

Representing aerospace professionals with competence, integrity and action

Council Convention/Conference

SPEEA leaders 'honor the past, inspire the future'

SEATAC, Wash. – In just over 24 hours, about 100 SPEEA Council Reps and elected leaders voted on motions, took training classes and came away inspired.

They were meeting in-person for the annual SPEEA Council Convention and Leadership Conference June 7-8.

At the convention, the SPEEA Council held a meeting to conduct union business, including voting on motions to set policy. The rest of the year, SPEEA Council meetings are held virtually to connect the Northwest with the Midwest.

SPEEA Council Chair **R Matthew Joyce** was pleased with how the in-person Council meeting went. "This year was a great example of how we can have debate on motions, in a friendly, timely and orderly fashion. It was great seeing everyone, and I am looking forward to next year," he said.

The next day, SPEEA Council Reps, leaders and labor guests came back together for a series of workshops and heard from SPEEA and IFPTE leaders in opening and closing remarks. U.S. Rep. **Rick Larsen** gave the keynote address and answered questions.

The SPEEA Leadership Development and Training (LDT) Committee, led by SPEEA members, organized the conference with staff support with the theme of "Honoring our past and inspiring our future."

In opening remarks at the leadership conference, IFPTE Secretary-Treasurer **Gay Henson** noted: "It's about grassroots, it's about service, it's about members. You're all here today to help members."

IFPTE president applauds efforts

In closing remarks at the conference, IFPTE



(From left) SPEEA Council Secretary **Byron Henderson**, President **John Dimas** and Council Chair **R Matthew Joyce** listen as U.S. Rep. **Rick Larsen** (D-Wash.) delivers the morning keynote address at SPEEA's annual leadership conference on June 8 near Seattle.



Midwest Council Rep **Laura Dame Sentry** listens as interim Northwest Vice President **David Garrett** speaks during a SPEEA leadership conference session on using legislative advocacy to build union power.

International President **Matt Biggs** praised the political advocacy done by SPEEA this year. He also pledged IFPTE's largest local will have support during contract talks with Spirit AeroSystems this year and Boeing in 2026.

During the leadership conference closing remarks, Biggs praised the work of SPEEA's Legislative and Public Affairs (L&PA) Committee and staff for the work they did to secure \$60 million in federal funding for aerospace workforce development in the recently approved Federal Aviation Administration (FAA) re-authorization bill. "This is a new thing, and it didn't come about by accident," Biggs said. "You guys went and asked for this money for workforce development in aerospace, and you got it."



It's particularly noteworthy that the bill includes provisions that allow unions to apply for the federal funds, he said. "That was hard to do," Biggs said. "You've got to get a bipartisan bill, and there was a lot of give and take. You got that done."

See more coverage of conference in the July SPEEA Spotlight.

(left) **Jillian McLaughlin**, an Ed Wells Partnership instructor, led workshops on ways to improve communication in the workplace.

"We all saw what they did with the Fire Fighters," Biggs said. "Boeing's probably done you a favor in that sense, with the Fire Fighters. They've shown you what their plans are for the Machinists and for SPEEA, unfortunately."

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**ACE class on drone building**

Participants are shown here in the final session of the SPEEA Aerospace Career Enhancement (ACE) class called: "Aerospace 101: Computer Aided Design and Drone Building." This popular, multi-part class presented the training and tools to build a drone from scratch and program its flight patterns. See more free ACE classes at canvas.aerocarrier.org.

SPEEA Convention/Leadership Conference**Communications survey shows connections are important to Council Reps**

Nearly 60 took part in a communications survey at the SPEEA Council Convention and Leadership Conference.

Survey results show Council Reps, Area Reps and other elected leaders are tapping into multiple tools to stay current with SPEEA and labor events and keep members connected to their union.

A significant majority of the participants said they liked to stay connected to SPEEA by talking to co-workers, followed by Council meetings and emails.

Highlights of the survey results:SPEEA website (www.speea.org)

- Nearly 70% say they go to the website daily or weekly.
- The contracts are the most important to 74% of respondents, followed by salary charts (58%) and news (52%).

SPEEA News (biweekly newsletter sent to activists and home email subscribers)

- Nearly everyone (98%) say they read the SPEEA News.
- In the SPEEA News, SPEEA and labor news were most important to 66% of respondents. Event coverage was the next in line at 7%.

SPEEA Spotlight (sent monthly to members' homes)

- Participants noted three top priorities for stories:
 - Legislative news regarding SPEEA, labor and aerospace (61%)
 - Articles related to contracts (59%)

- Stories about how SPEEA works (52%)

SPEEA NewsClips (daily email of labor and aerospace news shared with targeted group of activists to share with members)

- A significant majority (68%) are reading this email daily
- Most are sharing NewsClips with their coworkers at least sometimes (total of 79%).

Other forums/platforms

- In response to a question about preferred online forums/communities, 50% said Facebook group, followed by LinkedIn group (36%) and Discord (27%).
- For social media, Facebook was the lead at 55%, followed by Instagram at 40% and LinkedIn at 38%.

SPEEA is planning more surveys regarding communications and other issues. The surveys help to raise awareness as well as provide a snapshot of members' opinions.

Next newsletter July 19

The next SPEEA News will go in the mail Friday, July 19. SPEEA News will skip sending out the July 5 issue, because of the 4th of July holiday and short staffing due to vacations.



SPEEA supports union flight attendants

At the SeaTac airport, SPEEA members and staff joined about 100 unionized flight attendants at Alaska, American and other airlines June 13 to draw attention to their long-drawn-out efforts to secure fair contracts. SPEEA is strongly supporting the flight attendants, who are members of both the Association of Professional Flight Attendants (APFA) and the Association of Flight Attendants (AFA)-Communications Workers of America (CWA). SPEEA's Executive Board sent a letter to both unions, proclaiming that "corporate greed won't fly." See the letter at www.speea.org.

Unpaid holidays and safety are issues

Electrical workers reject latest offer, continue strike

A strike by unionized electricians in Puget Sound is headed into its 10th week, after more than 1,000 members of an International Brotherhood of Electrical Workers (IBEW) Local 46 bargaining unit rejected two contract offers from their employer on June 12 and June 15.

The first offer was rejected with a 90% "no" vote; the second with 72% voting "no."

The offers would have raised pay by \$12.75 over three years, which would have been the biggest raises the bargaining unit had ever won in negotiations with the National Electrical Contractors Association (NECA), a trade group representing electrical contractors in Puget Sound.

However, neither offer adequately addressed the workers' core issues of providing electricians with paid holidays and ensuring ade-

quate safety equipment – including radios – at all work sites. The June 12 contract offer also would have stripped away the workers' ability to strike in the future.

The union's negotiating team recommended against both offers.

The workers make up IBEW Local 46's Limited Energy bargaining unit. There are more than 1,000 workers in the unit who are specialists in installing and maintaining fire alarms, building security systems and phone and fiberoptic lines.

The strike began on April 11, after three months of bargaining failed to result in an adequate contract offer. The walkout has led to delays in office building construction for major Seattle-area employers like Amazon and Microsoft.

Everett Council Rep vacancy

SPEEA is seeking to fill a vacancy in Everett Council District E-15, due to the recent election of David Garrett to fill the interim Northwest regional vice president vacancy.

This Council Rep seat represents Profs in buildings 40-88, 47-97, 47-147, 47-173.

If you work in either of these districts as a Prof, 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, July 9.

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.

TRAINING/ EVENTS

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

Northwest

New Hire/Young Members summer BBQ

Saturday, June 22, 4 to 8 p.m.
Golden Gardens, Shelter 1, Seattle

Free hamburgers, a vegetarian option, drinks, etc.

Feel free to bring/share a side dish – with labels for allergies!

To sign up, email meetings@speea.org with the number of guests

NW New Hire/Young Members Committee

Midwest

Midwest Young Professionals Top Golf

Sunday, June 23, 4:30-6:30 p.m.

Top Golf
2976 N Greenwich Rd
Wichita

Free – for dues-paying members only

Limited capacity – email vickim@speea.org to sign up

MW Young Professionals

Wind Surge minor league baseball

Saturday, Aug. 3, 6:05 p.m.

Riverfront Stadium
Wichita

Free – only for dues-paying members and immediate family

A limited number of tickets will be available for pickup at the SPEEA office by July 2.

MW Membership Activities

- **Deadline** – Email completed petition and platform statement to petitions@speea.org by noon, Tuesday, July 9. 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).



NW Regional Vice President **David Garrett** hosted a hybrid meeting with SPEEA Contract Administrator **Steve Spyridis** in Everett presenting an overview of the Performance Management (PM) process at Boeing. More than 100 union members attended (including 87 who were online). With interim reviews underway, now is a good time to schedule lunchtime meetings to go over tips that can help members maximize their PM closeout scores.

Helping members learn the process

Schedule a lunchtime meeting for PM interim review

With Performance Management interim reviews going on, now is a good time for you to schedule a lunchtime meeting (LTM) for members in your district.

Reach out to your Contract Administrator to request a presentation on how to maximize the PM process and enhance each member's score at the PM closeout.

Some of the PM process tips include:

- **Asking** questions to clarify what specific actions that the manager wants to see in order for the member to meet and/or exceed expectations.
- **Adding** a measurable safety metric to those goals, as discussed during the recent SPEEA Leadership Conference.
- **Scheduling** additional follow-up meetings by members with their managers

in the months ahead in order to check on progress and make any needed mid-course adjustments.

Follow SPEEA on social media



Executive Board mini-minutes – May 16

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

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

Guests: Shaunna Winton, Andrew Sherman, Christopher Tracy, Rick O'Neill, David Garrett, Emily Brent-Fulps

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

At their regular meeting, the Board:

- Approved whistleblower training for the SPEEA Council, on-hours, in May for a cost not to exceed two hours of SPEEA paid time each for the 90 SPEEA Council representatives and Executive Board (84 CRs and six E-Board members) for a total of 180 hours. The training will be provided by representatives of Katz, Banks, and Kumin, the law firm in Washington, D.C., representing **Sam Salehpour** (current SPEEA member and whistleblower).
- Approved the purchase of a program ad (\$1,500), Challenge coin (\$2,400) and polo shirts for delegates and VP nominees (\$1,500) for a total cost not to exceed \$6,000. This includes an extra \$500 to offset unforeseen costs.
- Approved donating \$1,000 to the Seattle Times Newspapers in Education for 2024-2025.
- Approved one delegate an additional four hours of SPEEA paid time and up to 10 hours each for IFPTE SPEEA area vice presidents' travel time for IFPTE Executive Council meeting on July 6.
- Approved an amount up to \$60,000 with our preferred vendor for upgrades to our A/V systems at the Everett and Tukwila halls to accommodate hybrid meetings.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

MIDWEST MEETINGS (ALL TIMES CT)

	Week of June 24, 2024
Monday, June 24	4:30 p.m. NW Legislative & Public Affairs
Tuesday, June 25	5:00 p.m. NW Women's Advocacy
Wednesday, June 26	4:30 p.m. NW New Hire and Young Members
	Week of July 1, 2024
Monday, July 1	3:00 p.m. NW Council Officers
Monday, July 1	4:00 p.m. Council Officers
Tuesday, July 2	4:00 p.m. SPEEA Leadership Development & Training
Wednesday, July 3	4:30 p.m. NW Action Communication Taskforce
	Week of July 8, 2024
Monday, July 8	4:30 p.m. NW Negotiation Prep Committee
Tuesday, July 9	4:30 p.m. NW Membership Activities
Tuesday, July 9	4:30 p.m. NW Tellers
Wednesday, July 10	4:30 p.m. SPEEA Diversity
Thursday, July 11	4:00 p.m. NW Council

	Week of June 24, 2024
Tuesday, June 25	11:00 a.m. MW Council officers
	Week of July 1, 2024
Monday, July 1	6:00 p.m. Council Officers
Tuesday, July 2	6:00 p.m. SPEEA Leadership Development & Training
	Week of July 8, 2024
Wednesday, July 10	6:30 p.m. SPEEA Diversity
Thursday, July 11	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.