



Spotlight

PROFESSIONAL AEROSPACE UNION

**Ballots due
Wednesday,
March 13**

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Executive Board officers

Vote for SPEEA's top leaders

Dues-paying SPEEA members are voting to elect the next SPEEA president, treasurer and secretary.

Ballots must be delivered by **noon**, local time, Wednesday, March 13 to SPEEA.

If you mail your ballot, allow extra time to ensure it arrives at SPEEA's post office box by the deadline. Ballots *delivered* after the deadline will not be counted.

Running out of time? Drop your ballot off at SPEEA in Tukwila, Wichita or Everett. Each location has a secure ballot box and, if after hours, a mail slot for submitting your ballot.

Election results will be posted at www.speea.org when certified by the SPEEA Tellers.

Candidates

The following candidates are listed in the order they appear on the ballot.

President

- Shaunna Winton
- Riaz Khan
- John Dimas
- Christopher Tracy

Treasurer

- Dan Nowlin
- Rick O'Neill

Current SPEEA President **Ryan Rule** ran unopposed for SPEEA secretary. The new terms for all three officers start March 27.

The Executive Board oversees the budget and administers the affairs of SPEEA.

Campaign rules apply

Federal law prohibits the use of company or union resources such as email or bulletin boards for campaigning and allows mailings, at candidates' expense, to members through a bonded mailing house.

Tellers

Committee for union elections needs more members

Congratulations to the members who ran unopposed for the Northwest Teller committee. In the Midwest, no Teller petitions were submitted by the deadline.

Northwest Tellers

- Carl Bakke
- Jimmie L. Mathis
- Robert Merriott
- Travis Moyer
- Todd Rosenfelt
- Mike Shea

They will begin serving two-year terms starting April 1.

Tellers oversee union elections, manage Council district delineations and review the annual financial audit for SPEEA.

Teller vacancies

SPEEA has openings for Tellers representing the following bargaining units. In the Midwest, members can be from either the Wichita Technical and Professional Unit (WTPU) or Wichita Engineering Unit (WEU).

- Midwest (two seats)
- Northwest Tech bargaining unit (one seat)
- SPEEA Pilots and Instructors Unit (SPIU) (one seat)

Have you been a regular member for the previous 12 months and are you interested in running? See more information, including requirements and the petition form, at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations).

SPEEA supports 'Speak Up' for a 'reporting culture'

By Rich Plunkett
SPEEA Director of Strategic Development

By now, most Profs and Techs have taken the Boeing Safety Management System (SMS) training "Product Safety: Every Decision Matters" and are aware of Boeing's Speak Up system. Yet, few use the Speak Up program, preferring to rely upon less formal reporting methodologies (e.g., talking with your local manager, another member of management, etc.) with the assumption they will resolve the concern and/or mitigate the hazard. Unfortunately, informal reporting mechanisms don't guarantee the issue will find its way into the SMS as they do not have the formality of the Speak Up system.

Boeing President and CEO **Dave Calhoun's** words during the presentation by executives regarding the Alaska Flight 1282 door blowout were: "Everything matters, every detail matters" and "... the strength is all of you speaking up."

Boeing's technical and engineering professionals are in powerful and unique positions to improve product safety and quality. We have a direct impact on the technical and safety matters

under our control (i.e., what we are paid to do). We can impact other safety areas with thoughtful suggestions on improvements to processes, decisions and protocols. Hence, we can answer Calhoun's call to action by sharing our unique insights regarding all things that impact our collective ability to produce the greatest aviation products on the planet.

Boeing is just starting to embrace the concept of "Just Culture," which encourages the reporting of safety concerns without fear of retaliation. Fortunately, SPEEA-represented employees have an additional layer of protection – Just Cause, which is found in Article 3 of the Prof and Tech contracts. With these tools, we can move towards what is known as a "reporting culture." Please consider sending a copy of any Speak Up submittals to SpeakUp@speea.org.

Rich Plunkett, SPEEA director of strategic development, also serves on the Federal Aviation Administration (FAA) Organization Designation Authorizations Expert Panel and recently joined the Department of Transportation (DOT) Aerospace Supply Chain Resiliency Task Force.

SPEEA and Boeing in talks on a safety program

SPEEA, Boeing and the Federal Aviation Administration (FAA) are currently in talks around a union proposal to create an Aviation Safety Action Program (ASAP) for SPEEA members who work at Boeing.

SPEEA proposed the new process -- which would protect unionized engineers and technicians who speak out about potential problems they see in their work area, or even mistakes with their own work -- on Jan. 31.

The three parties currently are negotiating the scope of the proposed agreement, with SPEEA arguing for a broad program that would encompass all work by members of our union.

ASAP agreements are common throughout the aviation industry. As of December, the FAA had signed more than 1,000 of them, involving major airlines, private jet operators, helicopter services and manufacturers like Raytheon.

Boeing already has a similar agreement with the FAA and Machinists Union District Lodge 751, which protects hourly workers at Boeing's Puget Sound factories who call out potential safety or quality issues.

Under SPEEA's proposal, professional aerospace workers at Boeing would be encouraged to report – even self-report – whenever they see an error or issue that could compromise aircraft safety or quality.

The reports would be reviewed by a standing committee of representatives from Boeing, the FAA and the union. That panel would be charged

with determining why a specific mistake was made and what steps need to be taken to correct it. Further, it would investigate the circumstances that led up to the error and determine whether there needs to be systemic process changes to ensure the error isn't repeated.

Workers who self-report their own mistakes or call out mistakes made by others would be protected from discipline during this process.

SPEEA Profs and Techs

Retention notices in April

The retention notices are coming out a few weeks later in April than previously scheduled.

Boeing managers will distribute the notices from April 22 through May 3. The 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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President

Ryan Rule

Executive Director

Ray Goforth

Executive Board

Dan Nowlin	Treasurer
Shaunna Winton	Secretary
Mike Arrington	NW Regional VP
John Dimas	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 Publications

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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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

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INTERNATIONAL FEDERATION
OF PROFESSIONAL AND
TECHNICAL ENGINEERS

CPI high, but not quite high enough for a payout

Section 11.1(c) of the 2020 Professional and Technical contracts include language that protects SPEEA-represented employees from exceptional and sustained increases in the cost of living.

Since the 1995 contract, the language has remained very consistent and has been intended to result in additional salary increases if the cost of living each year of the contract exceeds double the wage pools for each year of the contract.

The contracts utilize the CPI-W for Urban Wage Earners and Clerical Workers. According to the Bureau of Labor Statistics (BLS), the CPI-W is a more specialized index and seeks to track retail prices as they affect urban workers and places a higher weight on food, apparel and transportation than the CPI-U, which is commonly used as the “cost of living” in general news articles.

Since the 1995 contract, each negotiated contract establishes a new baseline upon which increases in the CPI-W are measured.

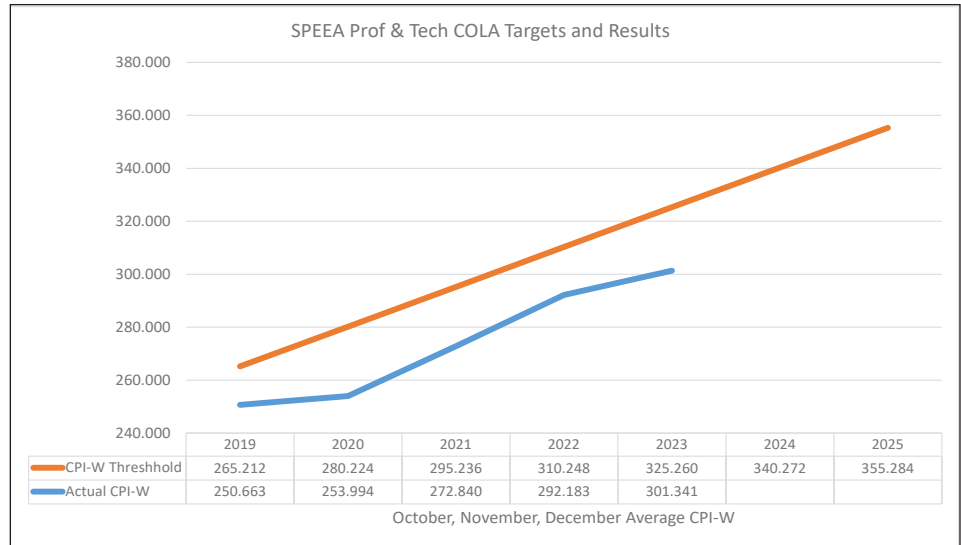
The 2020 contracts, for example, the baseline is the average for July, August and September 2019 (250.2). From that reestablished baseline, if the CPI-W average for the fall quarter of each year is more than double the wage pool for each year of the contract (as shown in table 3 of Article 11 in the contracts), then SPEEA-represented individuals would receive half of the overage.

For the Cost of Living Adjustment (COLA) language to produce funds payable in 2024, the CPI-W average for October, November and December 2023 would have had to have been higher than 325.26 (30% more than the 250.2 threshold).

October was 302.071, November came in at 301.224 and December was recently announced at 300.728, so the average for Oct-Dec 2023 was 301.341, which is less than 325.26.

Prof and Tech contracts: Article 11/Table 3

Effective Date of Adjustment	BLS Index Comparison Quarter	BLS Index Threshold Percentage
3/13/20	Oct, Nov, Dec 2019	6%
3/12/21	Oct, Nov, Dec 2020	12%
3/11/22	Oct, Nov, Dec 2021	18%
3/10/23	Oct, Nov, Dec 2022	24%
3/8/24	Oct, Nov, Dec 2023	30%
3/7/25	Oct, Nov, Dec 2024	36%
3/6/26	Oct, Nov, Dec 2025	42%



VP/Convention delegates

IFPTE election petition and information online

Are you ready to take the next step in SPEEA leadership? Consider running for IFPTE SPEEA-Area vice president and/or IFPTE triennial convention delegate.

You must be a regular member in continuous good standing for at least two full years prior to the convention, July 8-11 in New Orleans.

Petitions and other election requirements are at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations).

The deadline is 5 p.m., Monday, April 1, for petitions and statements for both positions.

In case of contested races, ballots are mailed to members' homes by May 1. Ballots will be counted May 15.

About the roles

- **SPEEA-Area VP** – The VP candidates, who are the top SPEEA-vote getters, will be formally elected at the convention for a three-year term. They are responsible for communicating SPEEA's concerns and priorities to the IFPTE Executive Council, which holds semi-annual meetings
- **Convention delegate** – This conference will be in person at the Hilton Riverside, New Orleans. The delegates discuss issues, vote on resolutions, elect leaders and join training/workshops on labor issues.

IFPTE conventions are held every three years. The 2021 convention was virtual.

Learn more at www.ifpte.org.

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Employee Incentive Plan (EIP)

Boeing EIP pays out for 2023 Performance Year

By Matt Kempf, CFP®, CEBS
SPEEA Senior Director of Compensation and Retirement

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

This year, SPEEA members received 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.

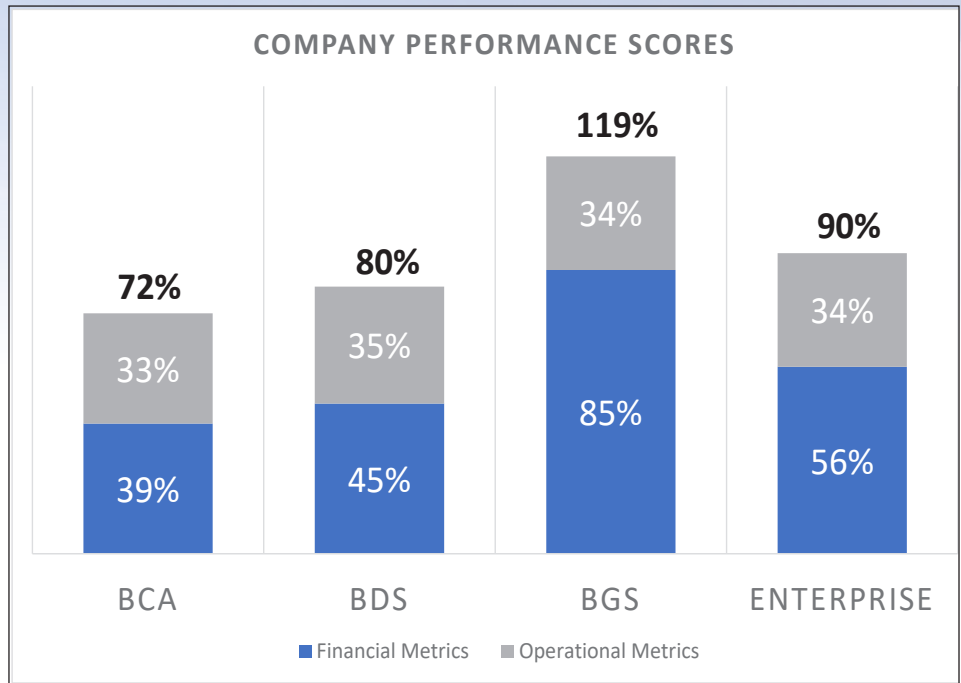
Due to the new training requirement, SPEEA staff, with help from President **Ryan Rule**, reached out to hundreds of individuals who had not yet completed the training according to Boeing's data. On multiple occasions, individuals reported having completed the training, and Boeing's records were incorrect. Employees were advised to save evidence of having completed the training and contact SPEEA in case they did 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 did 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, management identifies which business unit each employee has spent the majority of time supporting. 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



A group from the IFPTE legislative conference is shown here with U.S. Senator **Maria Cantwell** (center). From left, SPEEA Legislative Director **Brandon Anderson**, Everett Council Rep **David Garrett**, SPEEA Director of Strategic Development **Rich Plunkett**, SPEEA Secretary **Shaunna Winton**, Sen. Cantwell, SPEEA Treasurer **Dan Nowlin**, SPEEA Legislative and Public Affairs Committee Secretary **Jimmie Mathis**, Northwest Regional Vice President **John Dimas**, SPEEA President **Ryan Rule** and **Nick Tolimieri**, Fisheries president with Local 8-A. IFPTE Local 8-A represents federal employees at the National Oceanic and Atmospheric Administration (NOAA) Fisheries and Emergency Response Division.

Ed Wells Partnership

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.sbpартnрshp@boeing.com for WebEx information.

Preferred start date is May or June. PAs 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@exchange.boeing.com. Apply by Friday, March 15.

Sign up for classes



canvas.aerocareer.org

IFPTE legislative conference

Good timing for discussion on aerospace issues in D.C.

WASHINGTON, D.C. – A delegation of SPEEA officers and staff took part in this year’s annual week of Congressional legislative advocacy by members of the International Federation of Professional and Technical Engineers (IFPTE).

Although IFPTE had planned for the event months in advance, the timing couldn’t have been better, SPEEA Legislative Director **Brandon Anderson** said.

“We were back in Washington, D.C., while Congress was debating bills to reauthorize the Federal Aviation Administration (FAA) and holding hearings about the FAA’s oversight of Boeing,” he said. “We had a chance to meet with members of Congress and key Congressional staffers to talk about matters that directly affect our union and our industry. We gave our input. Our elected leaders were listening.”

In all, eight SPEEA officers and two staff members took part in the week-long effort, which ran from Feb. 5-9. SPEEA President **Ryan Rule** led the group, which included Executive Board members **John Dimas** (NW VP), **Dan Nowlin** (treasurer) and **Shaunna Winton** (secretary); Midwest Council officers **Emily Forest** and **R Mathew Joyce**; and Northwest Legislative and Political Affairs Committee members **David Garrett** and **Jimmie Mathis**. Rule, Joyce and Dimas are also IFPTE SPEEA-Area vice presidents.

Two members of the Washington state Congressional delegation in particular seemed

interested in hearing from SPEEA, Anderson said. They were Sen. **Maria Cantwell**, who chairs the Senate’s Committee on Commerce, Science and Transportation and Rep. **Rick Larsen**, the ranking member on the Transportation and Infrastructure Committee in the House of Representatives.

“Both of them have important assignments on committees that oversee the FAA, and both of them wanted to pick our brains for ideas on how to make our industry better,” Anderson said.

The FAA reauthorization bill in particular was important, he said. “That one has to get done. Our industry can’t function without it.”

The group also had meetings with both Democratic and Republican staff members of the House’s Aviation Subcommittee, discussing various legislative proposals and attending a subcommittee hearing while there. The SPEEA delegation sat directly behind FAA Administrator **Mike Whitaker** as he testified that morning, and sharp-eyed viewers spotted our union’s logo on the union officers’ jackets and lanyards.

“At the end of the week, we walked away feeling good about our efforts to reach out to our members of Congress and speak up on our issues,” Anderson said.

IFPTE International President **Matt Biggs** thanked the SPEEA delegates for their work during the week. “It was very productive, and really helped us lay the foundation early in the year for our legislative agenda.”



In addition to meetings with state lawmakers, SPEEA members met with Kansas Gov. Laura Kelly's staff. Shown here from left, **Conor Eubanks**, deputy director for legislative affairs, labor and general government, Council Rep **Rick Nelson**, Area Rep **Ethan Jacobs**, Midwest Legislative and Public Affairs (LPA) Committee associate member **Donna Lebane**, **Ethan Belshe**, senior advisor for federal and state affairs, and Council officer and MW LPA Committee Chair **R Matthew Joyce**.

Kansas legislature

MW member sees impact of meetings with lawmakers

TOPEKA, Kan. – SPEEA Area Rep **Ethan Jacobs** took his interest in politics to the next level by taking his first trip to Topeka to meet with lawmakers. “I had always wanted to see where I could make a difference,” he said.

As a newer SPEEA member in the Wichita Engineering Unit (WEU) and a member of the Midwest Legislative and Public Affairs (LPA) Committee, he joined two other SPEEA leaders, a retired SPEEA advocate and a SPEEA staff member in meetings with lawmakers Jan. 23-25.

“We were asking them to consider policies based on SPEEA legislative priorities. It was a true discussion with a lot of interaction,” he said. “We made a difference just by being there.”

While in Topeka, SPEEA hosted a bipartisan reception for Wichita-area lawmakers and union

leaders to have informal discussions at a nearby hotel. IFPTE partnered with SPEEA to host the event.

Jacobs saw the difference this made to be in a more relaxed environment compared to office visits. “That was incredibly important. That’s when I could see change happen,” he said, reflecting on people’s willingness to engage in conversations about complex issues.

Work toward change

“These conversations are extremely important. We can’t sit by and not use our collective voice for the members and the community at large. This will show members we can work toward change,” he said.

While in Topeka, the SPEEA delegates took part in the Kansas AFL-CIO labor rally with about 300 other union members from across the state.

“Collectively, we have a voice for good,” Jacobs said. “Whether we’re engineers, teachers, electrical workers or other union members, we were there. It was a fantastic experience, one I will take with me for the rest of my life. The people I saw from all walks of life were there for one reason – the betterment of the working class. It was a beautiful sight to see us all together.”

Join us

The SPEEA, Northwest and Midwest Legislative and Public Affairs (LPA) Committees meet monthly to discuss issues and actions. Find out more and attend a meeting by going to www.speea.org for details. See the drop-down menu: Councils/Council Committees to learn about the committees. The online calendars have meeting schedules.

Go to member.speea.org

SPEEA launches member portal for online tools

More SPEEA members, especially new members, are tapping into a special, password-protected portal at member.speea.org.

Many members are getting introduced to the MemberLink portal at new-hire orientation.

The portal provides a number of features, including the membership application and dues-

deduction authorization form.

While on the portal website, you can also make changes to your address, email and/or password.

Other features of the portal:

- Pay union dues – for those without payroll deduction
- Salary charts – for most job families/

occupations (depending on group size)

- Meetings/Events – both Northwest and Midwest
- Communications – digital Spotlight and home email

More features coming soon!

Sign up at member.speea.org.

Boeing Women Inspiring Leadership (BWIL)

Congrats to Ed Wells staff for BWIL honors

Ed Wells Partnership's **Mina Sylvia** and **Nassim Riazi** were both selected as runners up to receive the 2023 Boeing Women Inspiring Leadership (BWIL) Puget Sound North Four Pillars Award and the John Cornish Advocate Award, respectively.

The Four Pillars award is a way to honor an outstanding individual in BWIL who has experienced personal or professional growth and/or seeks to develop this in others. The Four Pillars recipient will be the kind of person who makes others want to get up and come to work on a Monday.

The John Cornish Advocate Award is an award for ally-ship, advocacy and mentorship to honor those who, like John Cornish, are not afraid to stick their neck out for someone else and to care about that person's personal or professional development.

From Mina Sylvia's nomination

Mina Sylvia is instrumental in Ed Wells' Career Services, personally providing career coaching, consulting, resume review and mock interview services. Additionally, Mina has worked hard to recruit a diverse team of other coaches and consultants into these roles to both meet demand and to find good fits for the diverse customer base seeking these services.

Mina embodies the growth mindset and is always on the lookout for learning opportunities and gaps. She handles difficult situations with grace and then checks in with teammates to discuss how to grow from the situation. She often follows up by putting in place a documented process so the entire team can benefit.

From Nassim Riazi's nomination

Nassim Riazi is an ally. She is a proud planning member of the Femmes in STEAM (Science, Technology/Engineering, Arts, Math) organization in Seattle to create safe spaces for learning and community of mutual support for Black, indigenous and women of color. As a daughter of Iranian immigrants, Nassim has a unique perspective on the industry. This also helps her to connect and build community with others from diverse backgrounds.

Nassim has served as an official mentor through

the SPEEA Aerospace Career Enhancement (ACE) program as well as the Society of Women Engineers (SWE) for several years now. More recently, Nassim completed her education to become a Career Coach through the invite CHANGE coaching program. She uses the generative coaching mindset, where she firmly believes all her clients are whole, capable, creative and resourceful.

About BWIL/BRGs

BWIL is a Business Resource Group (BRG) committed to supporting women in the corporate arena by providing avenues for personal and professional development, mentoring and leadership opportunities.

BWIL is an influential community of women who inspire and foster growth at all levels within Boeing to use, value and celebrate our strengths. Their chapter goals include networking, mentoring, training and development opportunities, work/life balance, recognition and having fun. To become a member, join their Insite page at Boeing Women Inspiring Leadership (BWIL) – Puget Sound North or email them with questions at BWILPugetSoundNorth@boeing.com.

BRGs are powerful engines of personal, professional and organizational change. They are volunteer, employee-driven groups centered on particular experiences or ethnicity, race, gender identity, sexual orientation, disability or veteran status. Each group is open to everyone, whatever their background or identity and is based on four common pillars of business alignment, professional development, talent engagement and community involvement.



Shown here at an end-of-year event are, from left, **Kelly Hanes**, SPEEA co-director at Ed Wells Partnership, **Mina Sylvia**, program administrator and Career Services leader, and **Nassim Riazi**, program administrator and Career Services coach and mentor. Sylvia and Riazi were recognized for Boeing Women Inspiring Leadership (BWIL) awards.

More resources for awareness

Women continue to be underrepresented in Science, Technology, Engineering and Math (STEM). To build momentum for more women in STEM, Ed Wells is partnering with the BWIL to host book clubs this year. Look for the book clubs at edwells.web.boeing.com.

Other opportunities to build momentum:

- Ed Wells is sponsoring some spots at the Women in Tech Regatta in Seattle in April. Learn more at edwells.web.boeing.com.
- See a recording about how to lift up women in the workforce with **Gavriella Schuster**, a C-Level Microsoft executive and global thought leader, on Boeing's insite.web.boeing.com.
- SPEEA members can join the NW Women's Advocacy Committee (WAC) to discuss issues and organize events to build awareness and unity. Details are at www.speea.org (drop-down menu: Councils/Council Committees).

Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
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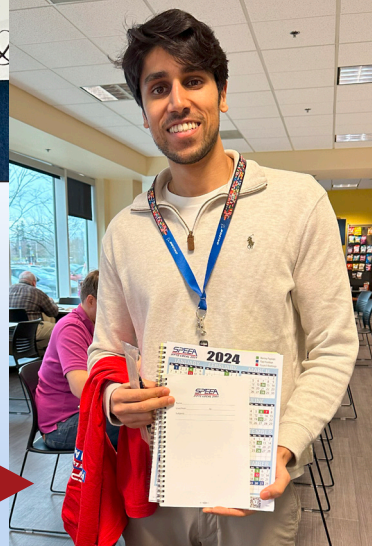
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Coffee and donuts in Everett



SPEEA Area Rep **Justin Roll** organized coffee and donuts for members at the Everett BOMARC site Feb. 8. Shown above, from left, are SPEEA member **Leonard Jerome** and Council Reps **Jake Berger** and **Rod Siders**. More than 30 members came to the event. Many were asking questions about how to prepare for contract negotiations and make their voices heard. Among the SPEEA visibility items available to members, coffee mugs were especially popular along with graph paper SPEEA notebooks.

Vraj Shah, a new member, appreciated the opportunity to learn more at the SPEEA coffee and donuts.



TRAINING/ EVENTS

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

NORTHWEST Free indoor rock climbing

Free for members only
Saturday, March 16, 5-7 p.m.
Vertical World, Seattle
Spaces filled - waiting list only
For the waiting list, RSVP to meetings@speea.org by Friday, March 8
NW New 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

Follow SPEEA on social media

