



# Spotlite

PROFESSIONAL AEROSPACE UNION

## Committee hosts climbing event



*Almost 20 Seattle-area SPEEA members scaled the walls of Vertical World on Saturday, March 16. This event was hosted by the NW Young Members Committee, which has since been combined with NW New Hire Committee. **Georgianna Victor**, the new chair for the combined committees, is shown encouraging attendees to continue their engagement and become more involved with SPEEA.*

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John Dimas

**Executive Director**

Ray Goforth

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Ryan Rule	Secretary
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Vacant	NW Regional VP
Jeffrey L. Forbes	NW Regional VP
Chris Streckfus	MW Regional VP

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INTERNATIONAL FEDERATION  
 OF PROFESSIONAL AND  
 TECHNICAL ENGINEERS



SPEEA members joined other union members from across the state at a rally in Olympia to push for extending unemployment insurance to striking workers.

**Washington state legislature**

**Members' support made a difference in Olympia**

By Brandon Anderson  
 SPEEA Legislative Director

OLYMPIA, Wash. – In the bustling corridors of the Legislative Building in Olympia, where decisions that affect workers' lives are made, our union stood strong, advocating for our members' legislative priorities. As the dust settles on this year's legislative session, we reflect on our triumphs, losses and the collective power of our members that made our wins possible.

The most significant win for SPEEA this session came with the passage of Senate Bill 5778 (sponsored by Sen. **Karen Keiser**, SeaTac), a landmark bill banning captive audience meetings in the workplace. These meetings are often used by employers to coerce and intimidate employees attempting to form a union in the workplace. With the passage of this bill, we've ensured Washington workers can choose for themselves if they want to form a union, now without coercion or intimidation from their employer.

However, our session in Olympia wasn't without its disappointments. House Bill 1893 (sponsored by Rep. **Beth Doglio**, Olympia), which aimed to expand unemployment insurance to striking workers, fell just short of passing this session. This bill was important to Washington's labor movement, including SPEEA members, as we look to contract negotiations in 2026.

For many low-wage workers living paycheck-to-paycheck, even one pay day missed on the picket line could bring disaster. Employers are

well aware of this vulnerability and are often inclined to prolong negotiations, using financial pressure as leverage. HB 1893 would have served to level the playing field, eliminating the tactic of starving workers into submission, ensuring fair negotiations and likely reducing the need for workers to go on strike.

Despite passage of the bill in the House and the overwhelming support from our membership, the bill faced strong opposition from Washington's business lobby that proved insurmountable. We came just shy of the votes we needed to guarantee passage of the bill in the Senate. We'll continue to fight for the rights of striking workers during the interim and support efforts to reintroduce the bill in 2025, a longer 105-day session.

What truly sets this session apart was the unwavering support and engagement of our union members. I was personally moved by and impressed by the countless first-time activists who showed up for our lobby day, turned out for our labor rally in Olympia, flooded lawmakers' inboxes with emails and mobilized our workplaces to support our priority bills. It's this collective action, this spirit of solidarity, that will ensure passage of "UI for striking workers" in 2025, and exactly what we need to win a strong union contract in 2026!

I want to extend my heartfelt thanks to each and every member who contributed to our successes in Olympia. Your activism, your passion and your unwavering solidarity are what gives our union power, and it's because of you that we are stronger today.

# Tech/safety pilots vote to approve contract

The members of the SPEEA Pilots and Instructors Unit (SPIU) voted to approve a new collective bargaining agreement on March 11.

The contract effective date is March 12, 2024 through March 30, 2028.

The most contentious issue in these talks was pay. The pilots' new contract includes 8.5% raises in 2024, with some of that getting paid retroactive. They also received a signing bonus.

The SPIU is made up of technical and safety pilots who perform three main functions for Boeing:

- They are the company's liaisons to the Federal Aviation Administration (FAA), National Transportation Safety Board (NTSB) and global aviation safety regulators.
- They work closely with Boeing customers to ensure the airlines have comprehensive, safe operating plans in place.
- They are on-call consultants available to help flight crews understand the nuances of safely flying Boeing aircraft.



## Lunchtime Q/A with SPEEA executive director

About 200 members took part in a standing-room-only meeting in Everett for a lunchtime meeting Q/A on SPEEA issues March 12. SPEEA Executive Director **Ray Goforth** answered questions which focused on issues ranging from current contracts to negotiations. Everett Council Reps **David Garrett** and **Joseph Pham** hosted the lunchtime meeting and other Council Reps and SPEEA leaders attended, including **John Dimas**, recently elected SPEEA president.

## Executive Board election

# Congratulations to newly elected SPEEA officers

Members voted **John Dimas** for president and **Dan Nowlin** for treasurer.

**Ryan Rule**, former SPEEA president, ran unopposed for secretary.

The newly elected officers began serving their two-year terms March 27.

SPEEA Tellers validated ballots and certified results March 13. A total of 1,729 valid ballots were received out of 16,397 ballots authorized.

## About the Board

The Executive Board includes the three officers, three Northwest regional vice presidents and one

Midwest regional vice president.

The Board directs SPEEA's activities through the executive director, prepares the annual budget and oversees expenses.

President	Ballot count
Shaunna Winton	466
<b>John Dimas</b>	<b>827</b>
Christopher Tracy	385
Treasurer	
<b>Dan Nowlin</b>	<b>1,022</b>
Rick O'Neill	683

*Ballot order, winners bold with vote totals.*

# SPEEA welcomes FAA report on Boeing safety culture; calls for change

A Federal Aviation Administration (FAA) panel of experts, which included SPEEA Director of Strategic Development **Rich Plunkett**, spent the past 14 months reviewing safety procedures and quality processes at Boeing. The 50-page report went public Feb. 26.

SPEEA's response is as follows:

"SPEEA welcomes the report and believes it can be a catalyst for positive change at Boeing.

"Our members have long reported a disconnect between the messaging they get from Boeing headquarters in Chicago or Virginia, and the messages they get from their direct supervisors here. Quality and safety must be Boeing's core values, embraced by everyone, but the

report reflects the reality that people who see something are afraid of saying anything for fear of jeopardizing their careers.

"Our union has proposed an Aviation Safety Action Program (ASAP), in partnership with Boeing and the FAA, that would allow our members to come forward without fear of retaliation whenever they spot a production or design error – or make one themselves."

Said Plunkett: "We hope that Boeing will accept our proposed program, so together we can work to restore Boeing's reputation for quality, that generations of SPEEA members worked so hard to achieve."

The full FAA report is at [www.speea.org](http://www.speea.org).

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# The time to start saving is NOW

By Matt Kempf  
SPEEA Senior Director of  
Compensation and Retirement

(This is the first in a brief series of articles related to preparing financially for contract negotiations).

The SPEEA Puget Sound Professional and Technical Collective bargaining agreements expire in October 2026, approximately 30 months from now.

The demands of the SPEEA negotiation teams have not yet been determined, no one knows what Boeing's contract offers will include and it's difficult to predict Boeing's financial position 30 months from now.

The tenor of the negotiations along with any decision on calling for a strike authorization vote is yet to be determined. However, what is known is if a strike vote authorization is called, it is best to approve the strike authorization to show strength and unity. The decision to seek a strike authorization vote of the membership is made by negotiating teams and is not taken lightly. It is extremely premature to discuss a strike on the merits of any contract offer, but it is never too early to prepare.

If a strike is called by your bargaining unit (only after a member-approved strike-authorization vote), you will not be paid while on strike. If a strike is called and the strike goes through to the end of a month, it's possible Boeing will cancel your medical and dental insurance.

This series of articles is designed to help you prepare for both situations, so you are not forced to break a picket line or go into credit card debt because of your lack of financial preparedness.

Remember, strength is measured through the unity and resolve of the membership and not clever theatrics at the bargaining table. Your preparations now will help ensure the success of your team and send a very clear message to Boeing we collectively resolve to reap a fair share of the fruits of our minds, efforts and labor.

One of the easiest ways to financially prepare for a strike is to have an emergency savings account. The general "rule of thumb" is to have an emergency savings account that can cover three to six months of monthly expenses in the event of an emergency.

If you have already accomplished this, congratulations. If you have not yet started, saving three to six months' worth of expenses can be a daunting task. Acting now will ensure that you have the ability to financially survive a work stoppage, in the extremely unlikely event one occurs in October 2026.

Your 401(k) at Boeing includes several tax advantages because the federal government has created incentives intended to promote

retirement savings. The primary purpose of your 401(k) at Boeing is to save for retirement. In addition to the 3%, 4%, or 5% age-based non-matching Special Company Retirement Contribution, the SPEEA collective bargaining agreements require Boeing to match 75% of the first 8% you save in the Pre-tax, After-tax and/or Roth 401(k) each payday (catchup contributions are not matched).

One of the lesser-known features of your After-tax 401(k) is the in-service distribution option. Contributions to the Pre-tax and/or Roth 401(k) do not have the same in-service distribution option.

The in-service distribution option allows participants to take a distribution while still employed. Any distribution must include contributions and the prorated investment gains those contributions have generated.

Ever since the IRS published Notice 2014-54, this in-service distribution option has been frequently used to convert After-tax 401(k) contributions to a Roth IRA with the associated After-tax gains transferring to a traditional tax-deferred IRA.

This "Mega Backdoor Roth" process has been a very popular method for Boeing employees to get large sums of money into their Roth IRA even if their modified adjusted gross income is too high to make a direct Roth IRA contribution.

## Fund the After-Tax 401(k) for a strike fund

One other option that SPEEA represented Boeing employees have is to use the in-service distribution option of the After-tax 401(k) to take their after-tax contributions back *as cash*, while still maintaining the ability to have the prorated gains roll to a traditional tax-deferred IRA. Since the after-tax contributions have already been taxed and since the tax-deferred gains are transferring to a tax-deferred IRA, there is no increased tax liability associated with this option.

Between April 11, 2024 and the end of the current Professional and Technical contracts (Oct. 26, 2026), there are 67 paydays. If SPEEA-represented individuals changed their 401(k) contributions from whatever they are now to 8% into the after-tax 401(k) from April 11, 2024 through Oct. 22, 2026, the 67 paydays of 8% after-tax contributions would equate to 5.36

## 2024 401k Options

	Pre-Tax	Roth	After-tax
Contributions	Pre-tax	After-tax	
402(g) limit	\$23,000 plus \$7,500 Catchup		n/a
Matching	Yes		
Gains	Tax Deferred	Tax Free	Tax Deferred
415(c) Limit	\$69,000 plus \$7,500 Catchup		

**Catchup Contributions  
A Separate Election - Not Matched**

paydays of cash eligible to be withdrawn in the event of a work stoppage. The 5.36 paydays would be enough to support someone for more than 75 days, in the unlikely event a strike is called.

In the event negotiations result in successfully ratified contracts, and if the IRS rules do not change between now and then, you can use the "Mega Backdoor Roth" process to convert your after-tax 401(k) contributions to a Roth IRA and transfer the associated After-tax gains to a traditional tax-deferred IRA.

## The time to start saving is NOW

SPEEA does not have a strike fund. In the event a strike is called, you will need to support yourself with your own emergency funds. Every single represented individual in the SPEEA Professional and Technical units can save 8% in the after-tax 401(k) to support themselves for a 75-day strike in the extremely unlikely event a work stoppage is called.

The time to start saving is now. If every single SPEEA-represented person changed their 401(k) contributions and saved 8% in their after-tax 401(k), Boeing would know that SPEEA is unified and prepared to do what it takes to get the contract we deserve in 2026.

## About the NW negotiation process

See an overview of the SPEEA Northwest negotiation process on page 5. For the upcoming contract negotiations, SPEEA will provide more information, including how members can get involved and show support.

Now is a good time to sign up for home email for news and alerts. Go to [www.speea.org](http://www.speea.org).

# The negotiation process

## 5 Main table negotiations

Face-to-face talks with Boeing management take place at a neutral location. Negotiation teams and SPEEA staff work through each issue with Boeing management. When agreement is reached on individual items, they are tagged "tentative agreement."

## 6 Management offers

Management compiles the negotiated items into the company offer for a new contract. This is often called the company's 'best and final.'

## 7 Team recommendation

After receiving the company's offer, negotiation team members perform a final analysis. The teams can recommend members vote to accept, reject or issue a 'neutral' recommendation. Teams present the offer and recommendations to the Regional Councils. Bargaining unit councils can issue separate recommendations and call for a strike authorization vote.

## 4 SPEEA proposal

Negotiation team members meet regularly to discuss issues that determine the union's position on issues and decide what changes and improvements are needed in the next contract. This work results in the contract proposal, which is delivered to the company before main table talks.

## 3 Negotiation teams

Council Representatives from the bargaining units (ex. Prof unit and Tech unit) each elect five members to serve as their unit's negotiation team. Negotiation team members hold lunchtime meetings in the workplace to hear from members and discuss upcoming talks.

## 2 Surveys and meetings

A full year before main table negotiations start, the Negotiation Prep committee begins surveying members to determine issues and help set priorities. Key issues are highlighted in SPEEA publications.

## 1 Collecting issues

As soon as the ink is dry on the last contract signing, SPEEA staff begins collecting issues and concerns to address in the next round of negotiations. Small issues can be worked outside of the contract negotiation process in meetings with the company. Others are worked in meetings with Boeing in the months leading up to negotiations.

## 8 Members vote

Members have the power to accept or reject the contract offer. Voting is by secret ballot. Voting packages include details on the contract offer and a strike authorization ballot if called for by the regional council.

## 9 Accept or reject

A positive vote by members completes the negotiation process, and the new contract goes into effect. Rejecting the offer sends both sides back to the negotiations table for more talks. If the company refuses additional changes, the SPEEA negotiation teams can call for a strike if members granted the authority.

**ACCEPT**      **REJECT**



**New SPEEA Contract**

**Back to step 5**

**STRIKE**

Negotiating a new contract (collective bargaining agreement) starts long before the union and company sit down for main table talks.



# 2023-2024 SPEEA Aerospace Career Enhancement

**S**PEEA Aerospace Career Enhancement (ACE) continues to help college students pursue their dreams of careers in aerospace and related fields.

This academic year, a total of 115 students received scholarships. Several recipients are pursuing advanced degrees.

If students pursuing a career in aerospace face barriers because of child-care costs, ACE works with them to provide additional assistance.

## Scholarship selection process

ACE sponsors scholarships with every major public university in Washington state, most state community colleges with a track for aerospace, as

well as professional organizations.

Students apply directly to their schools' scholarship program or professional/diversity focused organizations. The school or organization selects students for ACE scholarships.

To help increase diversity and equity in professional and technical aerospace careers, preference is given to students who are veterans, military spouses and students from under-represented communities.

## About some of the recipients

A number of recipients sent thank you notes highlighting their career paths, such as the student who wants to pursue a Ph.D. and work for Boeing, NASA or SpaceX on crewed vehicle

design teams. One of the students is from Kazakhstan and another is from East Africa

A computer science student is a mother of three young children. One of the students wrote how he wants to study the "effects and wonders of black holes." Another thank-you note came from an aspiring pilot who wants to fly widebody aircraft across the world. And one of the students mentioned their desire to work in Airline Dispatch with a minor in Unmanned Aerial Systems (UAS).

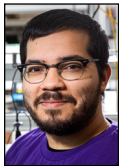
The recurring thread is one of gratitude. The scholarships lift financial burdens, allowing the students to focus on academics and related leadership opportunities.

Learn more at [www.aerocareer.org](http://www.aerocareer.org).

## ACE scholarship recipients (Name, school, major)



**Sai Nithin Reddy Adidela**, University of Washington, Aeronautics & Astronautics



**Vicente Arroyos**, University of Washington, Ph.D., Computer Science & Engineering



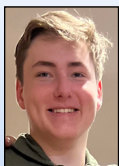
**Franklin (Pierce) Baker**, Green River College, Aeronautical science



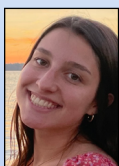
**Yaffet Bedru**, University of Washington, Aerospace Engineering



**Bailey Behn**, Washington State University, Electrical Engineering



**Braxton Brady**, Green River College, Aviation



**Lucy Camblin**, University of Washington, Electrical and Electronics Engineering



**Riley Cambra**, Green River College, Aeronautical Science



**Mukuka Chimese**, Edmonds College, Mechanical Engineering



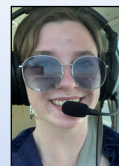
**Benjamin Davis**, University of Washington, Engineering



**Zulrich (Suzan) De Marco Hernandez**, Green River College, Aviation Management



**Joshua DeWees**, Clark College, AAT - General



**Sophie Dignan**, Big Bend Community College, Professional Pilot



**Garrett Dress-Moran**, Green River College, Aeronautical Science



**Chris Ellis**, Everett Community College, Mechanical Engineering



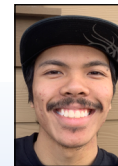
**Noah German**, Big Bend Community College, Aviation & Commercial Pilot



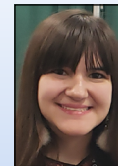
**Ava Goedhard**, Green River College, Aviation Technology



**Joseph Granville**, Evergreen State College, Mathematics/ Interdisciplinary Engineering



**Roel-Deysean Hortillosa**, Everett Community College, Engineering

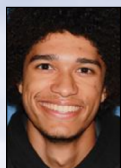


**Quinn Jacobs**, University of Washington, Engineering



**Khalil Johnson**, Green River College, Aeronautical Science

# (ACE) scholarship recipients



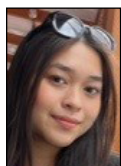
**Kyle Johnson**, University of Washington, Ph.D., Computer Science & Engineering



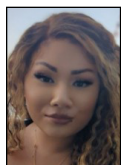
**Brent Kay**, Renton Technical College, BAS - Application Development



**Tyler Lawrence**, Clark College, Electrical Engineering



**Phuong Le**, University of Washington, Aeronautics and Astronautics Engineering



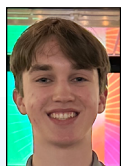
**Karizsa Lopez**, Green River College



**Juan Martinez**, Edmonds College, Advanced Manufacturing and Materials Engineering Technology



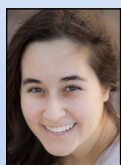
**Colby Muchlinski**, Columbia Basin College, Engineering



**Hayden Myers**, Green River College, Aeronautical Science



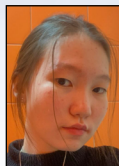
**Teaho Noh**, Everett Community College, Aviation Maintenance Technology



**Grace Pardini**, University of Washington, Engineering



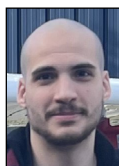
**Jessica Post**, Renton Technical College, BAS - Application Development



**Dariga Rakhat**, Edmonds College, Engineering



**Karen Rodriguez**, Renton Technical College, BAS - Application Development



**Fouad Sakhakhni**, Clover Park Technical College, Professional Pilot



**Rasmane Sawadogo**, Renton Technical College, BAS - Computer Network Engineering



**Axel Scales**, Big Bend Community College, Aviation



**Jayben Scalph**, Eastern Washington University, Mechanical Engineering



**Steven Schoeneck**, Western Washington University, Electrical and Computer Engineering



**Terry Si**, Renton Technical College, Mechanical Engineering Technology



**Jared Smythe**, University of Washington, Aerospace Engineering



**Kyle Swiderski**, Green River College, BAS Aeronautical Science



**Jeremy Tan**, Renton Technical College, BAS Application Development



**Daothid Tern**, Renton Technical College, BAS - Computer Network Engineering



**Kuang-Ying "Eddie" Ting**, University of Washington, Ph.D., Aeronautics & Astronautics



**Moises Troya**, Edmonds College



**Tyrone Woodard**, Western Washington University, Polymer Materials Engineering



**Isaiah Zunic**, Walla Walla Community College, Mechanical Engineering

*Continued on page 8*

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## Photo not available (Name, school, major (where available))

Continued from page 7

- **Oluwafemi Ajeigbe**, Washington State University
- **Breylin Alexander**, Northwest Indian College, Native Environmental Science – Engineering
- **Connor Allen**, Spokane Falls Community College
- **Jordan Baker**, Washington State University
- **Michael Ballard**, Green River College
- **Kaniet Baratov**, Highline College
- **Jenna Barger**, Washington State University
- **Devyn Bata-Wilson**, Central Washington University
- **Adriell Cabrera**, Renton Technical College, Engineering Design Technology
- **Edgar Clara**, Columbia Basin College, Engineering
- **Jonathan Crumb**, Everett Community College, Advanced Manufacturing
- **Josh Deasis**, Eastern Washington University, Mechanical Engineering
- **Darrell Dewald**, Walla Walla Community College, Computer Science
- **Emilio Elizondo**, Columbia Basin College, Mechanical Engineering
- **Dana Estrella-Villa**, Green River Community College, Aeronautics
- **Mahefaniaina Faly Razafiarison**, Walla Walla Community College, AAT – Engineering
- **Kameron Fueston**, Green River College
- **Krystian Gaworczyk**, Everett Community College
- **Abiyu Gebremeskel**, Renton Technical College, BAS - Computer Network Engineering
- **Cortez Giesen**, Central Washington University
- **Eric Gray**, Big Bend Community College, Aviation Commercial Pilot Program
- **Jun Han**, Highline College
- **Riley Hinton**, Green River College
- **Oscar Hipolito**, University of Washington
- **Tung Ho**, Everett Community College
- **Bryce Hutchinson**, Green River College
- **Shelby Inman**, Clark College, Computer Science
- **Brenden Johnson**, Eastern Washington University, Mechanical Engineering
- **Winner Khaney**, Highline College
- **Kai Laslett-Vigil**, University of Washington
- **Harrison Leary**, Lake Washington Technical College, Mechanical Design Technology
- **Koa Lono**, Green River College
- **Eric Martinez**, Columbia Basin College, Engineering
- **Enrique Marulanda**, Everett Community College, Engineering Technology
- **Antonio McArthur**, Everett Community College, Aviation Maintenance
- **Connor McDonald**, Green River College, Aviation Technology
- **Donald McNulty**, Green River College
- **Yeabsira Moges**, Renton Technical College, BAS - Computer Network Engineering
- **Ahmed Monir**, Renton Technical College, Computer Science
- **Torin Murdock**, Everett Community College, Engineering
- **Binh Nguyen**, Highline College, Computer Engineering
- **Igor Nikolaev**, Renton Technical College, BAS - Computer Network Engineering
- **Bernard Omollo**, Edmonds College
- **Jarre Owens**, Renton Technical College, BAS - Computer Network Engineering
- **Logan Parm**, Walla Walla Community College
- **Alberto Robles**, Walla Walla Community College
- **John Ross**, Central Washington University
- **Arun Rumba**, Everett Community College, Aviation Maintenance
- **Mohammad Saad**, Green River College
- **Ryan Sanchez**, Everett Community College, Engineering
- **Lanny Stroyzk**, Big Bend Community College, Aviation Program
- **Sione Thompson**, Big Bend Community College
- **Ryan Vo**, Lake Washington Technical College, Mechanical Design Technology
- **Mosawarkaihan Wafayee**, Renton Technical College, BAS - Computer Network Engineering
- **Jeremy Willson**, Everett Community College, Engineering
- **Ryder Wolfe**, Big Bend Community College, Commercial Pilot

### ACE scholarship partner organizations

- Native Forward (formerly American Indian Graduate Center (AIGC))
- American Indian Science and Engineering Society (AISES)
- Red-Tailed Hawks Flying Club (Black Pilots of America - Washington state chapter)

### SPEEA Profs and Techs

## Reminder on retention-rating notices

Boeing managers will be distributing retention ratings to SPEEA-represented employees 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](http://www.speea.org) (click on drop-down menu: Member Tools/Retention).

## NW Council hosts in-person guest night

Members interested in seeing how the Council works are encouraged to attend the in-person Northwest Council Guest Night, Wednesday, April 10. Dinner is included.

### NW Council Guest Night

Wednesday, April 10, 4:30 p.m.  
Teamsters Hall, 14675 Interurban Ave. S,  
Tukwila

Complimentary shuttle bus from Everett

This is an excellent opportunity for those considering stepping up for a vacant Council Rep seat

in their district or if you want to network with other SPEEA members and learn more about how SPEEA operates.

In addition to the Council business, attendees could win SPEEA visibility items and other prizes in random drawings.

If you're interested in attending, ask your Council Rep. For questions and/or sign up for the Everett shuttle bus, email [jimo@speea.org](mailto:jimo@speea.org).



## SPEEA congratulates new Tech Fellows

Congratulations to the new Technical Fellows, class of 2024, especially the 51 who are SPEEA-represented in the Prof bargaining unit.

Boeing Technical Fellows are recognized experts from diverse technical areas, representing the top 3% of Boeing's technical and scientific community.

They assist in solving key technical challenges, lead projects that have significant impact, serve in key roles on technical boards and councils and mentor the next generation of technical leaders.

The Fellowship is a technical career-development path comprised of five Fellowship levels with increasing degrees of influence:

- Associate Technical Fellow (ATF) – major program influence
- Technical Fellow (TF) – business unit influence
- Senior Technical Fellow (STF) – business unit and enterprise influence
- Principal Senior Technical Fellow (PSTF) – business unit and enterprise influence

- Distinguished Senior Technical Fellow (DSTF) enterprise and industry influence

### Learn more about the process

Wondering if the Technical Fellowship Program is the right path for you? Each year, the Ed Wells Partnership hosts events where you can learn more about the requirements and process from current Fellows. You can view a recording of the 2023 event “EWP Live! Becoming a Boeing Associate Technical Fellow: Process Overview and Advice.” The recording is available through the Ed Wells Partnership inSite page, on the Boeing intranet.

### Boeing Commercial Airplanes (BCA)

- Kurt Acheson
- Shakil Ahmed
- Kristen Bengtson
- Clifford Borowicz
- Fei Kai
- Kevin Callahan
- Jack Castro
- Bijan Deris
- Brian Gilbert
- James Hatlestad
- Andrew Keleher
- Dongjoon Kong
- Kenneth LaSalle
- James Manlove
- Gary Monsouri
- Scott Marston
- George McEachen
- Paul Mizumachi
- Brian Nasralla
- Darrin Noe
- John Ostic
- Gerald Power
- Marcin Rabiega
- Timothy Rahmes
- Sean Ramey
- Madhavadas Ramnath
- Donna Reimers
- Sascha Ruegamer
- Brian Rupnik
- Julien Scharl

- Farhad Shroff
- Steven Trotter
- Roger Ubbi
- Michael Banguardia
- Aaron Voigt
- Carlos Walker
- Jason Warner
- Olaf Weckner
- Monte Wright

### Boeing Defense, Space and Security (BDS)

- Conrad Mitchell
- James Wilder

### Boeing Global Services (BGS)

- Changzhou Wang

### Boeing Test and Evaluation (BT and E)

- Alec Adams
- Bernard Sklanka

### Chief Technology Office (CTO)

- Brian Kormanyanos
- John Lin
- Alan Merkley
- Karen Schultz
- Hong Tat
- Alfio Zanchi

### Software Engineering

- Patrick Eames

## Still time to apply for IFPTE college scholarship

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

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

One scholarship will be offered to children or grandchildren of IFPTE members working in each of the union's four sectors – private, public, federal and Canadian. (All SPEEA members are considered private sector, as employees of Boeing and Spirit AeroSystems.)

To apply, each student must submit all of the

following:

- Official transcripts of high school grades, signed by a school counselor or administrator.
- Three letters of recommendation.
- An essay of at least 500 words on the topic of “What Being a Member of a Union Family Means to Me.”
- A completed application form, which can be downloaded from [ifpte.org/scholarship](http://ifpte.org/scholarship).

Details, including information on where to send required materials, are available at [ifpte.org/scholarship](http://ifpte.org/scholarship).

Sunday, April 28

## Honor Workers Memorial Day

In recognition of workers who were injured or died at/or because of work, union members join citizens across the globe in recognizing Workers Memorial Day Sunday, April 28.

### Special events

In Washington state, events are being finalized to remember those who died and call for changes to prevent more deaths and injuries. Look for details at [www.thestand.org](http://www.thestand.org) (the online labor news site for Washington State Labor Council (WSLC), AFL-CIO) and the Snohomish & Island County Labor Council's website at [www.snolabor.org](http://www.snolabor.org).



At a recent state robotics competition in Seattle, shown above are members of the SPEEA-sponsored Minutemen from Liberty High School, Renton. From left, Sandesh Sulgaonkar, 11th grade, Lukas Fleugge (holding robot, 11th grade, Lakshya Upadhyay, 10th grade, Peter Nerlin, 9th grade, David Owley, lead mentor, Matthew Tsang, 10th grade, Noah Sather, Ph.D., mentor, Karen Takatani, mentor and SPEEA member, Dave Duncan, mentor, Tod Oney, high school administrator for the team. Minutemen are part of FIRST Robotics Tech Challenge (FTC).

## SPEEA STEM grant

# Robotics mentor: 'Ground floor of something exciting'

By Karen McLean  
SPEEA Communications Director

RENTON, Wash. – Karen Takatani used to consider herself just a supportive mom for her oldest daughter's robotics team at Liberty High School. "I'd bring food and drive people around."

Now, she's one of the mentors for Liberty High School Minutemen, a robotics team associated with For Inspiration and Recognition of Science and Technology (FIRST).

On behalf of the Minutemen, Takatani, a SPEEA member, secured a grant from the SPEEA Northwest Council for Science Technology, Engineering and Math (STEM).

After serving her first full season with the Minutemen as a mentor, she strongly encourages others to step up – regardless of their experience – because she gained so much from it.

"We're at the ground floor of something exciting," she said. "I'm dying to see where they go as adults."

### No experience required

Takatani works for Boeing Research and Technology (BR&T) in portable tools and export classification at the Renton site. Prior to this role, she worked in ergonomics at Boeing and before that, she did graduate work in public health, then worked for startups and a cellular company.

Even with her background, she discovered no

STEM experience is required and not all her experience was enough.

"You can be of any age and any ability," she said. "I didn't know CAD (Computer Aided Design), but the kids use it all the time. Can I help them? Absolutely not," she said, adding, "you don't have to know everything."

During FIRST Tech Challenge (FTC) which started last fall, Takatani helped the students turn their ideas and debates into an engineering notebook required for the competition.

"It goes back to ergonomics," she said. "I observe, and I write up what I observe." In this case, she observed the students working through the steps that were ultimately captured in a spiral bound book.

The students spent long hours at least twice a week at the school and in her garage, along with her husband, David Owley, a retired machinist who is also a team mentor, and other mentors.

"I had no idea," Takatani said about how much fun she's had mentoring with the others. "It's really inspiring to have these kids around. When they are building the robot, there are so many debates. It's definitely a student-built and designed robot with mentors' help."

### Setting stage for careers

Takatani emphasized the joy of letting the students take control – even when they make decisions their mentors didn't recommend. "We are really only advisors," she said. "They are going

into the workforce – they need to be prepared to talk to adults and bring ideas."

She sees that with her youngest daughter, who is now on the Iron Patriots, a FIRST Robotics Competition (FRC) team. Both teams are sponsored by SPEEA, IFPTE Local 2001.

"I thought my greatest joy would be working side by side with her," Takatani said. "But she's getting the space she needs to debate with other adults."

Still on the fence about stepping up to be a mentor? Takatani encourages those interested to start by going to a FIRST competition to see teams working together – even when they're competing – by sharing design advice, game strategy and moral support. "It's called cooptition (cooperation meets competition) and gracious professionalism," she said.

Do it for the students – but also do it for yourself.

"You can learn from the kids to not judge on age. Really listen and learn from them, because it's a two-way street," she said. "And it's also something I plan to bring to work."

For more about FIRST in Washington state, go to [www.firstwa.org](http://www.firstwa.org) and [www.firstinspires.org](http://www.firstinspires.org).

For current mentors who are members, see the article on page 11 regarding the application period for SPEEA Northwest Council grants related to Science, Technology, Engineering and Math (STEM).

Earth Day

## April EWP Live! focuses on Sustainable Aviation Fuel

By Kelly Hanes  
SPEEA co-director, Ed Wells Partnership

The first Earth Day took place in April 1970 as a way to bring awareness to environmental issues. The U.S. Environmental Protection Agency was created later that year to help protect the environment.

Now, federal and state governments, non-profit organizations and for-profit businesses have measures in place to improve human impacts to the Earth. Boeing has 2030 goals for sustainability that include employee well-being, clean technology and sustainable operations.

On April 18, Ed Wells Partnership will host

*“EWP Live! Boeing and Sustainable Aviation Fuel (SAF): How we got here, and where we’re going.”*

The live webcast will:

- Review the history of sustainable aviation fuels
- Talk about how Sustainable Aviation Fuel (SAF) is used today
- Discuss Boeing’s 2030 commitments and how SAF fits into sustainability goals

This webcast begins at 11 a.m. (Pacific Time). You will be able to submit questions you have about sustainable fuels to our speakers during the webcast.

At Ed Wells, we strive to offer an EWP Live! event each year to highlight some of the work being done around sustainability. In the past, we have had speakers talk about the latest EcoDemonstrator projects as well as introduce the Sustainability Lab. You can view these recordings, as well as the recording from the April 18 event, on-demand on the Ed Wells Partnership inSite page in the *EWP Live! Recordings* category.

If you have any other suggestions for sustainability related topics, speakers or classes, we would love to hear from you! You can submit a course proposal on the Boeing intranet at [edwells.web.boeing.com](http://edwells.web.boeing.com) or send an email to [edwells.sbpnrshp@boeing.com](mailto:edwells.sbpnrshp@boeing.com)

Wichita Engineering Unit (WEU)

## Five members on WEU Negotiation Team

Congratulations to **Benjamin Blankley**, **Laura Dame Santry**, **R Matthew Joyce**, **Brennan Macklin** and **Derek Milligan**. They were elected March 13 to serve on the Wichita Engineering Unit (WEU) negotiation team.

The WEU Bargaining Unit Council Reps voted to determine the negotiation team members.

In addition to negotiations training, the team will meet regularly with staff to prepare for contract negotiations with Spirit AeroSystems. The SPEEA-Spirit WEU contract expires Dec. 1.

Science, Technology, Engineering and Math (STEM)

## Time to apply for Northwest Council STEM grant

SPEEA members can now apply for a Northwest Council grant related to Science, Technology, Engineering and Math (STEM).

The grants are awarded to Northwest non-profit organizations promoting students’ interest in related careers – if a SPEEA member is involved as a parent, coach, mentor or volunteer.

The application is online at [www.speea.org](http://www.speea.org). The grant deadline is Thursday, Aug. 15.

Apply for grant review committee

Northwest members can also apply for the STEM grant review committee. The committee reviews applications, confirms eligibility and provides recommendations to the Northwest Council for a vote.

To apply for the STEM Grant Review Committee, email [nw\\_stem\\_grants@speea.org](mailto:nw_stem_grants@speea.org) with your contact information and school district where you live by noon, Friday, June 28.

## Spirit announces bonus payout

WICHITA – SPEEA-represented employees received a bonus Feb. 22 from Spirit AeroSystems for the company’s Short Term Incentive Plan (STIP).

The payout was based on the 2023 performance score for three company divisions – Defense and Space, Aftermarket and Commercial. The payout ranged from 0.08 to 1.025% depending on the division.

Eligible pay includes leave with pay, overtime wages, Earned Time Off (ETO) and holiday pay as noted in the SPEEA-Spirit AeroSystems contracts.

Sign up  
for classes



[canvas.aerocareer.org](http://canvas.aerocareer.org)



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### NW WAC movie night a hit

Members and their families came to SPEEA Tukwila and SPEEA Everett for the Northwest Women's Advocacy Committee (WAC) movie night. Although SPEEA's license to host the movie doesn't allow us to say the movie title in print, think pink if you're wondering. After the movie, members stayed for a brief discussion. Members also brought women's clothing to the halls for the Jubilee Women's Center in Seattle. WAC planned to deliver the clothing at the end of March.

## TRAINING/ EVENTS

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

### NORTHWEST NW Council guest night

NW Council meeting

**Wednesday, April 10, 4:30 p.m.**  
Teamsters Hall, Tukwila

Bus departing from SPEEA Everett

Dinner provided – random  
drawings for prizes

For more information, email  
[jimo@speea.org](mailto:jimo@speea.org)

Northwest Council officers

### MIDWEST Young Professionals no-host social

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

Email [tjtrousdale@gmail.com](mailto:tjtrousdale@gmail.com)  
for location details

MW Young Professionals

### Save the date Member Day at Sedgwick County Zoo

Free admission

**Saturday, April 27**

Details coming soon

MW Membership Activities

### SPEEA presentation April 30 and May 1

## Spirit open enrollment next month

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

Later this month, you can learn more about the health care plan options in your contract at an in-person presentation with **Matt Kempf**, senior director of compensation and retirement. Kempf is the staff subject matter expert for health care plans in the SPEEA contracts at Spirit. His presentation is from 11:30 a.m. to 12:30 p.m., Tuesday, April 30 and repeated at the same time, Wednesday, May 1. Both days are in the 3-1900 (IPB3) Auditorium.

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

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

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