

Representing aerospace professionals with competence, integrity and action

Employee Incentive Plan (EIP)

Boeing EIP pays out for 2023 Performance Year

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Boeing's Employee Incentive Plan (EIP) announcement means incentive bonuses will be paid to their employees represented by SPEEA in the Professional, Technical and Pilot/Instructors units. Employees will receive the EIP bonus in their Feb. 29 paycheck.

This year, SPEEA members will receive bonuses between 3.6% and 5.95%, depending on the business unit they work in. (See chart below at right.)

The EIP is based on the same Combined Performance Score that drives the Annual Incentive Plan (AIP) for executives, the Management Incentive Plan (MIP) for non-executive managers and the Performance-Based Incentive (PBI) for non-represented employees.

Employees were required to complete a new Safety Management Systems (SMS) training prior to Dec. 31 to be eligible for the EIP, AIP, MIP and/or PBI bonus.

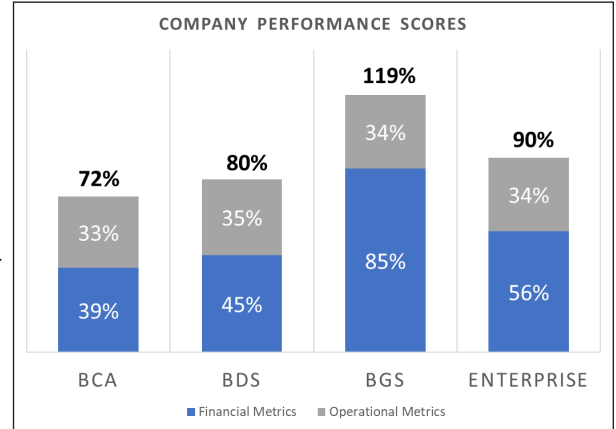
Due to the new training requirement, SPEEA staff and SPEEA President **Ryan Rule** reached out to hundreds of individuals who had not yet completed the training according to Boeing's data. On multiple occasions, individuals reported having completed the training, and Boeing's records were incorrect. Employees were advised to save evidence of having completed the training and contact SPEEA in the event they do not receive the EIP bonus in their Feb. 29 paycheck.

Boeing has provided considerations for employees who were not able to complete the training due to terminations, leaves of absence or being a new hire late in the year:

- Terminations on or before Dec. 31 (training requirement waived)
- Continuous Leave of Absence with leave start date on or before Sept. 6 who do not return by Dec. 31 (training requirement waived)
- Continuous Leave of Absence with leave start date between Sept. 7 to Dec. 31 (Training must have been completed by Jan. 19)
- New Hires/Rehires on or after Dec. 1 (Training must have been completed by Jan. 19)

The results for the 2023 performance period are based on the "Financial Metrics" and "Operational Metrics" of each business unit. The resulting score for each business unit is multiplied times the target of 5% and applied to eligible 2023 pay.

Once per quarter, your management identifies which business unit each employee has spent the majority of time supporting that calendar quarter. If an employee's statement of work changes midyear and they support a different business unit, the employee will have their EIP prorated based on which business units were supported quarterly.



SPEEA contracts increase payout

The 2020 SPEEA contract negotiations increased the historical EIP target from 10 days (approximately 3.84%) to 5% (approximately 13 days) of eligible pay, resulting in a larger payout than would have occurred otherwise.

Eligible pay includes regular salary, overtime, holiday, sick leave, vacation, the lump sum

award (pursuant to Article 11 of the SPEEA Prof and Tech contracts) and some less-common forms of pay.

Eligible pay specifically excludes disability benefits and the prior year's EIP payment. Those in a SPEEA bargaining unit who "voluntarily terminated employment due to retirement" and/or were laid off during 2023 are eligible for a prorated EIP based on their 2023 eligible earnings. Eligible pay excludes layoff benefits and any sick leave and/or vacation cashed out upon termination.

Performance Year	Paid Year	SPEEA Target	Performance Score				Actual Payout*			
			BCA	BDS	BGS	CORP	BCA	BDS	BGS	CORP
2023	2024	5.0%	72%	80%	119%	90%	3.60%	4.00%	5.95%	4.50%
2022	2023		116%	71%	148%	111%	5.80%	3.55%	7.40%	5.55%
2021	2022		112%	111%	142%	122%	5.60%	5.55%	7.10%	6.10%
2020	2021		58%	86%	49%	64%	2.90%	4.30%	2.45%	3.20%
2019	2020	10 Days	0%				0.00%			
2018	2019		166%				6.38%			
2017	2018		187%				7.19%			
2016	2017		95%	99%	97%		3.65%	3.81%	3.73%	
2015	2016		82.5%	97.5%	90%		3.17%	3.75%	3.46%	
2014	2015		122.5%	127.5%	125%		4.71%	4.90%	4.81%	
2013	2014		160%	162.5%	170%		6.15%	6.25%	6.54%	
2012	2013		147.5%	160%	160%		5.67%	6.15%	6.15%	
2011	2012		150%	150%	160%		5.77%	5.77%	6.15%	
2010	2011		142.5%	120%	140%		5.48%	4.62%	5.38%	
2009	2010	70%				2.69%				
2008	2009	60%				2.31%				
2007	2008	150%				5.77%				
2006	2007	120%				4.62%				
2005	2006	140%				5.38%				

*Actual Payout Before 2021 converted to percentage by multiplying the performance score x 10 and then dividing by 260

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Executive Director

Ray Goforth

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John Dimas	NW Regional VP
Jeffrey L. Forbes	NW Regional VP
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Northwest Regional Council Officers

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Some of the SPEEA lobby day participants are shown here at a training before heading off to small-group meetings with lawmakers. More than 20 were able to attend on behalf of SPEEA. They met with about 30 lawmakers who represent their districts.

Members push for aerospace/labor issues with Washington state lawmakers

OLYMPIA, Wash. – More than 20 members of SPEEA, IPFTE Local 2001 met with about 30 Washington state lawmakers in Olympia to urge support for labor and aerospace issues.

Along with members of the Northwest Legislative and Public Affairs (LPA) Committee, many newer and younger members took part in the one-day effort Jan. 31. They took the time off to be there to show their support for these issues.

“The impressive turnout of SPEEA members, notably the influx of younger and first-time attendees, was inspiring,” said SPEEA Legislative Director **Brandon Anderson**. “Our members arrived prepared to champion the interests of our workforce, including the expansion of unemployment insurance for striking workers. The significance of this bill cannot be overstated—it stands as a linchpin in cultivating a more just negotiating

environment and ensuring a fair and promising future for all workers in our state.”

In the meetings, SPEEA members pushed for:

- Unemployment insurance for striking workers
- Banning captive audience meetings (Employee Free Choice Act)
- Aerospace workforce and apprenticeships

They also sought support for bills related to sustainable aviation fuels, health insurance coverage for fertility treatments, layoff support and support for collective bargaining efforts among legislative staffers and others.

Brandon Nepute, who is a SPEEA member and third-year Boeing employee, is glad he went. “It was a learning experience for me. I will definitely be back next year.”

Executive Board mini-minutes – Feb. 1

Attendees: Ryan Rule, Dan Nowlin, Shaunna Winton, John Dimas, Jeff Forbes

Excused: Mike Arrington, Chris Streckfus

Council officers: R Matthew Joyce, Mike Pirone, Byron Henderson, David Fritz

Guests: David Garrett, Michael Knopp

Staff: Ray Goforth, Rich Plunkett, BJ Moore, Steve Spyridis, Robin Fleming, Matt Kempf, Karen McLean, Pauline Tamblin, Brandon Anderson

At their regular meeting, the Board:

- Approved the following facility use requests for SPEEA members **Debarijit Chandra**, Saturday, March 16 at SPEEA Everett, **Stan Seid** with Pack 21 and Pack

201, Sunday, Feb. 11 at SPEEA Everett and **Alvin Xayasensouk** for the Lao American Resource Center (LARC) every third Saturday through 2024 at SPEEA Tukwila.

- Approved at a cost not to exceed \$1,400 each and up to eight hours compensated time each for Council Rep **Michael Berryhill**, Council Rep **Sandra G. Gutierrez**, Area Rep **Max Jackson**, Area Rep **Michael Knopp**, Area Rep **Becky Miller**, Area Rep **Justin Roll**, Council Rep **Christopher Tracy** and Council Rep **Bobby Warwick** to attend the 2024 Labor Notes Conference April 19-21.



PM: Define plus at Portland lunchtime meeting

About 70 members at Boeing Portland took part in a lunchtime meeting Feb. 7 with SPEEA Contract Administrator **Michael Hochberg**. Portland Council Reps **Travis Miller** and **Andrew Sherman** hosted the meeting for members to learn more about the Performance Management (PM) Define process and tips for maximizing the PM process. In addition to discussing this topic and answering questions, Hochberg shared a few success stories of how SPEEA helped members.

NW Council actions – Feb. 8

At their regular meeting, the NW Council Reps recognized newly seated Council Reps:

- **Stan Huang** (D-5)
- **David J. Watt** (E-8)
- **Christopher Kwoka** (E-29)
- **Mohammed Kadir** (E-29)

Voted on the following motions:

- NW24-002 Committee Charter - It is moved the Northwest Council accepts the work of the Young Members Committee and the New Hire Committee as complete, appreciates the work performed by these committees and dismisses the Northwest Council's Young Members and the Northwest Council's New Hire Committee. The Northwest Council approves chartering the Northwest Council's New Hire and Young Members Committee to work with the Northwest Council in developing methods of outreach to Northwest new

members and young members. The committee will also work with the elected leadership, Northwest Council and staff to make SPEEA a more welcoming organization for our newer and young members and to create opportunities for new members to develop into SPEEA leaders.

The Northwest Council's New Hire and Young Members Committee will appropriate the FY2024 and FY2025 budget items of the previous Young Members and New Hire Committees with any redundancies and item or line numbers modified as the NW Council treasurer sees fit. The motion passed unanimously.

- NW24-003 Discussion of Voter Encouragement - It is moved the NW Council requests the Executive Board Communications Committee discuss voter outreach and messaging, and pending legal advice, adopt on site ballot boxes. For: 20. Against: 15. The motion passed as amended.

TRAINING/ EVENTS

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

Northwest

Movie Night

Movie title announced via home email and bulletin board notice due to licensing restrictions

Tuesday, Feb. 27, 4:30 p.m.

Free – dinner included

SPEEA Tukwila and SPEEA Everett

RSVP to meetings@speea.org and include where you plan to attend by Feb. 22

Bring women's clothing donations for Jubilee Women's Center to either site

NW Women's Advocacy Committee

Free indoor rock climbing

Free for members only

Saturday, March 16, 5-7 p.m.

Vertical World, Seattle

Spaces filled - waiting list only

For waiting list, RSVP to

meetings@speea.org

by Friday, March 8

NW Hire and Young Members Committee

Midwest

Young Professionals no-host social

Friday, March 8, 4 p.m.

Location TBD

Email tjtrousdale@gmail.com

for location details

MW Young Professionals

Everett

Two districts have new Council Rep vacancies

EVERETT, Wash. – The recent transfers of Council Reps **Mohammed Kadir** and **Christopher Kwoka** to serve in Everett District E-29 created two interim Council Rep vacancies.

- E-23 representing Profs in 40-22, 40-23, 40-32 and 40-33
- E-35 representing Profs in 40-86

If you work in either of these districts as a Prof, meet the minimum one-year SPEEA membership requirement and are interested in serving your co-workers as their union rep,

complete and return your petition by noon, Tuesday, April 9.

Steps to apply

- **Instructions and petition** – Download the election information and petition booklet on SPEEA's website, at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations).
- **Complete petition** – Fill out the required information and obtain the signatures of at least 15 SPEEA members in good

standing from your district.

- **Deadline** – Email completed petition and platform statement to petitions@speea.org by noon, Tuesday, April 9. The 150-word (max) statement is for a ballot packet if an election occurs.

Questions? Email petitions@speea.org.

Additional Council Rep vacancies are in the district roster at www.speea.org (drop-down menu: Councils/Find your Council Rep).



SPEEA members and staff shown above went to Washington, D.C. to advocate for aerospace and labor issues in meetings with lawmakers and policy leaders and attend hearings. They also took part in the annual IFPTE Legislative Conference with leaders representing Locals across the country.

SPEEA at IFPTE legislative conference in D.C.

WASHINGTON, D.C. – A total of 10 SPEEA representatives joined other IFPTE Locals at the IFPTE Legislative Advocacy Conference Feb. 5-8.

Following the half-day conference, the SPEEA group split into smaller groups to discuss SPEEA legislative priorities with members of Congress for their districts.

In addition to meetings with lawmakers and staff, the SPEEA group met with bipartisan staff from the House Aviation Committee, the Congressional Labor Caucus and Boeing's government operations.

SPEEA representatives also attended the House Aviation Subcommittee hearing which

featured **Michael Whitaker**, the new head of the Federal Aviation Administration (FAA).

At the kickoff conference, IFPTE Legislative Director **Faraz Khan** reviewed IFPTE's 2024 legislative priorities, including SPEEA's priorities. Leaders from more than 20 IFPTE Locals also heard from Congressman **Andy Kim** (D, NJ), NBC Congressional Correspondent **Julie Tsirkin** and IFPTE Communications Consultant **Jamie Horwitz**.

About the conference, IFPTE Secretary-Treasurer **Gay Henson** noted "we are proud IFPTE members from across the nation spanned the Hill to remind lawmakers their decisions impact the lives of all working families."

Officer election ballots coming soon

If you're a dues-paying SPEEA member, be on the lookout for the Executive Board officer ballot coming to your home mail box. Voter packets will go in the mail no later than Wednesday, Feb. 28.

Make sure your address is up to date with your employer.

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.

Apply to become a rotational Program Administrator

The Ed Wells Partnership is currently accepting applications for a rotational Program Administrator (PA) position, based in the Puget Sound.

Put your project management and technical skills to work as a PA who collaborates with a team to develop and bring learning opportunities to SPEEA-represented employees.

A typical rotational PA is an experienced SPEEA-Boeing member with a passion for helping others develop their careers. A rotation has a lot to offer.

You will be able to:

- Connect with Boeing subject matter experts
- Broaden your network
- Enhance your team and project management skills
- Help to develop the next generation of engineers and technical workers

Rotations last approximately two years. At the end of your rotational assignment, you return to your home organization or a similar position.

About the position

You can find a detailed job description in the rotating carousel on the home page of edwells.web.boeing.com on the Boeing intranet.

A virtual Q&A session is scheduled for March 8 at 11 a.m. (PT). Email edwells.sbpartmentrshp@boeing.com for WebEx information.

Preferred start date is May or June. Program Administrators will need to support classes in Auburn, Renton, Seattle and Everett.

How to apply

Applicants should send a resume and cover letter to **DL EWP codirectors (DL-EWPCODIRECTORS@exchange.boeing.com)**. Apply by Friday, March 15.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

Week of February 19, 2024	
Monday, Feb. 19	3:30 p.m. SPEEA Legislative & Public Affairs
Wednesday, Feb. 21	4:00 p.m. SPEEA Governing Documents
Wednesday, Feb. 21	5:00 p.m. NW Governing Documents
Week of February 26, 2024	
Monday, Feb. 26	4:30 p.m. NW Legislative & Public Affairs
Wednesday, Feb. 28	4:30 p.m. NW New Hire and Young Members
Week of March 4, 2024	
Monday, March 4	3:00 p.m. NW Council officers
Monday, March 4	4:00 p.m. SPEEA Council officers
Tuesday, March 5	4:00 p.m. SPEEA Leadership Development & Training
Wednesday, March 6	4:30 p.m. NW Action Communication Taskforce
Thursday, March 7	4:00 p.m. Executive Board
Thursday, March 7	4:30 p.m. NW Safety & Wellness

MIDWEST MEETINGS (ALL TIMES CT)

Week of February 19, 2024	
Monday, Feb. 19	4:30 p.m. MW Legislative & Public Affairs
Monday, Feb. 19	5:30 p.m. SPEEA Legislative & Public Affairs
Tuesday, Feb. 20	4:00 p.m. MW Governing Documents
Wednesday, Feb. 21	6:00 p.m. SPEEA Governing Documents
Week of February 26, 2024	
Tuesday, Feb. 27	11:00 a.m. MW Council officers
Week of March 4, 2024	
Monday, March 4	6:00 p.m. SPEEA Council officers
Tuesday, March 5	6:00 p.m. SPEEA Leadership Development & Training
Thursday, March 7	4:00 p.m. MW Membership Activities
Thursday, March 7	6:00 p.m. Executive Board



Meetings are virtual/hybrid and subject to change/cancellations. See online regional calendars at www.speea.org for details.