

the **SPEEA**
IFPTE LOCAL 2001

Monthly Publication
September 2025

Spotlite

PROFESSIONAL AEROSPACE UNION



Training gives members tools to build stronger union

SPEEA activists took part in labor training hosted by the Oregon Labor Education and Research Center at the University of Oregon Aug. 1-3. They joined labor activists from other unions and states to network and learn from each other's experiences. Participants described the training as intense, value-added and timely. Shown here, starting back row, left: Council Rep (CR) **Alex Phillips**, CR **John Little**, CR **Han Mai**, Area Rep (AR) **Gen Sakura**, CR **Ben Weldon**, SPEEA Treasurer **Dan Nowlin**, SPEEA President **John Dimas** and AR **Frank Fulton** and front row, left: AR **Juliette Dubois**, Northwest Regional Vice President **Lynette Shiroma**, SPEEA Council Chair **Debi Pennington**, CR **Linda Leben**, CR **Hanan Amer** and Northwest Negotiation Prep Committee Member **Alicia Piscitelli**. Not shown: AR **Richard Bliss**.

WTPU Negotiation
Team – P4

High value
skills – P6-7

About SPEEA
leadership – P8-9

Four surveys this fall

Negotiation Prep Committee launches survey on workforce issues

Northwest SPEEA members are completing the first of a series of follow-up surveys launched by the Negotiation Prep Committee (NPC) to assess members' contract priorities.

The first survey, developed by the NPC Workforce Subcommittee, went live Sept. 2 and will close Sept. 30.

This survey focuses on issues such as outsourcing, Performance Management, layoff/retention and hours of work.

The other three NPC subcommittees focus on different areas of the Prof and Tech contracts. They also plan surveys later this year:

- **October:** Employee relations – Hybrid and remote work, Ed Wells, Technical Excellence, child care, health and safety
- **November:** Benefits – medical, dental, disability, life insurance, leaves and absence, etc.
- **December:** Compensation – raise pools, retirement, vacation days/PTO, company travel, etc.

Individual survey answers will be confidential. Results of the survey will be discussed inter-

nally among NPC members and the Contract Administrators who assist them.

The complete compiled survey data will be shared with members of the Northwest Prof and Tech negotiating teams, which will be elected by the Council Reps for each bargaining unit in early 2026.

About the NPC

The NPC is a group of SPEEA members working with staff to do prep work for the Northwest Prof and Tech negotiating teams prior to next year's contract talks with Boeing.

Committee members are charged with gathering input from our union's members about their priorities for the new contract. They are also directed with raising awareness around these issues as well as generally informing their fellow members about the SPEEA contract negotiations process.

For information about times, locations and virtual meeting options, email meetings@speea.org.

Negotiation Prep Committee (NPC) surveys

Workforce town hall

Thursday, Sept. 18, from 6 to 8 p.m.

SPEEA Tukwila and online

RSVP for in-person and online – meetings@speea.org

Prof and Tech bargaining units

Apply for nominating committee for negotiation team

If you want to contribute to the Prof or Tech negotiations next year, but don't plan to apply for the Negotiation Team – consider applying for the nominating committee.

Deadline to apply: 5 p.m., Monday, Sept. 22

This committee reviews applications, interviews candidates and verifies qualifications prior to submitting nominees to the Prof and Tech Bargaining Unit Councils. The committee also helps publish the Negotiation Team eligibility requirements and the application form.

Who serves on the committee

The committee is composed of at least two Council Reps from each bargaining unit and two Executive Board members from the Northwest (if they are not planning to run for the Negotiation

Team). **Regular SPEEA members are also eligible (and encouraged) to apply.**

Reminder: If you are on the nominating committee, you are **not** eligible to apply for your Negotiation Team.

How to apply

Please apply with your contact information and a brief statement of interest via email to robinfo@speea.org by 5 p.m., Monday, Sept. 22. The Prof and Tech BUC officers select the nominating committee from the applicants. The Nominating Committee will kick off Tuesday, Sept. 30 at 4:30 p.m. for members who were selected.



Volume 69, Number 9, September 2025
ISSN 0194-8687

President

John Dimas

Executive Director

Ray Goforth

Executive Board

Dan Nowlin	Treasurer
Ryan Rule	Secretary
Jeff Forbes	NW Regional VP
Tami Reichersamer	NW Regional VP
Lynette Shiroma	NW Regional VP
Chris Streckfus	MW Regional VP

SPEEA Council Officers

Debi Pennington	Chair
R Matthew Joyce	Treasurer
Emily Forest	Secretary

Midwest Regional Council Officers

Wes Gardner	Chair
Emily Forest	Treasurer
R Matthew Joyce	Secretary

Northwest Regional Council Officers

Mike Pirone	Chair
David Fritz	Treasurer
Jacob Berger	Secretary

SPEEA Publications

Karen McLean	Communications Director
Bryan Corliss	Senior Communications Specialist
Christine Watson	Graphic and Web Designer
Amanda Flores	Communications Support

speea@speea.org • www.speea.org

Society of Professional Engineering Employees
in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
15205 52nd Ave. S • Seattle, WA 98188 • 206-433-0991

Reproduction rights reserved. No part of this publication may be reproduced without permission. When permission is granted, material must be used in context and credit given to the SPEEA SPOTLITE.

Original articles and feedback are solicited.

Subscription rate: \$2.00 per year.

\$2.00 of the annual membership dues is paid as a year's subscription to the SPEEA SPOTLITE.

Periodicals Postage Paid at Seattle, Washington

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

WICHITA HALL

4621 E 47th St. S, Wichita, KS 67210

Mon-Thu, 8:30 a.m. to 5 p.m. • Fri, 8 a.m. to 4:30 p.m.

Phone: 316-682-0262 • 1-800-325-0811



INTERNATIONAL FEDERATION OF
PROFESSIONAL AND TECHNICAL ENGINEERS



By John Dimas
SPEEA President

Wichita Technical and Professional Unit contract negotiations – every member counts!

The Wichita Technical and Professional Unit (WTPU) has officially begun their journey to their next contract. Their contract or Contractual Bargaining Agreement (CBA) expires on Jan. 31, 2026.

Last month, a WTPU negotiations team was elected and will begin the process of preparing for talks with Spirit Aerosystems. For the Wichita Engineering Unit (WEU) negotiations last year, I made sure I was in Wichita, and I will be there during WTPU negotiations. Hopefully other members of the SPEEA Executive Board will be able to join me.

Will the perfect contract come easily from the employer? Probably not.

- Contract Action Team
- Effective communication and messaging
- Conversations in and out of the workplace

Contract Action Team (CAT)

Contract negotiations are a process, with a beginning and an end. If the negotiation team is like the generals leading a contract campaign, then the Contract Action Team (CAT) is like the special forces.

A CAT keeps the members informed, communicates members' concerns back to the negotiations team and gets to plan and have all kinds of fun both in and out of the workplace.

Do your coworkers know the negotiation process and their role in it? Empower and mobilize,

Wichita. Every SPEEA member must know their part in the process. You can be a member of the CAT – it is open to all.

Effective communication and messaging

Do you have a non-work email address on file? Are you signed up to receive SPEEA text messages? Do you go to the SPEEA website? Are you following SPEEA on social media? What social media should SPEEA be on?

In the coming months, there will be exciting changes in communications with the SPEEA membership. Do you have a plan on keeping yourself informed about the contract?

Conversations in and out of the workplace

You can never under-communicate the importance of a contract. In Wichita, there is an additional challenge with non-dues paying members. It is important to talk to everyone.

Keep in mind – the fewer dues-paying members we have puts more money into the company's pockets and less for our members. Solidarity's strength comes from numbers and their support.

I also hope that members of the WEU talk to members of the WTPU about their experiences from last year's contract negotiations.

WTPU: Your future is up to you, what are you going to do?

Save the date
Midwest Membership Activities Committee
SPEEA member picnic
Saturday, Oct. 11 – 11 a.m. to 1 p.m.
Warren Riverview Park, Derby
Dues-paying members and their families
More details coming soon
Midwest Membership Activities Committee

Membership matters

Each negotiation team is chosen out of membership. Members define the contract proposals. Members decide the final contract. We all want our negotiation teams to develop good proposals. Good proposals do not happen without the members.

The negotiation team needs every available advantage to use at the table. We need to build the leverage that the negotiation team can use.

How do we build that leverage?



Midwest STEM grant boosts learning club

A donation from the Midwest Council helped Sunflower Elementary School in Andover, Kan., receive an environmental award. The school's Sunflower Outdoor Learning and Recreation (SOLAR) Club used the grant money to buy equipment for environmental technology projects. Shown here from last year, SPEEA Council Rep **Meghan Corwell** presented the SPEEA donation to **Beth Baker** on behalf of SOLAR. The school recently received the Excellence in Conservation and Environmental Education Award and was named Kansas Green School of the Year by the Kansas Association for Conservation and Environmental Education.

Index

Council Reps elect Wichita Technical and Professional Unit negotiation team	P4
Aerospace unions fight for fair contracts	P4
What does a union mean to me?	P4
What goes into SPEEA's budget and why	P5
SPEEA-Spirit salary charts in October	P5
SPEEA-represented only: Which Boeing skill codes pay more than others?	P6-7
About SPEEA leadership: Your newly elected SPEEA, Northwest and Midwest Council officers	P8-9
Passion for holistic learning: Celebrating the namesake for Ed Wells Partnership	P9
New to SPEEA? Come hang out with us	P10
SPEEA halls open to members and other employee groups	P10
\$2.2 million federal grant to help laid-off Boeing workers	P10
SPEEA Prof and Tech contracts: Overtime	P11
SPEEA at IAM car show	P12
Training/Events	P12

Aerospace unions fight for fair contracts

Our union's Executive Board has come out in strong support of striking IAM Union workers at Boeing's Defense factories in St. Louis and is monitoring the progress of talks in the United Kingdom between Airbus and members of Unite, the Union.

On Aug. 6, the board sent a letter of support to IAM District 837 President **Tom Boellinger**, expressing our union's solidarity with the strikers.

"Boeing has an unfortunate history of undervaluing its workers," the board wrote. IAM 837 members "do work that's critical for our national defense ... you deserve dignity, stability and a fair future."

Some 3,200 workers at three Boeing plants near St. Louis have been on strike since Aug. 4, after rejecting two Boeing contract offers that would have given 20% raises to some workers (but not all of them). The first offer also would have mandated alternative work schedules that striking workers feared would eliminate much of the overtime they rely on to cover their living costs.

Meanwhile, in the United Kingdom, members of Unite, the Union voted in late July to authorize a potential strike against Airbus.

The vote was taken by some 3,000 engineers and installers who work at factories where Airbus fabricates and assembles wings in Broughton and Filton, England. No strike would happen before September, and both sides have said they're willing to continue talks.

Airbus reported pre-tax profits of more than 5 billion euros in 2024 and carried a backlog of nearly 9,000 planes into this year, the union noted. Given that, "There is no justification for denying the workforce – whose skills and dedication drive Airbus' success – a pay rise that reflects both the cost-of-living pressures and inflation."



Shown here are SPEEA Wichita Technical and Professional Unit (WTPU) members of the WTPU Negotiation Team Nominating Committee. They interviewed the applicants and made a recommendation to the WTPU Bargaining Unit Council. Shown above from left: **Angela Hottle, Gina Freeman, Evette Washington, Kathy Holm, Scott Reida** (back to camera), **George Hunter** and **Matthew Glenn**. They are all WTPU Council Reps who didn't run for the negotiation team.

Council Reps elect Wichita Technical and Professional Unit negotiation team

WICHITA – At the Aug. 14 meeting of the Midwest Council, the Wichita Technical and Professional Unit (WTPU) Council Reps elected their negotiation team for the next contract.

The team:

- **Patti Brinkmeyer**
- **Emily Forest**
- **Wes Gardner**
- **James Hatfield**
- **Cathy Yeager**

The current SPEEA-Spirit AeroSystems contract expires Jan. 31, 2026.

The negotiation team has begun meeting with our union's staff to start building a contract proposal that addresses issues and priorities. They will also plan for a bargaining unit survey.

Support for negotiations

To increase solidarity and engagement regarding the contract negotiations, a number of dues-paying members have already attended a kickoff meeting for the Contract Action Team, or CAT. CAT members will coordinate their efforts to help build membership and work to keep coworkers informed in support of the WTPU Negotiation Team.

CAT helps

For the Wichita Engineering Unit negotiations, CAT members took part in leafletting, lunchtime meetings and solidarity breaks to show support. Their efforts paid off!

Interested in supporting WTPU negotiations? Email susannem@speea.org.

What does a union mean to me?

By **Debi Pennington**
SPEEA Council Chair

The SPEEA Council Convention and Leadership Conference have caused me to reflect on who a union is – not what. I was elected by your Council Reps to be the full Council chair at the SPEEA Council. I never imagined this important role would be part of my future.

Our next three contract negotiations will commence while I hold this role. I need you, the member, to reflect on what you are willing to do to ensure our negotiations are successful.

Our Wichita Technical and Professional Unit (WTPU) recently elected its negotiation team. Our NW Profs and Techs are currently working in the Negotiations Prep Committee on more surveys coming this fall.

Will you communicate with and support your Council Reps, or will you expect us to achieve great things in our negotiations without your support?

We all know it is hard to get our job done when a team member is away from work for some reason. Covering their tasks takes extra effort.

When your team shares the load of the missing team member, the load becomes lighter. In the same way, your Council and Area Reps are a team, and we need your help to fill in the gaps where we have districts without representation. We need you, the members, to help where you can by getting involved in some way. Need a place to start? Attend a SPEEA lunchtime information meeting.

Each one of us has an important role in our union. You are SPEEA. Your voice, your actions and your vote will make the difference when we start contract negotiations.

What goes into SPEEA's budget and why

By Dan Nowlin
SPEEA Treasurer

We just wrapped up one of the treasurer/accounting's major fiscal year deliverables with the publication of the Auditor's Report in the August SPEEA "Spotlite."

This month, we start on our next major deliverable – budgeting for next year.

The budgets are like the governing documents – they are debated, voted on and then they set the course for spending in the coming year.

If a budgeted amount is not enough for some event or training, the request for additional funding goes before the Council and the Executive Board for votes. To avoid those extra steps, the budget planning in the coming months is critical.

Council budgeting steps

The Council and committee officers work with their constituent groups to plan for training, labor-related conferences, events for members (such as lunchtime meetings) and more.

When ready, they submit their budget line-item requests which are incorporated into SPEEA, Northwest and Midwest Council budgets.

The goal is to have a regional Council budget ready for their region's Council Reps to vote on in December, followed by the SPEEA Council budget vote in January.

Throughout the process, members have the opportunity to see what is planned before the Council Reps debate and vote. When the proposed budgets are ready for a vote, they are part of the Council agendas posted online at speea.org prior to the vote. The treasurers also coordinate "Meet the Budget" meetings to show interested members the proposed Council budget line by line and answer questions.

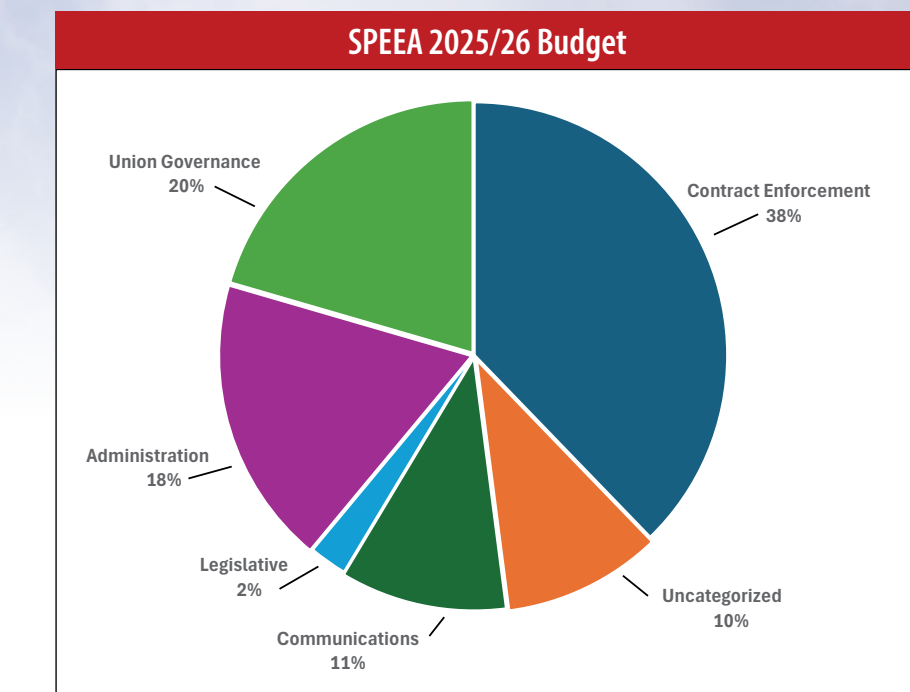
The final overall budget must be approved by the Councils and Executive Board before March 31, the end of the fiscal year.

As SPEEA treasurer, I work with SPEEA staff, particularly **Pauline Tamblyn** and **Elaine Carlson**, the SPEEA accounting team, to prepare the budgets, pay bills, track costs and prepare regular financial reports and government filings.

What goes into our budgeting process? Two key priorities.

- **Serving the members** – The majority of our budget is spent on contract enforcement and union governance.
- **Transparency** – The annual auditor's report and the monthly treasurer's report at Council meetings are examples of SPEEA's transparency. We want members to know we are careful stewards of your dues.

After the budget is set for the new fiscal year, SPEEA staff start to wrap up the accounting and reporting for the previous year. An LM-2 report,



About the pie chart

The pie chart shows SPEEA's overall budget for 2025/2026. Below is a brief description of each category.

- **Contract enforcement** – e.g. contract monitoring, meetings with members, lunchtime informational meetings, legal fees, arbitration expenses, negotiations and related visibility items.
- **Administration** – e.g. accounting/finance, Information Technology and computers.
- **Union governance** – e.g. expenses supporting the Councils, Council officers, Executive Board, Tellers, Judicial Review Committee (JRC), most Council committees and also membership dues for our

union to participate in state and county labor federations.

- **Communications/website** – e.g. other visibility items, print materials, publications, postage costs and NewsClips, along with other related services.
- **Uncategorized** – e.g. membership activities, training not covered in other ways, conventions and activities not related to legislative/labor support.
- **Legislative** – e.g. expenses related to working with federal, state and/or local governments regarding our union's priorities. No dues are donated to political candidates or parties.

required of labor unions under federal law, goes to the U.S. Department of Labor. The independent auditor's report is published annually in the August edition of Spotlite.

Want to know more?

You can email me at dann@speea.org or talk to your Council Rep.

Better yet, get more involved in SPEEA. Start by introducing yourself to your SPEEA Council Rep. Not sure who this is? Go to www.speea.org (drop-down menu: Member Tools/Find your Council Rep). They are your workplace union liaison for getting help with questions, contract or workplace issues.

SPEEA-Spirit salary charts in October

WICHITA, Kan. – Our union staff is working to post the Spirit AeroSystems salary charts by early October at www.speea.org (drop-down menu: Member Tools/Salary Charts) and provide a summary in the October edition of Spotlite.

The charts are based on data provided by Spirit after this year's salary adjustments.

Spirit salary adjustments took effect July 11.

Which Boeing skill codes pay more than others?

By Matt Kempf

SPEEA Senior Director of Compensation and Retirement

If one were to simply average the salaries for each occupation and job family, certain skills will have a higher average base salary than other skill codes.

It might seem as if it was a higher compensated role in general, when in reality it might only be due to the fact they have more employees at higher levels than the other skill code.

Historically, Boeing updated the Salary Reference Tables (SRTs) annually, and employees could scan the various SRTs to see which skills Boeing feels *should* be the highest paid, but Boeing no longer updates their SRTs on a regular basis.

Accordingly, we can normalize the salary data to eliminate the effect of having differing numbers of employees at various levels.

Completely ignoring occupation and job family combinations with less than five employees and only including those eligible for a 2025 SPEEA raise, the average professional bargaining unit salary immediately after the 2025 Annual Compensation Review (ACR) was \$147,971, and the average Tech unit base salary was \$116,644.

One such method of normalizing the data is to divide the average salaries at each of the various bargaining unit levels by the average for the entire unit to come up with a level ratio and then apply that level ratio to each belly button based on their specific level and then group the results by skill code.

For 2025, the level ratios are as follows:

Level	Prof	Tech
1	62.35%	62.02%
2	71.52%	68.94%
3	89.97%	89.53%
4	113.85%	111.66%
5	140.70%	134.65%
6	169.10%	

As an example, the table above shows the average level 1 Prof unit salary was 62.35% of the average salary for the entire included Prof unit (\$92,261 vs. \$147,971).

Continued on page 7

Technical Unit Normalized Average Base Salary

OCC/JF	Occupation	Job Family	Count	Normalized Salary
6PAW	6P - Safety and Airworthiness Engineering	AW - Safety and Airworthiness Support	15	\$135,270
6H6F	6H - Production Engineering	6F - Numerical Control Programmer	217	\$129,796
6S1V	6S - Support Engineering	1V - Cust Supt Service Specialist	27	\$125,078
6G5I	6G - Mechanical & Structural Engineering	5I - Technical Drafter	16	\$123,598
8AFU	8A - Facilities	FU - Facilities Technical Designer	13	\$122,443
JACF	JA - Quality	CF - Quality Production Spclst	460	\$121,998
6D2G	6D - Engineering Product Lifecycle Management	2G - Product Data Mgmt Support	73	\$121,689
6S1N	6S - Support Engineering	1N - Support Maintenance Analyst	40	\$121,296
6H6Q	6H - Production Engineering	6Q - Equipment & Tool Designer	149	\$119,704
6S1Q	6S - Support Engineering	1Q - Support Tech Pub Editor	8	\$119,142
8ARN	8A - Facilities	RN - Proof-Load Test Technician	7	\$119,104
6NKJ	6N - Industrial Engineering	KJ - Methods Proc Analy	545	\$119,056
DALP	DA - Manufacturing	LP - Mfg Operations Analyst	9	\$118,246
6G5E	6G - Mechanical & Structural Engineering	5E - Technical Design	445	\$118,216
DASD	DA - Manufacturing	SD - Flight Analyst	31	\$117,904
6B1F	6B - Electronic & Electrical Engineering	1F - EE Technical Designer	202	\$117,591
6NKK	6N - Industrial Engineering	KK - Mfg Scheduler	13	\$117,522
DARU	DA - Manufacturing	RU - Manufacturing Change Mgt Spec	60	\$114,527
6H6G	6H - Production Engineering	6G - Manufacturing Planner	723	\$113,569
6F4C	6F - Materials, Process & Physics	4C - MP&P Technical Analyst	145	\$113,142
6E3L	6E - Flight Engineering	3L - Weight & Balance Tech Analyst	6	\$112,156
6K8E	6K - Systems Engineering	8E - Systems Engineering Technician	12	\$111,589
6L9C	6L - Test & Evaluation Engineering	9C - Test & Evaluation Lab Tech	175	\$111,312
6D2D	6D - Engineering Product Lifecycle Management	2D - Engr Technical Support Tech	19	\$110,743
JACU	JA - Quality	CU - NDT Quality Test Specialist	69	\$107,746
6E3J	6E - Flight Engineering	3J - Aerodynamics Technical Analyst	18	\$107,138
6G5F	6G - Mechanical & Structural Engineering	5F - Technical Analysis	32	\$107,040
6E3P	6E - Flight Engineering	3P - Weight Operations Tech Analyst	30	\$106,327
DA79	DA - Manufacturing	79 - Shipside Operations Specialist	203	\$106,230
6E3K	6E - Flight Engineering	3K - Propulsion Technical Analyst	18	\$103,809
ECBX	EC - Production Control	BX - Tool Coordinator	58	\$103,341
6J7C	6J - Software Engineering	7C - Software Technical Analyst	5	\$101,224
6L9D	6L - Test & Evaluation Engineering	9D - Test & Eval Tech Svcs Spec	21	\$92,020
EDRM	ED - Transportation	RM - Packaging and Shipping Planner	9	\$91,567
Grand Total			3,873	\$116,644

The average level 3 Tech salary was 89.53% of the average salary for the entire included Tech unit (\$104,435 vs \$116,644).

If we were to divide the salary of each employee by their respective 2025 level ratio and then group the results by skill code, you can eliminate the effects of having differing numbers of employees at different levels within a skill code and see to what extent a specific skill code is compensated

higher or lower relative to the other skill codes.

This information could be useful to you if you feel trapped in a lower compensated skill code and are wondering what professional development courses you can take through the Ed Wells program.

To learn more, go to edwells.web.boeing.com on the Boeing intranet. Ed Wells, a SPEEA con-

tract benefit, offers training and career coaching/consulting.

About the charts

The relative base salary figures in the charts are not actual base salaries. They are logically derived figures to let you know which SPEEA represented Boeing skill codes are compensated higher or lower than other skill codes.

Professional Unit Normalized Average Base Salary				
OCC/JF	Occupation	Job Family	Count	Normalized Salary
6M04	6M - Product Security Engineering	04 - Product Security Engineer	124	\$170,265
6J7L	6J - Software Engineering	7L - SWE Networks & Protocols	14	\$164,371
6J7J	6J - Software Engineering	7J - SWE Simulation	71	\$159,566
6J7E	6J - Software Engineering	7E - SWE Systems	112	\$159,493
6J7D	6J - Software Engineering	7D - SWE Developer	332	\$158,714
6J7M	6J - Software Engineering	7M - SWE Test & Verification	34	\$158,322
6J7F	6J - Software Engineering	7F - SWE DevSecOps	20	\$158,037
6B1D	6B - Electronic & Electrical Engineering	1D - Elect Design and Analysis Engr	116	\$157,825
6CH0	6C - Engineering Multi-Skill Leadership	H0 - Engineering Data Scientist	37	\$156,937
6D2B	6D - Engineering Product Lifecycle Management	2B - Information Technology Engr	35	\$155,334
6B1E	6B - Electronic & Electrical Engineering	1E - Electrophysics Engr/Scientist	191	\$155,050
6J7K	6J - Software Engineering	7K - SWE Artificial Intelligence (AI)	7	\$154,476
8AAG	8A - Facilities	AG - Facil Equipment Engr	6	\$152,855
6G5D	6G - Mechanical & Structural Engineering	5D - Structural Analysis Engineer	1,147	\$152,287
6B1B	6B - Electronic & Electrical Engineering	1B - EE Sys Design Engineer	1,067	\$151,678
6G5B	6G - Mechanical & Structural Engineering	5B - Mech Sys Design & Anlys Engr	489	\$151,439
6PAT	6P - Safety and Airworthiness Engineering	AT - Airworthiness & Regulatory Engineer	153	\$151,283
6K8C	6K - Systems Engineering	8C - Systems Engineering Engineer	1,130	\$151,269
6E3C	6E - Flight Engineering	3C - Propulsion Engineer	424	\$150,524
6E3F	6E - Flight Engineering	3F - Acoustics Engineer	43	\$149,589
6PAS	6P - Safety and Airworthiness Engineering	AS - Aerospace Systems Safety Engineer	150	\$149,433
6E3Q	6E - Flight Engineering	3Q - Loads and Dynamics Engineer	93	\$149,202
6E3D	6E - Flight Engineering	3D - Guidance, Nav & Controls Engr	362	\$148,862
6B1C	6B - Electronic & Electrical Engineering	1C - Wire Design & Install Engr	387	\$148,531
8AAJ	8A - Facilities	AJ - Facil Plant Engineer	77	\$147,967
6G5C	6G - Mechanical & Structural Engineering	5C - Struct & Payload Design Engr	1,163	\$147,610
6E3G	6E - Flight Engineering	3G - Configuration Design Engineer	55	\$147,554
6F4B	6F - Materials, Process & Physics	4B - MP&P Engineer	550	\$147,547
6C1M	6C - Engineering Multi-Skill Leadership	1M - Engrg Employee Dev Participant	23	\$147,365
6L9B	6L - Test & Evaluation Engineering	9B - Test & Evaluation Engineer	582	\$147,164
6E3E	6E - Flight Engineering	3E - Weight & Mass Properties Engr	76	\$146,845
6C1L	6C - Engineering Multi-Skill Leadership	1L - Project Engineer	201	\$146,840
JAST	JA - Quality	ST - Software Quality Engineer	14	\$146,181
6E3B	6E - Flight Engineering	3B - Aerodynamics Engineer	274	\$145,003
6D2E	6D - Engineering Product Lifecycle Management	2E - Config Mgt & Prod Intgrtn Engr	139	\$143,167
6H6B	6H - Production Engineering	6B - Product Review Engineer	697	\$142,137
6D2H	6D - Engineering Product Lifecycle Management	2H - Process Engineer	80	\$141,535
7ABS	7A - Environment, Health & Safety	BS - Env Remediation Engr/Sci	7	\$139,996
6H6H	6H - Production Engineering	6H - Manufacturing Engineer	785	\$139,218
6H6P	6H - Production Engineering	6P - Equipment & Tool Engineer	505	\$138,754
6SGT	6S - Support Engineering	GT - Product Support Engineer	111	\$136,851
6NKH	6N - Industrial Engineering	KH - Industrial Engineer	474	\$136,045
JADE	JA - Quality	DE - Quality Engineer	203	\$135,944
7AED	7A - Environment, Health & Safety	ED - Environmental Engr/Scientist	50	\$135,140
6S1P	6S - Support Engineering	1P - Flight Sim Design Engineer	9	\$132,867
Grand Total			12,619	\$147,971

About SPEEA leadership

Your newly elected SPEEA, Northwest and Midwest Council officers

Who stepped up to serve as your SPEEA and regional Council officers? They are your coworkers who are also serving as Council Reps for their district. They recently started new, two-year terms.

About the Council Rep role

SPEEA Council Representatives are both advocates in the workplace, helping union members resolve disputes, and members of our union's governing body, the SPEEA Council. The Council sets policy guidance for the union.



SPEEA online store now has red polo

The SPEEA online store now has a red polo option for purchase at www.speea.org (drop-down menu: Member Tools/SPEEA Store/Products).

The online store also features hoodies, hats and Oxford dress shirts with SPEEA's logo.

Follow SPEEA on social media



Debi Pennington

(Everett – E2)

SPEEA Council Chair

Why should others get involved in SPEEA: "You get to know things before others. You become part of the culture, and SPEEA folks are a great group of people to get to know."

- **Other current SPEEA leadership roles:** Tech Bargaining Unit Council (BUC) chair and Negotiation Preparation Committee (NPC) Tech vice chair
- **Committees:** SPEEA Governing Documents, SPEEA Leadership Development and Training, SPEEA Legislative and Public Affairs, SPEEA Organizing and SPEEA Veterans Committee
- **SPEEA member:** 30 years



Emily Forest

(Wichita - S-12)

SPEEA Council Secretary / Midwest Council Treasurer

Why I wanted to continue to serve as a Council Rep: "I want to continue to serve as we enter negotiations with the company on a new WTPU contract. I believe that with your support, membership and solidarity, we can get great things done."

- **Other current SPEEA leadership roles:** Wichita Technical and Professional Unit (WTPU) Negotiation Team member, WTPU BUC chair and Midwest Legislative and Public Affairs vice chair
- **Committees:** SPEEA Legislative and Public Affairs and Midwest Membership Activities
- **SPEEA member:** 14-plus years



R Matthew Joyce

(Wichita – S-1)

SPEEA Council Treasurer / Midwest Council Secretary

Why I wanted to continue serving as a Council Rep: "As a member of the Wichita Engineering Unit (WEU) Negotiations Team for the past six contracts, I want to provide the WEU continuity from one term to the next based on my experience and commitment to service."

- **Other current SPEEA leadership roles:** IFPTE SPEEA-Area vice president, Wichita Engineering Unit (WEU) BUC chair, SPEEA and Midwest Governing Documents chair, SPEEA Leadership Development and Training chair, Midwest Legislative and Public Affairs chair, SPEEA Legislative and Public Affairs vice chair, SPEEA Organizing vice chair
- **Committee:** Midwest Membership Activities
- **SPEEA member:** 19-plus years



Mike Pirone

(Developmental Center – D9)

Northwest Council Chair

What he appreciates about SPEEA: "I love the solidarity and protections that unions provide and am honored to serve and represent members."

- **Other current SPEEA leadership roles:** SPEEA Organizing Planning chair and Northwest Governing Documents vice chair.
- **Committee:** Northwest Negotiation Preparation Committee
- **SPEEA member:** Six years

Continued on page 9



David Fritz

(Everett – E-11)

Northwest Council Treasurer

How he encourages members to become more involved in SPEEA: “Just take one day, attend a committee meeting and experience how the union helps improve the workplace – members providing feedback and proposing action. You may find yourself hooked.”

- **Committees:** Northwest Action & Communication Taskforce, SPEEA Diversity, SPEEA and Northwest Governing Documents, Northwest Labor Delegates, SPEEA Leadership Development and Training, SPEEA and Northwest Legislative & Public Affairs, Northwest Membership Activities and Northwest Negotiations Preparation Committee
- **SPEEA member:** 20 years



Jacob Berger

(Everett – E29)

Northwest Council Secretary

What’s important to him in this role: “Worker power. At the end of the day, the union exists to level the playing field between employee and employer, so that we can have more say in the company, more security in our jobs and better pay for our work. We do this by working together.”

- **Committees:** Northwest Negotiation Prep Committee and Northwest Membership Activities Committee
- **SPEEA member:** Four years



Wes Gardner

(Wichita – S-12)

Midwest Council Chair

What he’s gained from his experience with SPEEA: “I’ve had the opportunity to meet and learn a lot of valuable information from many people. I’ve helped SPEEA members with questions, appeals, performance plans and several other management issues where the employee needed our union’s help. I worked on the outsourcing counter-proposal for Supply Chain Management procurement and assisted the contract negotiation team. SPEEA isn’t about me, and it isn’t about you, it’s about **us**. We’re stronger when we stand together.”

- **Other current SPEEA leadership role:** Wichita Technical and Professional Unit (WTPU) Negotiation Team member
- **Committee:** Midwest Membership Activities Committee
- **SPEEA member:** 14 years



Passion for holistic learning

Celebrating the namesake for Ed Wells Partnership

By Kelly Hanes

SPEEA co-director, Ed Wells Partnership

In December 1995, the trust to fund a SPEEA-Boeing initiative for Technical Excellence was signed. This was the birth of the Ed Wells Partnership, which has grown over the decades from a handful of classes to more than 100,000 student hours of training each year.

Edward Curtis Wells was intentionally chosen as the figurehead for the program because of his inspiring career and dedication to lifelong learning.

From cars to planes

After graduation from Stanford School of Engineering in 1931, Wells wanted to design automobiles. However, an internship at Boeing in 1930 left enough of an impression that he turned down a job in the car industry and came back to Boeing.

In 1934, he became assistant project engineer on what would, eventually, become the B-17 Flying Fortress. He continued working on iconic airplanes through the jet age.

Holistic approach

Looking back on his career, those who knew Wells cited not only his exceptional engineering mind, but also his temperament and his love for the arts for his success. This holistic view of learning is reflected in the Ed Wells catalog as well, with events to help bolster both technical and personal development.

Learn more about Ed Wells

You can hear Ed Wells’ whole inspiring story, as told by retired Boeing historian Mike Lombardi, during the EWP Live! webcast on Aug. 21.

Search for the recording titled **Ed Wells the Man: Celebrating 30 Years of the Ed Wells Partnership** on the Boeing Network.



Ed Wells, shown above, was chosen as the namesake for Ed Wells Partnership because of his dedication to learning and his passion for airplanes. He started at Boeing in 1934 to work on what would become the B-17. (Photo credit: Boeing Images)

Also: Remember to play Ed Wells Partnership Bingo in 2025 to win prizes and take advantage of this amazing benefit. You can download a BINGO card from the Ed Wells homepage on the Boeing intranet at edwells.web.boeing.com.



New to SPEEA? Come hang out with us

In the Northwest and Midwest, committees are organizing events to welcome anyone who wants to hang out. In the Northwest, the New Hire and Young Members Committee no-host is the last Thursday of the month. Members are also gathering on the second Saturday of the month at noon, at Catalyst Café, Everett. In the Midwest, the Young Professionals meet the second Friday. See their schedules at www.speea.org (on the online calendar). The informal gatherings are no-host socials – everyone buys their own.

Shown here: Northwest New Hire and Young Members Committee recent no-host socials at South Town Pie in the South Park neighborhood (left) and Sporty's Beef and Brew in Everett.

SPEEA halls open to members and other employee groups

Members may not know they can reserve the SPEEA halls in the Puget Sound and Wichita for free for non-union meetings and events. The halls are also available for free to former Boeing Business Resource Groups (BRG) that may now be restricted from meeting at work because they are related to diversity.

SPEEA welcomes any employees who were involved in BRGs or Diversity Councils – whether they are members of our union or not – to continue doing their important work. They can apply to meet at the halls and connect with our Diversity Committee.

“Our union’s Diversity Committee continues in its efforts to create a stronger aerospace workforce by fostering principles of diversity, equity

and inclusion,” said SPEEA President **John Dimas**. “We want to celebrate our differences and connect with those who share our core commitment to building stronger connections between employees.”

About SPEEA Diversity

The SPEEA Diversity Committee meets on the second Wednesday of every month at 4:30 p.m., Pacific time. It is chartered specifically to foster diversity within our union and to provide an avenue for addressing workplace discrimination and harassment.

How to request a reservation

SPEEA members can apply for themselves or on

behalf of their former Boeing BRG or Diversity Council colleagues to reserve one of the SPEEA halls. The form is at speea.org – drop down menu: Contact Us/SPEEA Halls to download the form for members to use to reserve meeting space. When ready, submit the form to robinf@speea.org.

What happens next

The request form goes to the Executive Board to review and assign a sponsor (SPEEA leader or staff) if approved. The sponsor ensures the hall is open during the event. When the event is over, the sponsor secures the hall after the event leaders have cleaned up the areas they used.

Washington state

\$2.2 million federal grant to help laid-off Boeing workers

Washington state was recently awarded a \$2 million federal Dislocated Worker Grant to support Boeing employees impacted by the 2024 and 2025 layoffs.

The funds will provide career navigation, job search assistance, training access and support services to dislocated workers in King and Snohomish counties.

Our union has been working closely with the state’s Employment Security Department and the Washington State Labor Council, AFL-

CIO, to ensure full support for our members affected by layoffs. If you were impacted or know someone who was, visit esd.wa.gov or contact SPEEA staff for help getting connected.

In addition to supporting access to state and federal resources, we’ve also fought hard to bring our members back on the job. After months of coordination with Boeing and member advocacy, 58 laid-off engineers and technical workers were offered their jobs back. These reinstatements came after SPEEA identified contract violations involving the use of non-Boeing contract labor.

Our union contract clearly states that Boeing cannot lay off SPEEA-represented employees in a job classification if contractors are performing the same work. We found multiple instances where this language was violated. After raising the issue and pushing for case-by-case review, Boeing agreed to return affected members to their positions.

SPEEA Prof and Tech contracts

Overtime

How it works

- **Prof OT** - for hours worked in excess of 80 compensated hours in a two-week pay period
- **Tech OT** - for hours worked in excess of 40 compensated hours in a workweek
- Compensated hours include paid time away from work, e.g., vacation, sick leave, PERBUS and NonIND illness.

Pre-approval for overtime

- Management can require pre-approval for overtime.
- Management can require overtime hours in particular increments (ex. two-hour minimum).

Flexing of time

- Employees can request to flex their hours at their discretion, not management's.
- There is no limit, but managers have a right to deny flex time.
- Management cannot require SPEEA Profs or Techs to flex their time. No exceptions.

Note: Employees may choose to work late a couple of hours one night, and then come in late the next day. This is permitted with management approval, but cannot be required.

Mandatory overtime

Volunteers should be sought before overtime can be assigned. If no one volunteers, you may be required to perform mandatory overtime. You cannot be required to work overtime in the following cases:

- More than 144 OT hours in a budget quarter
- More than two consecutive weekends
- Saturday/Sunday - more than eight hours
- On a holiday
- Weekend work immediately after or before a Monday or Friday holiday

Note: Employees can work OT beyond these bulleted thresholds by choice, but cannot be required to do so, except in limited circumstances.

Want to know more?

For more information and/or questions, contact your Council Rep. Not sure who your Council Rep is? Go to **www.speea.org** (drop-down menu: Member Tools/Find your Council Rep). Don't have a Council Rep in your area? Look for your contract administrator for help. Find your contract administrator at **www.speea.org** (Contact Us/SPEEA staff).



INTERNATIONAL FEDERATION
OF PROFESSIONAL AND
TECHNICAL ENGINEERS
Local 2001, AFL-CIO, CLC

SPEEA
IFPTE LOCAL 2001

Periodicals Postage Paid at Seattle,
Washington

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



SPEEA supports IAM 751 car show fundraiser

SPEEA officers, members and staff took part in this year's annual IAM Local 751-A Steel and Wheel Car Show, held Aug. 16 at IAM District 751's Everett Union Hall. The event raised close to \$10,000 for Guide Dogs of America, which provides guide dogs to people with impaired vision. Our union was a co-sponsor of this year's event. At the show, SPEEA member **John Fossberg** (left) won a Best-in-Show award with his 2023 Corvette; SPEEA member **Mike Hovik** won the Best-in-Show award in the Rat Rod division, with his restored 1955 Ford F-100 pick-up.

TRAINING/EVENTS

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

NORTHWEST

Discount tickets for OL Reign

Professional women's soccer
Limited number of discount tickets
Sunday, Sept. 28, 5 p.m.
Lumen Field, Seattle

For tickets, see the flyer QR code on the
SPEEA Events page at www.speea.org.

NW Women's Advocacy Committee

Self-defense training

Save the date

Saturday, Oct. 4 – SPEEA Everett
Saturday, Nov. 8 – SPEEA Tukwila

Details being finalized

NW Women's Advocacy Committee

MIDWEST

Wichita Wind Surge vs Tulsa Drillers

Minor league baseball

Saturday, Sept. 6

Riverfront Stadium, Wichita

Game starts at 6:05 p.m.

Midwest Membership Activities Committee

Midwest Membership Activities Committee SPEEA member picnic

Save the date

Saturday, Oct. 11 – 11 a.m. to 1 p.m.

Warren Riverview Park, Derby

Dues-paying members and their families

More details coming soon

Midwest Membership Activities Committee