



Spotlight

PROFESSIONAL AEROSPACE UNION



SPEEA Legislative Director **Brandon Anderson**, left, and SPEEA Director of Strategic Development **Rich Plunkett**, right, are shown here in Washington, D.C. They were there to attend the kickoff of the Aerospace Supply Chain Resiliency Task Force, created by the Department of Transportation (DOT) late last year. Plunkett is one of three labor reps on the task force. Anderson serves as an alternate on the task force.

Aerospace supply chain

SPEEA has a seat on new federal task force

By *Bryan Corliss*
SPEEA Senior Communications Specialist

Rich Plunkett, SPEEA's director of strategic development, has been named to a new federal task force studying the aerospace industry's supply chain.

The new Aerospace Supply Chain Resiliency Task Force held its first meetings Jan. 10-11 in Washington, D.C. The group was authorized by Congress in 2023 and created by the U.S. Department of Transportation (DOT).

"I'm excited about this," Plunkett said before heading off to the meeting. Aerospace companies spend millions of dollars lobbying the federal government for changes that benefit shareholders, he continued, but "there isn't enough emphasis on what the workforce needs."

Plunkett said part of his work will be to form focus groups with SPEEA members to discuss issues like outsourcing, which he will then convey to the task force, with a goal of creating national policy that "bolsters and protects the supply chain in this country from the workers' perspective."

"I don't know everything by any stretch," Plunkett said. "But our people, collectively, do."

Labor reps on panel

SPEEA is one of three labor unions with representatives on the 16-member panel. The others are the International Association of Machinists (IAM), represented by General Vice President **Jody Bennett**, and the Transport Workers Union (TWU), which will be represented by **Gary Peterson**, TWU's international vice president and air division director.

About the task force

The task force is charged with identifying and assessing the availability of raw materials and critical manufactured goods, with respect to "major end items produced by the aerospace industry" as well as the

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Candidates for Executive Board and Tellers online

The petition deadline for SPEEA president, treasurer and secretary occurred after this issue of Spotlight went to the printer. To see who is running, go to www.speea.org.

The Executive Board are SPEEA members who continue in their full-time jobs and volunteer to serve the union in leadership roles. The Executive Board administers the affairs of SPEEA, according to the constitution, bylaws and policies established by the membership and union Councils.

Candidates for the Teller committees, which

oversee union elections, were also announced at www.speea.org.

Timeline

For contested seats, SPEEA will send a voter guide to members' homes along with a ballot by Feb. 28. The guide will include information provided by the candidates. Moved recently? Be sure to update your mailing address.

Ballots are due by noon (local time), Wednesday, March 13. Allow enough time to ensure delivery by the deadline. Ballots arriving after this time/date will not be counted.

SPEEA has a seat on new federal task force

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nation's airspace system infrastructure.

The task force also is assigned to identify best practices and make recommendations on ways to mitigate risks and support a robust U.S. aerospace supply chain. It is expected to deliver its report to Congress in January 2025.

Outsourcing – particularly to non-U.S. vendors – is an issue Plunkett will focus on.

He said too many times, Original Equipment Manufacturers (OEM) and Tier 1 manufacturers make accounting-driven decisions on sourcing engineering services or parts and subassemblies. However, when the designs or parts arrive, they might be wrong, requiring engineers or mechanics at Boeing or the key suppliers to re-do the work.

That re-work takes them away from doing their assigned jobs and lowers the accountants'

assessment of their productivity, which leads them to recommend even more outsourcing, Plunkett said. Yet all that does is create more re-work, which has been a consistent factor in the industry's many schedule slips in recent decades.

To cut costs, Boeing also pressures suppliers to move work out of the United States, Plunkett said. That has both economic and national security implications.

"As you outsource, are you giving away technology?" he asked. "Is there really an awareness at the top of exactly what is being given away?" Those are some of the questions Plunkett hopes the task force will shed light on.

Plunkett has been a SPEEA staff member since 1997. He spent 12 years at Boeing as an engineer for both commercial and defense programs.

Clothing drive for Jubilee Women's Center

The NW Women's Advocacy Committee (WAC) is collecting women's clothing at both the Everett and Tukwila SPEEA halls through March to donate to the Jubilee Women's Center.

Jubilee Women's Center, based in Seattle, provides transitional housing for women experiencing domestic abuse or poverty to help build stable and fulfilling futures and communities.

Jubilee cannot accept men's or children's clothing at this time. To learn more, go to jwcenter.org.

SPEEA Profs and Techs

Boeing updates retention timeline

Boeing recently issued an updated timeline for this year's retention rating process for Profs and Techs. The new effective date is May 6.

Boeing managers assign retention ratings to SPEEA-represented employees each year. The retention ratings determine the general order if layoffs are needed.

For the updated schedule and more information about retention ratings and SPEEA's appeal process, go to www.speea.org (click on drop-down menu: Member Tools/Retention).



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

speea@speea.org • www.speea.org

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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
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By Ryan Rule
SPEEA president

Negotiations, training and savings on the horizon

I know it's been a while since my last column. A lot has happened within SPEEA and the world. What reassures me is the effort I see among SPEEA members to do our best work, designing and building aerospace products. I also know and appreciate how much SPEEA members do for their coworkers to advocate for workplace rights and labor solidarity.

What's coming up

SPEEA is gearing up for negotiations with Boeing on behalf of the SPEEA Pilots and Instructors Unit (SPIU). This is a small group, which allows for an all-member meeting with SPEEA staff to discuss priorities and next steps.

Later this year, negotiations will get underway for more than 1,000 represented employees in the Wichita Engineering Unit (WEU) at Spirit AeroSystems. The WEU Bargaining Unit Council will elect a team of members to negotiate on their behalf.

Increasing membership is critical because a high number of engaged and active members sends a strong message to the company – together we stand!

Speaking of solidarity, we continue to hear from engineering and technical professionals outside of Boeing and Spirit who want to talk with SPEEA about the benefits of a union and how to organize their coworkers. While we can't yet talk about specific requests, our organizing team is helping them understand the next steps and explaining how unions work and the union difference to them.

In the past couple of years, SPEEA has welcomed new staff to fill vacancies in both the Northwest and the Midwest. Those who come to the SPEEA

Tukwila Hall can meet our two newest staff at the front desk. They are **Carissa Xayasensouk**, receptionist, and **Ally Garza**, administrative and accounting support.

On the career front, if you're a Prof or a Tech, make sure to tap into Ed Wells Partnership at Boeing. This is a SPEEA-negotiated contract benefit to provide free training, career development and conference grants. This is a great way to build and grow careers.

SPEEA Aerospace Career Enhancement (ACE) is another avenue to pursue training. In addition to classes for professional and technical development, ACE offers scholarships to aspiring aerospace professionals. This month, ACE kicks off its annual mentorship program, run by technical coaches who come from the SPEEA Prof bargaining unit. Mentors and mentees can learn so much from each other.

Training reminder paid off

By the end of last year, a significant majority of SPEEA-represented employees took the mandated Safety Management Systems (SMS) training to ensure they would remain eligible for the Boeing Employee Incentive Plan (EIP) bonus.

A few weeks prior to the Dec. 31 deadline, SPEEA learned of about 120 represented employees who hadn't completed the training. To make sure no one was left out, SPEEA reached out to remind them to take the training to be eligible for EIP in 2024.

With just a few days left before the holiday break, the total number went down to about 20. SPEEA leaders and staff made calls to home and work phones, reached out via Microsoft Teams and in

a couple of cases, I reached out to the employees' managers. Some who slipped through the cracks earlier were interns or were employees on leaves of absence. At least one retired and another was hired the week before the break started. Everyone who reasonably could have completed the training had one last chance. I am confident none of our members will be surprised by not receiving their EIP.

Had these people been non-union, at least half of them would likely have missed the deadline and missed out on potentially thousands of dollars.

Boeing savings tool

Those who have been SPEEA members for a while may remember I am all about saving money for retirement and emergencies. This is a topic I've written about before.

Everyone should be saving for retirement. Everyone at Boeing should also be aware of the option for automatic in-plan after-tax to Roth conversions. This allows us to save for retirement and emergencies with after-tax money in our 401(k) plan which grows tax-free under the right conditions. It also is relatively easy to access if an emergent need arises. The relatively new automatic ("daily") Roth conversion makes it less burdensome than ever before, although a one-time phone call to Fidelity is required to set up this feature.

Our members at Spirit have access to after-tax 401(k) contributions and the ability to roll funds out to a Roth IRA. Together these features can potentially serve the same purpose, although there are some extra limitations that make it a bit more complicated.

VPs and convention delegates

IFPTE election information coming soon

SPEEA will soon seek petitions from members interested in serving with IFPTE – either as delegates to the triennial convention and/or as SPEEA-Area vice presidents on the IFPTE Executive Council.

The petitions for both the delegates and vice president positions will be online by March 1 along with eligibility and election requirements. Look for the election information at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations).

About the convention

IFPTE 61st Constitutional Convention
July 8-11
Hilton Riverside, New Orleans

IFPTE hosts the convention every three years. Delegates from across North America attend workshops, vote on motions and elect leaders.

About the SPEEA-Area VPs

The VPs are responsible for communicating SPEEA's concerns and priorities to the IFPTE Executive Council, which holds semi-annual meetings.

Timeline

- Election information/petitions online March 1
- Petitions/statements due April 1
- Ballots mailed May 1
- Ballots counted May 15

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SPEEA, IFPTE Local 2001 staff at work

SPEEA staff support members at all levels – whether you’re an elected leader or a new hire.

On behalf of about 19,000 members, SPEEA staff provides contract and benefits expertise, member outreach, Council and committee support and more.

Since we last published a staff roster, many changes have occurred due to retirements and departures. Some current staff transferred into new roles or returned to a role they previously held. Other staff are new to SPEEA. See the article on page 6 for more details.

Although SPEEA staff are always ready to assist members, your first line of contact is typically your workplace Council Representatives. Not sure who is your Council Rep? Go to www.speea.org, drop-down menu: Member Tools/Find your Council Rep.

SPEEA offices

- SPEEA Headquarters – (206) 433-0991
- SPEEA Everett – (425) 355-2883
- SPEEA Wichita – (316) 682-0262

For more information, including mailing addresses and maps to the halls, go to www.speea.org, drop-down menu: Contact Us/SPEEA Halls.

You can also reach out by sending an email to speea@speea.org.

Staff roster



Ray Goforth
Executive director
(206) 433-0991, x1301
rayg@speea.org



Robin Fleming
Executive director’s secretary,
Executive Board liaison, Notary,
scheduling meetings
(206) 674-7357 or x1301
robinf@speea.org



Pauline Tamblyn
Comptroller/Executive Board
finance/expense reports
(206) 674-7351 or x1302
paulinet@speea.org

Professional staff



Brandon Anderson
Legislative director
(360) 259-4899 or x1139
brandona@speea.org



Martin Pascual
Director of information technology
(206) 674-7356 or x1313
martinp@speea.org



April Rebollo
Director of organizing
(206) 674-7352 or x1201
aprilr@speea.org

Communications Department

Member communications, publications, visibility and news media relations.



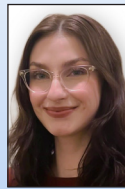
Karen McLean
Communications director
(206) 674-7369 or x1151
karenm@speea.org



Bryan Corliss
Senior communications specialist
(206) 674-7368 or x1153
bryanc@speea.org



Lori Dupuis
Graphic and web designer
(206) 674-7349 or x1152
lorid@speea.org



Julia Groves
Communications support
(253) 666-6994 or x1118
juliag@speea.org

Contract Administrators

Support members by monitoring and enforcing the contract language.



Rich Plunkett
Director of strategic development/contract administrator (California/Utah/other on travel assignment)
(206) 674-7366 or x1207
richp@speea.org



Peter Campbell
Contract administrator (remote districts/new hires/ Everett backup)
(206) 674-7358 or x1221
peterc@speea.org



Jason Collette
Contract administrator (Developmental Center/SPEEA Pilots and Instructors Unit)/ Benefits coordinator
(206) 674-7370 or x1210
jasonc@speea.org



Frank Guglielmo
Workforce specialist/contract administrator (Auburn/Facilities/Frederickson)
(206) 674-7367 or x1209
frankg@speea.org



Michael Hochberg
Contract administrator (Bangor/Moses Lake/Oregon/Renton)
(206) 674-7345 or x1203
michaelh@speea.org



Matt Kempf, CFP®
Senior director of compensation and retirement/contract administrator (California)
(206) 674-7362 or x1206
mattk@speea.org



Hillary McConnell
Contract administrator (Kent/Plant II/Thompson)
(206) 674-7353 or x1205
hillarym@speea.org

Thank for members of all levels

SPEEA Aerospace Career Enhancement (ACE)



Tyler Gaylord
ACE training coordinator
(206) 674-7377 or x1217
tylerg@speea.org

Support staff



Amber Musselman
Support staff lead/Council coordinator
(206) 674-7373 or x1115
amberm@speea.org



Elaine Carlson
SPEEA ACE support/contract administrator support/administrative support
(206) 674-7359 or x1202
elainec@speea.org



Ally Garza
Administrative and accounting support
(425) 296-2148 or x1002
allyg@speea.org



Ann Gray
Agency fee/member accounts
(206) 674-7365 or x1138
anng@speea.org



Jim O'Connor
Membership coordinator/Council support
(206) 395-2795 or x1112
jimo@speea.org



Carissa Xayasensouk
Receptionist
(425) 214-1293 or x1001
carissax@speea.org

Everett



Steve Spyridis
Everett site coordinator/contract administrator (ESRC/Outliers/Factory/Flat Tops/IRC)
(425) 953-5687 or x2103
steves@speea.org



Justin Laem
Office administrator
(425) 953-5684 or x2001
justinl@speea.org



Kurt Schuetz
Contract administrator (BOMARC)
(206) 674-7376 or x2010
kurts@speea.org



Nikki Wagener
Contract administrator (EMC/Butler/Flightline/Delivery Center)
(425) 309-3391 or x2105
nikkiw@speea.org



Brent Young
Contract administrator (Twin Towers)
(425) 953-4380 or x2100
brenty@speea.org

Wichita



B.J. Moore
Midwest director
(316) 448-0548 or x3102
bmoore@speea.org



Vicki McKenna
Office administrator
(316) 448-0701 or x3001
vickim@speea.org



Susanne Murphy
Contract administrator
(425) 953-4041 or x3104
susannem@speea.org

Ed Wells Partnership

A joint partnership between SPEEA and Boeing that provides opportunities for members to enhance their skills and grow their careers.



Kelly Hanes
SPEEA co-director
(805) 215-8149
kelly.j.hanes@boeing.com



Kristi Cornejo
Program administrator
(425) 306-4795
kristi.l.cornejo@boeing.com



Retirements and job changes lead to new hires

In recent months, several staff retired, transferred to new roles at SPEEA or left for other opportunities.

SPEEA welcomed **Brandon Anderson** back to continue his role as SPEEA legislative director, which had been vacant when he went to work for another union.

At Ed Wells Partnership, SPEEA has two permanent staff roles, including one program administrator. **Helen Seek** retired from that role and **Kristi Cornejo**, who was with Boeing as a rotational Ed Wells program administrator, moved into this role.

SPEEA Aerospace Career Enhancement (ACE) hired **Tyler Gaylord** to continue his role as training coordinator. He initially came to SPEEA ACE on a short-term contract.

Communications

After 25 years, SPEEA Communications Director **Bill Dugovich** retired. **Karen McLean**, former SPEEA publications editor, moved into the role of communications director. **Bryan Corliss** is the senior communications specialist with a special focus on external communications, including media relations. **Julia Groves** is our new communication support, taking on the role previously held by **Amber Musselman** for many years.

Musselman recently transitioned into administrative support lead/Council coordinator. She replaces **Terry Hall**, who worked in that role for much of her 25 years at SPEEA. Hall retires at the end of this month.

Contract administrator changes

Susanne Murphy, a contract administrator based out of the SPEEA Everett office, accepted the role of Midwest contract administrator and now works at the Wichita office.

Peter Campbell, who worked for years with faculty and classified school employee unions, is now a contract administrator based at the Tukwila office.

Administrative support

During COVID, when some staff left, those positions were not filled, including the receptionist role. SPEEA recently hired **Carissa Xayasensouk** for this position. On the same day, **Ally Garza** started as administrative and accounting support.

Jim O'Connor is our membership coordinator/Council support. **Michelle Stanley**, who was handling membership and Council support, retired.



SPEEA Auburn Council Rep **Emily Brent-Fulps**, left, completed her master's degree through Boeing's Learning Together Program (LTP), last year, along with colleague and SPEEA member **Alina Chen**. Brent-Fulps welcomed Chen into SPEEA and reminded her of the many union benefits. Among them are LTP. SPEEA fought to keep LTP going when Boeing sought drastic cuts.

What SPEEA has done for me

By **Emily Brent-Fulps**
Auburn Council Rep

New hires at Boeing have been asking how the union benefits them. While I cannot answer that for them, I would like to share what the union has done for me.

When I first started at Boeing in Portland, Oregon, the SPEEA contract benefits saved my family \$400 in monthly premiums I didn't have to pay.

When I became a Council Rep, the union gave me training to become a leader at Boeing for SPEEA members. I learned how to speak to management regarding discipline cases and persuade management to consider relevant issues. I can recall helping one employee reduce their discipline from one week off with no pay to one day with no pay because of related circumstances. Having management trust in you is huge.

When my mom passed away, I needed help financially. SPEEA Cares helped cover a bill while I took extended time off from work. SPEEA Cares is funded by member donations to help pay a one-time bill up to \$500 for members who are laid off or on unpaid leave of absence. (Want to help? Send a donation to SPEEA Cares, 15205 52nd Ave. S, Seattle, WA 98188.)

During times of layoff, I felt peace of mind because I knew SPEEA's contract benefits were there if I needed them. The contract provides health care benefits and severance pay for members who are laid off. Our union fought for these benefits!

When I relocated to the Seattle area during COVID, I already knew so many SPEEA members by attending Council meetings. It was like moving closer to friends.

I decided to pursue my master's in engineering. Because SPEEA pushed Boeing to continue the Learning Together Program (LTP) for certain degrees, I saved \$46,000 in tuition that I will never have to repay. My master's degree helps me in my current role as a Materials, Process and Physics (MP&P) engineer, and it helps Boeing.

I am so thankful to be a part of this union. We have some of the best people working for us. They care for SPEEA employees' rights in the workplace and how that impacts us outside of work.

I urge all members to get involved, take advantage of the free Ed Wells training, grants and career guidance and free SPEEA Aerospace Career Enhancement (ACE) classes.

Join a committee, attend an event and get to know your coworkers who are involved in SPEEA as Council Reps, Area Reps and committee members.

Help our union continue to be great!

Follow SPEEA on social media





A Joint SPEEA/Boeing Initiative



Position yourself as a stand-out job seeker for next role

By *Mina Sylvia*
Ed Wells Partnership Program Administrator
& Career Services Leader



Mina Sylvia

Many SPEEA-represented employees at Boeing are familiar with the hundreds of classes Ed Wells Partnership offers, but a lesser-known resource to take advantage of is the Ed Wells Career Services program. The program partners with consultants across Boeing who have a

broad range of experiences in leadership roles and various technical areas.

Two new services offered by our career consultants are “Resume Review” and “Mock Interviewing.” You can take advantage of either of these services through a class or through an individualized consultation session. Both services are provided at no cost to SPEEA-represented employees.

Read more here for some tips and principles to follow when seeking a job or transfer.

Resume refresh

An updated resume is a dynamic tool that not only helps you present yourself effectively to potential employers but also enhances your overall career management and adaptability.

A resume typically includes several key sections, each serving a specific purpose to present your qualifications, skills and experience. Here are the essential sections for a well-rounded resume:

- **Contact information** – Be sure to include your name, email, phone, city/state.
- **Professional summary** – A snapshot of your knowledge, skills and abilities in three to five sentences maximum.
- **Work experience** – Include relevant jobs, dates of employment and four-to-six duties/accomplishments per role.
- **Other relevant experience** (optional) – Volunteer work, resource/affinity group experience or Board service with a local non-profit are examples.
- **Position specific requirements** – Security clearance, computer skills,

foreign language skills, patents/licenses are examples.

- **Education/certifications/relevant training** – For example, did you graduate from the Global Technical Leadership at Boeing program offered by Ed Wells?

Each resume is unique to the individual’s experiences. Think about crafting relevant accomplishment statements and tailoring your resume to the role you are seeking.

Interviewing tips

Congratulations, if you have an interview scheduled. Your resume made a good impression. To prepare, practice answering common interview questions in the STAR format. STAR stands for Situation, Task, Action and Result. This provides a framework for organizing your response in a clear and concise manner.

- **Situation (S)** – Describe the background or context. Set the scene by explaining the situation you were in or the challenge you faced. Be specific and provide enough detail for the interviewer to understand the context.
- **Task (T)** – Outline the task or objective. Explain what needed to be done or what goal you were working towards. Clarify your role and responsibilities in the situation.
- **Action (A)** – Describe the actions you took to address the situation or accomplish the task. This is the most detailed part of your response. Highlight the specific steps you took, the skills you applied and the decisions you made.
- **Result (R)** – Conclude your response by discussing the outcomes of your actions. What happened as a result of your efforts? Emphasize positive results, and whenever possible, quantify your achievements. Discuss what you learned or how you contributed to the success of the project or task.

Example

Here’s an example of a response using the STAR format for a question about handling a challenging situation.

Question: “Tell us about a time when you had to work with a difficult team member.”

Response using STAR:

Situation – In my previous role as a project manager, I was leading a cross-functional team on a critical project.

Task – One team member was consistently not meeting deadlines and causing tension within the group, which jeopardized the project’s success.

Action – I initiated a one-on-one meeting with the team member to understand their challenges, provided additional support and resources and facilitated a team meeting to address the issue openly and collaboratively. I also implemented a more efficient task-allocation system to prevent future conflicts.

Result – The team member improved their performance, and the project was completed successfully. Team morale improved, and we were able to meet our deadlines. The experience taught me the importance of addressing conflicts promptly and implementing proactive measures for team collaboration.

Want more practice or need a consultant to review your resume? Email EWPCareerServices@exchange.boeing.com for individualized support.

To register for an upcoming class, go to edwells.web.boeing.com on the Boeing intranet and search for “Update Your Resume” or “Interviewing Skills.”

We look forward to positioning you to be a stand-out candidate for your next role!

About Ed Wells Partnership

The Ed Wells Partnership (EWP) is a joint initiative between SPEEA and Boeing. This contract-negotiated benefit provides union-represented employees the opportunity to select and enroll in discretionary training to enhance their skills. This benefit also offers resources to help plan for a successful future with career coaching and consulting. Learn more at edwells.web.boeing.com on the Boeing intranet.

Sign up for classes



canvas.aerocareer.org



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Engineers Week

Help fuel interest in engineering through your work

National Engineers Week celebrates the contributions of engineers and technical workers in almost every field of human endeavor, while encouraging young people to achieve higher levels of math, science and technology literacy. This year, Engineers Week is Feb. 18-24.

The National Society of Professional Engineers (NSPE) encourages all of us to engage young people during the week, to spark their interest in engineering or technology careers. We can do that by talking about engineering, doing STEM activities with them or sharing stories of why you wanted to become an engineer.

When we talk about how engineering is creative, requires teamwork and has a positive impact, that sparks interest in the field among boys and girls.

The engineering design process – learning from mistakes, trying new ideas and tinkering for improved results – also helps nurture creative thinking in students and places them at the center of their own learning process.

For more information on things you can do, go online to DiscoverE.org.



FEBRUARY 18–24, 2024

About Engineers Week

NSPE started celebrating Engineers Week in 1951. The events are timed for the week of George Washington's birthday.

Washington, who was a surveyor by trade, is considered by the society to be America's first engineer.

During his time commanding the Continental Army during the American Revolution, Washington established the Army's first engineering unit and a school to train new engineers. As president, he promoted civil engineering projects like roads, canals, docks, ports and the construction of a new national Capitol. He also signed the first official U.S. patent, for a new process of refining potash, a substance used in fertilizers, soap, glass and ceramics.

Negotiations work continues for two contracts

SPEEA staff are currently working with elected leaders and members to prepare for negotiating contracts expiring this year.

- **SPEEA Pilots and Instructors Unit (SPIU)** – SPIU Contract Administrator **Jason Collette** is working with other staff subject matter experts to support SPIU members. Their contract expires March 6. Collette is in talks with this group to discuss priorities and next steps.

- **Wichita Engineering Unit (WEU)** – Members interested in running for the WEU negotiation team needed to take orientation and submit their application by Jan. 26. The WEU Bargaining Unit Council plans to elect the negotiation team members in February.

TRAINING/ EVENTS

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

NORTHWEST

Movie Night

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

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

SPEEA Tukwila and SPEEA Everett

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

Bring clothing donation for Jubilee Women's Center to either site

NW Women's Advocacy Committee

MIDWEST

Young Professionals no-host social

Friday, Feb. 9, 4 p.m.

Location TBD

Email tjtrousdale@gmail.com for location details

MW Young Professionals

2024 dues adjusted

Based on the annual re-calculation of SPEEA dues, the monthly rate for 2024 is \$52.35, effective Feb. 1.

Per the SPEEA constitution, the dues are set at 85% of the average hourly rate of all workers represented by the union.