledgeable about your union contract and benefits and help others with questions.
- Expand your network by getting to know more members, managers and others.
- Enhance your problem-solving skills working with SPEEA staff to assist co-workers with contract or workplace issues.
- Connect with company leaders through site partnership meetings at Boeing or meetings with Spirit AeroSystems' CEO.
- Additional protection from layoffs – see contract articles related to union officials.

Training is provided to Council Reps along with ongoing support from SPEEA contract administrators and other union staff.

To find out more about the Council Rep role, go to www.speea.org (drop-down menu: Member Tools/Council Reps).

TRAINING/ EVENTS

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

Northwest

Workers Memorial Day

Wednesday, April 26, 5 p.m.

Snohomish County Workers Memorial sculpture

County Courthouse Mission Courtyard
Everett

Snohomish and Island County Labor Council, AFL-CIO

Workers Memorial Day

Friday, April 28, 11a.m. to 1 p.m.

Western State Hospital, near the flagpole
9601 Steilacoom Blvd. SW, Lakewood

Free barbecue

Washington Federation of State Employees (WFSE),
Local 793

MIDWEST

Workers Memorial Day

Thursday, April 27, 6 p.m.

Machinists Hall, 3830 S. Meridian

Free B&C barbecue

Wichita/Hutchinson Labor Federation, AFL-CIO

Young Professionals no-host social

Friday, May 12, 4 p.m.

Location TBD

Email brennanjae.macklin@yahoo.com
for details

Midwest Young Professionals Committee

SPEEA Home Email

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

Sign up at www.speea.org



Plan for upcoming ACE classes

Check out upcoming SPEEA Aerospace Career Enhancement (ACE) classes and register online, at canvas.aerocareer.org.



To receive ACE updates, sign up for SPEEA home email at www.speea.org.

Upcoming classes

First Aid/CPR/AED – This certification training incorporates the latest science and teaches students 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.

Saturday, April 22

9 a.m. to 1 p.m.
SPEEA Tukwila

Saturday, April 29

9 a.m. to 1 p.m.
SPEEA Everett

Acting the Interview – Learn how to approach an interview through the frame of ‘serving’ vs. ‘pleasing.’ Instead of trying to ‘please,’ impress and win an opportunity, the focus is shifted to ‘serving’ behaviors. This redirects the conversation into helping solve the organization’s challenges. Participants can stand out compared to those trying to ‘please’ their way into a position.

Tuesday, May 2

5 to 6:30 p.m.
Virtual only

Overview of Python for Engineering Programming (three-part course) - 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.

Saturdays, May 13, 20 and June 3

All sessions - 9 a.m. to 5 p.m.
SPEEA Tukwila or virtual



Saturday, May 13

Letter carriers’ union food drive

The National Association of Letter Carriers (NALC) annual “Stamp Out Hunger” food drive is Saturday, May 13.

On that date, put non-perishable items by your mailbox before mail is picked up. The NALC members take it from there. Community volunteers help with sorting and delivering to local food banks.

All donated food stays within the community – feeding neighbors in need.

The food drive began with a pilot program in 1991 involving 10 cities. The effort was so successful, NALC, along with the postmaster general and AFL-CIO, spread the idea across the nation. In 1993, the “Stamp Out Hunger” food drive moved to the second Saturday in May to help food banks gear up for summer when schools aren’t providing meals.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

Week of April 17, 2023	
Monday, April 17	4:00 p.m. SPEEA Legislative & Public Affairs
Thursday, April 20	4:00 p.m. Executive Board
Week of April 24, 2023	
Monday, April 24	4:30 p.m. NW Legislative & Public Affairs
Tuesday, April 25	5:00 p.m. NW Women’s Advocacy
Wednesday, April 26	4:00 p.m. SPEEA Governing Documents
Wednesday, April 26	4:30 p.m. NW New Hire
Wednesday, April 26	5:00 p.m. NW Governing Documents
Wednesday, April 26	5:30 p.m. NW Young Members
Week of May 1, 2023	
Monday, May 1	3:30 p.m. NW Council officers
Monday, May 1	4:00 p.m. Council officers
Tuesday, May 2	4:00 p.m. SPEEA Leadership Development & Training
Wednesday, May 3	4:30 p.m. NW Action and Communication Taskforce
Thursday, May 4	4:00 p.m. Executive Board
Thursday, May 4	4:00 p.m. NW Safety & Wellness

MIDWEST MEETINGS (ALL TIMES CT)

Week of April 17, 2023	
Monday, April 17	4:30 p.m. MW Legislative & Public Affairs
Monday, April 17	6:00 p.m. SPEEA Legislative & Public Affairs
Thursday, April 20	4:30 p.m. MW Young Professionals
Thursday, April 20	6:00 p.m. Executive Board
Week of April 24, 2023	
Tuesday, April 25	11:00 a.m. MW Council officers
Wednesday, April 26	6:00 p.m. SPEEA Governing Documents
Week of May 1, 2023	
Monday, May 1	6:00 p.m. Council officers
Tuesday, May 2	6:00 p.m. SPEEA Leadership Development & Training
Thursday, May 4	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 for details.