



Spotlite

PROFESSIONAL AEROSPACE UNION

Community support!



Stay involved

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SPEEA active in our communities

SPEEA members not only work hard for our employers, we also work hard in our communities. Engineers, technical workers, professionals and pilots devote time, talent and at times a portion of our union dues to support a wide variety of events and good works that help make our communities better for everyone.

While it's not possible to show every effort or event members volunteer at, the photos on this month's Spotlight cover show a few. Among them are STEAM City, Toys for Tots and the Race for Freedom in Wichita. From the Northwest are members ready to judge a student science fair, a high school Robotics team that received one of the more than 50 Science, Technology, Engineering and Mathematics grants in 2016, a college student receiving an aerospace scholarship sponsored by SPEEA and two who volunteered to work in the kitchen at a Martin Luther King Day event in Washington, DC.

Organizations and efforts made stronger by SPEEA volunteers and donations (partial list).

- APALA - Asian Pacific American Labor Alliance
- Arc's Lights (intellectual and developmental disabilities)
- Big Brothers Big Sisters
- Employee Good Neighbor funds
- Economic Opportunity Institute
- Food banks (various)
- KANSEL - Kansas School for Effective Learning
- Newspapers in Education
- Northwest Sound Alliance
- Puget Sound Health Alliance
- Puget Sound Labor Agency
- Race for Freedom (combating human trafficking)
- American Red Cross
- Scholarship programs
- Science, Technology, Engineering, Math (STEM grant program)
- SPEEA Holiday Outreach
- STEAM City - Science, Technology, Engineering, Arts, Math
- Student Science Fairs – judges, mentors
- Toys for Tots
- United Way
- Veterans' events
- Washington Fair Trade Coalition
- Washington State Labor Mural



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SPEEA Executive Board

Interested in SPEEA leadership role? VP petitions due this month

SPEEA has three openings for Northwest vice presidents and one opening for Midwest vice president on the seven-member Executive Board.

To be eligible, candidates must have been a regular member in good standing for at least the preceding 24 months.

To run for office, candidates submit a petition and written statements. The valid candidates' statements and answers are included with a ballot sent to SPEEA members by Feb. 22.

Ballots are counted March 8. The elected regional vice presidents begin two-year terms March 22.

The seven-member board typically meets twice a month to direct SPEEA activities through the Executive Director, serves as the interim negotiations team as needed and monitors expenses.

Interested in running?

Election information, including a petition form and candidate questions, can be found at www.speea.org (drop-down menu for SPEEA Councils/Forms and Petitions).

Election information

- Petitions due between Jan. 11-25
- Election booklets include details on candidate statements as well as the petition
- Federal law applies to campaigns

Federal laws apply to member mailings

For member mailings, candidates work with a bonded mailing house. Addresses are never provided directly to a candidate.

Federal law requires labor organizations to comply with all reasonable requests of any candidate to distribute campaign literature, at the candidate's expense, to members in good standing of the labor organization.

Campaigns prohibited from company/union resources

Candidates cannot use union or company resources to conduct their election campaigns, according to federal law.

Examples include:

- Campaigning on company time
- Using company (or union) resources such as paper, copy machines or email
- Posting on union or company bulletin boards



SPEEA Area Rep **Mohammed Khan**, center, receives a 2016 Faith Action Network “Outstanding Leadership” award on Sunday (Nov. 20), from U.S. Rep. **Rick Larsen**, D-Everett, at right. Khan, a manufacturing engineer at Boeing in Everett, received the award for his community service work to build a mosque, the Islamic Center, in Mukilteo. Faith Action Network is a statewide interfaith organization that partners more than 100 faith communities across Washington state.

Seeking names of members who go extra mile

SPEEA members across our bargaining units are active in their union and their community. SPEEA recognizes and honors their efforts through recognition awards.

Stephen Pezzini Helping Other People Excel (HOPE) award – Named for a Council Rep who died of cancer at the age of 36, this award goes to a member from any bargaining unit. Pezzini was a strong union advocate who was also active in supporting his community. Know a member like Pezzini? Nominate him or her by emailing terryh@speea.org. Include specific examples of how the member contributes to SPEEA and the community.

Deadline: Feb. 6.

Northwest activist awards - In addition to the Pezzini award, the Northwest Council seeks member nominations for the following awards:

- **New activist** – new to activism since 2016
- **Outstanding activist** – wide range of service, such as committees, labor activism or internal organizing
- **Outstanding leader** – a leader who gave over and above in 2016
- **Lifetime achievement** – many years of service to SPEEA

Recipients are recognized at the March banquet for Council Reps and activists.

To nominate a Northwest member, see the award nomination form online (available under Councils/Forms and Petitions)

Deadline: Feb. 10.

PM Define

Performance Management a two-way process

For members who want to improve their retention rating, raise or Performance Management (PM) score, Contract Administrator **Steve Spyridis** emphasizes two key points.

1. Document PM meetings
2. Ask clarifying questions

The advice goes hand in hand. By writing what you discuss with your manager, you have a tool to ask the manager for clarification. By asking questions, you have something to document that shows you understand your manager's expectations.

At the PM training workplace training provided by staff, members can learn about areas that are typically only discussed if the member knows what to ask his/her manager.

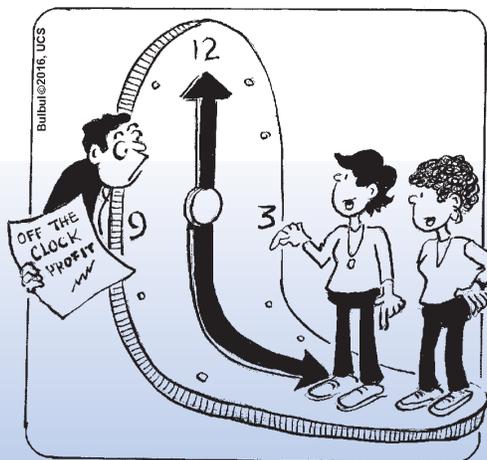
- Never assume you know what your manager is thinking. Ask for more meetings if needed to clarify what your manager expects for you to achieve the PM score, retention rating or raise you want.

Find out more

You can request workplace lunchtime training through your Council Rep. Need the name or contact info for your Council Rep? Go to www.speea.org (drop-down menu Member Tools/Find Your Council Rep).

Keep in mind

- The manager has sole authority over your Performance Management.
- Strive to make this a collaborative (not combative) process.
- Always document what took place in PM meetings and send a summary to your manager for confirmation (or clarification).
- Ask questions. You need to know, for example, if your PM is written to your level and if you are working to your level, according to your manager's expectations.



“We work strictly ON the clock.”

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



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Ed Wells Partnership

A joint partnership between SPEEA and Boeing providing opportunities for members to enhance their skills and grow their careers.



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Labor scholarships for college-bound students

If you or a family member is heading to college in the fall, consider applying for a labor union scholarship. See some of the details below – visit the websites for more details.

Union Plus Scholarship – due Jan. 31

The one-time cash awards of \$500 to \$4,000 are awarded for study beginning in the fall. Applicants are evaluated on a number of factors, including two essays (which count for up to half of your score). Learn more at www.unionplus.org. Applications are due before noon (Eastern Time), Tuesday, Jan. 31. This is a nationwide scholarship program for all unions participating in the Union Plus program, which includes IFPTE.

Jerry Beckendorf Community Services Scholarship – due March 15

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 applies to students studying next fall at a college, university, community college, trade or technical school. An essay and letter of recommendation are part of the application process. Learn more at www.pclaborcares.org.

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

Scholarships worth \$2,500 each are awarded to three high school seniors from IFPTE's public, private, and federal sectors (one per sector). This scholarship is for high school seniors who are children or grandchildren of SPEEA, IFPTE Local 2001 members. 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 (drop-down menu Join Us/IFPTE Benefits).

Stephanie's story

Engineer talks about her gender transition

By Karen McLean
Publications Editor

EVERETT – **Stephanie Kolb** spent the first half of her life trapped in what felt like the wrong body. She remembers when she was in kindergarten, she started to feel like something was “not correct,” she said adding, “I didn’t really know what was going on.”

When she told her parents, at the age of 5, that they gave her the wrong name (she was Stephanie, she said, not Steven), they were “very negative.”

Decades later, when she went through therapy, hormone treatments and surgery to transition from a man to a woman, she finally felt peace. “I felt whole for the first time in my life.”

Kolb, 61, a SPEEA Diversity Committee member who recently retired, shared her personal experience to help raise awareness, which she hopes will lead at some point to acceptance.

“Generally, I try to stay in the woodwork and not get noticed,” she said. “But when people figure it out and want to ask questions, I don’t mind.”

At the time she left Boeing through voluntary layoff, she had nearly 38 years at the company where she worked as an engineer. She was a SPEEA member from the start.

“I wanted fairness and I didn’t think I could get ahead in a company as big as Boeing without it,” she said about her decision to join the union.

Mad at the world

Growing up in what felt like the wrong body, she struggled. “I was really, really mad at the world,” said Kolb. She recalls her mother sending her to a psychiatrist who refused to treat Kolb as the child she was. Kolb refused to talk. Kolb’s mother, a single parent at the time, stopped the appointments because she couldn’t afford to waste the money.

Kolb was 17 when she was kicked out of her family’s home. She joined the Coast Guard and went immediately to Vietnam and volunteered for the most dangerous assignments.

After Vietnam, Kolb came back to the Puget Sound, where she grew up in a Seattle suburb, and went to work at Boeing.

She recalls writing up wire layouts for the 747 when she started in 1978. She married a woman she worked with in 1981 after dating for several



Stephanie Kolb

months. “I had told her at the time that I wanted to be a woman and didn’t think that would change.” They had a boy, but he was only a toddler when they divorced over Kolb’s decision to change her gender.

At the time, Kolb was diagnosed with Hodgkin’s lymphoma. “I was stage 3b – stage 4 is end stage. I wasn’t going to die as a man.”

She faced acceptance and rejection when she told her family about her decision to pursue gender transition treatment.

Hallelujah

“I first told my brother – he accepted me right away,” she said. “My mom said ‘hallelujah’ – everything makes sense now because of the way I acted when I was a child. My dad told me to go away and don’t come back.”

Her dad changed his mind six months later. “He said I’d rather you in my life as a daughter than not at all.”

Kolb started hormone therapy after just three visits with a therapist from Seattle’s Ingersoll Gender Center in December 1991. Typically, at least 12 visits occur before starting hormones, Kolb said. There was no question for either the therapist or Kolb that this was the right path.

In December 1992, Kolb returned to work in Boeing Process, Planning and Controls, where she had been working for the previous 10 years as a man. “It didn’t seem like a shock to anyone,” she said, within the group of about 20 coworkers. “The people in the group respected me.”

Emotional and physical

Her advice to those who want to become more aware is simple – try to get to know the other person. “You may not agree 100%, but they have an emotional and physical need to complete their identity,” she said.

“I don’t know if I’m like everybody,” she said. “I appreciate when people ask me questions – there’s no such thing as a stupid question. I will try to explain things as much as I can.”

In addition to the SPEEA Diversity Committee, Kolb has been active in SPEEA at various times in her Boeing career. She belonged to the Women’s Advocacy Committee (WAC), and served as an Area Rep and Council Rep.

Reflecting on her career at Boeing, which included a few years as a manager, she added, “I’ve had a lot of adversity but also a lot of champions.”

One of those champions was a black man in a room full of executives deciding whether to promote her to a manager position. She found out later the majority were going to vote no. “He stood up and said ‘what if Stephanie was black?’ I wouldn’t have become a manager, if he didn’t stand up.” He later became her director.

Pilots start negotiations

SPEEA pilots started contract negotiations during an opening session with The Boeing Company on Tuesday, Dec. 13. The two sides return the third week of January to hold full, Main Table talks.

Pilots have been preparing since fall for these talks. Efforts included two member surveys and a full day of negotiations training in November. The most recent survey was a follow-up to an initial member survey in the fall.

The SPEEA Negotiations Team hopes to conclude talks in advance of the current collective bargaining agreement’s expiration on Feb. 9, 2017.



SPEEA, IAM meet Inslee

Washington Governor **Jay Inslee** meets with officials from SPEEA and the IAM last month to discuss aerospace issues. Attending the meeting, from left, are SPEEA Legislative Director **Chelsea Orvella**, Executive Director **Ray Goforth**, Inslee, SPEEA President **Ryan Rule** and Machinist Lodge 751 Legislative Director **Larry Brown**.

SPEEA members "speak" in exit survey results

By Brian Metz
SPEEA Communications

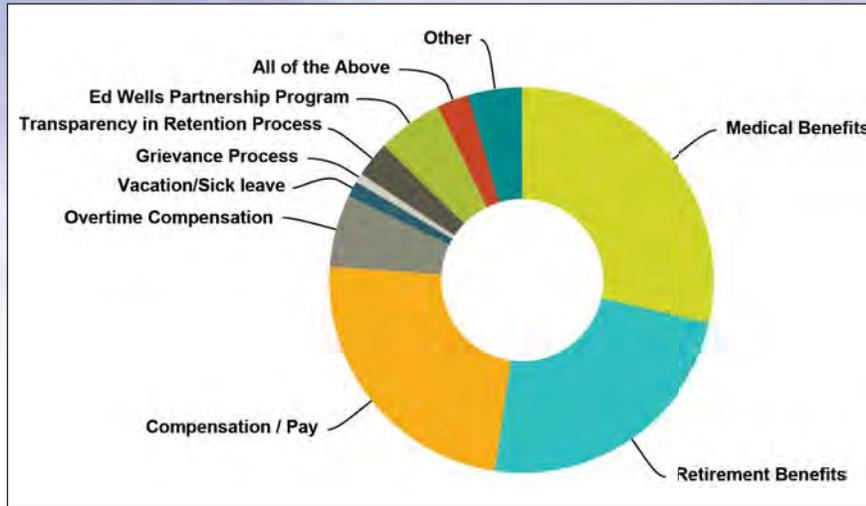
In aerospace, it's all about the data. Change can be challenging, and sometimes the thoughts and experiences of our colleagues can help us navigate it more effectively.

Since February, 2015, about 550 represented employees who were leaving their bargaining unit have taken a SPEEA exit survey. This voluntary, online survey is designed to capture individual and collective experiences, comments, and insights to help our union better understand and serve members.

A typical comment: "It was great to be part of the professional union. I believe SPEEA helps define benefits industry-wide for engineers and techs."

Members leave their bargaining unit jobs for various reasons; some retire, others are affected by layoffs, voluntary and otherwise. Some, stay with the company, but become managers or transfer to jobs outside SPEEA bargaining units. About half of the takers transferred to new jobs. About one quarter were retiring, with the majority of the remaining quarter being laid off or electing voluntary lay off.

The majority of respondents came from



While the majority of comments were positive, some expressed anti-union thoughts. Others thought SPEEA needed to do more. One employee leaving for a job at another company said: "I spent five years in SPEEA and only met my (Council) Rep one time."

While quantitatively limited, the survey did offer some qualitative insights, especially after a textual analysis of the hundreds of extensive comments and suggestions in response to the question calling for reflections on their time as SPEEA-represented

employees. The word cloud you see associated with this article was generated by calculating the frequency of appearance of the top 50 words in those comments.

Many of the respondents identified concerns over the segmentation of the union, between younger workers and older, between the Professional and Technical units, and between the various represented regions. A common sentiment expressed was the need for all members to work together for the common benefit of every represented (and non-represented) employee, as well as for the ongoing success of the business as a whole.

Continue to reach out to employees and provide seminars and talks on their benefits and the real risks that those benefits may be in jeopardy (ie: medical coverage). The retirement seminars provided by Matt Kempf are an outstanding example of employee outreach. I have attended other seminars and talks where SPEEA has shown that they can connect with employees "one on one." I believe this is your most powerful tool and encourage you to continue developing it.

If you leave SPEEA, take a few minutes to add your insights to our survey. You can find the survey on the website at www.speea.org. It's located under Member Tools, Surveys.

the Puget Sound Professional and Technical bargaining units, with the remainder speaking for Wichita, pilots and instructors. Most comments were reflective of their career and experience as a SPEEA member.

"I certainly appreciated being represented by SPEEA during my 35-year career at Boeing," wrote a retiring member. "My pay and benefits were positively influenced by SPEEA. Thanks so much. I hope to see an increase in interest in unions in the U.S.A. with SPEEA setting an excellent example. May the force be with you!"

Asked, "As a SPEEA represented employee, which contractual benefit did you value the most?" exiting members, given a single choice, identified medical, closely followed by retirement and pay. Many in the comments reiterated these three as their top choices. Training through the Ed Wells Partnership and overtime pay were also seen by some as the best benefits to come out of our negotiated contracts.

Thanks for keeping the wolves at bay.

I am concerned about the long-term future of the company as senior management seems to become ever less technically competent.

I would stay in SPEEA if I could. The union was very good for me and my family.

I normally don't like unions, but in this case the union is needed and functions as it should, taking care of its members.

This is the first Union I have ever belonged to in the 46-1/2 years I have been in aerospace. I have felt the most secure in my job belonging to SPEEA. I have been laid off three times in my career. SPEEA is a great union. Thank you for all your support!



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

Puget Sound
Discount hockey tickets

Friday, Feb. 24

Everett Silvertips vs. Portland Winterhawks
Everett

Friday, March 10

Seattle Thunderbirds vs. Everett Silvertips
Kent

See Northwest online calendar at
www.speea.org for details.

Northwest Membership Activities Committee

SPEEA is on Facebook
Like Us



“Managing Up” – Podcasts now available!

By Maria Nelson,
Ed Wells Partnership SPEEA Co-director

It's a fact of life that many employees experience the frequent rotation of their manager, sometimes several times within a single year. And, even if you've had the same manager for a period of time, it can be difficult to get his or her attention due to their many schedule commitments.

How can you survive day-to-day at work and also excel in your career when you need to get the support of your manager to do so? What if the feedback he or she does provide is not what you expect?

The Ed Wells Partnership asked one of our most popular and effective instructors, **Dondi Scumaci**, to help with this.

Ed Wells Partnership now offers two audio podcasts that are short and to the point – 10 minutes each. These podcasts condense the most important points in “Managing Up.” Each is available to listen to any time you're at your Boeing computer and log in to the Ed Wells Partnership website.

The first podcast introduces and explains the “10 Rules of Managing Up.” Examples of each rule are provided along with guidance for success.

The second podcast explores how to “Master the Disciplines of Feedback” along with tips and strategies.

You can download these podcasts and print the handout materials from this link: <http://edwells.web.boeing.com/PodCasts/>

Podcasts are a new learning venue to learn and grow your career from your desk at a time that's convenient to you. Watch for additional podcasts on new topics that will be added throughout the year.

At the Ed Wells Partnership, we're dedicated to your success!



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