

the **SPEEA**  
IFPTE LOCAL 2001

Monthly Publication  
**MAY 2025**

# Spotlight

PROFESSIONAL AEROSPACE UNION



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## On the cover: What can you learn through SPEEA ACE?

Did you know you can take cool classes like drone building through SPEEA Aerospace Career Enhancement (ACE)? Upcoming free courses include "Intro to Python Programming and Coding Applications," "Composites 102: Wet Layup & Destructive Testing," and "First Aid + CPR/AED Training." Go to [www.aerocareer.org](http://www.aerocareer.org) for more information and to sign up. In addition to classes, ACE sponsors scholarships with a focus on aerospace studies and offers child care assistance grants to eligible students.

## Spirit AeroSystems open enrollment May 5-16

By **Matthew Kempf, CFP®, CEBS**  
SPEEA Sr. Director of Compensation and Retirement

**W**ICHITA, Kan. – Spirit AeroSystems open enrollment runs May 5-16. This is the **only time of the year** to make routine changes to your health care plan unless you have a qualified status change during the year.

### Passive enrollment for 2025-2026

Default coverage for Wichita Technical and Professional Unit (WTPU) employees with dependents will be their current 2024/2025 medical, dental and vision plans.

Default plans for Wichita Engineering Unit (WEU) employees will be the new High Deductible Health Plan (HDHP) at their current coverage level along with their current 2024/2025 dental and vision plans.

Flexible Spending Accounts (FSA) and Health Savings Accounts (HSA) are zeroed out and must be re-elected each year.

### Wichita Engineering Unit (WEU) – new medical plans

The 2024-2028 WEU contract includes two new medical plans that replace the existing Blue, Green and Orange plans. The new options include a Health Savings Account (HSA) qualified High-Deductible plan (HD) and a new Low-Deductible plan (LD) that is not HSA qualified. Both the HD plan and the LD plan may be selected with or without the concierge primary care network. The two new plans also cover certain fertility treatments in a limited manner.

### WEU Premier dental plan enhancements

The Premier dental plan annual maximum per person and orthodontia maximum will increase \$500 per year if an employee and/or dependent

has two preventative visits per plan year up to an annual maximum of \$3,000 and an orthodontia maximum of \$2,500.

This benefit enhancement is tracked per person, so it would be possible for an employee to have the increased annual maximum if they received two preventative visits in a plan year, but their spouse may not have the increased maximum if the spouse did not receive two preventative visits in a plan year. Once increased, the benefit will not decrease if the individual fails to have two preventative visits in a plan year.

The WEU Premier dental plan will also now cover surgical procedures for the placement or removal of dental implants, subject to an independent maximum of \$10,000 per person per plan year.

### Wichita Technical and Professional Unit (WTPU) – minor changes

To maintain HSA qualified status, the Green plan deductible is increasing from \$1,600 (single) and \$3,200 (family) to \$1,650 (single) and \$3,300 (family).

### How to enroll

Choose one option:

- Online at [www.myspiritbenefits.com](http://www.myspiritbenefits.com)
- By phone - 1-877-459-3345
- By app – using the "Spirit Benefits On The Go" app from the Google Play or Apple store.

For actual rates and additional information, go to [www.myspiritbenefits.com](http://www.myspiritbenefits.com).

SPEEA offers an open enrollment webinar at [www.speea.org](http://www.speea.org) (drop-down menu: Medical & Retirement/Medical).

### SPEEA WEU/WTPU

Open enrollment seminar online

[www.speea.org](http://www.speea.org)

Drop-down menu: Medical & Retirement/Medical



## Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC

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INTERNATIONAL FEDERATION OF  
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## Members start new terms as SPEEA Council Reps

**S**PEEA welcomes new and returning Council Reps who start two-year terms at the May 8 regional Council meetings.

Council Reps are key leaders within our union.

They are SPEEA's representatives in the workplace, helping to monitor and enforce our contracts with our employers and assisting members when they have issues with management or contract benefits.

Council Reps also are decision makers who serve on our union's governing bodies - the SPEEA and regional Councils. At these meetings, they help make decisions and set union policies by voting on motions.

### Council Rep elections

For seven districts with more candidates than vacancies, SPEEA conducted online elections. Ballots were due April 23.

Go to [www.speea.org](http://www.speea.org) for election results.

### Run for a vacant Council seat

If you're a member in good standing for the preceding 12 months and are interested in serving as your co-workers' SPEEA liaison, go to [www.speea.org](http://www.speea.org) (drop-down menu: Councils/Forms, Petitions, Delineations).



## PRESIDENT'S CORNER

By John Dimas,  
SPEEA President

*Committee re-forming starts in May*

## Small commitment, big impact on committees

**I**n both the Midwest and the Northwest, the new terms begin for Council Representatives at the May 8 regional Council meetings.

Every time new terms start for Council Reps, the regional Council committees go through a process of re-forming. The SPEEA Council committees, which include the Northwest and Midwest, re-form annually.

All reforming means is they begin again. Any SPEEA member who attends the first meeting is eligible to be a voting member of that committee and can vote to elect new committee officers. And that is ANY SPEEA member. Committee membership is open to all SPEEA members.

For the regional Council committees, the re-forming occurs at the first meeting after May 8, when the new Council Reps are seated. The SPEEA Council committees re-form after May 30, the date of the annual SPEEA Council convention.

### About committees

The various committees are where the bulk of the policy work of SPEEA begins. Any legislative issues come from the SPEEA and regional Legislative & Public Affairs committees.

A lot of communication and coordination with Northwest members is done through the Action and Communication Taskforce, for example.

There are also membership activities, new hire/young members and young professionals committees that host social events for members in the Northwest and Midwest.

Interested in changing some of the rules on how SPEEA operates? SPEEA has three types of Governing Documents committees where those changes can begin.

These are just a few examples of committees that members can join and be a part of governing SPEEA. See page 4 for more information.

### Why this matters

Involvement on committees is important. Committees not only support the membership and the governing of SPEEA, but they are also a critical tool in supporting contract negotiations.

Committees are a way to build up our fellow members' awareness and engagement, which leads to leverage in contract negotiations. Committees also communicate with members about their importance in SPEEA.

Let's look at the Northwest Professional and Technical contracts.

Because of the last two contract extensions in those bargaining units, many issues did not get updated or addressed. To make improvements, communication and activism are going to be vital in the next negotiations.

Committee membership supports all of these activities.

All SPEEA members, no matter which bargaining unit, play an important role, both big and small.

A magic contract is never going to just materialize from the employer. We have to be prepared to fight for everything we want to see in a contract.

We need to build the leverage that the negotiation team can use.

In the Midwest, later this year, the Wichita Technical and Professional Unit (WTPU) will be negotiating its next contract. I look forward to seeing SPEEA members out there mobilize through committees and turn that into leverage at the bargaining table.

Some members ask, "What will SPEEA do?" I ask SPEEA members, what will you do?

### Vacancies

- **California** – C-10
- **Developmental Center** – D-1, D-2, D-5 and DS-10 (second shift)
- **Everett** – E-4, E-22, E-23 and E-35
- **Kent** – K-10
- **Oregon** – O-2
- **Pilots** – PLT
- **Utah** – U-1
- **Remote** – QA-10, QR-10, QS-10 and QQ-10
- **Spirit** – S-1 and S-8



## Climbing the walls with SPEEA

About a dozen members took part in the NW New Hire / Young Members Committee event at Vertical World, Seattle, April 12. The committee hosts the event to bring together members outside of work, connect and have fun. The committee's next event is a picnic planned for July 12 at Seattle's Golden Gardens Park.



*Good time to join and get to know other union members*

# SPEEA and regional committees begin re-forming

**S**PEEA's committees are about to re-form, making this a great time for you as a union member to get involved with a group that addresses issues you care about.

Joining a committee helps with networking and building leadership skills. Committees also are charged with planning and holding events. Some committees send members to conferences for training.

### About our committees

SPEEA's regional committees re-form every two years in conjunction with elections for new Council Reps. SPEEA committees re-form every year.

By joining at the re-forming meeting for any committee, union members are granted automatic committee membership and have the chance to vote on committee officers for the new term.

After the initial meeting, members can still attend

meetings. They gain full committee membership by attending two consecutive meetings.

Meetings typically are held virtually once a month.

Regional committees will re-form the first meeting after the May 8 Northwest and Midwest regional council meetings. SPEEA committees re-form at the first meeting after the annual SPEEA Council Convention, which will be May 30.

**Reminder** – The Prof and Tech Negotiation Prep Committee (NPC) is a bargaining-unit committee, not a Council committee. For this reason, it does not need to re-form.

### You are invited

See more about the committees at [www.speea.org](http://www.speea.org) (drop-down menu: Councils/Council Committees). Email [meetings@speea.org](mailto:meetings@speea.org) to RSVP and get links to virtual/hybrid committee meetings.

*PT (Pacific Time) CT (Central Time)*

### SPEEA Committees

**Diversity** - 2nd Wednesday - 4:30 p.m. (PT) / 6:30 p.m. (CT)

**Governing Documents** - 3rd Wednesday - 4 p.m. (PT) / 6 p.m. (CT)

**Leadership Development & Training** - 1st Tuesday - 4 p.m. (PT) / 6 p.m. (CT)

**Legislative & Public Affairs** - 3rd Monday - 3:30 p.m. (PT) / 5:30 p.m. (CT)

**Organizational Planning** - 3rd Tuesday (Qtrly) - 4 p.m. (PT) / 6 p.m. (CT)

**Veterans** - 4th Thursday (even months) - 4 p.m. (PT) / 6 p.m. (CT)

### Northwest Committees

**Action & Communication Taskforce** - 1st Wednesday - 4:30 p.m. (PT)

**Governing Documents** - 3rd Wednesday - 5 p.m. (PT)

**Labor Delegates** - Quarterly or as needed

**Legislative & Public Affairs** - 4th Monday - 4:30 p.m. (PT)

**Membership Activities** - 2nd Tuesday - 4:30 p.m. (PT)

**New Hire / Young Members** - 4th Wednesday - 4:30 p.m. (PT)

**Women's Advocacy** - 4th Tuesday - 5 p.m. (PT)

### Midwest Committees

**Governing Documents** - 3rd Tuesday - 4 p.m. (CT)

**Legislative & Public Affairs** - 3rd Monday - 4:30 p.m. (CT)

**Membership Activities** - 1st Thursday - 4:30 p.m. (CT)

**Young Professionals** - 3rd Thursday - 4:30 p.m. (CT)

# 2025 Prof and Tech Salary Charts

By **Matthew Kempf, CFP®, CEBS**

SPEEA Sr. Director of Compensation and Retirement

Salary charts for the Professional and Technical Bargaining Units at The Boeing Company will be posted at [www.speea.org](http://www.speea.org) by early May with updated 2025 salary adjustments.

For a Boeing employee to be eligible for the 2025 SPEEA salary exercise, the employee must have been hired by Boeing before Dec. 31, 2024, and in the unit on both the fund computation date (Dec. 31, 2024) and on the increase effective date.

As with recent years, Boeing advanced the increase effective date two weeks from the date identified in the 2020-2026 SPEEA Prof and Tech contracts. Accordingly, the 2025 increase effective date was Feb. 21, 2025.

The detailed salary charts are a valuable tool for SPEEA members to see how their salaries are progressing and to help with conversations about performance and career management. Members can access salary charts using their BEMSID and last name.

*Continued on P6*

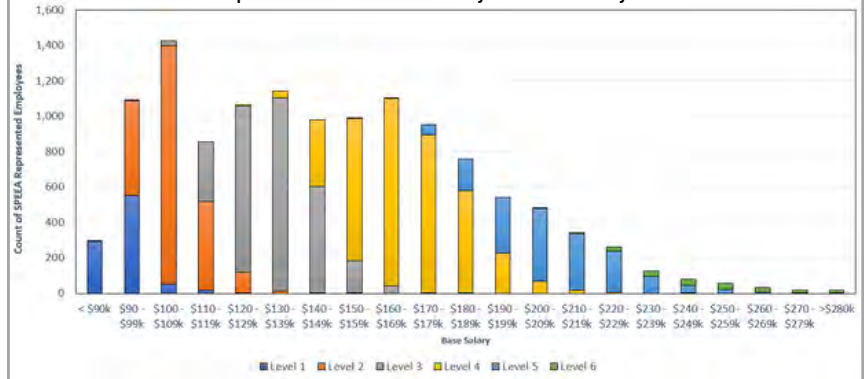


## VIEW SALARY CHARTS ONLINE



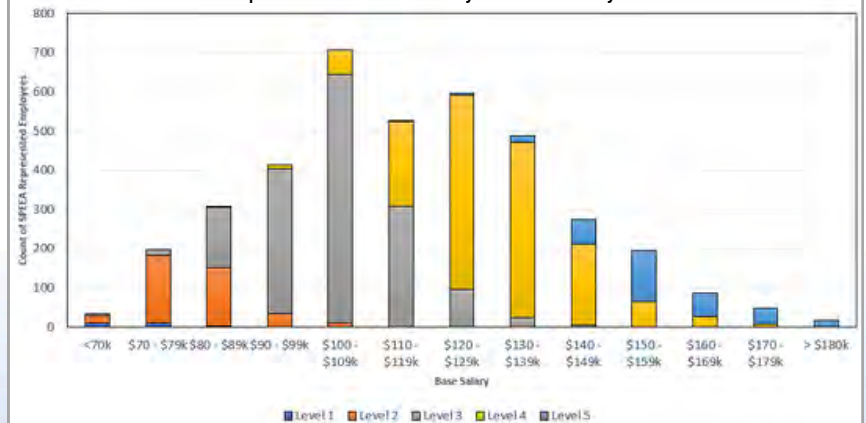
Scan QR code above or go to  
[www.speea.org/Member\\_Tools/Salary\\_charts.html](http://www.speea.org/Member_Tools/Salary_charts.html)

SPEEA-Represented Professional Unit by 2025 Base Salary and Level



Levels	Count	Avg. Age	Avg. Service	Avg. Salary	Lower 10%	Median	Upper 10%
Level 1	916	25.4	1.8	\$92,265	\$86,751	\$91,630	\$98,237
Level 2	2,523	28.9	3.2	\$105,840	\$97,848	\$104,401	\$115,744
Level 3	3,226	40.3	10.1	\$133,130	\$119,302	\$132,580	\$147,899
Level 4	4,082	48.8	17.6	\$168,485	\$149,750	\$167,380	\$187,884
Level 5	1,686	54.3	23.9	\$208,214	\$186,472	\$206,761	\$230,082
Level 6	196	58.6	28.3	\$250,217	\$226,457	\$248,422	\$276,172
Total	12,629						

SPEEA-Represented Technical Unit by 2025 Base Salary and Level



Levels	Count	Avg. Age	Avg. Service	Avg. Salary	Lower 10%	Median	Upper 10%
Level 1	23	31.2	3.1	\$73,489	\$66,049	\$73,395	\$82,000
Level 2	384	33.7	4.0	\$80,485	\$71,094	\$79,981	\$90,684
Level 3	1,607	46.5	13.7	\$104,344	\$89,579	\$104,550	\$117,892
Level 4	1,539	53.1	20.5	\$130,224	\$115,005	\$129,642	\$146,370
Level 5	332	54.9	25.9	\$157,064	\$141,963	\$157,830	\$173,442
Total	3,885						



# SPECIAL SECTION: 2025 SPEEA - BOEING PROF AND TECH SALARY CHARTS

Bargaining Unit	Count of Individuals	Average Old Base Salary	Average New Base Salary	Promo/OOS Dollars Spent	OOS as % of old base*	# of Promo/OOS	Average Promo/OOS incr.
Prof	12,969	\$143,102	\$147,983	\$18,720,309	1.09%	1,547	\$12,101
Tech	3,885	\$113,714	\$116,560	\$4,732,290	1.07%	434	\$10,904

\* Boeing spent less than the 1.5% contractually required minimum budget for both bargaining units during 2024. Because of the shortfall in promotions and out of sequence spending, Boeing was required to add \$7,409,678 to the Prof pool and \$2,208,891 to the Tech pool.

In addition to the contractually required minimums, Boeing spent an additional \$324,970 on the Prof Unit and \$279,752 on the Tech Unit during the 2025 Annual Compensation Review.

Any unspent 2025 promotional funds roll to the 2026 selective salary adjustment fund.

Continued from P5

## About the online charts

Salary charts are available for every unique combination of bargaining unit, business unit (formerly major org), job family and occupation with 10 or more eligible individuals. Additionally, each Skill Management Code (SMC) within each bargaining unit and business unit with 25 or more individuals eligible for the salary exercise has its own salary chart.

## Promotional and Out-Of-Sequence

Salary adjustments made outside of the Annual Compensation Review (ACR) process are summarized here. For data specific to individual jobs codes, see the detailed charts online.

The online charts, E and F, include the number of promotions and Out-Of-Sequence (OOS) raises by level as well as average increase amount. The minimum promotional increases are \$2,500 for Techs and \$3,500 for Profs.

To account for fluctuations in the size of the respective bargaining units, the frequencies are expressed as a rate per 1,000 employees eligible for the Annual Compensation Review that year.

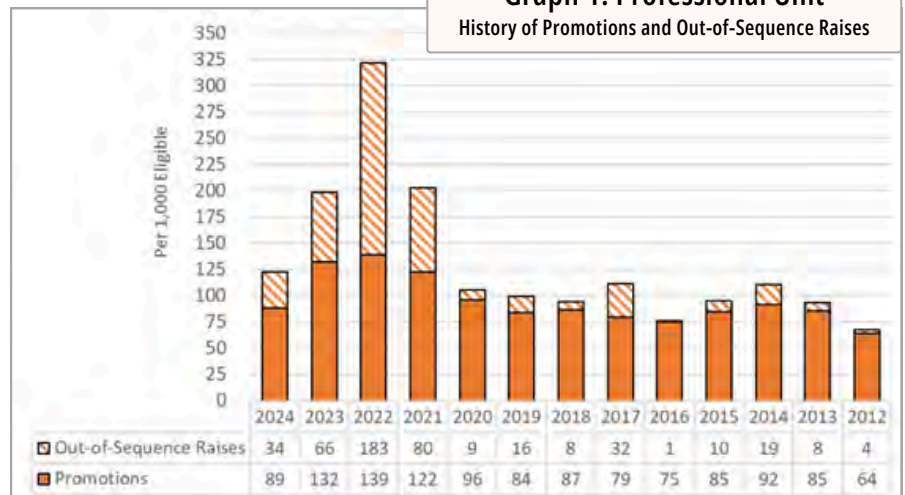
## Salary Adjustment Funds and Lump Sum Awards

The Prof Unit has a 2025 salary adjustment fund of 3%. Because 2% is a guaranteed minimum wage increase, the remaining 1% of the salary pool was selective. The Tech Unit has a 2025 salary adjustment fund of 2% and a 1% lump sum award. The Tech Unit also has a 2%

Continued on P7

## Graph 1: Professional Unit

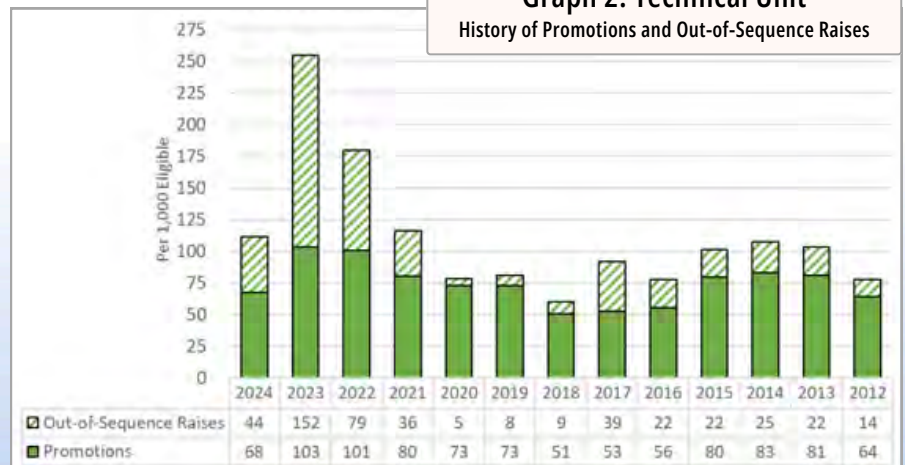
History of Promotions and Out-of-Sequence Raises



A 13-year history of the frequency of Promotions and Out-Of-Sequence raises for those in the Prof Unit is in Graph 1. The average amount spent per promotion on the Prof Unit was \$13,500. The average Out-of-Sequence amount for the Prof Unit was \$8,455.

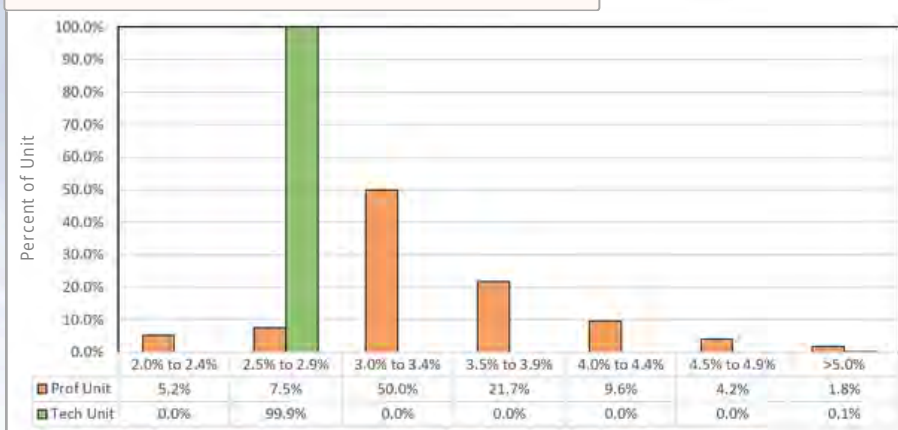
## Graph 2: Technical Unit

History of Promotions and Out-of-Sequence Raises



A 13-year history of the frequency of Promotions and Out-Of-Sequence raises for those in the Tech Unit is in Graph 2. The average amount spent per promotion on the Tech Unit was \$12,710. The average Out-of-Sequence amount for the Tech Unit was \$8,126.

**Graph 3: Distribution of Base Salary Increases**



Graph 3 shows the distribution of the salary adjustment for SPEEA Bargaining Units at Boeing.

**Graph 4: Average Raise by Compa-Ratio (Before Raise)**



Graph 4 illustrates the relationship between average raise and average Compa-Ratio for the two units.

**Graph 5: Distribution of Overall Performance Rating by Year by Bargaining Unit**



While there were some changes in the distribution of OPR ratings starting in 2023, Graph 5 identifies the vast majority of SPEEA-represented Prof and Tech Boeing employees have been rated "Met Expectations" or higher over the past nine years.

*Continued from P6*

guaranteed wage increase, typically leaving no funds remaining for the selective pool. Due to the fact that Boeing underspent the promotional and out-of-sequence funds, the total pool for the Prof Unit was 3.4% and the total pool for the Tech Unit was 2.5%.

## Salary Reference Tables

Salary Reference Tables (SRTs) are built by Boeing for each job, occupation and level. They are adjusted annually based on market and business conditions. The SRT minimum is 70% of the SRT midpoint and the SRT high is 125% of the SRT midpoint.

Once again, Boeing has chosen not to update the Salary Reference Tables, making the SRTs less and less meaningful.

## Compa-Ratio

The Compa-Ratio is the ratio of an employee's salary to the Salary Reference Table (SRT) for the employee's job family and level. Employees with a Compa-Ratio greater than "1.0" indicates they are paid more than the SRT median. Conversely, a Compa-Ratio less than "1.0" shows salary is less than the SRT median.

Typically, Compa-Ratios play an important role in helping to determine an employee's base salary increase. If all other things were the same, an employee with a lower Compa-Ratio will receive a higher raise than a similar employee with a higher Compa-Ratio.

## Overall Performance Rating

After Performance Management (PM) close-out, an Overall Performance Rating (OPR) is assigned to each employee by their manager. Whereas the PM process provides ratings based on an individual's ability to achieve their documented personal goals, the OPR rating is an assessment that reflects the value of the employee's overall contribution to the company compared to other employees of similar job family and level.

Your OPR rating may be Far Exceeded, Exceeded, Met, Met Some or Met Minimal. While there were some changes in the distribution of OPR ratings starting in 2023, Graph 5 identifies the vast majority of SPEEA-represented Prof and Tech Boeing employees have been rated "Met Expectations" or higher over the past nine years.

*Continued on P8*



# SPECIAL SECTION: 2025 SPEEA - BOEING PROF AND TECH SALARY CHARTS

Continued from P7

## Putting it together

Your OPR, salary market position (Compa-Ratio) and the salary adjustment fund are the primary factors that influence the raise you receive from your manager.

Although the intention is for your manager to choose a salary within a range for each employee, managers can select a salary above or below the range while remaining within his or her own specific budget.

Managers are expected to differentiate their salary decisions. The OPR, salary market position (Compa-Ratio) in relationship to peers and budget are all important considerations in the salary decision. Additionally, other elements including critical skill, job scope and complexity and/or versatility may affect salary decisions.

Even though managers may deviate from the ranges, Chart 7 (Prof Unit) clearly identifies that individuals with low Compa-Ratios and high performance receive the largest salary increases and individuals with high Compa-Ratios and lower performance ratings receive the lowest raise.

Chart 8 (Tech Unit) shows employees received a flat 2.5% raise for 2024. It is not known why Boeing chose to spend the additional funds equally (as a percentage) to the entire Tech Unit, when Boeing could have spent the additional 0.5% funds in a selective manner rewarding higher performing employees.

## Spirit AeroSystems salary charts

Salary charts for the Wichita Technical and Professional Unit (WTPU) and Wichita Engineering Unit (WEU) at Spirit AeroSystems will be published after salary adjustment data becomes available later this year.

## Finding your salary chart

If you are in the SPEEA Prof or Tech bargaining unit at The Boeing Company, you can access salary data for your job code and other areas at [www.speea.org](http://www.speea.org). Look for the Salary Charts link in the 'Member Tools' drop-down menu (upper right side of the home page).

Salary charts are also going to be posted on the member portal at [www.member.speea.org](http://www.member.speea.org).

Graph 6: Average Base Salary Increase by OPR by Unit



Graph 6 identifies that higher OPR scores are closely correlated with higher average base salary increases for the Prof Unit. This is not true for the Tech Unit. It is not known why Boeing chose to spend the additional funds equally (as a percentage) on the entire Tech Unit, when Boeing could have spent the additional 0.5% funds in a selective manner rewarding higher performing employees.

Chart 7: Professional Unit

Raise by Compa-Ratio and Overall Performance Rating							
Overall Performance Rating	Compa-ratio					Grand Total	
	0.9-1	1-1.1	1.1-1.2	1.2-1.3	>1.3		
	Far Exceeded	5.1%	5.1%	4.6%	4.1%	3.8%	4.8%
	Exceeded	4.4%	4.1%	3.9%	3.6%	3.5%	4.0%
	Met	3.5%	3.4%	3.3%	3.2%	3.0%	3.3%
	Met Some	2.5%	2.5%	2.4%	2.4%	2.2%	2.5%
	Met Minimal	2.3%	2.0%	2.0%	2.0%	2.0%	2.0%
Grand Total	3.6%	3.5%	3.4%	3.3%	3.2%	3.4%	

Chart 8: Technical Unit

Raise by Compa-Ratio and Overall Performance Rating							
Overall Performance Rating	Compa-ratio					Grand Total	
	0.9-1	1-1.1	1.1-1.2	1.2-1.3	>1.3		
	Far Exceeded	2.50%	2.50%	2.50%	2.50%	2.50%	2.5%
	Exceeded	2.50%	2.53%	2.50%	2.50%	2.50%	2.5%
	Met	2.50%	2.50%	2.52%	2.50%	2.50%	2.5%
	Met Some	2.50%	2.50%	2.50%	2.50%	2.50%	2.5%
	Met Minimal	2.50%	2.50%	2.50%		2.50%	2.5%
Grand Total	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	

Even though managers may deviate from the ranges, Chart 7 (Prof Unit) clearly identifies individuals with low Compa-Ratios and high performance receive the largest salary increases and that individuals with high Compa-Ratios and lower performance ratings receive the lowest raise.

Chart 8 (Tech Unit) shows employees received a flat 2.5% raise for 2024.



## Run for Teller vacancies to help with elections

Our union needs members to run for a regional Teller Committee, which oversees union elections and more.

There are currently four open positions to serve terms that end in 2026.

Three openings are with the Northwest Teller Committee, which seeks one representative from the Northwest Prof bargaining unit, one from the Northwest Tech bargaining unit and one from the SPEEA Pilot/Instructors Unit.

The Midwest Teller Committee seeks one representative from the Wichita Technical and Professional Unit.

The applicant must have been a regular SPEEA member in good standing for the preceding 12-month period.

### About the Tellers

SPEEA Tellers play crucial roles in our union by overseeing union elections.

Duties include:

- In-person support for elections at the SPEEA union halls when paper ballots are used.
- Voting record at Council meetings, in-person and virtual, as needed.
- Council district delineations – which are reviewed and updated as needed, with an extensive review prior to Council Rep elections in odd years.
- The hearing body for all complaints related to SPEEA elections with authority to resolve those complaints.
- Annual financial audit review and support.

### How to apply

The interim election packet and petition are available online at [www.speea.org](http://www.speea.org) (drop-down menu: Councils/Forms, Petitions, Delineations).

## Honoring Memorial Day

SPEEA offices will close Monday, May 26, in recognition of Memorial Day, a federal holiday to honor those who died in service to the United States during war and peace.

Overtime is voluntary on a holiday or the weekend which precedes or follows a holiday, including Memorial Day weekend, per the SPEEA contracts for Boeing and Spirit AeroSystems.

### SPEEA-Boeing

## Retention-rating process complete by June 9

Under the terms of Boeing's contracts with SPEEA, managers issue retention ratings each year to Profs and Techs. The ratings are used to determine the order of SPEEA members leaving the company in the event of a layoff.

About 40% of employees in a retention group are assigned an "R1" rating, 40% are assigned an "R2" rating and 20% are assigned an "R3" rating.

Employees will be notified of their new retention rating between May 27 and June 6. The effective date for the new rating is June 9.

SPEEA members have a right to appeal their assigned retention rating for the following reasons:

- Drop in retention rating
- R3 rating during four or more consecutive retention exercises
- Designation as "ineligible for priority recall" in the event of layoff

For more information about retention ratings and SPEEA's retention-appeal process, go to [www.speea.org](http://www.speea.org) (drop-down menu: Member Tools/Retention).

### Site-specific partnerships

## New members on Ed Wells Partnership Leadership Team



Ed Wells Partnership SPEEA Co-Director **Kelly Hanes**, left, is shown with new Partnership Leadership Team (PLT) members **Erik Muller**, **Katheryn Durkee** and **Tim Vreugdenbil**. The PLT includes SPEEA leaders and members who meet quarterly with Boeing leadership to share information and discuss non-contractual issues related to the site partnership teams. The site partnership teams are in Everett, Renton, Seattle corridor and south Puget Sound.

## Update on bill supporting striking workers

As of press time, Senate Bill 5041 was in the final stages of negotiations. This bill calls for expanding unemployment insurance access to Washington state workers on prolonged strike.

A conference committee was expected to finalize

the bill before a final vote in both chambers. SPEEA continues to advocate for securing stronger benefits and ensuring lawmakers stand with workers. See [www.speea.org](http://www.speea.org) for the final update.



## Correction

Council Rep **Vivek Dwivedi** (E-35) had perfect attendance for the time he served on the Northwest Council in the previous term. A chart in the March Spotlight showed incorrect data due to a processing error.



## NW Prof and Tech contracts

### SPEEA series on how to prepare financially for 2026 negotiations

**S**PEEA continues to receive questions from general membership about what happens if SPEEA members go on strike.

The decision to seek a strike authorization vote is made by SPEEA's negotiations teams and is not taken lightly. If there is a strike authorization vote, all dues-paying members in the bargaining units would have a vote on this. It is extremely premature to discuss a strike on the merits of any contract offer, but it's never too early to prepare.

#### Series of articles

For those who would like to know more about how to prepare, SPEEA published a series of "Spotlite" articles detailing the steps to take now

to financially prepare for 2026 Prof and Tech contract negotiations.

The articles covered changing 401(k) elections to 8% after-tax (April 2024 Spotlight), if eligible, maximizing Roth IRA contributions (May 2024 Spotlight) and, if enrolled in the Adv+ plan and eligible, maximizing Health Savings Account (HSA) contributions (June 2024 Spotlight). The articles are in the online archive at [www.speea.org](http://www.speea.org) (drop-down menu: Communications/Spotlite Magazine).

SPEEA also published a video webinar called "Contract Prep," which covers the same three steps. Watch this on your home computer or device on your home internet connection. You cannot view the webinar on Boeing computers and/or on the Boeing intranet. You can watch the video at [www.speea.org](http://www.speea.org) (drop-down menu: Medical & Retirement/Video Seminars).

You can also access the articles and the video at [www.speea.org](http://www.speea.org) (drop-down menu: Bargaining Units/Current Negotiations).



### Peeps get Peeps at SPEEA event

About 50 members connected with SPEEA leaders to learn more about upcoming contract negotiations. Area Reps **Breana Merriweather** and **Linda Leben** planned and hosted the "Peeps for the Peeps" event April 8 as a lunchtime event in the Everett Twin Towers. Council Reps, Area Reps and members of the NW Negotiation Prep Committee rotated between the tables to hear from rank-and-file members and answer their questions.

### Great Spring Cookie Bake Off a sweet success

*The Midwest Membership Activities Committee Great Spring Cookie Bake Off was a sweet success with a total of 13 cookie entries. About 50 people came by to sample and vote. Congrats to the winners who were top vote getters. They won bragging rights!*





# SPEEA engineering award winners at science fair

Congratulations to the students who received SPEEA “Excellence in Engineering” awards for their projects at recent science fairs.

The Washington State Science and Engineering Fair and the Central Sound Regional Science and Engineering Fair hosted the events in March.

## SPEEA engineering awards



The state winner, **Aditya Sengupta**, shown above for his project: “ForeCAT: Advancing Clear Air Turbulence Prediction for Aviation Safety with Atmospheric Physics Informed Neural Networks & Spatiotemporal Weather Data.”



The regional winners are shown here, **William Konings** (center) for his project: “A Structural Joint Analysis of a Conceptual Folding Wing Design to Improve the Boeing TTBW Concept” and **Aadesh Kumar** (right) for his project: “Phoenix H2: Improving Commercial Viability of Sustainable Aviation by Developing & Flight Testing a Clean Aircraft with Onboard Hydrogen Generation.”

Last year’s SPEEA award winner, **Kevin Shen**, recently placed seventh out of 2,471 entries in the national high school “Science Talent Search.” Shen’s project for this event was designing an oblique wing aircraft.

Congratulations to all of the students who are taking their interest in Science, Technology, Engineering and Math (STEM) to the next level. The SPEEA Northwest Council is also a supporter of the science fairs through STEM grants.



Ed Wells career consultants are shown here at the 2024 instructor recognition event. The consultants are from left, **Stephen Selis**, **Jennifer L Marvin**, **Farhad Teymurian**, **Nassim Riazi**, **Pradeep Krishnaswamy**, **Francisca Garcia-Fritts**, **Mina Hooshangi Sylvia**, **Raquel P. Cundiff**, **Debarijit (Greg) Chandra**, **Jim Becker**, **Naval Agarwal** and **Dana Black**.

## Share your expertise – become a Career Services Consultant

By **Nassim Riazi**

Ed Wells Partnership Program Administrator

The Ed Wells Partnership (EWP) is seeking seasoned Boeing Profs and Techs to join our team of Career Services Consultants. If you’re looking to make a real impact and share your experience, this is your chance to help fellow SPEEA members navigate their careers.

### Why get involved?

As a consultant, you’ll play a key role in supporting SPEEA-represented employees by offering free, personalized career guidance. Whether you’re helping someone who is exploring new career opportunities, refining their resumes or preparing for interviews, your insights can make all the difference.

Here are some common reasons employees reach out for assistance:

- Exploring new career pathways and professional growth
- Understanding career development strategies
- Getting expert feedback on resumes and LinkedIn profiles
- Preparing for job interviews and role transitions

### Who makes a great consultant?

We’re looking for experienced professionals who are eager to give back.

This includes any of the following:

- Technical Subject Matter Experts (SMEs)
- Members of the Technical Fellowship
- Members with a passion for mentoring
- Boeing Designated Experts
- Employees with 10+ years of industry knowledge and experience

### What’s involved?

As a consultant, you’ll meet with one or two clients each month to provide guidance, share insights and connect them with resources that support their career goals.

Your role is to listen, empathize and provide expert advice while connecting clients to valuable tools as well as your professional network.

The time commitment is manageable – approximately four hours per month for a two-year term. EWP even provides an Activity ID/Charge Line for non-managers.

### Benefits of becoming a consultant

- **Priority class registration** – Simply email us to get ahead of the line!
- **Make an impact** – Influence and mentor the next generation of professionals.
- **Share your expertise** – Your knowledge is invaluable, and we want to help you pass it on.

Ready to make a difference? We’re ready for you to join us. Send an email to [EWPCareerServices@exchange.boeing.com](mailto:EWPCareerServices@exchange.boeing.com) to become a consultant and start empowering fellow employees with your knowledge and guidance.

**Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC**  
15205 52nd Ave. S • Seattle, WA 98188

**MOVING?** Remember to correct your address with your employer.

**THE SPEEA SPOTLITE • 15205 52nd Ave. S • Seattle, WA 98188**



## Area Reps need to sign up for new terms

After new Council Rep terms start May 8, all Council Reps are asked to re-endorse their current Area Reps by July 7 per the SPEEA bylaws.

This Area Rep re-endorsement process helps SPEEA update its records and confirm the Area Reps want to continue to serve for another two-year term.

Whether you are a current Area Rep interested in re-endorsement, or you are new and want to sign up, talk to your Council Rep.

Council Reps can sign your Area Rep petition, which will designate you as an Area Rep for 2025-2027.

### Find your Council Rep

- Not sure who your Council Rep is? Go to [www.speea.org](http://www.speea.org) (drop-down menu: Member Tools/Find your Council Rep).
- Don't have a Council Rep? You can still become an Area Rep. The Area Rep form is at [www.speea.org](http://www.speea.org) (drop-down menu: Councils/Forms, Petitions, Delineations).

### About Area Reps

Council Reps rely on Area Reps to help with communication and outreach to smaller groups of co-workers, including sending SPEEA emails to a subset of the Council Rep's email distribution list. Area Reps also meet with Council Reps periodically to hear reports on union news and issues.



*Shown above: SPEEA Council Reps and Area Reps from Portland met with current and incoming Executive Board members in March. In many districts, the Council and Area Reps meet monthly to discuss issues. Executive Board members attend periodically.*

### Labor and safety reps

## SPEEA supports Board of Directors bill

SPEEA/IFPTE Local 2001 supports a bill introduced by U.S. Sen. **Edward Markey** (D-Massachusetts) that would require large aerospace manufacturers to include two labor representatives and two safety experts on their board of directors.

"This bill invests in our nation's aerospace engineering and manufacturing leadership," said SPEEA President **John Dimas**. "It makes sure the leading aerospace firms are committed to building a safety culture,

continuing to improve product quality and re-establishing effective communication between the bridge and the engine room."

Markey said he drafted the bill in response to concerns that Boeing has prioritized profits over safety and had failed to consider the views of its workforce when making critical engineering decisions.

Go to [www.speea.org](http://www.speea.org) to see the article posted April 3 for more details.

## TRAINING / EVENTS

See online calendar for more details.

### NORTHWEST

### SPEEA no-host social

Thursday, May 22, 5 p.m.

Sporty's Beef & Brew  
6503 Evergreen Way, Everett

*NW New Hire and Young Members Committee*

### MIDWEST

### Young Professionals no-host social

Friday, May 9, 4 p.m.

Location TBD

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

*MW Young Professionals Committee*