



the
SPEEA
IFPTE LOCAL 2001

Monthly Publication
February 2019

spotlite

PROFESSIONAL AEROSPACE UNION



Auburn District A-10 Area Reps are shown here in their new SPEEA apparel, purchased from the online store with a gift certificate offered to all Area Reps in recognition of their efforts. From left, front row: **Jim Jones** and **Paul Bowman**, middle row: **Rick Reid** and **Chris Kendrick**, back row: **Janelle Lee** and **Albert Villanueva**. District A-10 had one of the most Area Rep orders. A-10 Area Reps not shown (who ordered apparel) are **John Depta**, **Richard Harshfield**, **Keenan Keller** and **Kevin Mjor**.

Recognizing Area Reps

You might see more of SPEEA in the workplace. The 2018 Area Rep recognition gifts just came in and that means nearly 200 Area Reps (AR) have new SPEEA hats, shirts and jackets.

Last October, during Area Rep recognition month, Council Reps handed SPEEA apparel gift certificates for \$35 in store credit to their Area Reps to order from the online store. The orders shipped to the SPEEA offices last month.

When Auburn A-10 Council Rep **Gail Soushek** recently delivered the apparel orders to Area Reps in her district, they shared why they stepped up for this role.

About the role

Auburn Area Rep **Albert Villanueva** likes getting answers to members' questions about their contract and benefits. "I like helping people understand and bring clarity - knowledge sharing."

Another Auburn Area Rep, **Paul Bowman**, a former Council Rep, said the role keeps him connected to SPEEA. For example, he reads the SPEEA News and routes it to about 30 people. "It keeps SPEEA visible. It keeps it local," he said about the role of Area Rep. "It's nice to have somebody from SPEEA in their corner."

Area Reps

- Bring members' questions to their Council Rep
- Help host lunchtime meetings
- Help distribute SPEEA emails
- Welcome new members

Typically, Area Reps connect with smaller groups of members within a district that averages about 200 members per Council Rep. Districts with more Area Reps have better outreach and improved dialogue with members on issues.

Become an Area Rep

Members can have their Council Rep sign an AR petition, available at www.speea.org - dropdown menu: Councils/Forms and Petitions.



Performance Management tips at Puget Sound halls

A total of 33 members attended the Performance Management (PM) Define training at SPEEA Everett and 14 took part in Tukwila, Jan. 15. SPEEA contract administrators (CA) discussed the PM process and how to improve scores by asking clarifying questions and documenting the agreements. The CAs also discussed how competencies contribute 60% to the Prof and Tech retention rating formula. To learn more, ask your Council Rep to schedule a PM lunchtime meeting for your district. Council Reps' contact information is at www.speea.org (drop-down menu: Member Tools/Find Your Council Rep). Shown here: **Mark Brice**, seated, talking with SPEEA Contract Administrator **Mike Hochberg** about related questions.

Executive Board election

Ten run for three NW regional VP seats

Later this month, members in the Northwest will receive a ballot in the mail to cast a vote for three Executive Board vice president candidates to serve on the SPEEA Executive Board. The Tellers confirmed the petitions of 10 Northwest members who stepped up to run.

In the Midwest, **Keith Covert** ran unopposed for another term as MW regional vice president.

NW candidates – three positions

- John Dimas
- Dan Nowlin
- Douglas Brazeal
- Ugur Koksu
- Shaunna Winton
- Nikolas Geiselman
- Mike Shea
- Daniel Peters
- Noel Cabanday
- Mohammed Riaz Khan

To help Northwest members learn more about the candidates prior to voting, SPEEA will

mail information submitted by the candidates, including their responses to questions approved by the regional councils.

SPEEA mails the packet, along with a ballot, to members' homes by Feb. 27. Ballots must be delivered to SPEEA offices by noon, Wednesday, March 13.

Executive Board election timeline

- Ballots mailed by Wednesday, Feb. 27
- Ballots must be delivered to SPEEA by noon, Wednesday, March 13
- New two-year terms begin Wednesday, March 27

Reminder about campaigning

- Federal law prohibits candidates and their supporters from using company/union resources such as work email or bulletin boards.
- Candidates can, at their expense, mail campaign literature to members' homes. They work with a bonded mailing house. Addresses are never provided directly to a candidate.

SPEEA Prof and Tech contracts

Members can apply for joint committees

New three-year terms start soon for three SPEEA Prof and Tech joint committees with The Boeing Company.

The SPEEA contracts call for joint committees as a forum to discuss relevant information and issues during the interval between contract negotiations.

All Prof and Tech members in good standing are eligible to apply to serve as SPEEA representatives in the committee meetings with managers, directors and executives.

Joint committees/areas of focus

- Joint Benefits – health care and retirement benefits

- Joint Compensation – compensation-related matters/issues
- Joint Workforce – employment forecasts, work movement and performance management

Per the Executive Board policy manual, applicants are interviewed by the Executive Board.

To apply, email robinf@speea.org and include the committee you are interested in, your work phone number, and why you're interested by 5 p.m., Thursday, Feb. 28.



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Executive Director

Ray Goforth

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Mark Worden	NW Regional VP
Mike Shea	NW Regional VP
Keith Covert	MW Regional VP

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Bill Dugovich	Communications Director
Lori Dupuis	Graphic Designer/Web Developer
Karen McLean	Publications Editor
Amber Musselman	Communications Support

speea@speea.org • www.speea.org

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15205 52nd Ave. S, Seattle, WA 98188
M-Th, 8 a.m. to 5 p.m. • Fri, 8 a.m. to 4:30 p.m.
Phone: 206-433-0991 • 1-800-325-0811

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Federal shutdown impacts IFPTE members

By Joel Funfar
SPEEA President

While I'm hopeful the federal government shutdown ended before Spotlite arrives at your home, the effects of this forced work stoppage will linger for weeks, months and perhaps years for our 10,000 fellow IFPTE members and the 790,000 other federal workers directly impacted.

Regardless of your political leanings, as union members we can agree it is heart wrenching to see dedicated workers forced to do their jobs without pay or locked out of their workplace not knowing when they can return or when their next paycheck will arrive. Rent, mortgage, child-care, electric and heating bills still keep coming. Families need to eat. The uncertainty of the situation strains relationships and impacts health.

As one of your vice presidents on the IFPTE Executive Council, I can't help thinking about the federal workers I personally know who are directly impacted. **Lee Stone**, a fellow IFPTE vice president on the Executive Council and president of Local 30, is one of 1,200 workers furloughed at the NASA Ames Research Center in Mountain View, California. As quoted in the New York Times, Stone said: "We're not collecting data. We're not analyzing the data, and we're not able to make the advances that we're paid to do." As technical workers, we know that gaps in data collection can cause serious problems, if not invalidate results of critical tests.

NASA is one of the nine federal agencies that furloughed workers. IFPTE represents workers in six of those nine agencies. These union brothers and sisters of ours include scientists, engineers, immigration judges, investigators and many other technical professionals.

There is also the impact on the rest of us. Several airports closed one or more of their security checkpoints for lack of Transportation Security Administration (TSA) workers. Lines are growing longer at other locations. And, it's no comfort knowing TSA and air traffic controllers are working without pay.

While federal employees take the brunt of the pain, the ramifications will have lasting impact on the rest of us. College students contemplating careers at federal agencies will start looking elsewhere. A planned Seattle visit of the Stratospheric Observatory for Infrared Astronomy (SOFIA) 747SP (Special Performance) was recently scrapped. Each day will bring more impacts.

Principled compromise'

In my 19 years as an active member of the SPEEA Legislative and Public Affairs (L&PA)

committee, with many visits to the offices of state and federal political office holders, I have never witnessed this level of dysfunction by politicians on both sides of the political aisle.

This has grown worse over the years. Politicians who support labor unions have been targeted and lost elections or primaries. I agree with a national hero, Sen. **John McCain**, who said; "I believe in principled compromises that move the country forward...Our Constitution and closely divided polity don't allow for winner-take-all governance ... And so, I've worked with Democratic colleagues to do things I thought were important. Proudly."

Regardless of our personal view about the need for a wall across the border with Mexico, hard-working, dedicated employees should not be used as pawns. At least when workers go out on strike, they have the power to end the stalemate. In the case of this federal shutdown, the workers locked out of their workplace and/or forced to work without pay have no say in the fight.

Until the next election.

Make sure you are registered to vote and **VOTE!** Consider running for office. SPEEA members have run and served in various offices. Former Council Rep **Kent Pullen** was one I remember. Some current leaders serve on school boards or in other offices. Local labor councils have classes to help if you are considering running for office.

Memories of a friend

During my early days at Boeing, I had the good fortune to meet **Dan Hartley**. A dedicated Boeing worker, knowledgeable aerospace engineer and solid SPEEA activist, Dan encouraged me to become active in our union. I became an Area Rep, Council Rep, and it's safe to say, your president today, thanks to his mentoring.

Dan, who served as SPEEA president in the early 1990s, always emphasized the importance of family and the support they provide. That support allows many of us to dedicate so much time and effort to SPEEA. Dan's spouse, Marian, was a wonderful, kind lady who was a very big part of his life and his success for more than 46 years. Dan credited her for everything

2019 dues adjusted

Based on the annual re-calculation of SPEEA dues, the monthly rate for 2019 is \$48.70. The adjusted rate begins Feb. 7.

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

he did. Dan died in 2004. Marian recently joined him, passing away in December.

Dan and Marian loved SPEEA, Boeing and aviation. They were a driving force behind the establishment of Seattle's Aviation High School. They truly believed the key to our future is to support youth and the leaders of tomorrow.

As a union leader today, it is now my turn to offer help and encouragement to members who strive to make a difference at work and our union. Dan and Marian set a very high bar for all of us. I know the first thing they would advise all of us to do is to take a moment at home to thank our spouses, partners and family for their support.

Farm workers' union leader

Movie features Dolores Huerta

The SPEEA Diversity Committee is hosting a free showing of the movie "Dolores," about **Dolores Huerta**, the co-founder of the United Farm Workers with **Cesar Chavez**. She co-led the Delano grape strike/boycott that started in 1965 and concluded with the union's first contract.

Learn more about a woman described as one of the most effective and undervalued civil and labor rights leaders. Huerta, who is 88, continues to lead efforts for change and social justice.

'Dolores' - free movie showing

Wednesday, Feb. 13 - 5 p.m. local time
SPEEA Everett, Tukwila, Wichita
Email speea@speea.org

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

Opportunity to focus on issues, connect with your union

Committee member: 'You can really have a large voice'

EVERETT - SPEEA Area Rep **David Garrett**, a structural design engineer, admits he "coasted" for many years regarding his union. Now that he serves on committees, he knows firsthand how to make positive changes for members.

"Getting your voice involved in this union really does make a difference," he said. "When you look at how many members are active, versus the total bargaining unit, you can really have a large voice if you want to."

His path to activism started with the 2016 presidential election. He went to a local caucus with his wife and saw people taking action. "I saw that my



David Garrett

voice did matter, if I took the time. That's what really drove me to get involved."

Garrett picked the Tellers committee, which oversees union elections and defines Council districts - both the geographic boundaries and the number of Council Rep seats. "The Tellers have a very special job in this union," he said.

He also joined the Governing Documents committees, which focus on removing redundancies and clarifying inconsistencies, because he likes rules and regulations.

His interest in SPEEA grew when the company changed its Learning Together Program (LTP) in 2010/2011. When Boeing reduced the con-

tinuing education benefits, SPEEA pursued effects bargaining. As a result, Boeing removed the funding limits for certain fields of study at select schools. At the time, Garrett was pursuing additional courses. He has a bachelor's degree in aerospace engineering from Embry-Riddle Aeronautical University in Prescott, AZ.

"When I saw what SPEEA did - stepping up to protect my interest, my benefits," he said, "I thought the union was pretty good."

Joining committees to help support his union made even more of a difference.

"If you actually put time into SPEEA, you see what it is - a lot of people protecting our benefits," he said. Join a committee, he added. "It's not a lot of time for a lot of impact."

Committee chair shares her path to involvement

SATTLE - **Catherine Owen**, a structural design engineer on the VC25 B, started her path to SPEEA Northwest committee officer through a SPEEA 101 class.

That's when she heard about a self defense training offered by the Women's Advocacy Committee (WAC). During the training, a committee member invited her to a WAC meeting.

Owen, who became a committee member in 2015, is now WAC chair. She's glad to have the opportunity to serve and work on events and issues affecting both women and men in the workplace.

When Owen first discovered she had a union, she took the contract home and read it. She

knew about unions through her sister who is involved in a union in Tennessee, a 'right-to-work' state (the state law allows employees to benefit from union contracts without paying dues).

"The big thing is to join a union and have a voice," Owen said. She likes having a contract which locks in benefits. "It's knowing those benefits are not going to change at the whim of the company," she said.

Owen has a bachelor's in mechanical engineering from Rose-Hulman Institute of Technology, in Terre Haute, Ind., and earned



Catherine Owen

a master's in mechanical engineering from the University of Washington.

"I also like the camaraderie and the opportunity for learning and training," she said, noting Ed Wells Partnership (a SPEEA-Boeing contract benefit) and WAC opportunities to attend related conferences.

"I haven't had issues," she said regarding the right to have a union representative at a meeting that could result in discipline. "But if there was an issue, I like knowing there will be people there to support me."

Committee member excited to be part of something bigger



Patricia Revolinsky

EVERETT - **Patricia Revolinsky** had no idea about being in a union when she accepted a job offer at a conference she attended. "I was excited," she said, when she found out. "I was joining a group of people where our explicit purpose was to support each other."

She stepped up to help by joining the New Hire and Young Members committees. She helped with summer social events and spoke to about 40 who attended a SPEEA 101 event at SPEEA Everett.

Revolinsky is a manufacturing engineer for flight test at Boeing, where she started about a year and a half ago. She graduated from the University of California, Davis, with majors in

aerospace and mechanical engineering.

Her interest in SPEEA grew when she responded to an invitation sent to younger members to attend a workshop called "What Does the Future of SPEEA Look Like?" in 2017. The workshop was part of a leadership conference for SPEEA activists.

She met a lot of people at the conference and received a lot of encouragement to step up. She started attending the New Hire/Young Member meetings once a month.

"The people on the committees are enthusiastic and are making a legitimate effort to connect with younger people," she said.

Revolinsky likes a lot about having a union, including:

- A support network - "I can reach out regarding workplace issues."

- Ed Wells Partnership - "They cater to us."
- Concerns with job security - "If I have an issue, I know who I can ask."
- Retirement benefits - "They can put me in touch with someone on staff."
- Social network - "I feel informed when I attend meetings."

"It's a one-stop shop for everything," she said.

Explore your options - choose a committee

Check out one or more of the committees focused on issues and activities to build a stronger union. This is a great way to network with members from different sites and major organizations. See your options at www.speea.org (drop-down menu: Councils/Council Committees).

Testimonial

Why become a CR?

When I was in paramedic training, we were told that "every day, you will see the worst day of someone's life." This was a strong reminder we were taking up a stressful job.

I came to view it in a slightly different light. Even if there is nothing else you can do, you can make sure that person doesn't go through it alone.

Luckily, being a Council Rep isn't quite as stressful as being in EMS (Emergency Medical Services). However, on occasion, we also see someone on a very bad day for them – the day they get fired or find themselves in a Human Resources (HR) investigation.

As Council Reps, we represent those members in meetings with management, HR, and investigators. We make sure the employee knows their rights under the law and the SPEEA contract.

Sometimes, we can help a great deal. Sometimes, all we can do is make sure the member doesn't go through it alone. More than once, I've had a member tell me they appreciated just not being alone in the room with the investigator.

- James Raskob, SPEEA Everett Council Rep and Northwest Council treasurer



James Raskob

Petitions due March 27

Step up to serve as Council Rep

Every two years, all Council Rep seats are up for election SPEEA.

This is an opportunity to run if you are interested in serving as the union representatives in the workplace and set policy for the union.

Eligibility

You must be a SPEEA member for at least the past 12 months to run for Council Rep in your area (district).

Responsibilities

- Finding answers to members' questions about their contract, benefits and salary charts, for example. SPEEA staff contract administrators can help.
- Voting on motions, including Council budgets and policy, and conducting other union business at monthly Council meetings.
- Representing employees called in for disciplinary or investigatory meetings and working with SPEEA contract administrators on staff to resolve issues on behalf of members.

In addition to extensive training for new Council Reps, SPEEA hosts ongoing training, including the annual leadership conference, to help Council Reps in their role.

Council Reps begin their two-year terms when

seated at the May Council meeting.

How to apply

- Determine your district based on the building/floor where you work (district delineation can change if employee levels shift).
- Print a Council Rep petition for 2019-2021 and ask members to sign it.

Both the district delineation, petition and election book with more details will be available soon at www.speea.org (drop-down menu – Councils/Forms and Petitions).

Deadline - Wednesday, March 27.

For districts with contested races, SPEEA will conduct elections. Ballots are sent to members' homes for their district's election.

About district delineation

Each Council Rep is assigned a district defined by geographic boundaries (site and/or building specific) to ensure adequate representation.

The districts are typically divided to include about 200 SPEEA-represented employees per Council Rep and can be divided by floors of a building.

The districts are also divided by location (Everett, Wichita and Renton, for example).

SPEEA/Boeing joint statement

Salary Adjustment Funds for 2019 announced

Boeing and SPEEA, IFPTE Local 2001 announced the 2019 Salary Adjustment Funds for employees in the union's Professional and Technical bargaining units.

After reviewing the adjustment pools resulting from agreed upon data, SPEEA and Boeing agreed to look beyond the contractually mandated data sources. Several additional sources were reviewed, culminating in agreed upon salary pools of 2.8% for engineers and 1.0% for Technical Unit members. This results in lump sum payments of 2.2% for all employees in the Professional Unit and a 4.0% lump sum for all employees in the Technical Unit.

The salary pools meet the contractual requirement to keep Professional Unit members at or above 115% of the market and Technical Unit members at or above 120% of the market.

Based solely on the market comparison outlined in the Professional and Technical contracts, the Salary Adjustment Fund for each group would have been 0%.

Effective
March 1

"As in years past, the salary fund for 2019 will allow us to recognize the importance of the contributions made each day by our engineering and technical employees," said **Todd Zarfos**, vice president of Engineering Functions, Washington Design Center and senior chief Engineer of Systems. Zarfos added, "We have established these funds despite the results of the market data analysis. We recognize the need to look at the agreed upon formula for determining salary funds and whether any adjustments might be appropriate. We believe the announced salary funds achieve the appropriate balance for our employees and the company."

"When we last negotiated, we agreed to contracts that provide rates of pay above the market and Boeing has worked with us to assure compliance with the letter and intent of our negotiations," said **Ray Goforth**, SPEEA executive director. "However, we would like to engage with Boeing on why the market data is yielding results neither SPEEA nor Boeing anticipated and see if we can make adjustments to assure our mutual intent is met."

Boeing and SPEEA negotiated the contracts for engineers and technical workers in February 2016. The contracts include a provision that Salary Adjustment Funds are established from a pool of money of 5.0%. The pool is then divided into two types of funds, one for salary adjustments, and one for lump sums.

The size of the Salary Adjustment Fund is then determined by comparing the average salary of Boeing's employees in those units to the average salary of comparable employees in the market, with the annual Mercer-SIRS High Tech Company salary survey providing the standard.

Thresholds for the Salary Adjustment Funds allow average wages 15% above market for engineers and 20% above market for technical workers in 2019. SPEEA and Boeing representatives reviewed the Mercer data as well as data from other sources to help assure the intent of the agreement and the needs of the parties are met. These efforts will continue.

More information for affected employees is available from managers, union representatives, and Human Resources representatives.

Training/Events

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

All Locations

Free SPEEA movie night - 'Dolores'

Dolores Huerta co-founded the United Farm Workers union

Wednesday, Feb. 13 - 5 p.m. (local time)

SPEEA Everett, Tukwila and Wichita

Email speea@speea.org

SPEEA Diversity Committee

Puget Sound

Discount hockey tickets - Union Solidarity Night

Friday, Feb. 22 - 7:35 p.m.

Everett Silvertips vs. Seattle Thunderbirds

Angel of the Winds Arena, Everett

Limited number of discount tickets

On sale online at
everettsilvertips.com/sclc

Presented by Snohomish County Labor Council (SCLC)

SPEEA discount hockey tickets

Saturday, March 9 - 6:05 p.m.

Seattle Thunderbirds vs. Everett Silvertips

Showare Center, Kent

\$10 per ticket - limited number

Link to buy tickets coming soon

Northwest Membership Activities Committee

Midwest

St. Patrick's Day Bingo

Saturday, March 9 - 2 p.m.

SPEEA Wichita

Prizes and refreshments

Members and their families welcome

Email vickim@speea.org

Midwest Membership Activities Committee

Discount hockey tickets - Wichita Thunder

Saturday, March 23 - 7:05 p.m.

Wichita Thunder vs. Tulsa Oilers

INTRUST Bank Arena, Wichita

\$5 per ticket for dues-paying members and their immediate family

Includes \$10 food voucher per ticket

Limited number of tickets - at the SPEEA office (cash only)

Midwest Membership Activities Committee

Engineers Week - Feb. 17-23

SPEEA making a difference through STEM support

One way SPEEA highlights Engineers Week is to recognize the members who are going out of their way to "Invent Amazing," which is this year's theme.

Many SPEEA engineers, technical and professional employees, pilots and instructors coach, mentor and support students supported by SPEEA grants for Science, Technology, Engineering and Math (STEM).

The Northwest Council voted to award STEM grants (total of \$40,000). Many of those teams are involved in robotics competitions currently underway as part of For Inspiration and Recognition of Science and Technology (FIRST).

SPEEA also supports STEM outreach efforts in the Midwest, including participants of Boosting Engineering, Science and Technology (BEST).

As a result of everyone's efforts, students are more likely to see themselves in related careers and fields. According to research, when profes-

sionals highlight the impact of their work on society, students take note.

Interested in sharing your engineering/technical knowledge with students? Consider these tips from DiscoverE, the non-profit organization promoting the annual Engineers Week.

- **Five minutes** - talk to your children, friends' children or neighborhood children. Share something related to the creativity of problem-solving in your work.
- **One hour** - visit a classroom or after-school group. Lead an activity for students to practice aspects of the engineering design process.
- **Half a day** - volunteer as a judge for a science/engineering fair or robotics competition. You'll see a glimpse of the future workforce.

When you share your professional interests with younger people, you help 'invent amazing.'

Northwest Council STEM grants

SCHOOL/ORGANIZATION	SPEEA member
All Saints Catholic School, Puyallup	Stina Barsoski
Alliance High School at Meek, Portland, Oregon	James Lee Jones
Apollo Elementary School, Renton	Kevin Masterson
Arlington School District	James Hoskinson
Astoria High School, Astoria, Oregon	Nassim Riazi
Auburn Mountainview High School	Paul Morris
Auburn Riverside High School	Kim Markham
Auburn Senior High School	Paul Bowman
Bellarmine Preparatory School, Tacoma	David Isola
Bishop Blanchet High School, Seattle	Brian Brumleve
Bonney Lake High School	Jeff King
Briarwood Elementary School, Renton	Kevin Masterson
Camas High School	Keefe Koenig
Capital High School, Olympia	Tom Farrell
Cascade High School, Everett	Neil Palachuk
Cedar Park Christian School, Bothell	Erica Christiansen
Cedarcrest High School, Duvall	Eric Nesbitt
Christ the King School, Seattle	John Dovey
Gibson Ek High School, Issaquah	Kevin Masterson
Glacier Peak High School, Snohomish	Kevin Torrico
Hazelwood Elementary School, Auburn	Brian Poggioli
Hazen High School, Renton	Kevin Masterson
Highline High School, Burien*	Paul Vitellaro
Holy Family School, Auburn	Michael Burk
Inglemoor High School, Kenmore	Eric Nelson
Issaquah High School	Stephen Bennison
Liberty High School, Renton	Kevin Masterson
Metal Beavers Robotics, Portland, Oregon	Chris Imondi
Mt. Baker Middle School, Auburn	Kim Markham

SCHOOL/ORGANIZATION	SPEEA member
Newcastle Elementary School, Renton	Kevin Masterson
Newport High School, Bellevue	David Mier
Overlake Composite Squadron Civil Air Patrol, Redmond	Clement Ng
Raisbeck Aviation High School, Tukwila*	Philip Briscoe, Nikolay Stoyanov
Roosevelt High School, Seattle	Tim Ellis
Rosa Parks Elementary, Redmond	Qing Chen
Sabin-Schellenberg Professional Technical Center, Milwaukie, Oregon	Ken Parcher
Seattle Christian School, SeaTac	Evan Morrison
Seattle Lutheran High School	Michael Yoder
Sedro Woolley High School	Patrick Dillon
Shorecrest High School, Shoreline	Fredrick Rudnick
Shorewood High School, Shoreline	Joseph Tinoco
Skyview Middle School, Bothell	Alicia Hong
Society of Women Engineers, Pacific Northwest Section - Outreach Committee	Dana Day
St. Mary Magdalen Elementary, Everett	Carlos Guzman
St. Pius X School, Mountlake Terrace	David Marley
Thomas Jefferson High School, Auburn	Mark Wolf
Underground Engineering Club, Federal Way	Marjorie Blanco
U.S. Grant High School, Portland	Ejvin Berry
WA Science Olympiad, Cheney	Tony Hickerson
Washington FIRST Robotics, Kent*	Kyle Baylis, Carlos Blanco, Marjorie Blanco, Steve Margo
Washington State Science & Engineering Fair, Bremerton	Todd Rosenfelt
Woodinville High School	Julie Sweeney

*More than one team.



Spokane lunchtime meeting for members

At a SPEEA meeting in Spokane, Jan. 15, SPEEA Treasurer **Jimmie Mathis** met with Council Rep **Tim Conley** and about 27 members. They discussed workplace issues and questions. SPEEA Contract Administrator **Steve Spyridis** also attended. He is assigned to the bargaining unit at Triumph Composite Systems.



BEN Broadcast

'Social Security 101 - Everything You Wanted to Know' (2019 update)

By **Jerry DiLeonardo**
Ed Wells Partnership program administrator

Social Security benefits are a critical aspect of retirement planning or in case of disability.

You may not currently be aware of many aspects to maximizing this benefit. Plan to tune into this live, virtual Boeing Education Network (BEN) broadcast at 11 a.m., Feb. 28, to hear from an expert on the many facets of Social Security.

This presentation addresses questions, including:

- When are you eligible to receive retirement benefits?
- How does early retirement affect your benefits?
- Do you qualify for disability, survivors, and spouse benefits?
- How do you get the most from your benefit?
- What is the future of Social Security?

Social Security 101 Everything You Wanted to Know (2019 update)

Boeing Education Network (BEN)

Thursday, Feb. 28
11 a.m. to 12:30 p.m.

For more information and to participate in the broadcast, go to edwells.web.boeing.com/Event/BENBroadcasts/

The presentation will begin with a review of the online Social Security Benefit Statement.

Apply for the Partnership Leadership Team

SPEEA, IFPTE Local 2001 is looking for qualified candidates to fill three vacancies on the SPEEA/Boeing Partnership Leadership Team (PLT).

At these meetings, SPEEA and Boeing leaders share information, discuss issues brought forward by members and explore areas where they can work together effectively.

Qualifications

- Puget Sound SPEEA Council Rep, Area Rep or Executive Board member
- Current participant in a local (site) Partnership team (Renton, Everett, Seattle corridor, Auburn, Facilities, etc.)
- Available to attend about four PLT meetings a year - typically held in Renton
- Able to effectively represent the interests of the SPEEA membership

This is a three-year commitment beginning in March. A charge line is provided to the selected candidates for participation in meetings and travel time.

Go to edwells.web.boeing.com/PartnershipLeadershipTeam on the Boeing intranet to see a list of current members and objectives outlined for this team.

To apply

If you would like to be considered, send your responses to the following questions to apply@speea.org by Friday, Feb. 15.

- Why are you interested in this opportunity?
- What experience have you had with joint efforts between SPEEA and Boeing?
- What qualifications make you a strong candidate?

Questions

Contact **Maria Nelson**, SPEEA co-director on the Ed Wells Partnership, at (425) 965-4316 or email maria.b.nelson@boeing.com.

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WEU contracts coming soon

WICHITA - The Wichita Engineering Unit (WEU) contracts are at the printer and will be mailed to all bargaining unit employees' home address next month.

Extra print copies will be delivered to the SPEEA offices as well. The WEU contract is also online at www.speea.org (drop-down menu: Bargaining Units/Contracts).

Seeking MW candidates for IFPTE VP vacancy

SPEEA, IFPTE Local 2001 has an interim SPEEA Area vice president vacancy on the IFPTE Executive Council.

- **Eligibility** – must be a Midwest member in good standing for the preceding 24 months
- **Petition** – online at www.speea.org (drop-down menu: Councils/Forms and Petitions). The petition requires signatures of 20 SPEEA members, along with a 25-word (max) qualification statement and 250-word (max) position statement in case of an election

Petitions are due by 5 p.m., Monday, April 1.

Candidates will have the opportunity to address the SPEEA Midwest Council prior to its vote for a nominee April 11. The nominee goes to the IFPTE Executive Council for confirmation.

The selected candidate will complete **Donna Lehane's** term. Lehane recently retired. The interim term will continue until the next IFPTE convention in 2021.

Vice presidents serve on the IFPTE Executive Council, which is responsible for governing IFPTE between triennial conventions.

SPEEA-Boeing benefit

Data shows dental benefit under-used

SPEEA-Boeing Delta Dental plan covers preventive care at little or no out of pocket cost.

A recent Delta Dental report showed a significant number of SPEEA-Boeing subscribers are not taking advantage of this benefit.

According to claims data:

- * 20% have not visited a dentist in the last two years.
- * 18% have had at least one periodontal visit and no follow up in the past year.
- * Only 13% of eligible children have received sealants in the past year.

Experts agree preventive dental care is essential for overall health because regular checkups can lead to early detection of preventable oral disease.

In the case of cavities, for example, regular visits increase your chances of identifying and reversing problems in the earliest stages of tooth decay.

If a cavity is treated before pain sets in, you probably won't need extensive treatment. Preventing cavities also has a financial incentive. Every cavity prevented means a savings of ~\$2,000 per tooth over a lifetime, according to a study by Delta Dental Plans Association.

Gum disease links to other health risks

People who have serious gum disease are 40% more likely to have a chronic medical condition, according to the Centers for Disease Control (CDC).

Studies suggest that bacteria and oral inflammation linked to periodontitis (a severe form of gum disease) may play a role in diseases, including:

- * Endocarditis - an infection of the inner lining of your heart

- Cardiovascular disease - heart disease, clogged arteries and stroke
- Pregnancy and birth - premature birth and low birth weight

The SPEEA-Boeing dental benefits plan also covers extra cleanings and maintenance exams for patients with gum disease. These treatments help reduce the long-term, negative effects of periodontal disease. Gum disease is never cured, only controlled. A break in therapy can put your health at risk.

Why dental sealants matter

Dental sealants are thin, plastic, protective coatings placed on the chewing surfaces of a child's molars (back teeth). They fill the deep grooves that are hard for kids to properly clean by brushing. These grooves are where harmful bacteria likes to hide and cavities are most common. The protective layer added by dental sealants helps prevent up to 80% of cavities, according to the National Center for Chronic Disease Prevention.

Sign up for email reminders

Give Delta Dental your email address and they will remind you – about every six months – when you're due for your next regular dental check. Check out the website at www.deltadentalwa.com/boeing to sign up.

Dental benefits

Preventive care visits include:

- Dental exams
- Cleanings
- Fluoride (through age 18)
- X-rays
- Sealants (through age 14)