Global outreach

Teammates, mentors and coaches are shown here with their SPEEA-sponsored robot. They are part of Swerve Robotics Space Koalas in Disguise (SKID) 417. Many of them will head to Botswana, Africa, this summer to train teachers to start or build robotics teams. From left (back row): Jean Yabroff, John Fraser, Lily Jones, Cole Welch, Rory O’Connor, Flynn Duniho, and Truong Nguyen. Front row: Heidi Lovett, Kaitlin Nguyen, Lian Cooper and Shakti Senthil. SKID teammate not shown here: Ran Iavovich.
SPEEA available during work disruptions

In the face of the world COVID-19 pandemic, the suspension of production operations in the Puget Sound region by The Boeing Company is another indication of the seriousness of the novel coronavirus outbreak.

SPEEA staff and your elected leaders are closely monitoring actions by our employers and working to ensure the terms and protections provided by our contracts are followed.

“Through these difficult times, SPEEA’s concern is for the safety and welfare of members,” said SPEEA President Joel Funfar. “First and foremost, we encourage everyone to listen to the advice of our health care professionals, practice social distancing, wash your hands frequently and spend quality time with your family.”

Following health care professionals and government recommendations, SPEEA offices in Seattle (Tukwila), Everett, Wichita and Seal Beach closed. However, while offices are closed, SPEEA contract administrators and union staff continue to work remotely to meet the needs of represented employees. Watch your email and the website for important updates.

Re-votes pending

With local and state officials advising workers to remain at home, re-voting the Technical Unit contract and the Executive Board elections was not final when Spotlite went to print. We are working with our union print and mailing company, as well as assessing the general situation in the public. Look to the website and watch your email for the new timeline.

We are currently working with our leaders at IFPTE as Congress works on assistance programs to keep the needs of workers in the decision-making process. IFPTE is pushing for any relief package from Congress to include support for workers, their health care plans and also for companies and workers in the aerospace supply chain.

Like you, we are concerned about the many workers who do not work for a large company with resources that allow it to weather adversity. These are also the times when the protections of a union contract and a professional staff to help with issues are most valuable. We will continue to have you in our thoughts and be working diligently to protect your rights as employees as we advocate on your behalf with The Boeing Company, Spirit AeroSystems, Triumph Composite Systems and with local and government leaders at every level.

If you have questions or concerns about our efforts, workplace issues or your personal situation contact SPEEA. You may email your staff contacts through regular channels or send a note to speea@speea.org. Telephones at SPEEA offices are also being forwarded to appropriate individuals. With staff using cell phones, remember the caller-ID on your phone may now show an individual name.

Re-votes pending

At a glance

In response to state and health officials’ recommendations and directives to prevent the spread of the coronavirus:

• SPEEA staff are working from home to support members by email and cell phone while our offices are closed in all locations.

• Council Reps are in touch with contract administrators to address member issues and concerns. Members can also reach SPEEA through the main phone number and email speea@speea.org.

• Committee meetings are continuing in some cases via phone bridge lines. Check the online calendars at www.speea.org for committee meeting schedules and cancellations.

For updates, go to www.speea.org.

We can help

Get email while working from home signup at www.speea.org
President's Corner

Voting – Contracts & More – It’s our POWER!

By Joel Fanfar
SPEEA President

SPEEA is a democratic union and your vote is very important. One of the main duties a union has for its members is to work to keep or improve pay and benefits. To do this, union members need to vote on contract offers and in union elections.

I realize sometimes there are valid reasons that keep people from voting. But these are very rare exceptions. Ideally, we like to see 80% to 90% of members voting on contract offers. These collective bargaining agreements decide your pay and benefits. Every vote cast adds strength to our bargaining power. That’s why I encourage every member to vote.

Fighting for pay and benefits is a constant battle in our world. Especially in the United States where the influence of money in politics allows large corporations like Boeing to wield immense power. We, as a nation, were warned of this when President Dwight Eisenhower warned us in his farewell speech in 1961. Known as his Military Industrial Complex speech, Eisenhower warned that we needed to be knowledgeable and use our duty to vote to control this rising power.

Another favorite quote I like comes from P.J. O’Rourke, an American humorist and H.L. Mencken Research Fellow:

“When buying and selling are controlled by legislation, the first things to be bought and sold are legislators.”

This leads me to the precarious situation Boeing and our nation finds itself in today. Chasing shareholder value for the past 20 to 30 years short-changed investing in the company and our products. With a board of directors following the ways of General Electric and McDonnell Douglas, stock prices soared. Then came the perfect storm. First the 737 MAX and now the COVID-19 pandemic. With the pandemic changing our world, suppliers, customer airlines and air travel in general are putting the aerospace industry into a tailspin. Boeing, our suppliers, customer airlines and workers need help from the government.

My prayers go out to the workers and families affected by this virus. I have faith in science that we can get through this and eventually find a vaccine that wipes out this global danger. I also hope our nation and the nations of our world learn to be better prepared. Please continue to be safe and look out for others around you.

Dedicated seat

In my June president’s column, I shared an idea from reading and personal interactions with European unions at Airbus and in other companies. It is the idea employees have some dedicated seats on the board of directors at large companies. Yes, employee-elected directors on the boards of Boeing, Spirit and Triumph in Germany, this is called co-determination.

After the bank bailouts in 2008 and state’s offering tax breaks without accountability, lawmakers have hopefully learned bailout efforts need provisions protecting workers and taxpayers. Companies sometimes do need help, but not to use public money for stock buybacks and executive pay raises.

Thanks to the Northwest Council passing a motion supporting some employee-elected members on the Boeing board of directors, we have gained some support from elected lawmakers in Congress. With the help of IFPTE and other unions, Congress is not brushing aside the idea of some employee-elected board members as a requirement to receive bailout money. I would be much happier if today’s board members had experience engineering and building aerospace products. They would know and care more for the long-term health of the company. If Congress made this a prerequisite for corporate bailout money, just think how important your vote becomes. Employees could elect someone who shares our experience, values and commitment to ensuring our company – Boeing, Spirit or Triumph – remains a leader in aerospace.

To have some employee-elected directors on the board when contracts are negotiated also means workers have a voice fighting for them when decisions are made to fight union organizing drives, call for stock buy backs or cut the workforce.

The departure of Nikki Haley from the Boeing Board is hopefully a signal of change. As governor of South Carolina, she waged a long and very public fight against workers trying to organize a union in Charleston. Forming a union and bargaining collectively is a legal right for workers in the United States. A Boeing worker could take her place. I urge SPEEA members and other union friendly people to contact your legislators and voice your thoughts on strengthening workers’ rights and to give workers a voice on the boards of any company that accepts a government bailout. I believe it would make companies stronger, smarter and even more profitable.

Seeking volunteers for election committees

Due to vacancies and resignations, more members are needed for the Tellers committees, responsible for overseeing union elections, contract votes and Council district delineation updates.

Eligibility - Nominee must have been a regular SPEEA member in good standing for the preceding twelve-month period.

SPEEA has regional committees in the Northwest and Midwest. The regional members work together when needed as the SPEEA Tellers Committee.

The petition and eligibility details are online, at www.speea.org [drop-down menu: Councils/Forms, Petitions, Delineations].

Spokane members elect negotiation team

SPOKANE, Wash. – At a meeting March 17, SPEEA members at Triumph Composite Systems elected Bryce Austin, Noah Bettin and Joe Maher to serve on the SPEEA Negotiations Team.

The three elected members will work with SPEEA staff subject matter experts to prepare for contract talks. The SPEEA-Triumph contract expires Sept. 30.

SPEEA represents nearly 40 engineers and technical workers at the Spokane plant which manufactures composite interiors, such as floor panels and ducting for Environmental Control Systems (ECS). They also manufacture structural thermal plastic clip.

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Success for aerospace workers in Olympia

By Brandon Anderson
SPEEA Legislative Director

OLYMPIA, Wash. – The state legislature adjourned March 12 after completing its main task to adopt supplemental updates for the operating, capital and transportation budgets.

Coming into the 2020 session, expectations were not high for tackling big issues given the short timeframe, supplemental budget focus and election-year politics. However, the legislature did tackle some important policy issues related to aerospace professions.

Much of the session was overshadowed by the coronavirus (COVID-19) emergency, which the Legislature responded to by passing HB 2965, to provide emergency funding to support workers and small businesses.

Here are a few highlights of SPEEA’s efforts in Olympia:

• **Labor data** – HB 2308, a SPEEA-supported bill, awaits the governor’s signature to become law. The bill requires employers to report occupational classifications to improve job data related to workforce and higher-education programs. This can also benefit workers navigating their career and education choices, assist lawmakers in channeling resources to essential career paths and boost employers trying to identify how to better attract workforce talent.

• **Aerospace/education partnership** – SB 6139, passed by the legislature, will extend funding for the Joint Center for Aerospace Technology Innovation (JCATI) program. SPEEA strongly supported this program. Launched in 2013, JCATI is a partnership between Washington’s public universities and the aerospace sector to research manufacturing efficiency, materials innovation and other new technologies that can be used to support the state’s aerospace industry and workforce.

• **Training investment** – SPEEA successfully secured a budget proviso that will invest $5 million for aerospace workforce education, training and development to help maintain our status as the best-trained aerospace workforce in the nation.

• **Aerospace tax incentives** – With the passage of SB 6690, legislators missed a unique opportunity to help maintain aerospace jobs in the state. The bill, introduced on behalf of The Boeing Company, eliminates the state’s aerospace Business and Occupation (B&O) tax break to reduce the likelihood of tariffs from the European Union. However, a provision in the bill will automatically re-instate most of the tax break after one year with no requirement to maintain Washington’s aerospace workforce. SPEEA continues to call on lawmakers to amend the law to protect against the outsourcing of aerospace jobs to other states and countries.

• **Paid Family and Medical Leave** – SPEEA worked with lawmakers to introduce SB 6216 and an amendment to HB 2614 to provide access to Paid Family and Medical Leave (PFML). Currently, the state law allows employers to withhold state PFML benefits from union employees until their existing contract expires. Strong opposition from employer lobby groups thwarted our efforts to pass these bills, however, not before SPEEA successfully negotiated expanded benefits related to PFML in the final contract extension offers. SPEEA members should be proud of their advocacy. Hundreds of SPEEA members emails, phone calls and visits to legislators helped move the policy issue to the forefront.

**Advocacy next steps**

Post-session is a good time to reconnect with your legislators on priorities. This is your opportunity to thank them for their support or in some cases, hold them accountable.

As an election year, SPEEA members should also consider communicating with candidates running for legislative office. This is a great opportunity to educate candidates about SPEEA’s priorities and the challenges our families face – especially now, in light of COVID-19 and its impact on Washington’s aerospace workforce.

SPEEA members, working together, give our union more power in Olympia. With your support, SPEEA will continue to see passage of public policies supporting our state’s aerospace professionals and strengthening Washington’s working families.
SPEEA supports effort to retain aerospace talent in Kansas

By Karen McLean
SPEEA Publications Editor

TOPEKA – Data shows Kansas graduates with Science, Technology, Engineering and Math (STEM) degrees are moving to other states for work.

SPEEA is advocating for a bill to retain them at aerospace companies in Kansas.

“Young people are leaving Wichita,” said Derek Milligan, SPEEA member and chair of the Midwest Legislative and Public Affairs (L&PA) Committee.

“SPEEA represents labor,” he added. “If we see an opportunity to improve the lives of laborers, not just Spirit workers, we’re going to take it.”

Milligan recently testified before the Kansas Senate Assessment and Taxation Committee in support of a bill to incentivize newer hires to stay. He also discussed proposed amendments to make the bill more helpful to employees.

Testifying for SPEEA proposal

Milligan testified before the nine-member committee, March 10, about SPEEA’s proposal to amend HB 2118.

The bill, which passed the Kansas House, would provide income tax credits up to $25,000 for graduates of aerospace and aviation-related educational programs. The payout formula is tied to salary and has a five-year limit, regardless of how much the graduate received. The bill also provides tax incentives to employers providing tuition reimbursement.

SPEEA’s proposed amendment has two parts.

• Alter the payout of the worker tax credit to ensure the full amount is received (up to eight years may be necessary to receive the entire amount).

• Provide accountability that would reduce tax incentives to employers in case of significant layoffs.

Although the committee did not ask questions at the hearing, Milligan heard from Sen. Tom Holland, a committee member, later that day. Holland said he supported SPEEA’s idea to extend the eligibility period and offered to propose an amendment to the bill.

SPEEA might not have been at the hearing if members had not been in Topeka in February to talk about labor issues with lawmakers. While there, Milligan saw Sen. Caryn Tyson on her way to another meeting and spoke to her about HB 2118 to keep aerospace new hires from moving.

Tyson, chair of the Kansas Senate Committee on Assessment and Taxation, said the committee would hear the bill, and SPEEA followed up to be there when it took place.

How SPEEA came this far

The Midwest L&PA Committee started working more than a year ago on this idea to keep new hires from leaving. Milligan is from Oklahoma, which offers similar state tax incentives for newer hires.

Steps in the process

• **Council vote** - The L&PA committee members sought and gained the approval of the Midwest Council in a motion passed last May.

• **Spirit AeroSystems** – Committee members reached out to Spirit AeroSystems executives who were supportive of the goal to retain talented new hires. SPEEA also learned about HB 2118, which Spirit supports.

• **Lawmakers** - SPEEA members talked with senators to seek support for the proposed amendments.

The bill, as written, applies as of Jan. 1, 2020 to graduates hired by major aerospace suppliers in Kansas. Despite a current hiring freeze at Spirit, the bill is needed for the future.

“This bill will strengthen our workforce when the companies start hiring workers,” Milligan said. “Hopefully, this will keep good and talented workers in Wichita.”

Editor’s note: The Kansas State House and Senate adjourned until April 27.

Research report

James Chung runs a research firm based in New York City. Originally from Wichita, he spent three years analyzing why his hometown is underperforming compared to similar cities. See more at https://thechungreport.com.

Chung’s key points:

• Wichita only attracts 50% of Wichita State University graduates, 7.6% of Kansas State graduates and just 3.6% of Kansas University graduates.

• While comparable cities are growing rapidly, Wichita lost a net of more than 18,000 people since 2010 — a disproportionate number of which were educated women and minorities.

• Since 2010, Wichita’s economy shrunk by 1%, going by GDP. Meanwhile, the U.S. grew by 16%.

Remembering workers who die because of work

With the coronavirus pandemic, deaths on the job have become more in focus. Every year, thousands of workers die at work.

Join with workers throughout the world on April 28 to remember those who died because of work.


Based on last year’s AFL-CIO report:

• An average of 14 workers die each day in the U.S. because of injuries

• Each year, about 95,000 workers die from occupational diseases

• Nearly 3.5 million workers across all industries, including state and local government, had work-related injuries and illnesses reported by employers. Private industry makes up 80% of the total workers affected.

In the U.S., AFL-CIO declared April 28 ‘Workers’ Memorial Day’ in 1989. This is the date the Occupational Safety and Health Act of 1970 went into effect and when the Occupational Safety and Health Administration (OSHA) opened in 1971.

This is now an international day of remembrance. In some cities, including Everett, Wash., and Wichita, Kan., local labor councils host ceremonies honoring those who lost their lives in the previous year because of work.
SPEEA STEM grant

Teenagers train teachers to launch robotics teams in Botswana

By Karen McLean
SPEEA Publications Editor

WOODINVILLE, Wash. – What does a SPEEA-sponsored robotics team have in common with teachers in Africa? They share a passion for robotics and an eagerness to learn from each other.

In 2016, Space Koalas in Disguise (SKID) 417, started by mentoring a Botswana robotics team online. Last summer, six of the eight students traveled there to train teachers interested in starting robotics teams at their schools. The SKID team is now fundraising to return to Botswana this summer.

SKID and the Botswana teams are both part of For Inspiration and Recognition of Science and Technology (FIRST). SKID participates in FIRST Tech Challenge (FTC) and Botswana started out with FIRST Global and now the teams participate in FIRST LEGO League (FLL).

“We’re changing a nation,” said Heidi Lovett, mentor for SKID, and founder of Swerve Robotics, which includes SKID and eight other FTC, FLL, and FLL Jr., FIRST teams based in Woodinville, Wash.

As a Swerve Robotics booster-club member, SPEEA member Julie Sweeney applied for the SPEEA Northwest Council grant related to Science, Technology, Engineering and Math (STEM).

“Heidi has touched the lives of students around the world with the gift of robotics,” Sweeney said. “It’s amazing what she’s done out of genuine concern.”

She said. “They were working together as a team even though they were from all different regions.”

Students as teachers

Although adults joined SKID students on the trip, the students did the training. “Teachers asked me questions at first,” Lovett said. “I told them the students do the work, so talk to them. By end of the week, the teachers wanted their students to be like our students. I was so proud of the kids.”

The SKID students learned some valuable lessons as well – about teaching.

“It was really tempting to tell them the best way,” said Lily Jones, 16. “But instead of telling the teachers, we asked questions to lead them.”

SKID mentors and coaches follow the same guidelines to give students hands-on experience. To prepare for both trips to Botswana, the students practice by teaching senior citizens. In a half-day ‘boot camp,’ the seniors learn how to create a robot to maneuver on a FLL course with obstacles and objectives.

Other SKID outreach includes helping British Columbia (BC) students start a robotics competition in Victoria, BC. To help the rookie teams, SKID students attended the BC teams’ robotics kick off last fall and returned as ‘tour guides’ at the Provincial Championships in February.

“We shared the mistakes we made, and how we learned from them,” said Flynn Duniho, 16, about the trip to BC. “We help everyone be their best.”

Lovett traveled to Botswana in 2015 with her aunt and uncle to see family. While there, she met a World Bank contractor who wanted to see students learning science and technology through robotics.

Lovett was happy to help. She has more than 12 years robotics experience, including work as senior mentor for FIRST Washington. Initially, she connected the SKID team via video and email with students led by a Ramotswa high school computer teacher. With interest building, the students raised money to travel to Botswana to ‘train the trainer.’

At the first training last July, the students led about 30 teachers through building and programming a robot and running a FLL team through registration to a final tournament. After the training, the teachers went back to their schools to build 12 teams competing in Botswana’s first robotics tournament. Three of the teams advanced to the next competition level in South Africa.

Growing robotics programs in a foreign country hit home for Kahtlin Nguyen, 14, a SKID teammate who went to Africa. “It was so cool to see all of the teachers really excited to build a robot,”

SPEEA SPOTLIGHT APRIL 2020
Botswana, Africa

Gracious Professionalism®

That is an example of Gracious Professionalism®, which emphasizes respect and encouragement between competing teams. SKID’s Gracious Professionalism contributes to the team repeatedly winning the regional Inspire Award and, as a result, competing at the FIRST® World Championship in Houston, Texas.

Shakti Senthil, 15, wasn’t all that interested in robotics when she started with an FLL team a few years ago. Referring to Gracious Professionalism, she said: “I thought it was just a slogan.”

When her parents took her as a spectator to the robotics championship in Houston two years ago, she saw the ‘big picture’ through teams’ enthusiasm to share. Then she became “super interested” in pursuing FTC with SKID.

“You have to have passion,” Senthil said, adding “you can’t force this on someone.” The SKID team spends a minimum of eight hours a week working with mentors and coaches on robotics at a machine shop in Woodinville. “I’ll do this even when I’m tired.”

Kaitlin Nguyen, 14, is shown here preparing to test the robot. The robotics team, based in Woodinville, Wash., has eight students who attend eight different schools from as far apart as Camano Island, South Bellevue and Carnation.

Go to https://swerverobotics.org for more information.

Editor’s Note – Because of health care and government officials’ recommendations regarding the coronavirus (COVID-19) pandemic, outreach and fundraising events are on hold. The team is still planning its trip to Africa at this time. Check the Swerve website for updates.

Seeking Midwest candidates for interim IFPTE VP vacancy

WASHINGTON, D.C. – 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, Petitions, Delineations). 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. (local time), Monday, May 4.

Candidates will have the opportunity to address the SPEEA Midwest Council prior to its vote for a nominee May 14. The nominee goes to the IFPTE Executive Council for confirmation.

The selected candidate will complete Ronda Cockrell’s term. Cockrell recently retired. The interim term continues until the next IFPTE convention in 2021.

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

Council officer bio

Supporting his ‘work family’

Jeff Forbes – Northwest Council chair

- KC-46 maintenance analyst
- Boeing Developmental Center – D-2

Recently elected Northwest Council Chair Jeffrey Forbes grew up with SPEEA. Forbes, a KC-46 maintenance analyst at the Developmental Center (D-2), remembers his father, also a Council Rep, going to meetings at the SPEEA hall.

“My dad talked about the union – and how important it was to back each other up. He described it as having a home family and a work family. On those nights he came home late, he said he was at a meeting taking care of his work family.”

Forbes was an Air Force F-16 crew chief when he took a job at Boeing in 2004.

After receiving help from staff with an issue, Forbes went to his Council Rep to learn more. At a Council Guest Night, another Council Rep encouraged him to join a committee. Forbes also became an Area Rep. When his Council Rep retired in 2016, Forbes filled the vacancy.

Forbes is a committee officer for SPEEA Veterans, Northwest Action and Communication Taskforce (ACT) and SPEEA Governing Documents.

What he likes about being a Council Rep is helping to take care of his ‘work family.’

“It’s all about re-assuring fellow members,” he said, “letting them know they’re not alone.”

Contract benefits overview

Open enrollment at Spirit AeroSystems

WASHINGTON – Open enrollment is scheduled for May 4-14 at Spirit AeroSystems.

SPEEA plans to provide more information about contract benefits in the May SPEEA Spotlight.

Open enrollment is the only time of the year to make routine changes to your health care plan, unless you have a qualified status change during the year.

Due to the uncertainty with the coronavirus pandemic, SPEEA plans to schedule webinars online in lieu of workplace and SPEEA office meetings. The webinar will feature an overview of the benefits outlined in the Wichita Engineering Unit (WEU) and Wichita Technical and Professional Unit (WTPU) contracts.

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

Delay in WTPU contract printing

Printing of the new Wichita Technical and Professional Unit (WTPU) contract has been delayed. With uncertainty regarding the coronavirus (COVID-19), the printing schedule is still to be determined.

The contract is online, at www.speea.org (drop-down menu: Bargaining Units/Contracts).
New Tech rep values lessons learned from Ed Wells

Congratulations to newly appointed SPEEA Technical Bargaining Unit Representative Wade Oswald, a tech designer. He serves on the Ed Wells Partnership Joint Policy Board.

He remembers how Ed Wells classes helped him when he started at Boeing in 2008 as a tech designer on the 787. Boeing hired him because of his experience with CATIA and composites, but his experience was in the automotive and commercial trucking industries.

Taking technical classes from Ed Wells, such as aircraft structural design, helped get him grounded for his new job in aviation. He also built up a network by taking Ed Wells leadership and interpersonal development classes.

“Coming from Michigan, I was starting from scratch. Branching into Ed Wells helped to expand my network,” Oswald said. “More people led to more understanding which benefited my work.”

After working the 787 as a project manager and designer, he moved to the 787-9, where he worked on Section 43 structures and skin systems. After that plane’s release, he transferred to the 787-10 program, which he also worked from product development to release. Then, he landed on the 777X program prior to joining the New Middle Market Airplane (NMA) team about 18 months ago.

Airplane family

When Oswald was growing up, his father a private pilot, built an experimental aircraft kit of a BD5 microjet airplane.

“I saw him building the fuselage, the skins, stringers and frame in a miniature model. Some parts were the size of car parts,” Oswald recalls. “When I first saw the Boeing Everett factory, I thought my goodness, they went from the size of car parts to monstrous.”

His father worked as a product designer in the automotive industry in the Detroit area, and Oswald followed in his dad’s footsteps as a contract product designer around Detroit and then Ft. Wayne, Ind., for a commercial trucking manufacturer. At one point, Oswald supervised a team of 25 designers.

While Oswald was raising four young children, he earned bachelor’s and master’s degrees in business. “That path seemed more manageable than engineering school,” he said.

Why did he want to apply to Ed Wells Joint Policy Board?

“I have enjoyed a successful career and have recently been trying to come up with ways to use my experience, education, and network to help our work community,” he said. “I feel that becoming involved with this board, I can help guide and influence decisions to meet the needs of our technical workforce for the future.”

About the Joint Policy Board

The Ed Wells Joint Policy Board includes a member from each of the SPEEA Technical and Professional Bargaining Units, as well as SPEEA elected leaders and Boeing executives.

The Board oversees decisions regarding overall governance and funding of Ed Wells Partnership.

The Tech and Prof members on the Board represent the skill and career development needs of their bargaining unit.

About Ed Wells Partnership

Ed Wells, a SPEEA-Boeing contract benefit, provides free technical training, professional development and career coaching/consulting along with grants to attend technical conferences. Ed Wells also produces Boeing Education Network (BEN) classes on topics of interest to employees in SPEEA bargaining units.