

Representing aerospace professionals with competence, integrity and action



Solidarity event for SPEEA members in Oregon

More than 20 SPEEA members at Boeing Portland enjoyed free snacks and non-alcoholic drinks at a solidarity event after work March 12. Members could also play free pool, darts and shuffleboard at Lucky Staehly's Pool Hall, McMenamins Edgefield. Shown above are (from left): Joshua Ketola, Darya Zabrodchenko, Cyril Durovchic, Arnold Nguyen (Area Rep) and John Kronenberger. Council Rep Andrew Sherman and Area Reps Nicole Leroux and Brayden Jones organized the event on behalf of SPEEA. The NW Membership Activities Committee sponsored the event.

Boeing acknowledges EIP error; some to get more money, none taken back

Boeing notified SPEEA it had provided Employee Incentive Plan (EIP) bonuses based on misclassified business units for potentially thousands of Boeing workers.

The company mistakenly paid employees the Corporate (CORP) EIP bonus instead of the bonus applicable to the business unit they supported in 2023. As a result, workers supporting Boeing Commercial Airplanes (BCA) and Boeing Defense Systems (BDS) were overpaid. SPEEA members working for Boeing Global Services were underpaid by more than 30%.

SPEEA filed an information request with Boeing after a number of members reported concerns about a potential error in their EIP payouts. Some had been informed

by their management that overpayments would be taken back out of three upcoming paychecks.

On March 28, Boeing told SPEEA it will make SPEEA members whole if they were underpaid and will not take back money that was overpaid.

"We appreciate Boeing fixing the underpayments and ensuring that nobody will have to repay the overpayments," said Ray Goforth, SPEEA executive director.

The 2023 performance year's EIP formula should have paid bonuses between 3.6% and 5.95% of an individual's eligible earnings, based on the performance of the business unit to which they are assigned.

Sign up your young adult for Aviation Day

Do you have a young adult at home who dreams of things that fly?

Bring your child to Aviation Day, co-sponsored by Alaska Airlines, Boeing and the ports of Portland and Seattle. The events will include a number of activities designed to educate and engage children 12-18 who may have interest in pursuing careers in aviation or aerospace.

- **Portland** Aviation Day will be Saturday, May 11, at the Horizon Air Operations Facility at Portland International Airport (8070 NE Airtrans Way).
- **Seattle** Aviation Day will be Saturday, June 1, at Alaska Airlines' Flight Operation Training Center, at 2651 S. 192nd St. in SeaTac, and in adjacent buildings.

The event is free, however, advance registration is required. For details and to sign up, go to aviationday.alaskaair.com/.

Ed Wells Partnership

Seeking Prof rep on the Joint Policy Board

If you're a SPEEA member in the Professional bargaining unit and would like to support Ed Wells Partnership, apply for a vacancy on the Joint Policy Board (JPB) by Wednesday, May 15.

The Joint Policy Board includes both SPEEA and Boeing leaders and a member from each SPEEA bargaining unit. They provide overall governance and approve budgeting for Ed Wells' programs and services.

The Ed Wells Partnership is a negotiated contract benefit focused on technical training and professional development for SPEEA-represented employees at Boeing.

JPB responsibilities

- Represent the skill and career development needs of the Prof Unit employees.

Continued on page 2



President

John Dimas

Executive Director

Ray Goforth

Executive Board

| | |
|-------------------|----------------|
| Dan Nowlin | Treasurer |
| Ryan Rule | Secretary |
| Mike Arrington | NW Regional VP |
| Vacant | NW Regional VP |
| Jeffrey L. Forbes | NW Regional VP |
| Chris Streckfus | MW Regional VP |

SPEEA Council Officers

| | |
|---------------------|-----------|
| R Matthew Joyce | Chair |
| Theryl (TJ) Johnson | Treasurer |
| Byron D. Henderson | Secretary |

Midwest Regional Council Officers

| | |
|-------------------|-----------|
| Emily Forest | Chair |
| R Matthew Joyce | Treasurer |
| Benjamin Blankley | Secretary |

Northwest Regional Council Officers

| | |
|-------------------|-----------|
| Mike Pirone | Chair |
| David Fritz | Treasurer |
| Raquel P. Cundiff | Secretary |

SPEEA Communications

| | |
|---------------|----------------------------------|
| Karen McLean | Communications Director |
| Bryan Corliss | Senior Communications Specialist |
| Lori Dupuis | Graphic Designer |
| Julia Groves | Communications Support |

speea@speea.org • www.speea.org

SEATTLE HALL

15205 52nd Ave. S, Seattle, WA 98188

Mon-Fri, 8 a.m. to 4:30 p.m.

Phone: 206-433-0991 • 1-800-325-0811

EVERETT HALL

2414 106th St. SW, Everett, WA 98204

Mon-Fri, 8 a.m. to 4:30 p.m.

Phone: 425-355-2883 • 1-800-325-0811

WICHITA HALL

4621 E 47th St. S, Wichita, KS 67210

Mon-Thu, 8:30 a.m. to 5 p.m. • Fri, 8 a.m. to 4:30 p.m.

Phone: 316-682-0262 • 1-800-325-0811

Petition results

Election for two SPEEA-Area NW VPs to serve on IFPTE Exec Council

Seven SPEEA members submitted valid election petitions to fill two seats as SPEEA-Area vice presidents representing the Northwest on the IFPTE Executive Council.

As a result, there will be an election to fill those seats. Ballots will be mailed to SPEEA members' home addresses by May 1. Ballots must be returned prior to the vote count on May 15.

Only one union member filed a valid petition for the single seat of SPEEA-Area vice president representing the Midwest. There will not be an election in that race.

The Executive Council is the IFPTE's governing body. It meets in person twice a year to review spending and set policy.

In addition, 17 valid petitions were filed by candidates to fill 17 seats as SPEEA delegates to this year's IFPTE convention in New Orleans. No election is required. The delegates will represent SPEEA at the IFPTE's 61st convention, which will be July 8-11 in New Orleans. Hundreds of delegates are expected from IFPTE locals across the United States and Canada.

2024-27 IFPTE SPEEA-Area Vice President

Northwest VP candidates

(Contested election for two seats; names are listed in ballot order determined in a random drawing by the Teller Committee.)

- Dan Nowlin
- Emily Brent-Fulps
- David Garrett
- John Dimas

- Shaunna Winton
- Christopher Tracy
- Ryan Rule

Midwest VP

(One seat; uncontested)

- R Matthew Joyce

2024 IFPTE Convention Delegates

Northwest

(17 seats)

- Mike Arrington
- Brian Algiers
- Andrew Bracken
- Emily Brent-Fulps
- Rogelio Garcia
- David Garrett
- Byron Henderson
- Aaron Kruspe
- Jimmie Mathis
- Brian Meyer
- Dan Nowlin
- Richard O'Neill
- Joseph Pham
- Rod Siders
- Christopher Tracy
- Shaunna Winton
- Gordon Yip

Midwest

(No petitions received)

Continued from page 1

- Attend the quarterly virtual JPB meetings and others as requested (a charge line will be provided).
- Attend training or overview sessions provided by Ed Wells to become even more familiar with its products and services.

This position typically requires a time commitment of four hours or less each quarter.

Qualifications

- Be a SPEEA member in good standing in the Professional Unit.
- Be familiar with the mission, products and services of the Ed Wells Partnership.
- Have experience promoting technical excellence and working together between SPEEA and Boeing.

- Be available to participate in virtual meetings as scheduled.
- Have experience in Ed Wells' programs as a student, instructor, facilitator and/or Ed Wells ambassador.

To apply

- Indicate how you meet the qualifications.
- Provide a description of what you would like to accomplish through involvement on this Board.
- Submit both to apply@speea.org by close of business, Wednesday, May 15.

Questions? Contact **Kelly Hanes**, SPEEA co-director on the Ed Wells Partnership, at (805) 215-8149 or email Kelly.J.Hanes@boeing.com or kellyh@speea.org.

SPEEA presentation April 30 and May 1

Spirit open enrollment next month

WICHITA, Kan. – Open enrollment is scheduled for May 6-17 at Spirit AeroSystems. All active employees must enroll during this time – even if you don't have any changes.

Later this month, you can learn more about the health care plan options in your contract at an in-person presentation with **Matt Kempf**, senior director of compensation and retirement. Kempf is the staff subject matter expert for health care plans in the SPEEA contracts at Spirit.

Lunchtime meeting

Kempf's presentation is from 11:30 a.m. to 12:30 p.m., Tuesday, April 30 and repeated at the same time, Wednesday, May 1. Both days

are in the 3-190O (IPB3) Auditorium.

Webinar

You can also learn more by watching a SPEEA webinar overview of the benefits outlined in the Wichita Engineering Unit (WEU) and Wichita Technical and Professional Unit (WTPU) contracts. The webinar recording will be posted by the end of April at www.speea.org (drop-down menu: Medical/Retirement).

The May issue of SPEEA Spotlight will include information related to the contract benefits and open enrollment.

Both the WEU and WTPU contracts are online, at www.speea.org (drop-down menu: Bargaining Units/Contracts).

April 28

Workers' Memorial Day remembers those who died because of work

Every day, about 15 Americans die of a workplace-related injury or illness, according to the U.S. Occupational Safety and Health Administration (OSHA).

On April 28, and during the week leading up to it, unions across the country will take time to remember the coworkers we lost and pledge to continue the effort to bring that number closer to zero.

Special events

- The Snohomish-Island County Labor Council will hold its annual Workers Memorial Day ceremony at 5 p.m., Wednesday, April 24, at the Snohomish County Courthouse complex in Everett.
- The Washington Department of Labor & Industries will hold a ceremony at 2 p.m., Thursday, April 25, at its offices in Tumwater, remembering people who died at work in the past year.
- The Wichita Hutchinson Labor Federation will hold its Workers Memorial Day event at 6 p.m., Thursday, April 25, at the Machinists Union hall, 3830 S. Meridian Ave.

Workers' Memorial Day is a global day of remembrance and action for workers killed, disabled, injured or made unwell by their work.

It was established by the AFL-CIO to commemorate the creation of OSHA on April 28, 1970.

OSHA safety inspectors – and their state agency counterparts – have made workplaces safer. Despite a chronic lack of funding –

pro-business groups routinely lobby Congress to reduce OSHA spending – the number of work-related deaths has been cut by more than half.

Transportation and materials movement workers have the most dangerous jobs, according to OSHA statistics.

Transportation incidents are the most frequent type of fatal event, accounting for 37.7% of all workplace fatalities in 2022, the most-recent year for which data is available.

However, falls, slips and trips are also a common cause of death, particularly among workers older than 55, according to OSHA.

Deaths due to exposure to harmful substances in the workplace increased between 2021 and 2022, OSHA said.

Apply for IFPTE college scholarship

The deadline to apply for the annual IFPTE Dominick D. Critelli Jr. scholarship is Wednesday, May 15.

Each year, IFPTE awards four scholarships of \$2,500 each to children or grandchildren of IFPTE union members who are high school seniors planning to pursue higher education this fall.

Details, including information on where to send required materials, are available at ifpte.org/scholarship.

TRAINING/ EVENTS

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

Midwest

Young Professionals no-host social

Friday, April 12, 4 p.m.
Location TBD

Email tjtrousdale@gmail.com
for location details

MW Young Professionals

Members Day at Sedgwick County Zoo

Free admission for members/immediate family

Saturday, April 27

SPEEA snacks from 11:30 a.m. to 1:30 p.m. at the POET Gazebo

Limited number of tickets at the SPEEA Wichita office – first come, first served

MW Membership Activities

Elected leader reminder: LM-2 form due

Council Reps and Executive Board members need to fill out the Department of Labor (DOL) LM-2 form for reporting purposes.

This form provides an estimate of the percentage of time spent conducting official union duties for the previous fiscal year.

Email your completed worksheet to **Ally Garza**, SPEEA staff, at accounting@speea.org.

If you have any questions, contact SPEEA Treasurer **Dan Nowlin** at d.nowlin@comcast.net or SPEEA Comptroller **Pauline Tamblyn** at paulinet@speea.org or 206-674-7351.

Next newsletter May 10

The next SPEEA News will go out Friday, May 10. SPEEA News will skip sending out the April 26 issues, because we'll be short staffed due to a vacation.



NW Council Guest Night a hit

About 80 Northwest Council Reps, guests and staff met for a special Guest Night with the Council conducting business of the union along with dinner and drawings for random prizes. SPEEA chartered a bus from Everett to encourage attendance and provided a free dinner at the Teamsters Hall in Tukwila to accommodate the larger crowd. Shown here is Jerry Woo, left, receiving the grand prize of a portable charger battery pack from Northwest Council Chair Mike Pirone.

Executive Board

Details coming soon for interim NW VP election

With the new term recently starting for SPEEA President **John Dimas**, the Northwest Council will elect a member to fill the Northwest regional vice president seat vacated by Dimas on the Executive Board.

Election information pending – The election requirements and petition will soon be available at www.speea.org. SPEEA will send an update via email and print publications when the

election information is online.

Interim VP eligibility – To be eligible, candidates must meet the minimum qualification of continuous SPEEA membership in good standing for the previous 24 months.

Requirements – The interim VP petition requires a minimum of 20 members' signatures, and the requirements for written responses from candidates by the deadline to be announced.

Midwest MAC

SPEEA Day at the Sedgwick County Zoo

WICHITA, Kan. – The SPEEA Midwest Membership Activities Committee (MAC) invites dues-paying members and their immediate family to spend the day at the Sedgwick County Zoo on Saturday, April 27.

A limited number of free tickets are available at the SPEEA office. Call SPEEA at (316) 682-0262 to arrange ticket pick up.

SPEEA Day at the Zoo

Saturday, April 27

9 a.m. to 5 p.m.

Sedgwick County Zoo
5555 W Zoo Blvd, Wichita

SPEEA table with snacks/water

11:30 a.m. to 1:30 p.m. at the POET Gazebo, near the entrance
Look for the SPEEA banner!

Not a dues-paying member? Contact your Council Rep or stop by the SPEEA office to sign a membership card today.

Prof and Tech salary charts FYI

SPEEA plans to publish the SPEEA-Boeing Prof and Tech salary charts online by early May. When final, SPEEA will send an email to the Prof and Tech Council Reps and Area Reps to share with members. The charts, when final, are at www.speea.org (drop-down menu: Member Tools/Salary Charts / Boeing Salary Pools).

Look for an overview of the salary charts in the May SPEEA Spotlight.

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

| Week of April 15, 2024 | |
|------------------------|--|
| Monday, April 15 | 3:30 p.m. SPEEA Legislative & Public Affairs |
| Wednesday, April 17 | 4:00 p.m. SPEEA Governing Documents |
| Wednesday, April 17 | 5:00 p.m. NW Governing Documents |
| Thursday, April 18 | 4:00 p.m. Executive Board |
| Week of April 22, 2024 | |
| Monday, April 22 | 4:30 p.m. NW Legislative & Public Affairs |
| Tuesday, April 23 | 5:00 p.m. NW Women's Advocacy |
| Wednesday, April 24 | 4:30 p.m. NW New Hire/Young Members |
| Week of April 29, 2024 | |
| Monday, April 29 | 3:00 p.m. NW Council officers |
| Monday, April 29 | 4:00 p.m. Council officers |
| Wednesday, May 1 | 4:30 p.m. NW Action Communication Taskforce |
| Thursday, May 2 | 4:00 p.m. Executive Board |
| Thursday, May 2 | 4:30 p.m. NW Safety & Wellness |

MIDWEST MEETINGS (ALL TIMES CT)

| Week of April 15, 2024 | |
|------------------------|--|
| Monday, April 15 | 4:30 p.m. MW Legislative & Public Affairs |
| Monday, April 15 | 5:30 p.m. SPEEA Legislative & Public Affairs |
| Wednesday, April 17 | 6:00 p.m. SPEEA Governing Documents |
| Thursday, April 18 | 4:30 p.m. MW Young Professionals |
| Thursday, April 18 | 6:00 p.m. Executive Board |
| Week of April 22, 2024 | |
| No meetings scheduled | |
| Week of April 29, 2024 | |
| Monday, April 29 | 6:00 p.m. Council officers |
| Thursday, May 2 | 4:30 p.m. MW Membership Activities |
| Thursday, May 2 | 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.