



Spotlight

PROFESSIONAL AEROSPACE UNION

Member takes outreach to new heights

See story -
page 5



Jesse Hayes IV (left), SPEEA member and Boeing engineer, is shown here with Trey Cooper, a Kent-Meridian High School student. They are part of the Red-Tailed Hawks Flying Club, based in Mukilteo, Wash., which provides opportunities for young people interested in aviation. See more about Hayes and the club on page 5.

Why labor data matters - P3

IFPTE scholarship winner - P6

New EWP manager a former member - P7

Changes coming to health-risk assessment process

By Jason Collette
SPEEA Contract Administrator
and Benefits Coordinator

In years past, when employees and spouses chose to participate in the biometric screening and health-risk assessment, the employee and/or the spouse would receive a \$50 gift card as an incentive.

Boeing encourages participation as a means for individuals to become more aware of their health-risk factors. Addressing health-risk factors early is a way to potentially lower the health-care costs of the company. In addition to raising awareness of potential illnesses and impacting members' quality of life, the lowered health-care costs directly affect the company's bottom line because the majority of medical plans are self-funded.

Instead of a gift card, as identified in Article 16.2(b)(5) of the SPEEA Professional and Technical contracts, employees and spouses covered by a Boeing medical plan must take a

health-risk assessment this fall in order to avoid an additional premium contribution.

Dependent children are exempt from this requirement. The contract also references health screenings, but Boeing opted to waive this requirement. Members can still receive screenings from the on-site nurses, but no penalty applies for noncompliance.

The health-risk assessment can be accessed through TotalAccess from Sept. 11 to Nov. 28. SPEEA-represented individuals, including the SPEEA Pilot / Instructors Unit, and covered spouses who choose not to submit the health assessment will be assessed a monthly penalty of \$20 each.

As called out in the collective bargaining agreements, the health-assessment data shall be collected by a third party, and such data shall remain subject to the Health Insurance Portability and Accountability Act (HIPAA) privacy laws at all times. Additionally, individual employee assessment results shall not be disclosed to Boeing employees.

Eligibility extended two years

Trade Act Assistance available for laid-off Boeing workers

Workers laid off by The Boeing Company in Washington state through **August 9, 2019**, are eligible to apply for training, income support, and other benefits through the federal Trade Adjustment Assistance program (TAA or "Trade Act").

The eligibility dates were recently extended additional two years as a result of a petition to the U.S. Department of Labor by the International Association of Machinists (IAM), District 751 in partnership with SPEEA, IFPTE Local 2001.

Laid-off workers will receive a letter detailing the steps to apply for assistance.

Since Washington state extended the aerospace tax preferences (tax breaks) in November 2013 to Boeing and the aerospace industry

with the agreed intent to "maintain and grow Washington's aerospace workforce," more than 3,500 SPEEA-represented employees have been laid off by the company. The most recent figures from July show Boeing has shed 15,828 jobs from its Washington state workforce since the tax breaks were extended.

Additional information to help members facing layoff is available on the SPEEA website at www.speea.org, under Member Tools:

- Trade Act benefits overview
- Layoff information
- Job Search tools

Spirit salary charts coming soon

WICHITA - Salary charts reflecting 2017 raises for the SPEEA-represented employees at Spirit AeroSystems will be posted online at www.speea.org by the end of the month.

Access is for members only. Charts are also available for SPEEA bargaining units at The Boeing Company. See www.speea.org – the drop-down menu for 'Member Tools.'

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Inadequate data comes with a cost to workers

By Chelsea Orvella
SPEEA Legislative Director

Think of the workforce development system as similar to the transportation system. At the highest level, both function as connectors between two points. Roads and highways help take commuters from location A to location B. The workforce development system helps workers transition from education to job A, or from job A to job B.

Both are expansive infrastructures best designed with a solid understanding of where people are coming from and going to.

In the case of workforce development, knowing where and how people are moving and landing in the workforce should drive investments and policy decisions to best support workers, students and employers.

Without sound data, the workforce development system responds to what anecdotal information is available and risks bolstering, for example, a pipeline of workers to a job flooded with applicants or a training program inadequate for a particular career.

To carry the analogy forward, you wouldn't design a highway system off of public comment alone. It takes viable, comprehensive data to help move people efficiently and invest accordingly in the needs of the future.

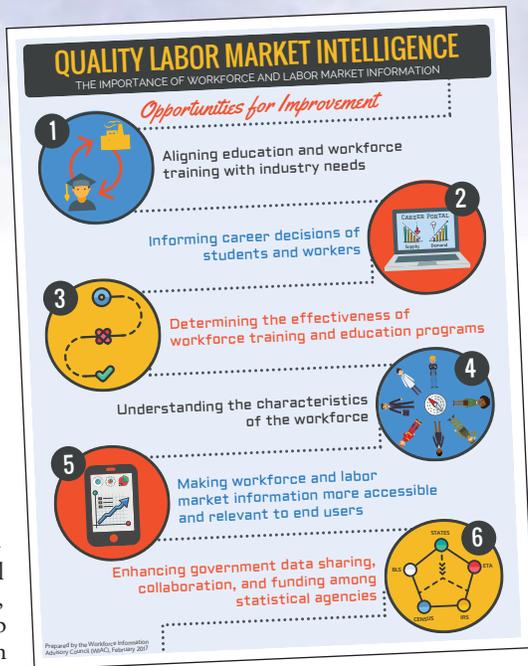
Understanding the workforce

Dynamics of the labor market are ever changing. Take, for example, the growing 'gig' economy, where workers do not have traditional employment relationships. Another example is employers shifting focus from on-the-job training to educational institutions teaching specific skills. To make important public policy or program decisions, it's important to understand changing workforce trends.

It's also important to know outcomes.

- Are graduates getting work in their field of study?
- Do wages in an occupation justify taking on student debt?
- Do certain skills transfer between industries, based on evidence of workers transitioning?
- Is there a shortage of skills in an industry or other factors that keep qualified candidates from applying or getting hired?

We begin to fill the story in using various Workforce and Labor Market Information (WLMI) sources such as state and federal surveys of businesses and households, administrative records (Unemployment



Insurance wage records, education records, etc.) and private on-line job posting sites. Each of the current methods for collecting information comes with strengths and shortcomings.

Data users and decision makers

The national Workforce Information Advisory Council (WIAC), which I serve as the only labor representative, recently published an informational report summarizing the importance of current and improved WLMI to the workforce development system and participants in the labor market. In the future, the Council will make specific recommendations to the U.S. Secretary of Labor to improve the WLMI system.

The WIAC identified the following groups of users of workforce data:

- job seekers, students, workers
- businesses
- educators, counselors, training providers
- government policymakers and planners

I'll admit to being in the narrow universe that actually follows the U.S. Census and Bureau of Labor Statistics on social media. Most 'users,' however, likely don't spend too much time thinking about how career indicators in their everyday lives tie to WLMI. Yet, it regularly comes through in conversations about "in-demand" jobs, the gig economy, weak wage growth, tightening unemployment or what industries are attracting younger workers, to name a few frequent topics.

Those sitting on workforce development councils, advisory boards to community and technical colleges or using Trade Adjustment Assistance or other reemployment support likely touch WLMI more directly.

Specific demands are made of these boards and programs, which are key parts of the workforce development system, to allocate funds in ways that ensure prepared workers are connected to available jobs. These should be quality jobs that support life-long career growth.

Preservation and expansion is essential

A major push and pull in the labor-market-information world is between accurate and dynamic. More than any other time, we expect real-time information that updates rapidly. Some of the strongest WLMI data takes years to process. We also expect information to be detailed and localized. However, limited resources prevent key data sources from drilling down to that level.

There are also glaring data gaps in common places for understanding the workforce. A key issue for SPEEA has been enhancing Unemployment Insurance (UI) wage records, which are filed quarterly by employers for all workers eligible for UI if laid off. This is a foundation for longitudinal workforce information but lacks any details about occupations. We would have a much stronger sense of what skills are available and where these skills are in the workforce with the addition of occupation information.

Anecdotes aren't adequate for shaping public policy or steering life decisions, especially in a time when workers feel particularly uncertain about their careers and students are saddled with unprecedented student debt. That's why maintaining current data sources and expanding how we collect data and what we know about the workforce is essential.

The views expressed in this article reflect the positions of SPEEA and do not represent the WLAC. For more information about WLAC's efforts, go to www.doleta.gov/wia/wiac.

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



Survey, website launched

Reaching out to non-union aerospace professionals

With aerospace professionals around the country seeking a stronger voice and security at work, SPEEA recently launched a new website as part of the “Friend of SPEEA” program.

The website, www.friendofspeea.org, highlights and provides information about the benefits of union representation.

Along with the new website, SPEEA is surveying aerospace professionals at companies around the country about their experience with overtime. With many companies – including Boeing – changing overtime policies for non-union work-

ers, there is growing concern about the impact of the changes on employees’ work-life balance. The short, three-question survey asks aerospace workers about the impact on their own life and family when they work more than 40 hours per week.

The mailing is drawing responses from aerospace workers across the country. Preliminary results show a growing concern about overtime. Comments also indicate more and more workers are realizing that without a negotiated collective bargaining agreement, every day at work is filled with uncertainty. Results are expected to provide important information about the impact of over-



time on professional aerospace workers.

Now in its third year, the Friend of SPEEA program provides a way for laid-off, transferred workers and non-union aerospace professionals to stay connected to our union and other professionals. Those who sign up receive a monthly communication with news and information from SPEEA.

Area Rep in Boeing video

Member encourages women to become engineers

The rejection letters from engineering colleges sent to the women who applied in the early 20th century were disturbing but not surprising to **Linda Thomas**, SPEEA Area Rep and Boeing engineer.

“The letters essentially said women were not welcome in engineering schools or even to form any scientific society at that time,” said Thomas, who participated in a Boeing video with other women engineers reading excerpts of the letters.

Boeing produced the video in conjunction with International Women in Engineering Day. The letters were sent by two women in 1919 to colleges across the country. Although rejections for gender would be unheard of today, only 13% of U.S. engineering jobs are held by women.

Thomas is an Associate Technical Fellow (ATF) and chemical risk assessment leader for environment, health and safety at Boeing Defense, Space and Security.

She also teaches an introduction to engineering course at a local college. One of her female students said her physics instructor at another college was “giving her a hard time” about becoming an engineer.

‘Dismayed’

“I’m dismayed to hear women in the 21st century being dissuaded from STEM and specifically engineering,” she said. That is why she makes a point of mentoring women through work and through the Society of Women Engineers (SWE). She is a former board member and regional governor.

When she went to Howard University, she wanted to become a veterinarian. She switched



Linda Thomas, a SPEEA Area Rep, is shown above reacting to one of the engineering college rejection letters to women in 1919.

to engineering after finding out a zoology major would not receive course credits for calculus and physics classes. She graduated with a chemical engineering degree and went to work at Boeing more than 30 years ago.

In her ATF role, she is recognized as an expert in her field and also a resource for helping others. The ATF application process is rigorous, but she’s glad she achieved her goal. “It’s helped me become a more strategically focused engineer.”

As an Area Rep, she is also a resource for co-workers who have questions about SPEEA.

“If I see someone with a layoff, I remind them of what’s on the SPEEA website, for example. When they have a question I can’t answer, I can refer them to a Council Rep,” she said.

“The role is vital as a basic line of communication with the membership.”

See the Boeing video - ‘Women Make Us Better’ www.boeing.com/careers/organizations/women-make-us-better/.

Boeing video - SPEEA participants

SPEEA bargaining unit participants in the Boeing video include:

- Monica Alcabin, ATF
- Neha Borkar
- Stephanie LaBoo
- Quynhgio Le, TF
- Sherrie Rippe
- Amy Reiss, TF
- Christina Royalty, ATF
- Linda Thomas, ATF

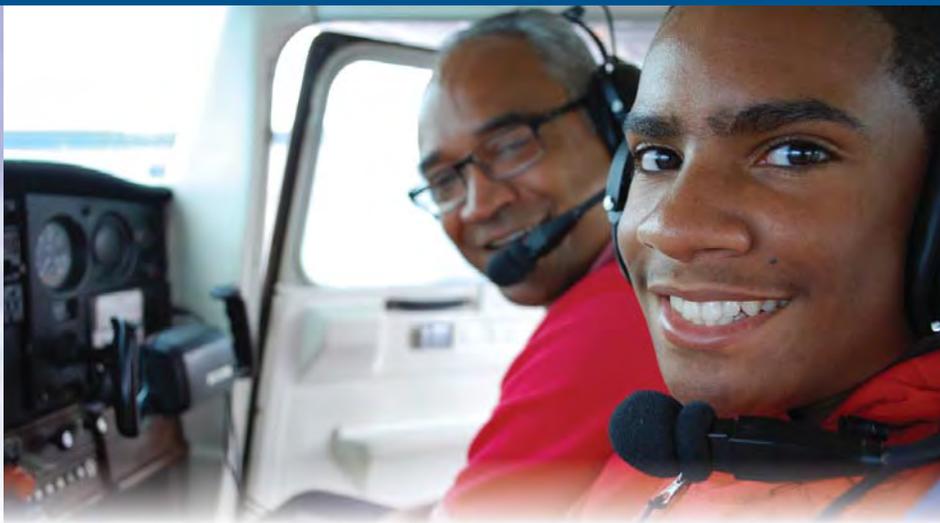
ATF - Associate Technical Fellow

TF - Technical Fellow

Highlights from archives of Society of Women Engineers

Women have been performing engineering related roles for more than a century. Below are highlights from research provided by the Society of Women Engineers (SWE) archivist, based at Wayne State University, Detroit, Michigan.

- **Elizabeth Bragg** was the first woman known to graduate with a bachelor’s in engineering. She earned the degree in 1876 in civil engineering from the University of California, Berkeley.
- From 1876 through 1900, about one woman per year graduated in the entire country.
- A slight increase occurred between 1900s and 1910s - but typically five or fewer.
- World War I and World War II created opportunities for women who were recruited due to manpower shortages.
- By 1950, less than 0.2% of engineering degrees went to women.



Jesse Hayes IV, SPEEA member and Boeing engineer, is shown here with Trey Cooper, on a break during Flight Lessons for Youth (FLY) offered by the Red-Tailed Hawks Flying Club. Cooper, 16, is a student at Kent-Meridian High School who practiced more than a dozen takeoffs and landings in a Cessna 152.

Red-Tailed Hawks Flying Club gives 'lift and thrust' to minorities

The Red-Tailed Hawks Flying Club meets monthly to introduce aspects of flying to young people who are at least 11 years old. Each meeting includes two parts:

- **Aviation history** - "We want them to know more about the shoulders of the folks we're riding on," said **Jesse Hayes IV**, "and get them (students) fired up."
- **Pilot knowledge** - "No matter what their career choice, pilot knowledge will make them better," he said. "It takes a broad spectrum to operate a plane safely."

The club is chartered by the Black Pilots of America, Inc. (BPA), and all are welcome. The mission is focused on minorities because of their strikingly low demographics in aviation fields.

"One of the reasons the numbers are so low," said Hayes, a SPEEA member and club president, "is because of the black community. Many are still conditioned to think (flying) is only for white folks or rich folks - anybody but me." The club's annual dues are \$20 per student. At the meetings, they fly the students and the club also offers free 'discovery flights' five times a year.

The club also holds a two-week free summer program called Flight Lessons for Youth (FLY) each year at Regal Air, a flight school at Everett's Paine Field. Students applied (with letters of recommendation and an essay) and eight were selected for this year's program. They spend 10 hours on flight training, 40 hours on ground school and 10 hours on earth and space sciences with an instructor pilot.

"Those who do well get the opportunity to fly solo," Hayes said. "Top students can get scholarships to continue training to become pilots."

The club introduces students to more than the cockpit. Their meeting locations vary from touring Boeing's Everett factory, the Museum of Flight, Blue Origin, and Puget Sound military bases (Air Force and Navy), for example.

The club draws adults who are "pilots, engineers, technicians, educators, enthusiasts and parents," Hayes said. About 30 student members attend each monthly meeting. "We are the largest chapter in BPA."

Find out more at www.facebook.com/red-tailedhawksBPA.

Black Pilots of America chapter

President of flying club takes STEM outreach to a higher level

EVERETT – When **Jesse Hayes'** family went on vacation, he didn't climb into the back of a car. He climbed into the back of an airplane.

He was about five years old in 1968 when his father bought a Mooney aircraft to take his family on trips - bypassing the whites-only restaurants, gas stations and hotels.

"That was one of his motivations for flying," said Hayes, a SPEEA member, about his father, a flight surgeon with the Air Force. "Black folks never took a road trip without packing enough to get where they were going. There were no expectations they would find a restaurant to stop."

Hayes is founder and president of the Red-Tailed Hawks, a flying club for youth outreach based in Mukilteo, Wash., with a mission of introducing underrepresented youth to the world of aviation. The club is a chapter of the Black Pilots of America, Inc. (BPA), a 501(c)(3) tax-exempt charitable organization.

"I grew up blessed by BPA, I want to pay it forward," he said. "When I look around the industry and see the disparity in demographics - that motivated me to do all I can to make a difference."

Women are only 6% of the pilots in the U.S. and, according to Tuskegee Airmen, Inc., less than 2% of the nation's pilots are black.

At Boeing Everett, Hayes is a lead airplane safety engineer for airplane development. His Boeing

career includes working on the KC-46A Tanker, a derivative of the 767. He also took the initial lead on the Presidential Aircraft Recapitalization (PAR).

Joining the Air Force

Hayes joined the Air Force because of the Iran hostage crisis that started in 1979. "I thought I was going to join a fight against Iran," he said. "What I really ended up doing was painting the floor of a hangar," he said. He pursued officer training to see more 'action' and ended up painting the walls of the squadron, while at flight training. "We were a base full of lieutenants," he quipped. He also worked as an Air Force navigator for the C-130 cargo aircraft, then chief of wing flight safety, a war planner and finally assistant operations officer for a combat rescue unit.

After the military, he taught high school physics and worked for several contractors, including Lockheed Martin prior to working at Boeing Space Exploration in Houston.

In Texas, he re-certified as a pilot ("I got tired of talking about what I used to do") and joined the Bronze Eagles Flying Club, affiliated with BPA, which focuses on youth outreach for the underserved and underrepresented.

He brought the idea with him to start a local BPA chapter when he transferred to Everett. "My sole motivation was to inspire kids to fly. When Boeing moved me here, I brought BPA with me."

Essay notes unions are a 'voice for others'

Congratulations to **Anna Johnson**, daughter of SPEEA Area Rep **David M. Johnson**. She won the IFPTE Dominick D. Critelli, Jr. scholarship this year for the private sector.

When she starts as a freshman at Gonzaga University this month, she plans to study engineering (possibly mechanical or electrical). "I always liked math and science - that led me down the path."

You might say her father, David, a Structural Authorized Representative and stress analyst at Boeing Everett, had some influence. She remembers going to the unveiling of the 747-8 when she was in grade school. Her father also introduced her to volunteer efforts tied to Science, Technology, Engineering and Math (STEM), such as helping with the After School STEM Academy at elementary schools in the Northshore School District. Two of her uncles also work at Boeing as engineers.

She is also familiar with unions through her father, a SPEEA Area Rep and former Council Rep, and her mother, a teacher, who also belongs to a union.

"My parents' story is one of stability provided



Anna Johnson of Bothell, Wash., is shown here with her father, David M. Johnson, a SPEEA Area Rep and Boeing stress analyst who works in Everett. Her essay was part of a successful application for the IFPTE Dominick D. Critelli Jr. scholarship.

with the union representation," she wrote in the scholarship essay (see below). "Both of my

parents believe in the value of family, the power of education and being a voice for others."

What Being in a Union Family Means to Me

By Anna Johnson
IFPTE private-sector scholarship winner

My parents are both members of a union. My father is a member of SPEEA, IFPTE Local 2001 and my mother is a member of the Northshore Education Association. My parents' story is one of stability provided with the union representation. Their stability has overflowed into my life. Both of my parents believe in the value of family, the power of education, and being a voice for others.

"Both of my parents believe in the value of family, the power of education and being a voice for others."

- Anna Johnson's essay for IFPTE scholarship

From the first experience with SPEEA at his new employee orientation, through the latest contract benefits meeting at the Everett SPEEA hall, my father has always expressed his appreciation for the union to represent him and negotiate for family wages and benefits. Because of the union, my family is able to rely on consistent pay and benefits, allowing my mother to stay home with my brother and I for the first 12 years of our lives. When my parents made the decision for my mom to stay at home, they knew our lifestyle would be simple. We had one vehicle at that time and my dad often took a carpool van to work. I also vividly remember sitting on the front steps of our house, eating popsicles, waiting for my dad to ride home from work on his bike. It was during these times that we relied on the stability of a union, knowing that my dad was supporting

us on a single wage-earner income.

In the year 2000, my father as a Boeing employee of twelve years, went on strike with SPEEA for forty days in the middle of winter. The experience at first was unnerving for our young family, but we soon learned that the union kept us organized with communication, news, and family support. During the strike, my mom accepted a short-term teaching job to help with expenses. We learned that the union was a family and that we would get through this together. That was a time when the large corporation believed any contract could be delivered despite the efforts of a collective bargaining unit negotiation team. The membership in the union, IFPTE, and association with the AFL-CIO brought in the support of nationally organized labor. We learned that being part of a union meant being part of a larger family.

Fast forward to the year 2017, and our family has experienced the benefits of several union collective bargaining unit agreements; continuous employment; a salary with raises; pension, 401(k) with matching funds; medical, dental, and vision coverage. The aerospace industry is not always stable and economic issues have brought pressure to reduce employee benefits and outsource work. During this time my father

explained to me how he was an area representative and council representative. Through these positions he was able to listen to member concerns, make information available, and intervene on their behalf when issues came up. Being part of a union family has taught me that it is important to educate others and use our voices to stand up for what is right.

The lessons I learned from being part of the union have inspired me to give back to my community. Along with my dad, I volunteered with an afterschool STEM Academy. The potential for impact is great, as these classes are offered at no cost to all students. I have also been involved with a mobile technology lab that travels around to local areas, reaching out to underrepresented populations. Just as the union values fairness and speaking out for everyone, I too made it my goal to ensure that all youth have equal opportunities for STEM-related activities.

Being part of a union family has made an impact on who I am today and who I aspire to be in the future. I am appreciative of the stability that the union has offered my family over the years. I am inspired to work hard and realize the importance of family. Having the security of the union also gave me the self-confidence to reach out and help others, especially those who need someone to stand up for them and give them the same opportunities we all take for granted. I would consider it an honor to receive the Dominick D. Critelli, Jr., Scholarship from IFPTE.



New manager at EWP

Ed Wells contributed to former member's career path to management



Tom Coe

Tom Coe follows his own career advice to continue learning by pursuing two master's degrees. The former SPEEA technical designer just started his new role as Ed Wells Partnership manager.

The SPEEA-negotiated benefit of EWP training provided opportunities for Coe to grow his career. In his 21-plus years at Boeing, including management positions, he has paid it forward to help those in his group who are in SPEEA bargaining units.

"For represented employees, it's part of your contract, it's paid for," he said, urging members to "leverage their benefits."

Continuing education offered by Ed Wells for both technical and professional development resonates with Coe, a lifelong learner. He even worked with Ed Wells to provide a version of the 'Seven Habits of Highly Effective People' tailored to one of the groups he managed.

When he started at Boeing in 1996, he had an associate's degree from ITT Technical Institute, Bothell. Since then, he's earned a bachelor's degree and master's degree in international business from a school in Lille, France, and is currently pursuing a master's in engineering and technology management at Washington State University.

Through an Ed Wells Partnership class, Coe met an adjunct professor at the University of Washington, who came from the school in Lille.

Some may wonder why he didn't pursue an engineering degree. Through his work, he found a passion for education that inspired him to become a manager "to help develop people."

Don't get passed up

"I've seen the global environment," he said. "If you remain stagnant, you're going to get passed."

He brings the technical background, the proj-

ect management experience and world travel to his work. He even worked with Ed Wells to improve a class called Intercultural Diversity Management training, and taught the updated course for Interiors Responsibility Center (IRC) in Everett, Renton and Moscow.

"I had an idea (and wanted to know more) what skills we needed and what other companies/countries know," he said. "What do they have that we don't?"

He credits SPEEA for helping his career, in addition to Ed Wells. For example, he benefited from a successful appeal for an upgrade (as covered in the SPEEA contracts). When he was laid off from Boeing, he went on the SPEEA priority recall list, and returned to Boeing a year later.

His advice to SPEEA-represented employees: Educate yourself and learn your benefits. "I knew my contract inside and out."

Managerial roles

"Don't think you can't be a manager," said Coe, especially to SPEEA-represented Techs, who may think otherwise. He started as a SPEEA tech designer and member. Some of his managerial roles include:

- Project Manager/Lead for Global Work Share Strategy
- Learning, Training and Development (LTD) Engineering Manager
- Engineering Operations Manager
- Global Engineering and Technology Manager
- Customer Engineering Manager



New location for EWP Renton classroom

Since the Ed Wells Partnership office recently moved, access to the Renton classroom has improved for those at the Renton factory. The offices moved from an office park near Longacres in Renton to the 10-18 building. A recent three-day class offered by EWP (shown here) drew a crowd. The class was FAA Certification and Airworthiness Requirements as Applied to Military Procurement of Commercial Derivative Aircraft Systems. Standing at the front are **Bonnie Aureli**, class administrator, and **Gil Thompson**, instructor, from Kansas University.

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Training/Events

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

**Puget Sound
No-host bowling event**

Saturday, Sept. 16 – 2 to 4 p.m.
TechCity Bowl, Kirkland

To sign up, email speea@speea.org
Northwest Women's Advocacy Committee

**Emerging Labor Leaders
Conference**

Keynote panel on racial justice in labor movement

**Friday, Oct. 13 - 5:30 p.m.,
Saturday, Oct. 14 - 8:15 a.m.**
Georgetown campus, Seattle

Email apply@speea.org by Sept. 15

SPEEA to pay registration for those selected

**Midwest
MW SPEEA Golf Tournament**

Saturday, Sept. 16
Augusta Country Club

Email joe.abbott@spiritaero.com or
daryl.l.doshier@spiritaero.com

Midwest Membership Activities Committee

**The Union Difference:
Wages and benefits**

Unions as we know them developed in Great Britain as a response to the pressures and inequities growing out of the Industrial Revolution of the 18th and 19th centuries. As wages are at the base of workers' economic power, labor organized to collectively bargain for higher wages. According to the AFL-CIO website, workers with a negotiated contract earn an average of \$204 per week more than non-represented workers.

Even if the worker isn't union-represented, the "halo effect" of collective bargaining agreements raises all wages. The proof of this can be found in the trend in wages relative to the decline in union membership over the last four decades. According to a 2016 piece by Jeff Spross, citing an Economic Policy Institute study, "If unions in 2013 were as strong as they were in 1979, the wages for male nonunion workers without a college degree would've been 7.7 percent higher, according to the mid-range estimate. That works out to \$58.31 extra a week — or over \$3,000 a year that workers who weren't in unions lost because unions eroded."

Another aspect of union-negotiated contracts is the extra impact they have on the average wages of women and minority workers. Union women earned 33% more on average than their non-union sisters, while Hispanic and Latina members earned 46% more than their non-represented counterparts.

Another key issue driving the organized labor movement was and is worker safety. The fight for workplace safety will be the subject of next month's "The Union Difference."

