

Spotlight

PROFESSIONAL AEROSPACE UNION



Area Rep Recognition Month

New SPEEA jacket for Area Reps

Colleen Ronan, one of the Everett Council Reps, is shown here (left) with Area Rep Becky Peppard, who is wearing a sample of the new Area Rep jacket. The jacket is a special gift of appreciation to all SPEEA Area Reps in recognition of their work on behalf of SPEEA. The role is even more critical with upcoming negotiations in the Northwest. That's why Peppard, a new Area Rep, signed up to help. "I was eager to do my part for fair negotiations," she said.

**USA Today
honors NASA – 3**

**Hispanic
Heritage Month – 6**

**Achieve
career goals - 7**



SPEEA and IAM show concern for maintaining jobs

RENTON – Northwest Council Chair **Tony Hickerson** and Council Rep **Roger Aisaka** are among the 100-plus SPEEA and Machinist Lodge 751 members who used The Boeing Company's announcement of a new 737 finishing plant in China to remind company and government officials that Washington state is providing an \$8.7 billion tax break to aerospace companies, primarily The Boeing Company, under an agreement to maintain and grow the state's aerospace industry. Union members in Everett and Renton held informational picketing Wednesday, Sept. 23, to voice concern about new 737 work being located outside Washington. Boeing employment in Washington is down more than 3,000 since passage of the Aerospace Tax Preference bill in Dec. 2013.

Northwest contracts expire 2016

Candidates for Prof/Tech Negotiation Teams to attend orientation session

Serving on your bargaining unit negotiation team can be one of the most important roles in SPEEA. Those interested and eligible to apply for their team must attend a candidate orientation prior to the application deadline of Wednesday, Dec. 9.

The first candidate orientation sessions are set for October at the SPEEA Puget Sound halls. For those interested who can't make one of those two sessions, the same orientation is scheduled in November.

The orientation is designed to give potential candidates an overview of the process, workload, expectations, timelines, roles and responsibilities.

The two teams are typically made up of five members each and are elected at the February Northwest Council meeting. The Professional Bargaining Unit Council Reps and the Technical Bargaining Unit Council Reps each elect a separate team.

Elected negotiation team members participate in training and work with staff to itemize and prioritize changes important to employees based on member surveys, input and case histories.

The application will be posted early next month, and will include more details on eligibility, and requirements to apply.

Candidate Orientation Sessions

October	November
<ul style="list-style-type: none"> Oct. 26 – SPEEA Everett at 4:30 p.m. Oct. 29 – SPEEA Tukwila at 5 p.m. 	<ul style="list-style-type: none"> Nov. 23 – SPEEA Everett at 4:30 p.m. Nov. 30 – SPEEA Tukwila at 5 p.m.

RSVP

Reserve your seat by emailing where you plan to attend. Dinner is provided.

- SPEEA Everett – justinl@speea.org
- SPEEA Tukwila – sheilam@speea.org

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SPEEA Midwest Director **Bob Brewer** (left) and SPEEA Benefits Director **Matt Kempf** worked extensively with lawyers on behalf of SPEEA-represented employees in the Wichita class-action lawsuit. Above they are holding a web post of the related Wichita Eagle article. SPEEA filed the initial lawsuit over the loss of contract benefits to 'bridge' to early retirement due to divestiture in 2005.

Letters To The Editor

Thanks to SPEEA for not giving up

I would like to thank **Bob Brewer** (SPEEA Midwest director), the rest of the staff and the union for your efforts with the (early retirement) bridge benefits lawsuit. I know it has been a long and hard-fought effort.

With all honesty, I do wish my part of the settlement was bigger but I didn't even know that I was entitled to these benefits until the union started the lawsuit. So my payout is much larger than what the company was willing to give me.

I appreciate all of the efforts the staff does on my behalf on what we have in our contract. This token will pay off a lot of our bills, and there will even be a little left for a nice vacation we have planned. Again thank you and the union.

Tim Stocker
Member since 1998

About the lawsuit

A federal judge recently approved a class-action settlement related to SPEEA contracts when the Wichita commercial division was sold in 2005. SPEEA filed the initial lawsuit on behalf of represented employees who were denied their contract benefit of 'bridging' to early retirement benefits if they were 49 to 55 at the time of the divestiture.

Wichita bridge benefits
Judge Belot approves
class-action settlement
(Settlement-approved statement)

USA Today honors NASA Engineering the past and future of aerospace

By **Bill Dugovich**
SPEEA Communications Director

Watch your email for delivery of a special publication honoring the U.S. space program.



Published by USA Today, this 'Special Edition NASA' commemorates the men and women who have played a part in our nation's space program. The digital version is available to members thanks to SPEEA placing a display advertisement in the publication to remind readers that the members of IFPTE Local 2001 played and continue to have a significant role in our country's space program and the aerospace industry.

Launched in conjunction with 'World Space Week,' Oct. 4 to 10, the full-color publication includes a historical look at NASA accomplishments and upcoming programs. SPEEA and other IFPTE members have played significant parts in many of the programs. Among them are the Lunar Rover which was developed in Kent and key parts of the International Space Station which marks its fifteenth year of service and manned occupation on Nov. 2.

Careers in aerospace are examined in the editorial content, along with a list of top colleges and universities that offer aerospace, astronomy and STEM (science, technology, engineering and mathematics) programs.

In addition to the print version being available on newsstands nationwide, the digital version of the publication will be distributed to more than 1 million space enthusiasts and students. Representing SPEEA in our advertisement are President **Ryan Rule** and member **Alex Sonnabend**, who served as the SPEEA representative on the IFPTE atomic energy subcommittee.

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Area Rep recognition month

Area Reps vital to SPEEA network

As liaisons between coworkers and their Council Rep, Area Reps provide a more direct two-way communication network between SPEEA's elected leaders and members. Area Reps relay messages from SPEEA, forward questions to Council Reps and serve as the 'eyes and ears' for member concerns in the workplace.

For all that Area Reps do to strengthen members' ties to the union, October is designated Area Rep Recognition Month.

What Area Reps are saying

The union IS us



Dan Sergent

Dan Sergent, a certification engineer, knows firsthand how important Area Reps are to Council Reps – because he is a former Council Rep. As Area Rep, he appreciates having an official role to network with other members in the workplace about their union.

He refers to where he sits in Renton as cubicle city. If he hears questions related to SPEEA, the contract or labor rights, he speaks up.

"So many people in the union don't realize when they're talking about SPEEA, they're talking about themselves," he said. "Area Reps give a face to the union."

"This is important work – to take care of each other and make sure no one is taken advantage of – everyone deserves to have fair compensation for their work. Everyone needs a voice and fair treatment at work."

– **Dan Sergent**, Area Rep and certification engineer on the 737 MAX in Renton

'Nice to have a voice'



Doug Oldenburg

As an Area Rep for more than 20 years, **Doug Oldenburg**, a technical designer in Everett's Twin Towers, has worked to keep thousands of members informed. These days, he keeps in touch with about 50 to 60 current and former co-workers.

Most times, he's just relaying information. "People want to make sure I get their point of view – or concern – so I can relay it back to SPEEA."

Oldenburg joined SPEEA as soon as he started at Boeing 27 years ago, for the simple reason that he knew what it was like to work without union representation. "We need something to ensure everyone is treated the same. "It's nice to have a voice."

"There have been times where someone knows me and they need SPEEA representation, so I hook them up with a Council Rep. Not everyone pays attention to who their CR is, but they might know I'm an Area Rep."

– **Doug Oldenburg**, Area Rep and technical designer for BCA Systems Engineering Group

'My turn to get involved'



Ricardo Salve

Ricardo (Rick) Salve is a new Area Rep but a longstanding supporter of SPEEA. When he started at Boeing's Portland site nearly 10 years ago, Salve, a manufacturing engineer, joined right away. "I'm glad there's a union. It would be a lot different benefits-wise without one."

He recalls working as a manufacturing engineer at another company, where he didn't have a union. At that job, working overtime on Saturdays was mandatory (without compensation). "When you have a contract, you have choices," he said.

Attending a recent SPEEA lunchtime meeting, Salve spoke up about concerns and asked questions. Afterward, his Council Reps recruited him to sign up as Area Rep. "We've been having a lot of dialogue about how to get more engaged here in Portland, particularly with negotiations coming up," Salve said. "It's my turn to get involved."

"I like to listen to people's views. When there is a problem, you have to listen. There is not always a simple solution. And I encourage and value other people's opinions."

– **Ricardo Salve**, Area Rep and manufacturing engineer at Boeing Portland



Charts online

Spirit salary data reflects raises

WICHITA - Salary charts reflecting 2015 raises for the SPEEA-represented employees in the Wichita Engineering Unit (WEU) and Wichita Technical and Professional Unit (WTPU) at Spirit AeroSystems are now online at www.speea.org.

SPEEA posts related charts online as a tool for members to see how their careers are progressing and to help them in their conversations with their managers.

Charts are also available for the Prof and Tech bargaining units at The Boeing Company.

This year's Spirit data

- **WEU** – the WEU straight average increase for 2015 was 3.19%. The Spirit WEU average salary increased from \$95,137 to \$98,039 for an average increase of \$2,902 for the 792 eligible employees.
- **WTPU** – the WTPU straight average raise for 2015 was 2.79%. The Spirit WTPU average salary increased from \$75,980 to \$78,014 for an average increase of \$2,034 for the 1,615 eligible employees.

About the online charts

All employees eligible for the salary exercise are grouped by job family. No charts are printed for employee groups having fewer than 10 employees. This is done to give a measure of confidentiality on individual salaries.

For groups with 10 or more employees, four charts are prepared. For groups with 20 or more employees, two additional charts (a total of six) are prepared.

Other details about the charts include:

- **Compa-Ratio** – The compa-ratio is defined as salary divided by the salary reference table (SRT) middle value for the job family and level.
- **Upgrades/OOS** - The SPEEA salary charts online include the number and average amount of upgrades and out-of-sequence (OOS) increases on charts E and F.
- **Access** – Access is for SPEEA members only. You will need your employee identification number to view the charts.

Finding salary charts online

Go to www.speea.org and click on the drop-down menu for Member Tools/Salary Charts.

SPEEA meeting with Area Reps

SPEEA Area Reps (AR) in the Twin Towers at Everett are shown here with Everett Council Reps (CR) after a lunchtime meeting on Area Rep roles and responsibilities. Back row from left: **Bill Razeto**, SPEEA staff, **Manizheh Sedghinasab** (CR), **John D. Watson** (AR), **Ya-Fang Lee** (AR), **Juan Lumbreras** (AR), **Laura Bair** (AR), **Doug Oldenburg** (AR), **Rick Mochow** (AR) and **Rick Weiss** (member). Front row: **Keith Wilk** (AR), **Nikolas Geiselman** (AR), **Scott Hargrave** (AR) and **John Dimas** (CR). The Area Rep folders contain more information about the roles/responsibilities.

About the role

Area Reps work with Council Reps to provide a two-way communication channel about SPEEA and contract issues in the workplace.

Their role includes:

- **Assisting** with communication in their area
- **Welcoming** new members to the Council district
- **Referring** employees with contractual questions, concerns or problems

Want to be an Area Rep?

Ask your Council Rep. Their signature is all that is required to get signed up as an Area Rep. If you're not sure who your Council Rep is, go online to www.speea.org (drop-down menu for Member Tools/Find Your Council Rep).

What Council Reps say



"I like having Area Reps. It's a good way to get people involved in their union. It may appear to be entry level – but it's important – more important than people think. Council Reps can't be everywhere."

– **Ernie White**,
Bellevue Council Rep



"I have an Area Rep quite active in making sure people in his network who have questions get responses. He brings me information that should be brought up the food chain. I've found him to be a great asset."

– **Tom Krogel**,
Kent Council Rep

Early/Mid-Career Financial Planning 101

Find out how to get the most from your 401(k) with SPEEA Benefits Director **Matt Kempf**.

Kempf will present "Early/Mid-Career Financial Planning 101" after hours at SPEEA Puget Sound halls this month. Dinner is provided and space is limited.

- **SPEEA Everett** – Tuesday, Oct. 20 at 4:30 p.m. (RSVP: justinl@speea.org)
- **SPEEA Tukwila** – Monday, Oct. 26 at 5 p.m. (RSVP: sheilam@speea.org)

This event was organized by members of the Northwest New Hire Committee.

Through family history, member connects with farm workers' struggle



By **Emily Forest**
SPEEA Wichita Council Rep
and SPEEA Diversity Committee member

Back in the spring of this year, my son had a Triton (campus) tour at the University of California, San Diego (UCSD). We attended

with my Aunt Annie and Uncle Billy Avila. At UCSD, there is a glorious mural of Mexican heritage. I asked my aunt, "Tia, what is this all about?" She began to explain to me the struggle of our ancestors and how **Cesar Chavez** was the equivalent of **Martin Luther King Jr.** for the Latinos.

She and my uncle enlightened me about Chavez and the farm workers' efforts, including the boycotts, along with the Bracero Program (meaning manual labor) which happened in the 1940s.

Our family was brought into the U.S. (Kansas) in the early 1900s for railroad jobs. Much like those of the farm workers, the railroad (RR) made a deal with the Mexican government for Mexican labor.

"We are NOT Slaves! We are NOT Animals! We are NOT Alone!" Cesar Chavez, On the Delano Grape Strike, 1965

She and my uncle elaborated on the "ranchitos" (commune, ranch-like accommodations built by the RR) where my uncle's family lived. They were populated with shack-like homes, which were small, desolate, and ramshackle—made of railroad ties, "not fit for a dog," as my uncle recalls. Soon the railroad found the chemicals in the ties were making people sick.

Several years later, the RR revamped the living quarters to large, long shacks segregated into small living areas. The men had to work for the RR and the women would split up the chores (and the children) around the ranchito or would go to another job. They would leave before the sun came up and return long after the sun was gone. These Mexican communities looked out for one another and supported each other, which is what my uncle remembers to be the best part of the ranchito life.

These families were the poorest of poor, wearing the same clothes for days. They had no running water, indoor plumbing, or electricity. The shacks were not insulated. You could see the sunlight peering in between the boards as well as feel the frost accumulate on the interior walls in the winter. There were community restrooms (outhouses)



Wichita Council Rep **Emily Forest** (right) is shown here with her aunt, **Annie Avila**, at a mural in San Diego showing **Cesar Chavez**, former leader of the United Farm Workers union. When Forest asked her aunt about the mural, she learned a lot about her family's history related to farm workers' struggles.

and a well for water. Most of these families would often wonder when they would get their next meal, and sometimes it would be days.

"All Hispanics are connected to the farm workers' experience." Cesar Chavez, 1984

About the SPEEA Diversity Committee

This SPEEA committee works on providing information and education to increase understanding and promote union involvement with all segments of SPEEA. All SPEEA-represented employees are welcome to join.

Join us – the second Wednesday of every month at 4 p.m. (PST) at SPEEA offices in Everett, Tukwila and Wichita.

blood, our pride and our desire for a better life that made some men millionaires.

Even though our struggle isn't as well-known as that of the plight of the African American community with Martin Luther King Jr., it does not mean it isn't any less important to the history, heritage, and culture of us who are Mexican Americans.

Once social change begins, it cannot be reversed!!!! Cesar Chavez, 1984

Editor's Note: National Hispanic Heritage Month continues through Oct. 15. This year, the United Farm Workers (UFW) union celebrates the 50th anniversary of the end of the Delano grape boycott which Cesar Chavez and others led to improve working conditions and pay for the farm workers. Founded by Chavez, UFW is the largest farm workers' union in the country.

Inspirational labor leader

In the 1960s, **Cesar Chavez** and a few others set out to organize a union of farm workers. Nearly everyone told them it was impossible. An ardent advocate of nonviolence, Chavez was one of the most inspirational labor leaders of the 20th century, with an influence that stretched far beyond the California fields.



He was born in 1927, the second of five children and the oldest of three brothers. His parents, Librado Chavez and Juana Estrada Chavez, ran a farm, grocery store, garage and pool hall in Arizona's North Gila Valley, near the California-Mexico border. In 1938, the family was evicted from the land they had worked for nearly 50 years. "We left everything behind," Chavez recalled.

Chavez had to adjust to his new life as part of the migrant farm labor force. During the harvest season, everyone in the family had to pitch in to put enough food on the table and they lived "under a tree, with just a canvas on top of us, and sometimes in the car." And the work was hard. Working lettuce with a short-handled hoe, Chavez remembered, was "just like being nailed to a cross."

Encouraged by Fred Ross, a well-known community organizer, Chavez quit his job in a lumber yard to become a full-time organizer for the Community Services Organization (CSO). In 1962, he moved to Delano, Calif., with his family and Dolores Huerta, a CSO colleague. There, they established the National Farm Workers Association (NFWA), lobbied for a minimum wage and unemployment insurance for farm workers and advocated farm workers' right to collective bargaining.

Source: AFL-CIO (www.aflcio.org)



Helping SPEEA-represented employees with layoff notices

By Maria Nelson
Ed Wells Partnership SPEEA co-director

Receiving a notice that you'll be laid off in 60 days can be devastating. For some employees, Boeing has been their only employer, and he or she may not have written a resume or interviewed for a job since their initial hire at Boeing.

Ed Wells Partnership (EWP) has a number of services to help fill those gaps in knowledge or experience for SPEEA-represented employees. They can benefit whether they receive a layoff notice, or want to work toward a career goal, for example.

EWP offers five different class titles to help employees write their resume, prepare for an interview, interview successfully and address job market concerns mature workers may have. These classes are taught by instructors/consultants renowned in the job-search field. Many classes include copies of job-search reference books for student to take with them after the class.

By the numbers

Since January 2015, more than 1,100 students have taken an Ed Wells class focused on finding a new job. In addition, more than 500 individuals attended a Boeing Education Network (BEN) presentation sponsored by EWP on "Using Transferable Skills to Land Your Next Job." The recording of this broadcast is now available on demand (online) to Boeing employees.

EWP also offers one-on-one career coaching with certified career coaches to help SPEEA-represented employees plan their next career move.

Learn more at <http://edwells.web.boeing.com/TransitionResources/> (on the Boeing intranet).

What they're saying

Student comments for EWP job-search courses include the following:

- I am so glad I took this course. I learned how much I really need to practice interviewing and work on my situational stories in order to ensure success in any future interviews I may have. Thank you!
- The class content was superb and very timely. Much great information was available. The role playing is aggravating but very good practice for the real deal!
- The multiple examples we did in the handout were great because you could then compare it to your own resume, and see where you needed to improve.
- The book that was provided and numerous real life examples will be very helpful to me.
- I now understand more of what managers are looking for in a resume.
- I appreciated the practical skills and advice that come from a knowledgeable and trusted source.

Achieve your career goals – Ed Wells Partnership can help!

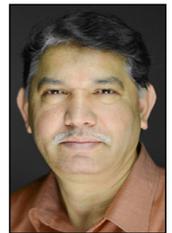


Support for Seattle teachers

Members of the Seattle Education Association (SEA) Negotiating Team spoke to the SPEEA Northwest Council Sept. 10, on day two of their first strike in 30 years. The strike ended a week later. From left are teachers **Len Hill**, SEA President **Jonathan Knapp**, and **Andy Russell** at the podium. They asked SPEEA members to send emails of support for the teachers to the Seattle School Board. The teachers' new contract includes additional pay for added hours, policies to prevent over-testing and fairness in teacher evaluations, as well as other learning and compensation issues for teachers who have had no raise in several years.

Member runs for Mukilteo Council

Mohammed Riaz Khan, a SPEEA member and manufacturing planner, is running for a seat on the Mukilteo City Council – Position 5.



Khan is a SPEEA Area Rep, IPFTE delegate to the triennial convention earlier this year and SPEEA labor delegate to the Snohomish County Labor Council and Washington State Labor Council.

His website is www.electkhan.com. The election is Nov. 3.

SPEEA provides this information as a service to members. SPEEA does not endorse nor provide political contributions to any candidate.



Shown here are members of SPEEA's team at the Race For Freedom, organized by ICT-SOS to help children affected by human trafficking. More than 1,000 participated in the race in Wichita.

Members 'race for freedom' in Wichita

About 50 joined the SPEEA team for the 'Race for Freedom' in Wichita, Sept. 12. ICT-SOS organized the annual race as a fundraiser to help prevent and end human trafficking. SPEEA was a sponsor of the race and had a table where members handed out SPEEA visibility items.

A total of 1,001 runners took part in the race, which is down by 48 runners from last year. Some participants were 'virtual runners' who paid the \$25 team registration but didn't run the 5k race (or family fun run).

The money raised at this year's race goes to St. Francis Community Services for its efforts on behalf of children scarred by human trafficking. This organization in Wichita provides support for family preservation, foster parenting and adoption case management and residential treatment.

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Training/Events

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

Puget Sound

Performance Management: Closeout

Monday, Oct. 5 at 4:30 p.m.
SPEEA Everett

Wednesday, Oct. 7 at 5 p.m.
SPEEA Tukwila

Engineer of the year - guest speaker

SPEEA Diversity Committee
Wednesday, Oct. 14 at 4 p.m. (PST)
SPEEA Everett, Tukwila and Wichita

Early/Mid-Career Financial Planning 101

Tuesday, Oct. 20 at 4:30 p.m.
SPEEA Everett

Monday, Oct. 26 at 5 p.m.
SPEEA Tukwila

Prof and Tech Negotiation Team candidate orientation*

Monday, Oct. 26 at 4:30 p.m.
SPEEA Everett

Thursday, Oct. 29 at 5 p.m.
SPEEA Tukwila

*Repeated in November

Wichita

Discount movie night* - 'The Martian'

Wednesday, Oct. 21 at 7 p.m.
13th Avenue Warren Theatre
Tickets for balcony half-off

Volunteer for Veteran's Day parade

Help hand out flags
Saturday, Nov. 7 at 11 a.m.
Email vickim@speea.org

*Midwest Membership Activities Committee

Donations pour in for wildland firefighters

By *Karen McLean*
SPEEA publications editor

When SPEEA Everett Council Rep **Reagan Roth** delivered hundreds of pounds of donated snacks and supplies to Washington state wildland firefighters, it was hard to know who was more surprised (and grateful).

Okanagan Fire Chief **Jerod Gavin** was thrilled and happy to help distribute the boxes of energy bars and other snacks to the firefighter camps in the area.

"He was in awe of how much people cared," said Roth. She was too, when she found out members' contributions added up to more than 1,000 pounds.

"It is wonderful what one can do," she said, "but we can be truly amazing when we band together!"

Roth started the ball rolling to collect donations at SPEEA after talking to her brother, **Rob Lee**, a Duvall, Wash., firefighter who went to help battle the worst blazes in Washington state history. Lee shared how hard it was for the firefighters to keep up their energy level between meals at the camp. Her nephew, **Marcus Enick**, is a hotshot firefighter who also participated in epic battles, including the Cougar Creek fire, near Mt. Adams.

Roth had the idea of donating energy bars, chips, cookies and other items to give them something they can eat to keep their energy going. She asked for SPEEA's help in case others wanted to contribute. She offered to drive the items directly to the camps. When she made the delivery, they steered her to the Okanagan Fire Department to ensure the items were evenly distributed.

Everett Area Rep **Jim Byers** also volunteered



Marcus Enick is one of the hotshot firefighters at Cougar Creek. The fire, caused by lightning strike, has been 100% contained.

to deliver supplies donated by SPEEA members. He went to the Entiat Valley Community Services Food Bank, across the road from the Entiat Hotshot/Fire Department.

Byers made the trip to "connect the dots between people who are donating time and the people who can donate resources," he said, thanking everyone who helped the firefighters and residents affected.

"It was fun for my 11-year-old daughter to see the generosity from those who gave," Byers said. "When she asked me what SPEEA was, I told her it was a lot of good people working together."

