



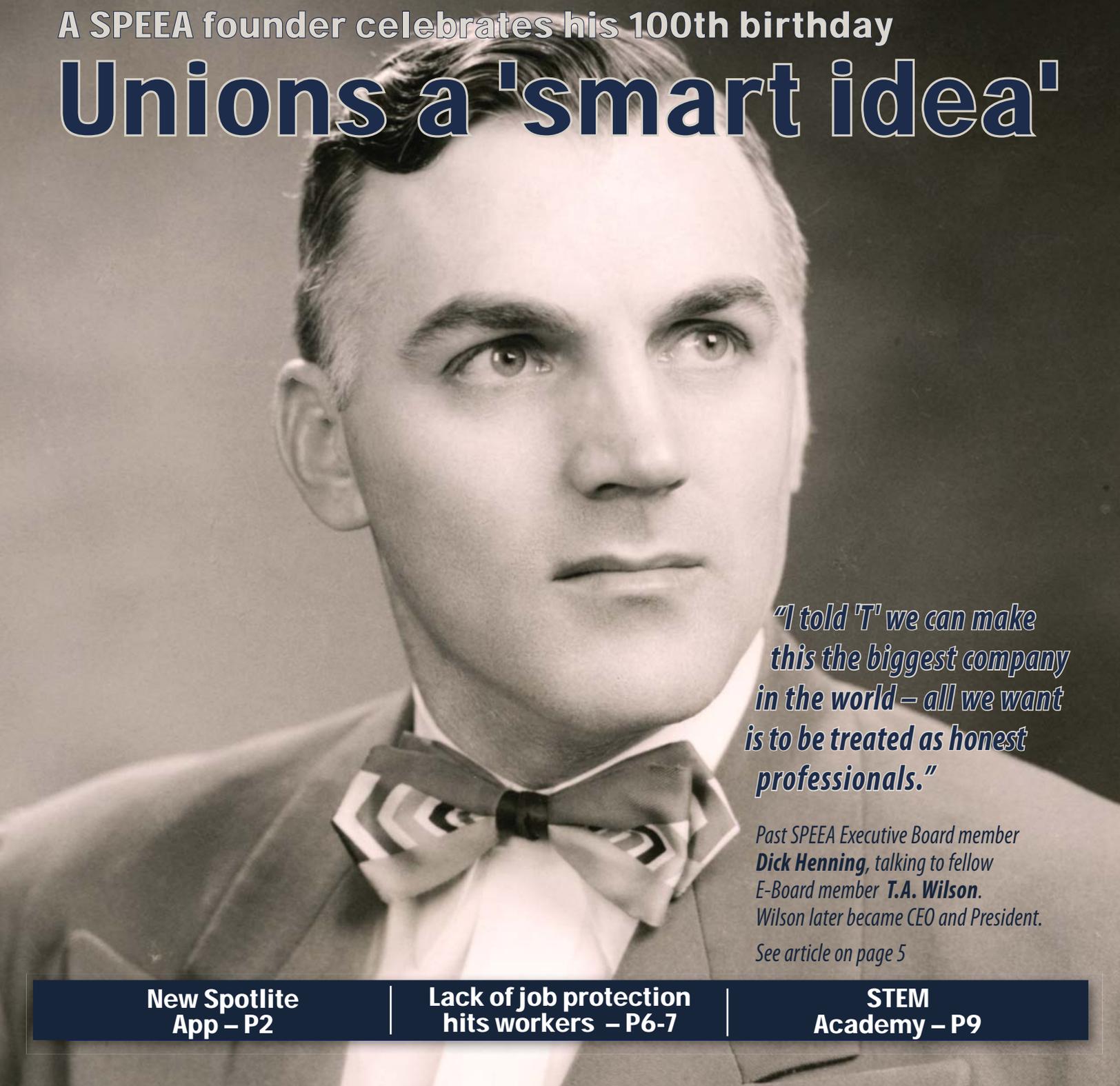
Spotlite

PROFESSIONAL AEROSPACE UNION

**Tax Incentive
update**
P6-7

A SPEEA founder celebrates his 100th birthday

Unions a 'smart idea'



"I told 'T' we can make this the biggest company in the world – all we want is to be treated as honest professionals."

*Past SPEEA Executive Board member **Dick Henning**, talking to fellow E-Board member **T.A. Wilson**. Wilson later became CEO and President.*

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App – P2**

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Academy – P9**

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'Introduction to Negotiations' kicks off in March

In a member survey last fall, many expressed interest in learning more about the negotiations process. In response, the Negotiation Prep Committee worked on a portable presentation for lunchtime meetings. With a brief overview of labor negotiation fundamentals, including labor rights and union leverage, the presentation also includes an outline of opportunities to get involved. To schedule a lunchtime 'Negotiations 101' presentation, email amberm@speea.org. The meetings kick off in March for the Prof and Tech bargaining units. Shown above, members of the committee in Tukwila, with members in Everett on televideo.

SPEEA has an App!



Spotlite now accessible on smartphones, tablets

Now you can read all the union news and updates from the monthly SPEEA Spotlite magazine on your iPhone, iPad, Android and Kindle with the new Spotlite App.

Simply visit your App Store and search for SPEEA. Then, download and install the free Spotlite App. Links to the App Store pages are also posted on the SPEEA "Mobile Website", go to www.speea.org from your mobile device.

The Spotlite App is available for the following:

- Android devices
- Apple iPhone and iPad
- Kindle devices

New issues of Spotlite will be posted as they are published at the beginning of each month. The app also serves as your personal library of past issues.

SPEEA members and represented employees will still receive the printed Spotlite magazine by mail at their homes. The new app is designed to meet members' desire for more union information and news in a form that is easily accessible.

Along with the mobile editions, an updated online digital edition with an enhanced layout and active web links is available on the website. Access the enhanced version by visiting the Spotlite Magazine page at www.speea.org under Communications.





By Ryan Rule, SPEEA President

Seeing is believing – the value of a union

From our desks, labs, shop floors, or wherever inside Boeing, Spirit, or Triumph, it is sometimes easy to forget how lucky we are to be represented by a union and have a legally-binding collective bargaining agreement governing how we are treated as employees.

As SPEEA president, I am exposed to a great number of small and large injustices regularly. Each of these presents an opportunity to do what we can to rectify the situation. In that vein, I strive to maintain awareness of individual situations where I, or our union, can help.

Like all of SPEEA's elected officials, I continue to maintain a full-time job with my regular employer (Boeing) and recently, I saw the value of a union first-hand from my desk at Plant II.

Boeing workplace

The lab at Boeing where I work has a wide variety of jobs being performed by different groups of people; union, non-union, contractors, suppliers and vendors all working side-by-side. The Boeing people come from BCA Engineering, CAS and loaned in from IT. One of our primary suppliers from Oregon has two employees working in our lab full-time. They have Boeing desks and work on both supplier-provided and Boeing-provided equipment. Each sits less than 20 feet from my desk. They are good coworkers. They take work seriously and are easy to get along with. These two workers support two different products which are related to what I do. But, they are not part of my immediate team. One of them has been here for seven years, more or less. The other is newer and was here for nearly all of 2014. The new guy was initially a contractor for the supplier instead of an employee, but that changed sometime mid-year. Recently, he started doing some work for my small team which the supplier would normally do at their

home office in Oregon. It is a weird situation and very unfortunate he, and the other worker, are not represented by a labor union.

On the Friday immediately preceding Christmas and the Boeing holiday break (Dec. 19), there were only about five of us in the lab instead of the usual 15 to 20. 'The new guy' from our Oregon supplier was one of us working. It was a typical hurry-up-and-wait day for me. I was waiting for a critical software release to test that morning but decided to go out for lunch when I learned that it would not be delivered until later that afternoon. Upon returning, 'the new guy' was packing up his desk. Evidently, he received a telephone call during lunch telling him to pack up, leave his Boeing and supplier stuff with a coworker and head home. He was done.

Working without a contract

'The new guy' wasn't a Boeing employee and wasn't on a contract. He was a full-time employee of the supplier, but had less than a year of service. All of us present in the lab that day were shocked. No warning, just a telephone call around lunch-time on the Friday before Christmas. Without union protection, he had no severance and certainly no recall rights.

A few people had some choice words to say about how that situation was handled by the owner of that company, but the first response I can repeat from the conversation was someone saying: "I'm glad I'm in a union."

Monitoring layoffs

In the past 24 months, 614 SPEEA-represented employees have been laid off by Boeing. Others have been laid off by Spirit AeroSystems in Wichita. SPEEA monitors every layoff to ensure the companies follow procedures outlined in our

contracts. The contracts also spell out benefits due employees at layoff or termination. Our SPEEA staff works to line up other assistance whenever possible.

'The new guy' didn't have the benefits of a union contract. He didn't even have prior notification. At a time when many employers were sending out "Happy Holiday" email greetings and thanking them for their year of hard work, he got a phone call to pack his stuff and leave.

I'm glad I'm in a union.

SPEEA staff update

SPEEA welcomes new staff in our Tukwila and Wichita offices.

Earl Carter joined the staff in December to work as a contract administrator in Wichita. **Bill Razeto**, another contract administrator who came on board last month, works in the Tukwila office. Also at the Tukwila office, two current staff, **Hillary McConnell** and **Amber Musselman**, moved into new positions. McConnell is now a contract administrator and Musselman's half-time position in communications is now full time.

SPEEA also hired three new support staff to fill vacancies. They are **Monica LaFrance**, **Michelle Stanley**, and **Aimée-Josiane Twagirumukiza**. They also started working at SPEEA in January.

Interviews are under way for remaining openings.

Prof and Tech contracts

'Step by Step Program' actions not required

Numerous SPEEA members at The Boeing Company are reporting problems with Total Access, because it appears to instruct them to complete the 'Step by Step Program' actions to avoid future additional medical contributions for 2015.

Per the SPEEA-Boeing Prof and Tech contracts, participation in this program is not required for Puget Sound Prof and Tech SPEEA-represented employees. Their health care benefits are locked in by the contracts, which were ratified in 2012.

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INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS Local 2001, AFL-CIO, CLC





Machinists' leader: 'Standing together is where we need to be'

SPEEA President **Ryan Rule**, left, and IAM 751 President **Jon Holden** talk at union headquarters before the SPEEA Council meeting Jan. 15. Holden expressed his thanks to the Council for working with the IAM on worker issues, including the effort to add accountability in the Washington Aerospace Tax Preference bill. "Your issues are our issues," Holden said. "Working together and standing together is where we need to be." The IAM president spoke and took questions for about 20 minutes. At the conclusion, he was given a standing ovation by the Council.

Ready to step up for SPEEA?

Consider the following opportunities to get more involved in your union. You can meet others who share your interests and contribute to the leadership of SPEEA.

SPEEA Council Representatives – petitions due in March

All Council seats in all bargaining units are up for election this year. The Council Reps, who serve as union representatives in the workplace and set policy for the union, serve two-year terms.

Anyone who has been a SPEEA member for at least the past 12 months can run for Council Rep in their work area (district). Extensive training is provided.

Council Rep responsibilities include:

- Help members get answers to questions or concerns about their contract, benefits, salary charts and career-growth opportunities.
- Attend monthly Council meetings to vote on motions and conduct business.
- Represent employees called in for disciplinary or investigatory meetings and work with SPEEA contract administrators to resolve issues on behalf of members.

Application details coming soon

To run for Council Rep, look for the 2015-2017 district delineation and Council Rep petition

coming soon to www.speea.org. Deadline to apply: March 25.

All Council Reps will be seated at the May Council meeting.

IFPTE convention delegates and vice presidents

IFPTE convention delegate - Want to learn more about other IFPTE labor locals and represent SPEEA? Consider running for SPEEA delegate to the IFPTE triennial convention, July 27-31.

The convention is a great opportunity for delegates to network with IFPTE locals, attend workshops on labor issues, and hear from guest speakers.

IFPTE vice president - If you're interested in union leadership, consider running for IFPTE vice president. The VPs are responsible for communicating SPEEA's concerns and priorities to the IFPTE Executive Council. The IFPTE Executive Council holds semi-annual meetings.

Candidates must be SPEEA members with continuous good standing for at least two full years prior to the election.

Election petitions for both the delegate and vice president openings, as well as other requirement details, are coming soon to www.speea.org. Deadline to apply: April 21.

Members run for Executive Board VP

Want to know who is running to represent you on the SPEEA Executive Board? Check out the list of candidates at www.speea.org.

Candidate petitions were validated after the deadline for this issue of Spotlight. SPEEA members will vote for candidates in their region.

SPEEA mails a voter guide along with the ballot to members' homes. In this guide, you will find more information about the candidates. They submitted answers to Council-approved questions, as well as platform and qualification statements.

Look for the ballots coming in the mail to members later this month (for contested races).

Executive Board election timeline

- Ballots mailed by Feb. 25
- Ballots counted March 11
- New two-year terms begin March 25

Boeing retirement seminars webcast only



Pension/retirement seminars continue at SPEEA halls

As of this year, Boeing stopped offering its retirement process seminars at the SPEEA Puget Sound halls. The SPEEA pension and retirement seminars are now the only way to hear from a contract-benefit expert in person.

SPEEA Benefits Director **Matt Kempf**, (CFP®), provides an overview of the contract benefits related to retirement planning at the Everett and Tukwila halls.

Given the popularity of these classes, Kempf nearly doubled the number of times he offers the presentation. However, the seminars fill up fast.

See the complete schedule and available dates for SPEEA seminars at www.speea.org (see drop-down menu for Medical & Retirement).



Wrote SPEEA constitution

One of SPEEA's founders turns 100

By Karen McLean
SPEEA Publications Editor



Richard Henning

KIRKLAND – Early in Richard Henning's engineering career, he found himself in a craft work room at the YMCA in Seattle working on a constitution in 1945. His efforts helped launch SPEEA.

On the occasion of his 100th birthday last month, he shared some of his recollections of that time and his many SPEEA roles, including chairman, Executive Committee officer and member of multiple negotiation teams.

Henning was just back from the war when he joined the effort to organize a union representing engineers. He started with the small group that framed the SPEEA Constitution. After that, the group voted to pursue collective bargaining. A month later, the machinists union launched an organizing drive to represent Boeing engineers.

"That's what really moved me – I fought like hell to have our own union," he said, despite emphasizing that he was not a 'fighter.' With five sisters, "I learned how to work with others."

The SPEEA group faced enormous pressure, Henning recalled, especially from Boeing, which hired an executive known for his union-busting experience. "They couldn't understand why we would want a union."

Henning knew about contracts, collaboration and leadership from his father, a business agent and officer for the Machinists in Minnesota.

'Smart idea'

"It's a smart idea to have an organization speak for an individual instead of one on one. In the old days, if you sat down to negotiate with the chief of engineering it was pretty difficult to express ideas. Whereas in a union, there was discussion to bring out points and that happened on a daily basis."

Looking back, Henning recalls a particular contract negotiation, where he said, "I told the company you never honor engineers who stay with you – you should give three weeks (of vacation) after 15 years and four weeks after 20 years."

He also remembers serving on negotiation teams with T.A. Wilson, who became president and CEO of Boeing in 1968. "I told T we can make this the biggest company in the world – all we want is to be treated as honest professionals."

'Wanted to build'

Henning gained a lot of leadership experience through SPEEA. For example, at the National Professional Association of Engineers, Architects and Scientists (NPA), he was elected president of this group of 14 engineering unions on the west coast. When NPA members voted to join Engineers and Scientists of America (ESA), they asked Henning, who was noted for his vast knowledge of bargaining power and appreciation of ethical standards, to serve as president. He declined. "I was an engineer – I wanted to build."

During his 40-year career at Boeing, he worked on a range of programs from bombers (starting with the B-17) to Airborne Warning And Control System (AWACS) on the military side. On the commercial side, his work experience started with the Clipper and Stratoliner and ended with the 747 and Stratofreighter. He retired in 1979 as a Boeing executive.

Among his many accomplishments are inventions and patents, including designing and

wiring the first 'hermetically-sealed relays' for explosion-proofing and altitude protection on the B-47 and later the B-52. He designed and installed the first 50-caliber nose guns on a B-17 in 1942 to stop head-on attacks during World War II.

With so many 'proud remembrances,' Henning places SPEEA in the top 10 of his list, written by him just prior to his retirement.

He was also glad to hear about the vote by all represented engineers and technical workers for agency fee in 2000, which calls on everyone represented by the Prof and Tech contracts to pay their share. "I tried to get that around 1950-51. It's the way it should be if they're getting benefits."

Looking back, he remembers devoting many a Saturday to SPEEA work, and he hired someone to type for him. "I worked my fanny off," adding, "and a lot of guys had no idea of the benefits they were getting."

Like his grandfather, a union barber, and his father, a union officer and agent, he sees the value. "If you've got a team that likes each other and works together, you're successful, like the Seahawks ... If you all pull together you get the best ideas."

Richard Henning at a glance

- He was the 135th engineer hired by Boeing – he knew Bill Boeing, founder of the company.
- Worked in the Red Barn, Boeing's original manufacturing site, which is now in the Museum of Flight.
- Wrote and published his autobiography, 'The Green-Eyed Engineer,' which he donated to SPEEA for its archives.

Support grows for protecting jobs, wages

By **Bill Dugovich**
SPEEA Communications Director

Efforts by SPEEA and the IAM to tie Washington aerospace tax incentives to maintaining and growing jobs with living wages are gaining support in the halls of the state legislature as members and union officials continue meeting with lawmakers.

Despite the IAM vote and the Washington legislature vote for \$8.7 billion in tax breaks, Boeing is moving jobs out of the state. Boeing must be held accountable for reneging on its pledge. The state should amend the tax breaks to make them contingent on job retention.

40-year engineer

Legislative directors from both unions are now working with members to bring them to Olympia and talk face-to-face with their representatives.

“Legislators are very receptive to hearing from the people being impacted by Boeing’s decision to take tax incentives and then move work,”

said **Chelsea Orvella**, SPEEA legislative director.

The work is likely to produce bills that will revise the tax preference bill to meet language that currently exists in the “intent” section. That language states the incentives are granted to grow Washington’s aerospace industry and the well-paying jobs it provides. However, the bill itself has no requirement for companies – including Boeing – to maintain employment or ensure workers earn a living wage.

During more than 20 meetings with state legislators before the session started on Jan. 12, there was bipartisan concern regarding the drop in Boeing’s Washington workforce since passage of the \$8.7 billion aerospace tax preference bill in November 2013. According to Boeing’s own website, the company’s Washington workforce is down by 2,537 between Oct. 31, 2013 and Dec.

Three years ago I decided to relocate to Washington and take a job with Boeing. During contract talks, I was shocked by the unprofessionalism of upper management. Now, the tax break. Boeing bullied our government into a bad deal. Giving a tax break to a company making record profits without securing jobs for Washington workers is unethical. Today, I worry I will be forced to relocate again to stay in engineering.

3-year engineer



Council Rep. **Orlando DeLosSantos**, right, talks with IAM Legislative Director **Larry Brown**. DeLosSantos is one of many SPEEA members who have met with state legislators to push for tax incentive accountability.

18, 2014. The number includes hundreds of SPEEA-represented employees who were laid off and did not find new jobs within Boeing.

Jon Holden, President of IAM 751, applauded the joint effort during his address to the SPEEA Council in January.

“The discussions we’ve been having and this work we’ve been doing together is amazing,” Holden said. “Your issues are our issues. If Boeing moves engineering jobs out of Washington, our members

know their jobs will follow.”

In the competition for Boeing work sites, South Carolina, Missouri and Alabama tied receiving tax breaks directly to increasing employment. All of those tax incentives pale in comparison to Washington’s tax preference bill.

Tax incentives are also not increasing wages within the supplier base. In 2009, the state reported 3,312 aerospace manufacturing workers in Washington earning less than \$15 an hour. By 2012, the most recent figures available, the number had grown to 5,645 manufacturing workers, or about 38% of the non-Boeing aerospace manufacturing workforce.

With record profits and order backlogs, how is it appropriate corporate citizenship for Boeing to not pay its fair share in taxes to support our communities? Our school system needs help and Boeing does not meet their social responsibility. We are paying Boeing to move our jobs elsewhere. We need to hold Boeing accountable. There needs to be a penalty for keeping the money but moving jobs.

19-year technical worker

States granting the largest aerospace tax incentives – ranked by size

State	Year Approved	Amount	Jobs required
Washington	2013	\$8.7 billion	0
Washington	2003	\$3.24 billion	0
South Carolina	2009	\$900 million	3,800
Missouri	2014	\$229 million	2,000
Alabama	1997	\$150 million	2,300
South Carolina	2013	\$120 million	2,000



Since 1996, Boeing has been on the receiving end of 152 tax subsidies worth more than \$13.1 billion, according to data compiled by Good Jobs First, a national policy resource center for grassroots groups and public officials.

Lack of job protections hits workers

I'm just another statistic. All my colleagues are facing the same issue. Morale is at an all time low as we are asked to transfer our knowledge and work statement to St. Louis. In a way, laying me off will put me out of my misery. But, how can the state legislature live with themselves as they ask the common Washingtonian to pay Boeing to move these jobs. The 777X will be built with robots, not people. As time goes on, engineering and support organizations will move out of Washington. This is the end of a glorious era.

29-year Boeing employee

Everyone I talk to believes Boeing got a huge gift for building the 777X and its wing in Washington. But, with no requirement to maintain jobs in the state, this is unfair and should be corrected. This will hurt our state's economy.

32-year Boeing engineer

I stress every day that my job leaves next. Our engineers are having their jobs shipped all over the world but we are footing the bill for these tax breaks. These breaks don't help our economy if the money just goes to Boeing's bottom line and the jobs go elsewhere. We need work protections for our families, our community and our state. I'm a young engineer who needs this job to pay for my house and support the family my wife and I are starting. Please stand up for us!

2-year Boeing employee

It's sad to see my tax dollars go to Boeing because they are offloading engineering jobs to other states and globally. These lost jobs are good paying jobs that allow engineers, machinists, office and technical workers to raise families, buy homes and send their kids to school. Please create a bill that will require all state tax breaks to ensure job growth for Washington state.

9-year Boeing engineer

In the past 25 years, I have been laid off from Boeing twice due to their shifting work out of state and out of the country. The devastation the first time cost me my house and my marriage. As I returned to Boeing a third time my family continues to live in Grant County and I commute weekly to Everett to keep my cost of living low in hopes of being able to afford my next layoff or perhaps be able to retire.

12-year Boeing engineer

This action by Boeing to not use the tax breaks to benefit Washington Boeing employees has created mistrust of Boeing management. We all felt when the tax breaks were approved, we would have secure jobs and it would help the economy of Washington state.

6-year Boeing employee

I'm especially concerned why our Washington State Legislature gave Boeing a huge tax break with no strings attached to promote job growth, while all other states have tied tax breaks to job creation. I hope legislators will revise the tax break incentive to tie it to job creation and growth instead of a free blank check.

9-year Boeing engineer

I miss the days when I felt great pride whenever I heard an announcement for a new airplane or airplane derivative. Now, when I hear, I just wonder where this new plane will be built? How will it affect my employment?

23-year Boeing engineer



For updates and further information go to www.speea.org



SPEEA 101 in Wichita draws crowd

At the Wichita SPEEA 101 (an overview of the union) IFPTE President **Greg Junemann**, standing, gave opening remarks with a brief description of IFPTE and its connection to SPEEA. Contract Administrator **Steve Spyridis** presented more details about how SPEEA operates, the contracts for the Wichita Technical and Professional Unit (WTPU) and Wichita Engineering Unit (WEU), and opportunities to get involved. About 30 members attended and many stayed afterward to discuss mentoring tips and next steps.



Labor scholarships for union families

The following scholarships are for union members' high school seniors pursuing higher education.

of the application process. Learn more at <http://wa.aflcio.org/pcccl/>.

Jerry Beckendorf Community Services Scholarship – due March 6

Eligible applicants must be a high school senior active in the community in Pierce County, Wash., whose parent or guardian is a union member. The scholarship, named for the former United Way labor liaison for Pierce County, applies to students studying this fall at a college, university, community college, trade or technical school. An essay on their most rewarding volunteer activities and letter of recommendation are part

IFPTE - Dominick D. Critelli, Jr. Scholarship – due March 15

This scholarship is for high school seniors who are children or grandchildren of SPEEA-IFPTE Local 2001 members. Students must be planning to attend an accredited college or university in the fall. Along with the application and transcripts, three letters of recommendation are required along with an essay on 'What Being a Member of a Union Family Means to Me.' Learn more at www.ifpte.org.

Dues adjusted for 2015

The annual recalculation of SPEEA dues was performed in January, setting the monthly SPEEA dues rate for 2015 at \$43.92. The adjusted rate begins Feb. 12.

Per the SPEEA constitution, the dues are set at 85% of the average hourly rate of all SPEEA bargaining units combined.

Prof and Tech

Raises and retentions next month

SPEEA-represented Profs and Techs will receive raises and retention notices next month.

Timeline:

Raises – The effective date for raises is March 6 for guaranteed and selective wage adjustments.

Per the SPEEA contracts, both have a salary pool of 5% with a minimum increase of 2% for Profs and 2.5% for Techs.

Retention ratings – Notices will be distributed March 9-24 with the effective date of March 25. The reclassifications/promotions re-open April 3.

The retention rating determines the order of layoff based on employees' retention ratings in their skill code (Profs) or skill code and grade level (Techs). To learn more, go to www.speea.org (click on drop-down menu for Member Tools/Career Information/Retention).

Seeking Midwest member for Teller Committee

The Midwest Tellers Committee, responsible for regional elections, needs a member to join them.

To be eligible, you must be a regular SPEEA Wichita member in good standing for at least the past 12 months and cannot serve at the same time on the Executive Board, Council or Judicial Review Committee.

Teller petitions are available at www.speea.org (see the link under SPEEA Councils/Forms and Petitions). Petitions and 150-word statements (in case of a contested race) are due by noon (local time), Tuesday, Feb. 10, at the SPEEA Wichita office.

New Midwest Teller

Congratulations to **Nancy Kendrick**, Wichita member, who stepped up to join the committee. Also serving on the Midwest committee is **Rick Nelson**. **Aaron Kitterman**, a former Teller, was recently seated as a Council Rep, which creates an interim vacancy. All Teller seats are up for election in the spring of 2016.



Deena Hougham, a Renton Council Rep, is shown here with some of the tools she will use with another volunteer and a Northwood Middle School teacher to help students explore the possibilities of saving energy. This is part of an after-school science club offered through the Science, Technology, Engineering and Math (STEM) Academy. (Photo by Bryan Johnson)

Engineers Week – Feb. 22-28

STEM academy a lesson in ‘paying it forward’

RENTON – When SPEEA Council Rep **Deena Hougham** was in second grade, she was the only student to say science was her favorite subject in response to a survey by her teacher. Neither could imagine where that would lead Hougham.

“She (my teacher) told my parents to encourage the sciences,” said Hougham, who noted the numerous science-related gifts such as microscopes, telescopes and chemistry sets she received while growing up.

Hougham, a systems engineer, is back in the classroom as a volunteer for the After School Science, Technology, Engineering and Math (STEM) Academy, a joint venture between Boeing and the Washington Alliance for Better Schools. STEM outreach is a key component of Engineers Week, Feb. 22-28.

STEM Academy

For the STEM Academy, Hougham joins a Northwood Middle School teacher and up to two other volunteers to conduct an after-school club. In the current session, students explore the possibilities of green insulated homes once a week for six weeks. The program is offered in schools throughout the Puget Sound.

A lifelong Girl Scout member and troop leader, Hougham started volunteering for the STEM Academy about five years ago.

She loves seeing the students learn how rewarding it can be to solve problems. For example, in the previous STEM Academy, students built cities to test their theories on how to prevent water run off. When a group of students saw their walls

collapse, they came up with an architectural solution called ‘flying buttresses’ without knowing that’s what it was called.

‘Aha’ moment

“It was really rewarding to watch these kids have an ‘aha’ moment,” Hougham said. “They fixed something and were proud of it.”

Hougham, who grew up in Olympia, graduated from the University of Washington with a degree in aeronautical and astronautical engineering, then worked at McDonnell Douglas in the Delta rocket propulsion program in Huntington Beach, Calif.

“My parents used to say their daughter was a rocket scientist,” Hougham said, noting how her father was the first in his family to earn a high school degree and she is the first to earn a college degree.

Her father was a Teamster union member when he worked for The Olympia Brewing Company. Despite his positive experience with unions, Hougham didn’t think unions were necessary for white-collar professionals. She started to change her mind when she came to work at Boeing in the Puget Sound and learned about the SPEEA contracts.

“I found out people at Boeing had benefits we lost 20 years ago (at McDonnell Douglas) – that’s what a strong union can do for you.”

Fair and just

Another benefit of a union contract is having a grievance process to ensure discipline is fair and just. “In my career, I’ve seen a lot of atrocities perpetrated against people by companies so strong they can do whatever they want. Without a union, they

(employees) have no one to stand behind them and say they (companies) can’t do this,” she said.

“The union has the power and financial backing,” she added, noting “it’s really hard to challenge a company when you’re on your own.”

Hougham, who became a Council Rep about two years ago, earned her law degree while working full time at McDonnell Douglas. She left to practice law in California, including working at a labor law firm representing employees. She is also a member of the patent bar.

She returned to McDonnell Douglas as an engineer working on launch vehicle proposals and then shifted to Research and Development. In 2007, she returned to the Northwest to work in the Customer Engineering Division as a Customer Engineer Account Manager. She works in Renton as the customer’s technical focal for The Boeing Company and assists customers in configuring their airplanes.

“I can’t seem to stay away from engineering.”

About Engineers Week

Since 1951, Engineers Week recognizes and celebrates the profession of engineering.

In 1990, based on government studies predicting a shortage of engineers, the group launched ‘DiscoverE.’ This included a nationwide call for volunteers to work with K-12 students interested in science, technology, engineering and math (STEM).

In 2013, the National Engineers Week Foundation changed its name to DiscoverE. To learn more, go to www.discovere.org.

'The Boys in the Boat'

Grandson of Olympic gold medalist values lessons learned

By Karen McLean
SPEEA publications editor

SEATTLE – You can learn a lot from an Olympic gold medalist, especially when he's your grandfather.

Chris Willman, a SPEEA member and Boeing software engineer, talks about what he's learned from **Joe Rantz**, his grandfather who is featured in "The Boys in the Boat: Nine Americans and their Quest for Gold in the 1936 Olympics."

Rantz graduated from the University of Washington and went to work at The Boeing Company from 1941 to 1979 as a chemical engineer and was in SPEEA.

"I'm really proud of what my grandfather did in his life, for his family and in his career, and I'm proud that SPEEA was a part of that for him," Willman said.

What did he gain from spending time with his grandfather while growing up? An appreciation for what his grandfather held dear – family and friends, teamwork, the importance of community, love of learning and teaching. "Those are the values I experienced in my grandfather and what I would want to pass on to others, including my kids."

Willman, a software engineer for Boeing Test and Evaluation, joined SPEEA in 1996, right after starting at The Boeing Company. "I can't remember a time when I didn't feel unions are important to the relationship between employees and management," he said. "We had the presentation (by SPEEA) after the Boeing orientation, and it was a no-brainer (to join). It was the important thing to do."

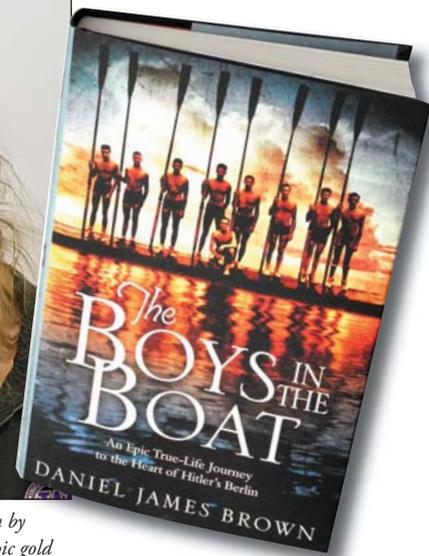
The book's beginning

Although many approached Rantz and the other crew members over the years about the idea of writing a book, no one followed up, said **Judy Willman**, Chris Willman's mother. With the number of surviving crew members dwindling, she started gathering more specifics about that period in her father's life.

Months before Rantz died in 2007, Judy approached her neighbor in Redmond, Wash., **Daniel James Brown**, about the idea of writing a



SPEEA member **Chris Willman** is shown here with the 1936 Olympic trials medal won by his grandfather, **Joe Rantz**, and his mother, **Judy Willman** is shown with Rantz' Olympic gold medal. The story behind those medals is captured in 'The Boys in the Boat: Nine Americans and Their Quest for Gold in the 1936 Olympics.' (Photo by **Joshua Huffman**)



book. At the time, Brown's narrative non-fiction, 'Under a Flaming Sky,' was just published, and Judy was impressed. "It was a history book, but it drew you right into the story," she said.

After years of research, Brown's book highlights all of the crew members on the winning team as well as their coaches. Racing shell boat builder **George Pocock**, who worked at the University of Washington team's shellhouse, is also a central character in the book.

Although not in the book, Judy pointed out Pocock's ties to Boeing. He built cedar pontoons for seaplanes for Boeing from 1917 to 1922 after he was approached by Bill Boeing.

According to Chris Willman, Pocock saw rowing as something that "helped people's souls," adding, "he (Pocock) took the interest in the crew to be good people, and improve their outlook on life."

In addition to the book topping the New York Times best seller list for non-fiction paperback, a young-adult version will be published. The Weinstein Company bought the rights to make a movie based on the book.

Although Rantz didn't talk much about rowing, he kept the four trophies from the Intercollegiate

Rowing Association (IRA) championships on a shelf. His rowing accomplishments sparked an interest for Chris' sister, **Jennifer (Willman) Huffman**. Since taking up rowing, she's won races across the country with the North Cascades Crew, which practices on Lake Stevens in the Everett area.

Willman spent a lot of time with Rantz when growing up. Because of church choir, he saw Rantz twice a week for years. Playing pinocle, the piano, ukulele and banjo were also a big part of his memories of his grandfather.

Yet, reading the book about his grandfather was a "discovery," he said, in particular because of what he learned about the hardships his grandfather faced growing up.

"I had an inkling of the abandonment he faced when he was young (during the Great Depression)," Willman said. "I had not realized it was multiple times."

Willman knew his grandfather had perseverance. "The book showed how deep that went," he said. "The fact that life isn't perfect, and that you have to persevere through many trials on your way, some greater and some smaller, was definitely demonstrated in my grandfather's journey."



Ed Wells Partnership training

Looking for help with the Technical Principal selection process?

By: **John Somerville, TP, Ed Wells Partnership Program Administrator**

Maria Nelson, SPEEA Co-Director, Ed Wells Partnership

Many highly qualified SPEEA Technical Unit employees could be candidates for Technical Principals, but the selection process can appear daunting. To help, Ed Wells Partnership (EWP) is offering a class to assist Tech Unit employees to prepare to apply.

Technical Principals, selected through an application package and review board interview process, are recognized by The Boeing Company as experts in their area of focus.

Application techniques taught in this EWP class include:

- How to map achievements to selection criteria and adding discriminators
- Hints for how and who to ask for letters of recommendations
- Understanding the selection process
- Understanding the supporting manager's role
- Understanding the coaches' role and coach attributes
- Preparing for the interview as well as interview skills and tips
- Feedback guidelines

A student handout is included along with a toolkit of helpful items.

The instructors, **Cheryl Bick** and **Jay Huffington**, are both Technical Principals who have been coaches in the past and also participated on many of the review boards. Their experience can help applicants be more prepared.

Applicants are encouraged to bring their coach and supporting manager to the class, so they can gain tips on how to help guide the candidate through the process.

About the Technical Principal program

The Technical Principal program provides a growth opportunity for SPEEA Techs to achieve a position where they are recognized experts for their contributions, achievements, and potential to meet future technology, process and service needs.

The program, which originated in the 1980s, is similar to the Technical Fellowship program but is unique to SPEEA Techs.

Sign up for the class

The class is currently scheduled for Wednesday, March 25 from noon to 4 p.m. Go to <http://edwells.web.boeing.com>, click on *Advanced Search*, and type "Technical Principal" to see more details. Also, look for the Ed Wells Partnership biweekly email to apply for the class.

For more information about the Technical Principal program, go to: <https://technical-principal.web.boeing.com/> on the Boeing intranet.

New VP for IFPTE Executive Council



Donna Lehane

Congratulations to **Donna Lehane**, a Wichita Council Rep, who fills an interim vacancy for SPEEA-area IFPTE vice president from the Midwest. As a current delegate to the Central States IFPTE Committee, Lehane attends bi-annual meetings in Chicago. She is serving her third two-year

term as elected secretary for this committee. She is also secretary for both the Midwest Governing Documents and Midwest Legislative and Public Affairs (L&PA) committees.

SPEEA loses a colleague – Larry Marrell



Larry Marrell

SPEEA contract administrator, former union officer and longtime activist **Larry Marrell** passed away Dec. 26 after a four-year fight with pancreatic cancer.

Marrell, 65, who worked at the Everett SPEEA hall, served many years as a union activist before joining staff in 2010. In addition to his roles as Area Rep and Council Rep, he was elected to the Executive Board as a regional vice president and was elected to four SPEEA Tech Negotiation Teams.

"I enjoyed working with Larry as a member-leader and had the good fortune to work with him as a coworker on SPEEA staff," said **Ray Goforth**, SPEEA executive director. "Over the course of those two roles, Larry helped thousands of SPEEA members. That is just part of his legacy."



SPEEA strike – 15th anniversary

40 days that made history

Feb. 9 – March 20, 2000



Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
15205 52nd Ave S • Seattle, WA 98188

MOVING? Please correct your address

New Address _____

City _____ State _____ Zip Code _____

POSTMASTER: Send address changes to:
THE SPEEA SPOTLITE • 15205 52nd Ave S • Seattle, WA 98188

Training/events

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

Puget Sound

Northwest Council Guest Night

Thursday, Feb. 12
Offsite – Tukwila

SPEEA 101

Wednesday, March 18
SPEEA Everett

Tuesday, March 24
SPEEA Tukwila

Wichita

MAC Valentine Movie Night*

'Mortdecai' starring
Johnny Depp and Gwyneth Paltrow

Wednesday, Feb. 11
13th Avenue Warren

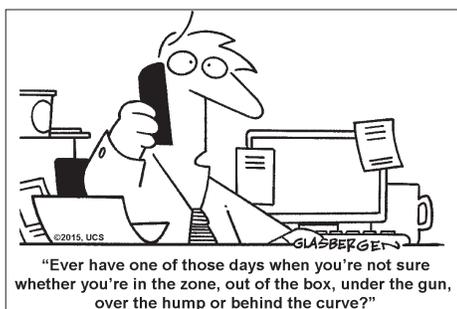
Half-price tickets for balcony seating
(21 and older) – Get tickets by Feb. 9

St. Patrick's Day BINGO*

Saturday, March 14, from 1:30 to 4 p.m.
SPEEA Wichita

Free to members and their families –
prizes and refreshments

*Hosted by the Midwest Membership Activities Committee (MAC)



Autism class action settled

Boeing improves benefits for autism and neurodevelopmental therapy

In a class-action settlement, Washington employees with children in need of Applied Behavioral Analysis (ABA) therapy for autism will now have coverage under Boeing's self-insured medical plans. For coverage requirements and more details, please contact Total Access.

Effective Jan. 1, 2015, medically necessary ABA therapy for children diagnosed with Autism Spectrum Disorder (ASD) is covered by an expanded list of healthcare providers. The therapy addresses the significant social, communication and behavioral challenges facing those with ASD.

"We've been fighting for ABA coverage for years," said **Matt Kempf**, SPEEA benefits director, who's been working with members and their families affected by this issue. "We're so happy to finally see children getting the services they need."

Boeing also announced the age limit has been

removed for neurodevelopmental therapy (for brain and central nervous system disorders). Previously, the age limit was six years old.

The changes only apply to Boeing self-insured plans, which are administered by BlueCross BlueShield of Illinois. Local and regional HMOs are not affected by this change.

The class action was announced Jan. 20 by the Washington Autism Advocacy Alliance (WAAA), which noted more than 80,000 families in the state will benefit from the access to ABA coverage.

Decision pending on 'bridge' benefits lawsuit

WICHITA – A decision is still pending on the pension 'bridge' benefits lawsuit against Boeing.

The specific terms remain confidential until a federal court approves a tentative settlement. SPEEA filed the initial lawsuit after the divestiture to Spirit AeroSystems in 2005 because employees were denied the contract benefit of 'bridging' to early retirement benefits.

Seeking science fair judges

Did you make a New Year's resolution to volunteer more? Consider judging a local science fair – it's a short-term commitment with a lasting impact. Training is available for judging at both fairs below.

Bellevue – Saturday, March 7

Central Sound Regional Science and Engineering Fair draws high school students from King and Snohomish Counties. Find out more at www.bellevuecollege.edu/sciencefair.

Bremerton – Friday and Saturday, March 27-28

Washington State Science and Engineering Fair draws students from grades 1-12 throughout the state. Find out more at www.wssef.org.