

the  
**SPEEA**  
**IFPTE LOCAL 2001**

Monthly Publication  
**October 2025**

# Spotlite

PROFESSIONAL AEROSPACE UNION



## Supporting a good cause at Wichita 5K

SPEEA members took part in the Wichita "Race for Freedom," organized by I.C.T.-S.O.S., a Wichita-based non-profit dedicated to ending human trafficking. SPEEA is a major sponsor of the annual event, which draws runners for the 5K and families for the fun run. Shown here from left, Wichita Council Rep (CR) **Derek Milligan**, CR **Ponolar Washington**, Midwest Teller **Joymesia Lee**, CR **Angela Hottle** and CR **Matthew Glenn**. Some SPEEA members signed up to run and some chose to participate virtually by donating their registration fee for the race, which was Sept. 6.

NW contract  
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recognition – P7





The WTPU Negotiation Team is shown here, back row, from left, **Wes Gardner, Cathy Yeager and James Hatfield**, front row, from left, **Emily Forest and Patti Brinkmeyer**. They conducted a recent survey to assess what's important to the bargaining unit. The WTPU contract expires Jan. 31, 2026.

## WTPU Negotiation Team preparing for bargaining with Spirit AeroSystems

**W**ICHITA – Momentum is building in the Midwest for the Wichita Technical and Professional Unit (WTPU) negotiations.

The WTPU Negotiation Team recently launched an online survey, which went to all WTPU-represented employees to better understand their priorities for their next collective bargaining agreement.

Input from the survey will help the WTPU Negotiation Team members develop a contract proposal they will bring to the table with company leaders later this year.

After the survey closes Oct. 3, the team will dive into the data to determine the issues that matter most and ways to address those issues in the contract negotiations.

The five-member negotiation team includes **Patti Brinkmeyer, Emily Forest** (secretary), **Wes Gardner** (vice chair), **James Hatfield** (chair) and **Cathy Yeager**, with support from staff subject matter experts.

The team plans to develop its proposal through the fall and begin Main Table bargaining in December. The goal is to have a final offer ready to vote by the end of January 2026.

The WTPU contract expires Jan. 31, 2026.

### Momentum through membership

While the negotiation team has been meeting weekly to discuss issues and prepare for negotiations, WTPU members are also meeting frequently to find ways to support the bargaining efforts.

The Contract Action Team (CAT) has brought together a large number of members who are signing up to help talk to members about the

survey and the negotiation process and to encourage coworkers who are not dues-paying members to join SPEEA, so they have a voice and a vote.

CAT's efforts are paying off with increasing numbers of represented employees becoming dues-paying members. More members are also signing up to become Area Reps and help bring more visibility in support of their district's Council Reps.

### Fun and games help, too

Helping support the CAT outreach effort are SPEEA events such as free tickets to a minor league baseball game (which drew nearly 200 members and their families) and a salsa competition that drew about 50 members and non-members. The Midwest Membership Activities Committee (MAC) organized these events as an opportunity to connect and have fun with other union members.

MAC members are working with staff to host a fall picnic Oct. 11 for SPEEA members and their families. The fun includes pumpkin decorating and a free catered BBQ. If you're a SPEEA Wichita member, join us from 11 a.m. to 1 p.m. at Warren Riverview Park in Derby. RSVP to [vickim@speea.org](mailto:vickim@speea.org).

One of the best ways to improve the WTPU contract is through dues-paying membership and activity/visibility in the workplace. CAT's focus is to help get the best contract possible!

## Correction

The Negotiation Prep Committee Workforce Town Hall took place Sept. 18. The print version of the September SPEEA Spolite listed the wrong date in the article: "Negotiation Prep Committee launches survey on workforce issues."

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INTERNATIONAL FEDERATION OF  
PROFESSIONAL AND TECHNICAL ENGINEERS



By John Dimas  
SPEEA President

# Northwest contracts: No shortcuts

**T**empus fugit, or time flies. With this writing, in the Northwest, the Professional and Technical Collective Bargaining Agreements (CBAs) expire in a little over a year on **Oct. 6, 2026**. A yearslong wait will soon be over, and then we will enter the process where those contracts will be negotiated.

Who will be on the negotiation team? What will be negotiated? What will the company offer? Will we go on strike? I have good news for you. The answer lies with our members under the Prof and Tech contracts. We will all take surveys, attend meetings, take part in various actions, talk in the workplace with each other and, most importantly, vote.

I want to make one thing clear. **While we are under our current contracts, we cannot strike.** A strike is a powerful action that a union can utilize, however it is only utilized if it is necessary. If any member is out there now saying we are striking in the Northwest, they are wrong. You may see something toward the end of the negotiation process, called a **strike authorization vote**. This is not a vote to strike; this is just the membership voting if it is in favor of one if necessary. There will be more on this later, as we move forward.

This is a process. Think of negotiations as a mountain. At the top is a successful agreement that is approved by the members. At the base of the mountain, there is some type of official kick-off that begins with elected negotiation teams in place. A variety of actions involving the membership throughout the process will communicate the feelings of the membership.

Each negotiation team is chosen out of member-

ship. 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 our negotiation team can use. How do we build that leverage?

## Mobilizing

If the negotiation teams are the generals leading a contract campaign, then the Contract Action Team (CAT) members are the special forces.

In the Northwest, our CAT is referred to as Bargaining Unit Negotiations Support (BUNS). The BUNS team keeps the members informed, communicates members' concerns back to the negotiations team and gets to plan all kinds of actions both in and out of the workplace.

Do your coworkers know the process of negotiations and their role in it? Empower and mobilize your area. Every SPEEA member must know their part in the process. Join and be an active member of the BUNS, it is open to all. More information will be coming soon.

## Effective communication and messaging

Do you have a non-work email address on file? Are you receiving 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, you will see exciting changes in communications with the SPEEA

membership. Do you have a plan for keeping yourself informed about the contract?

## Conversations in and out of the workplace

You can never under-communicate the importance of a contract.

In the Northwest, while there are major hubs with concentration of members, we have members at multiple sites and states. It is important to talk to everyone. My hope is that by the time that members see a tentative agreement, 100% of the SPEEA Northwest membership will have attended a meeting, asked questions or read an email about negotiations.

We need 100% of the membership engaged.

I believe the upcoming contract negotiations are some of the most important in the history of SPEEA. The perfect contract is not going to come easily from the employer. This is going to take effort from all of us, and there are no shortcuts. SPEEA Northwest, your future is up to you, what are you going to do?

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## Discussion and donuts in Wichita

Midwest Council Reps hosted an informal networking event on Sept. 17 for more than 30 members and non-members to get acquainted and learn more about Wichita Technical and Professional Unit (WTPU) negotiations. They met Council officers **Emily Forest** and **Wes Gardner** who are also elected members of the WTPU Negotiation Team.



## Prof and Tech negotiation efforts are ramping up!

By Bryan Corliss  
Senior Communications Specialist

We are one year away from the expiration of our union's current contracts with Boeing. Over the next 12 months, SPEEA members in the Northwest Prof and Tech bargaining units will have a number of opportunities to get involved in efforts to secure a new collective bargaining agreement.

The personal involvement of every single member matters. Unions work best when large numbers of their members are engaged and working toward the same goals.

Here are some things you can do.

### Take the surveys

The Negotiations Prep Committee (NPC) – made up of SPEEA activists – has been working with union staff for months to gather information for the SPEEA Prof and Tech Negotiations Teams to understand the priorities of the bargaining units.

To go beyond the initial NPC survey, the team started a series of monthly surveys focusing on different areas of the contracts. Last month's workforce survey sought input on issues such as contractors, outsourcing, layoffs, retention ratings, the performance management process and even 32-hour work weeks.

This month's NPC survey covers Employee Relations. This includes topics such as hybrid or remote work arrangements, child care and the Ed Wells program.

### NPC Employee Relations Town Hall

Interested in learning more about this month's survey and more related to negotiations? Plan to attend a virtual NPC Employee Relations Town Hall Thursday, Oct. 16, from 6 to 8 p.m. The registration link is on the Northwest online

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

### Upcoming surveys

In November, the NPC survey will focus on benefits to coincide with the Boeing open enrollment period. Survey topics for that month include the medical, vision and dental plans as well as retiree medical.

In December, the NPC survey will focus on issues such as raise pools, retirement and paid time off.

The data from all the surveys will be synthesized into a report provided to the Negotiation Teams, which will be elected in early 2026. The survey data will help the teams craft the initial proposals our union will present to Boeing once bargaining begins for new Prof and Tech contracts.

A QR code linking to each month's survey will be posted on bulletin boards around your work site. You also can find a link to the current survey on the home page at [www.speea.org](http://www.speea.org).



At the Negotiation Prep Committee Workforce Town Hall, members learned more about the workforce issues on the survey and the negotiation process. The September survey covered issues including outsourcing, retention ratings and the performance management process.

Member Tools button at [www.speea.org](http://www.speea.org), then select Find Your Council Rep from the drop-down menu.

Attending SPEEA meetings accomplishes two things that help the negotiations process:

- It makes you a more informed union member, better able to evaluate the information coming to you and answer the questions of others.
- It shows Boeing that you and your coworkers are involved and engaged in the bargaining process. The bargaining team will have more credibility, because they've spoken with you in person.

### Get informed

As the time for negotiations get near, we'll post news updates at our website – [www.speea.org](http://www.speea.org). We'll also share updates via email and social media.

For email updates, we strongly encourage you to sign up to receive messages at your home email address. Boeing controls its own internal email network and would be well within its rights to delay or even block messages to you coming from our union. Signing up for home email ensures that you get the information you need on a timely basis.

*Continued on page 5*

**Negotiation Prep Committee  
(NPC) surveys**

### Employee Relations Town Hall

Thursday, Oct. 16, from 6 to 8 p.m.

**Online only**

RSVP  
here:



### Attend meetings

Council Reps and staff across our Northwest bargaining units are organizing lunchtime events in the workplace to bring members together. The events are often either social/networking events or training on contract benefits.

Look for flyers for events in your work area. If you don't see any upcoming related events, contact your Council Rep to ask if they're planning any.

Don't know who your Council Rep is? Click the

## Gearing up for Prof and Tech Negotiation Team applications

The process to apply for the Prof and Tech Negotiation Teams is under way.

The Prof and Tech Negotiation Team Nominating Committee was scheduled to kick off its work on Sept. 30.

The nominating committee is made up of Council Reps, Executive Board and members who are not planning to run for their bargaining

unit's negotiation team.

When ready, SPEEA will advertise the application process, including the petition, the dates for negotiation orientation sessions for applicants to attend and the requirements to apply (eligibility and preferences).

The Prof and Tech Bargaining Unit Councils (BUCs) plan to elect their negotiations teams at the February regional Council meeting.

Continued from page 4

Signing up is simple: Look for the green “Sign up for home email” button at the top left of the homepage at [www.speea.org](http://www.speea.org).

For social media, look for and follow us on Facebook, Instagram, LinkedIn, Bluesky and X.

We should note that Boeing will also put out information about the contract talks. It’s important to remember that all of Boeing’s public communications are crafted to promote the company’s mission of enhancing value for shareholders by holding down costs and growing short-term profits. Our union’s commitment is to the membership and to winning the best possible contract for all of us.

Keep that in mind while evaluating any competing statements.

## Be prepared

We’ve seen what happened when Boeing entered negotiations with other unions in 2024 and 2025 – strikes involving the IAM Union in the Northwest and St. Louis, and a lock-out involving unionized Boeing Fire Fighters.

While we can’t predict this far in advance how our SPEEA negotiations will go, it is simply a best practice for any union worker to maintain a personal strike fund.

Workers who have their own savings can stand on principle for a better contract longer than those living paycheck-to-paycheck. And in the happy event we reach a contract that SPEEA members accept without having to strike, you will have saved money you can use for other purposes.

Unlike the IAM – whose members received \$250 a week starting the third week of their seven-week strike – SPEEA doesn’t have a strike fund. You will need to support yourself through any work stoppage.

However, should we strike, our members in Washington and Oregon will have access to unemployment insurance payments, thanks to the work of our own Legislative & Public Affairs Committee members and other union activists who actively pushed for this legislation in both Olympia and Salem.

In addition, “Spotlite” articles written by **Matt Kempf**, our union’s senior director of compensation and retirement, laid out the process for using money from your after-tax 401(k) through an in-service distribution, for members who have picked that option for their Boeing retirement savings plan.

Information on how to do that was included in the April, May and June 2024 editions of

“Spotlite” magazine, which are available online at [www.speea.org](http://www.speea.org). From the homepage, click on the Communications button and select Spotlite Magazine from the drop-down menu; scroll down to the link for “Find issues from previous years here,” then under Spotlite Magazine (monthly) select the link for 2024, then the links for April, May and June.

## Health care

As we saw with last year’s IAM strike in the Northwest – and the current strike in St. Louis – Boeing will cancel company-paid health insurance for striking workers at the end of the month following the work stoppage. (When Machinists in St. Louis struck on Aug. 4, Boeing canceled their insurance effective Sept. 1.)

If there is a strike, SPEEA members will have the option to continue with their health insurance through COBRA, but those premiums can approach \$2,000 a month for a family.

Knowing that allows us to prepare:

- Get elective procedures and routine doctor visits out of the way prior to Oct. 6, 2026.
- As October 2026 gets closer, ask your health care providers to write you 90-day prescriptions for critical medications.

## Flexing not required

# Partial-day absences part of Prof contract benefits

Members of our union’s Northwest Tech bargaining unit can use partial vacation days or partial-day sick leave to fill in gaps for appointments or other issues.

## What can Profs do?

Per the SPEEA contract, Profs can use PerBus and Non-Ind to compensate for partial-day absences.

“Management can get in the habit of insisting you flex your time, but they’re not allowed to insist you do that,” said SPEEA Contract Administrator **Steve Spyridis**. “If they do, then you’re denied a part of your contract benefits.”

## How PerBus works

PerBus is short for Personal Business. This can be used for personal appointments that can’t be made outside of business hours. See Article 11.5(c) in the SPEEA Northwest Prof contract.

## How Non-Ind works

Non-Ind is short for Non-Industrial illness. This is for medical appointments or sudden illness while you are at work, such as a headache. “If you’re sick, you’re sick,” Spyridis said. See Article 6.4 in the SPEEA Prof contract.

## Key points

- Coordination – Give your manager as much notice as you can for PerBus, such as an upcoming non-medical appointment.
- Personal – You don’t need to go into detail why you need to use either PerBus or Non-Ind.
- Flexing – Management *cannot* require flexing for partial-day absences using PerBus or Non-Ind. If you want to flex your time for other reasons, you need management approval.

## Communicate

Communicating with the manager is key, Spyridis said. “If there is push back, make us (SPEEA Contract Administrators and Council Reps) aware.”

He suggested raising awareness of the SPEEA contract with the manager with a collaborative approach. Ask if your manager is aware of the SPEEA contract language.

“The purpose of a collective bargaining agreement,” he added, “is to spell out wages, hours and working conditions.”

IN YOUR **SPEEA** CONTRACT  
IFFTE LOCAL 2007

## Partial-day absences

Professional Unit	Technical Unit
PERBUS (coordinate with manager)	Sick leave
Non-Industrial Illness (notify manager)	Vacation
Flexing <i>optional</i> (within a 80-hour pay period)	Flexing <i>optional</i> (within a 40-hour pay period)

Questions? Contact your Council Rep  
See “Find Your Council Rep” at [www.speea.org](http://www.speea.org)  
(drop-down menu for Member Tools)

## Get help

If you have questions, ask your Council Rep for a lunchtime meeting that covers this topic for your area. 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? Email [speea@speea.org](mailto:speea@speea.org).



# SPEEA-Spirit online salary charts reflect 2025 raises

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

**W**ICHITA – Salary charts reflecting 2025 raises are now online, at [www.speea.org](http://www.speea.org) for SPEEA-represented employees in the Wichita Engineering Unit (WEU) and Wichita Technical and Professional Unit (WTPU) at Spirit AeroSystems.

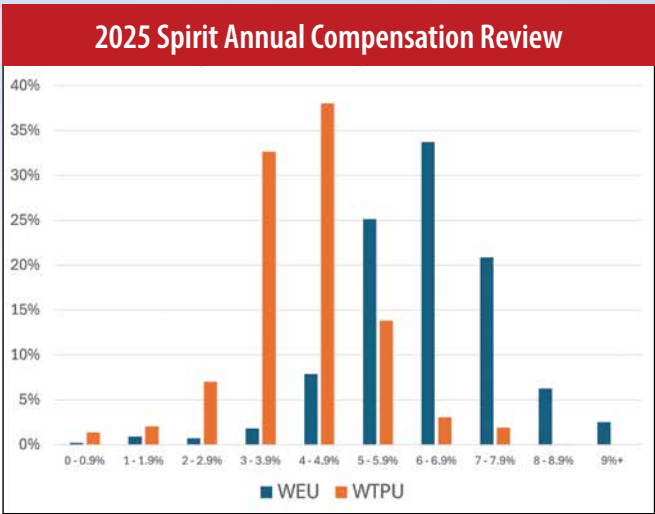
SPEEA posts the charts online as a tool for members to see how their careers are progressing and help in conversations with their managers.

## This year's Spirit data

- **WEU** – The straight average increase for 2025 was 6.33%. The salary weighted average was 6.15%. The Spirit WEU average salary increased from \$116,947 to \$124,143, for an average increase of \$7,196 for the 991 eligible employees.
- **WTPU** – The straight average raise for 2025 was 4.17%. The salary weighted average was 4.10%. The Spirit WTPU average salary increased from \$92,020 to \$95,793, for an average increase of \$3,774 for the 1,467 eligible employees.

## Your Compa-Ratio affects your raise

The Compa-Ratio is the ratio of an employee's salary to the Salary Reference Table (SRT) mid-



point 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. Conversely, a Compa-Ratio less than 1.0 shows salary is less than the SRT.

Compa-Ratios play an important role in starting to determine an employee's base salary increase. Similarly situated employees with a lower Compa-Ratio will receive a higher initial raise than employees with a higher Compa-Ratio (see *Compa-Ratio table*).

## About the online charts

All employees eligible for the salary exercise are grouped by job family.

No charts are printed for groups having fewer than 10 employees. This is done to give a measure of confidentiality on individual salaries.

For groups with 10 or more employees, four

**Average Raise by Compa-Ratio**

CompaRatio (Before 2025 Raise)	WEU	WTPU
<0.8	8.3%	5.7%
0.8-0.9	7.1%	4.6%
0.9-1	6.0%	3.9%
1-1.1	5.1%	3.2%
>1.1	3.3%	1.8%
Grand Total/Average	6.3%	4.2%

charts are prepared. For groups with 20 or more employees, two additional charts (a total of six) are prepared.

Similar to last year, two series of charts will be produced, one series combining job families with defense and non-defense codes and one series with defense and non-defense shown separately.

## Finding salary charts online

Go to [www.speea.org](http://www.speea.org) and click on the drop-down menu for Member Tools/Salary Charts.

Charts are also available for the Northwest Prof and Tech Bargaining Units at The Boeing Company.

## About the charts

- **Compa-Ratio** – The Compa-Ratio is defined as salary divided by the Salary Reference Table (SRT) midpoint for the job family and level.
- **Upgrades/OOS** – The SPEEA salary charts online include the number and average amount of upgrades and Out-of-Sequence (OOS) increases on charts E and F.
- **Access** – You need your employee identification number to access the charts.

## PNAA announces scholarship winner

**T**hrough the sponsorship of SPEEA, the Pacific Northwest Aerospace Alliance (PNAA) awarded a scholarship to **Jack Langlet**, an aerospace student from South Seattle College.

SPEEA's support of this program helps students with expenses such as textbooks and tuition. This provides critical financial relief to help them pursue their educational goals.

SPEEA is a member of PNAA, a nonprofit promoting growth and global competitiveness of the Pacific Northwest aerospace industry.

At PNAA's annual conference of aerospace leaders, SPEEA is recognized for its sponsorship support.

## SPEEA member running for election

**S**PEEA member **Luis Burbano** is running for Everett City Council District 4. The general election is Nov. 4.



Luis Burbano

Burbano, a design and analysis engineer at Boeing, has been a SPEEA member for 14 years.

Past experience in community involvement includes:

- Volunteering for El Centro De La Raza to prepare taxes for free for those with low incomes.

- Serving on the Sound Transit community advisory board for the design of light rail in Everett.
- Advocating for safer roads in Everett, particularly for slower vehicular speeds and against noise pollution.
- Co-writing the "Sustainable Nourishing Manual," which addresses the challenges of food access, transportation and sustainability in Everett.

Burbano's website is [www.electluisburbano.com](http://www.electluisburbano.com).

SPEEA provides this information as a service to members. SPEEA does not endorse nor provide political contributions to any candidate.

# Network of Area Reps emphasizes two-way communication

By Bryan Corliss  
SPEEA Senior Communications Specialist

October is Area Rep Recognition Month, the annual celebration of all that these volunteers do to support our union and its members.

With contract negotiations about to start for our Wichita Technical and Professionals Unit and the clock counting down toward 2026's contract talks with Boeing in the Northwest, our union is more reliant than ever on strong Area Rep networks, SPEEA President **John Dimas** said.

"Area Reps ensure we have strong two-way communication between union members and leaders, and they will be key to mobilizing for any action we need to take to support our bargaining teams," Dimas said. "It's an essential role, and we can never have too many ARs."

## ARs make our union work

Council Rep **Andrew Sherman** agrees. He and fellow Oregon CR **Reid Weber** have one of the densest networks of Area Reps, per capita, in our union.

For members, there's a lot of benefit to being in a district with a lot of Area Reps, Sherman said.

When it comes to resolving disagreements with managers, "you get faster and more-effective issue resolution and stronger representation in complex cases," he said, because of the easier access to Council and staff support.

Members in those districts also have improved access to union resources, like communications, through their Area Reps, Sherman said. All this adds up to higher levels of engagement and more

collective power for our union.

As a Council Rep, Sherman said having a large network of ARs is very helpful. The two Oregon districts have a combined 22 skill codes (14 for techs and eight for pros). Having ARs from a range of codes means the team has more people who have a deeper understanding of the work done by the SPEEA members they represent.

The large network helps with improved resource allocation and coverage and better two-way information flow. This also increases the district's capacity for organizing and advocacy, he added.

In Portland, the CRs and ARs meet monthly over lunch to report out from recent SPEEA Council meetings, give updates on meetings with management and share lessons learned and best practices. Sherman said they also encourage Area Reps to recruit more of their co-workers to get involved.

## How to get involved

For SPEEA-represented aerospace professionals who have interest in unions or getting involved in improving the quality of your work life, becoming an Area Rep is a great first step.



A recent Council Rep/Area Rep lunchtime meeting is shown here in Oregon. Council Reps are encouraged to meet monthly with their Area Reps to hear about issues in the workplace and union news.

Under SPEEA's Governing Documents, Area Reps are charged with assisting Council Reps by helping with workplace communications, distributing information and collecting feedback from members in their areas. Area Reps welcome new members in their districts, and by becoming familiar with our union contracts, they can help Council Reps to monitor compliance.

To become an Area Rep, first talk to your Council Rep. (Not sure who that is? Go online at [speea.org](http://speea.org) and under the Members Tools tab, select Find Your Council Rep.)

Anyone who becomes an AR today will serve until 2027. For more information about Area Reps, the training they get and the roles they play in our union, go online at [www.speea.org](http://www.speea.org) and under Member Tools, select Area Reps.



## Congrats to Midwest MAC Salsa Grand Champion!

The SPEEA Midwest Membership Activities Committee (MAC) recently hosted a salsa competition with 14 entries. SPEEA Member **Mike Conklin** was the top-vote getter and earned bragging rights as MW MAC Salsa Grand Champion. Shown here from left, MAC Secretary **Scott Reida**, MAC Chair **Meghan Corwell**, Conklin and MAC Vice Chair **Angela Hottle**. The event drew a crowd of more than 50 tasters/voters. Other winners were: SPEEA and Midwest Council officer **Emily Forest**, who won the "Overachiever" award, and Hottle, who won the bragging rights for "Most Unique."



## No clear guidance on segment rates for lump sum amounts

By Matt Kempf, CFP®, CEBS

Senior Director of Compensation and Retirement

The decision to take your accrued pension benefit as a lump sum or as a monthly annuity is a one-time, irrevocable decision made with the commencement of your pension.

### Who is eligible?

Of the nearly 17,000 SPEEA-represented Northwest Prof & Tech unit individuals, more than 7,529 were hired before 2013 and are Boeing Company Employee Retirement Plan (BCERP) participants. Of those employees hired before 2013, a total of 3,176 employees are over age 55 and eligible to retire today.

### About lump sum amounts

The IRS publishes the segment rates, which are used with mortality tables to convert the single life annuity monthly pension benefit into a lump sum. The segment rates fluctuate and can have a big impact on the size of a lump sum payout.

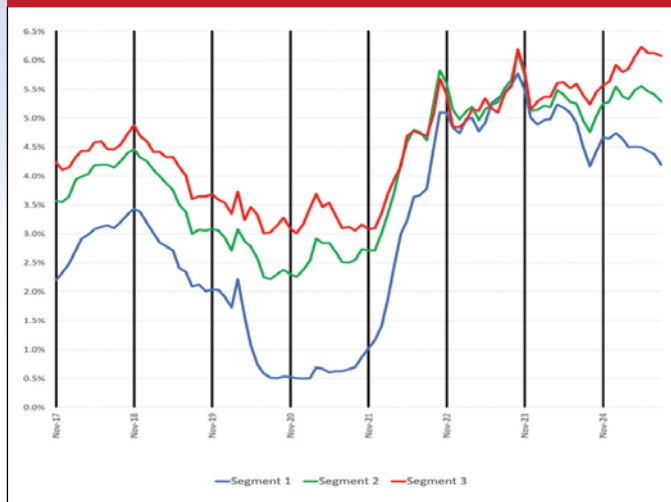
The rates are based on applicable matching duration, high-quality corporate bond yield spot rates (bonds rated AAA, AA, or A) published by the U.S. Treasury.

- **Segment 1** - Used to discount pension checks received within the first five years of commencement.
- **Segment 2** - Used to discount pension checks received after five and before 20 years of commencement.
- **Segment 3** - Used to discount pension checks received from years 20 onward.

The BCERP lump sum is based on November segment rates from the year prior. This means if you commence in 2025, the segment rates used to convert the single life annuity are from November 2024. If you commence in 2026, then the segment rates used to convert the single life annuity are from November 2025.

Since the segment rates are used to discount future single life annuity pension checks back to

IRC 417(e) Segment Rates over time



The chart above shows the three segment rates, how they have changed overtime and identifies the November segment rates for each year.

today, the lower the segment rate, the higher the lump sum. Conversely, the higher the segment rates, the lower the lump sum.

Continued on page 9



## Taking a Technical Fellowship career path? Learn more

By Kelly Hanes

SPEEA co-director, Ed Wells Partnership

Debarijit (Greg) Chandra, ATF

Program Administrator, Ed Wells Partnership

You may be wondering whether the Technical Fellowship is a good path for you to explore as you progress in your career. Or perhaps you have been working on your application for Associate Technical Fellow (ATF), and you still have questions about the process or your documentation.

The ATF process is very detailed, so now is the time to start preparing if you plan to apply for 2026.

The Ed Wells Partnership is offering two ways to assist you with this before the end of the year.

**Recording** – An EWP Live! webcast called “Associate Technical Fellow Process & Strategy” was recorded on Oct. 2 that can help you decide about and prepare for the Technical Fellowship. This seminar includes a panel of diverse members from the Technical Fellowship.

During this two-hour virtual presentation, the panelists covered:

- Key factors for entry and advancement in the Technical Fellowship
- Business Unit Nomination and down-select process
- Aligning your career with your sphere of influence and the five qualification criteria
- How to develop a plan to fill in any gaps in your application

You can find the recording at the Ed Wells Partnership inSite page on the Boeing Network.

**Virtual QA** – If you watch the webcast and still have questions or want an opportunity to ask your questions live with Tech Fellowship experts, you can register for the “Associate Technical Fellow Process & Strategy” class, which will be held virtually on Dec. 2.

Register for this class at [edwells.web.boeing.com](https://edwells.web.boeing.com) on the Boeing intranet.

### Last biennial selection process next year

In case you didn't know, 2026 is the last year the ATF selection process will be limited to a biennial application. After that, it goes to an as-needed nomination and application process.



Continued from page 8

## Segment rates elevated

Since the fall of 2022, the segment rates have been consistent and have been higher than at any point since the lump sum commencement option was negotiated in the 2016 collective bargaining agreements.

Because the segment rates have remained elevated, the lump sum commencement option has not been as popular as it has been in the past. The segment rates can be found online: <https://www.irs.gov/retirement-plans/minimum-present-value-segment-rates>.

In the past 20 years, there have been three significant continued drops of the Fed Rate, each preceding a U.S. recession (<https://fred.stlouisfed.org/series/FEDFUNDS>). When the Fed Rate dropped in early 2001, segment rates dropped at the same time. However, when the Fed Rate

dropped in the fall of 2007, segment rates spiked higher over the next 12 months before ultimately falling. When the Fed Rate dropped in the fall of 2019, the segment rates dropped at the same time without a spike.

The Federal Open Market Committee was scheduled to meet Sept. 16-17 and was widely expected to announce a decrease in the target range for the federal funds rate (aka the Fed Rate). The decrease and the extent of the expected continuation of decreases was unknown at the time this edition of Spotlight went to press.

## Retirement start date reminder

The amount of the pension lump sum is determined as of the retirement Benefit Commencement Date, which can only be on the first of a month.

Because the segment rates are typically published around the 15th to the 20th after the month they apply, individuals who are interested in selecting the lump sum option need to make a final decision about commencing Dec. 1, 2025, before the November 2025 segment rates are known.

Individuals considering retiring in 2025 or 2026 and taking the lump sum option need to watch the segment rates and use the August, September, and October rates to help guide their decision on when to retire, in 2025, using the November 2024 segment rates, or in 2026, using the unknown November 2025 segment rates.

# Labor unions make headlines in fights for fair contracts

By Bryan Corliss

SPEEA Senior Communications Specialist

**S**PEEA officers and activists have been busy in recent months supporting other unions as they fight for fair contracts from their employers.

## Everett News Guild

A half-dozen SPEEA activists joined members of other unions and pro-labor groups at an informational picket in support of unionized Everett Herald journalists on Sept. 4.

The writers and editors formed their union in 2022 and have not been able to secure a first contract from the paper's owners, Carpenter Media Group. The union went on a two-day strike in June 2024, when the new owners laid off 10 of its 18 members.

Currently, the union is pushing back on a management proposal for a base salary of \$20.50 an hour – just 26 cents above Everett' minimum wage – with a provision for writers to earn \$1 an hour more if they slap together 10 or more stories each week.

Our union's Executive Board sent a letter of support to both the News Guild and its publisher, noting that the base salary proposal would keep workers locked in poverty, which is "unacceptable on any level." The story quota system, the board added, would incentivize shallow, sloppy reporting that is the opposite of what Snohomish County residents need.

## IAM strike in St. Louis

Our union continues to monitor the ongoing strike by IAM District 837 against Boeing.

On Sept. 12, 57% of union members voted to reject Boeing's latest five-year contract offer, which was slightly revised from the four-year

offer union members rejected on Aug. 3. On Sept. 19, IAM 837 took the unusual step of asking its members to vote on the union's counterproposal, with the goal of presenting a pre-ratified contract to the Boeing negotiating team.

Our Executive Board in August sent a letter of solidarity to the IAM 837 Machinists, noting that "Boeing has an unfortunate history of undervaluing its workers," which is the "root cause of many of the problems that the company has faced in recent years."

## Airbus makes new contract offer to union

As this edition of "Spotlite" went to press, members of Unite, the Union in the United Kingdom were voting on a revised Airbus contract offer.

The union had been poised to start a series of weekly two-day strikes on Sept. 2. But Airbus came in with a new pay offer, leading the union to delay the walkouts so members could vote on it. If the offer was rejected, Unite said strikes would begin Sept. 23-24.

Unite represents some 3,000 engineers and installers who fabricate and assemble wings and wing components at factories in Broughton and Filton in England. They build wings for all Airbus commercial jets and A400M military transports.



SPEEA activists and officers joined members of the Everett News Guild at a downtown Everett rally on Sept. 5. News Guild members are pushing back against a demand by Everett Herald management that they accept base pay of \$20.50 an hour – just 26 cents an hour above the city's minimum wage.

## Operating Engineers strike

The union that represents welders at Boeing – International Union of Operating Engineers Local 302 – reached a tentative agreement and returned to work after a strike against Inland Northwest Associated General Contractors in Eastern Washington and Idaho.

IUOE 302 also represents the operators who run asphalt plants and paving equipment for the contractors working on projects including a new U.S. Highway 395 bridge over the Spokane River and a new Interstate 90 bridge over the Coeur d'Alene River. All were delayed by the strike.

The IUOE 302 contract for welders at Boeing expires in December.



## Auburn cooks up lunch for members

Auburn Council Reps and Area Reps teamed up with staff to host a hot dog event for more than 400 members Sept. 9. Shown here are Area Rep **Scott Gresko** at the grill and Area Rep **Parker Williamson** in the red shirt. The event brought together members for networking and talking about SPEEA, including the September survey on contract priorities related to workforce issues.



## Pizza social draws a crowd at South Park

Nearly 50 union members came to a SPEEA pizza social to connect with each other and SPEEA leaders at Boeing's South Park, Seattle site. In addition to pizza, they picked up SPEEA visibility items, including "No Nerds, No Birds" desk tents, window clings and magnets. Council Reps **Rick Yost** and **Alex Phillips** organized the event. Northwest Regional Vice President **Lynette Shiroma** and Northwest Council Chair **Mike Pirone** also came to meet members and answer questions, along with Contract Administrator **Michael Hochberg**. Shown above, from left, at the pizza social, Phillips, Yost and Shiroma.

## IFPTE protest for NASA workers without contracts

**I**FPTE-affiliated unions representing NASA workers are protesting and speaking out against Trump administration cuts to their agencies and an executive order that cancelled the union's collective bargaining agreement with the space agency.

Those moves will impact NASA's ability to run safe missions in space, said **Monica Gorman**, who is vice president of Goddard Engineers, Scientists and Technicians Association (GESTA, IFPTE Local 29). Her union represents engineers, scientists and techs at NASA's Goddard Space Flight Center in Maryland.

“What we’ve learned from Apollo One, from Challenger and from Columbia, is that these catastrophes don’t happen out of nowhere,”

Gorman said during a Sept. 16 protest outside NASA headquarters in Washington, D.C.

“People see them coming,” she continued. “People have concerns, and if people don’t feel safe at work, if they don’t have the trust that they can speak up and bring those concerns forward without retaliation, then those concerns get buried.”

NASA was to be added to an ongoing IFPTE lawsuit challenging Trump executive orders cancelling union contracts with the federal government, IFPTE President **Matt Biggs** said at the protest.

“They’re not going to eliminate us,” Biggs said. “We are going to survive. We’re going to continue

to represent our members. We're going nowhere."

Including GESTA, the International Federation of Professional & Technical Engineers represents workers at five NASA facilities:

- IFPTE Local 9 represents professional workers at NASA Headquarters.
- MESA/IFPTE Local 27 represents workers at Marshall Space Flight Center in Huntsville, Ala.
- IFPTE Local 28 represents workers at Glenn Research Center in Cleveland, Ohio.
- IFPTE Local 30 represents workers at the Ames Research Center at Moffett Field, Calif.

## Postal Requirements

<b>Periodicals of Ownership, Management, and Circulation</b> <b>(All Published Publications Except Requester Publications)</b>			
<b>PG Form 3626</b>			
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File Name: 2023, September 2023 Page: 2

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## ***Remember your right to union representation***

**If your boss asks for an investigatory meeting that could lead to discipline, immediately request your Council Rep**

### **Suggested response if your boss wants to ‘talk’**

“I am respectfully invoking my Weingarten Rights and request to have my Council Representative present prior to answering any of your questions.  
Please let me know how you want to proceed.”

Find your Council Rep at **[www.speea.org](http://www.speea.org)**  
(Member Tools)

**Don’t have a Council Rep?**  
Call SPEEA at 1-800-325-0811 and ask for  
a contract administrator



### **Weingarten Rights**

In 1975, the U.S. Supreme Court ruled in the Weingarten decision that an employee is entitled to have a union representative present during any interview which may result in his or her discipline.



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OF PROFESSIONAL AND  
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Local 2001, AFL-CIO, CLC

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## TRAINING/EVENTS

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

### NORTHWEST

#### Portrait Day

**Tuesday, Oct. 7, from 3 to 5:30 p.m.**

SPEEA Everett Hall only

RSVP at [meetings@speea.org](mailto:meetings@speea.org)

Provided by SPEEA Member **Kyle Mullins**  
Free for SPEEA members and immediate family

*NW Membership Activities Committee*

#### Free photos with Santa

Save the date

**SPEEA Everett – Saturday, Dec. 6**

**SPEEA Tukwila – Saturday, Dec. 13**

*NW Membership Activities Committee*

#### Halloween pumpkin decorating

**Saturday, Oct. 18, from 10 a.m. to 2 p.m.**

SPEEA Everett and SPEEA Tukwila

RSVP: [meetings@speea.org](mailto:meetings@speea.org)

One free pumpkin to decorate per child while  
supplies last

Decorations provided – no carving

*NW Membership Activities Committee*

#### Free advanced self defense

**Saturday, Nov. 8, from 2 to 5 p.m.**

SPEEA Tukwila

Must have already taken the basic/intro  
self-defense class provided by SPEEA

*NW Women's Advocacy Committee*

#### Movie Night featuring "Pride"

And a cultural potluck

**Wednesday, Nov. 19**

SPEEA Everett only

*SPEEA Diversity Committee*

### MIDWEST

#### SPEEA Fall Picnic

**Saturday, Oct. 11, from 11 a.m. to 1 p.m.**

Warren Riverview Park

321 W. Market St., Derby

RSVP to [vickim@speea.org](mailto:vickim@speea.org)

Catered BBQ, pumpkin decorating,  
costumes welcome

Dues-paying members and their  
immediate families

*Midwest Membership Activities Committee*

#### Veterans Day parade

**Saturday, Nov. 8**

Join SPEEA members and their families in the  
parade to honor our veterans

Email [emily.k.forest@spiritaero.com](mailto:emily.k.forest@spiritaero.com)

*SPEEA Midwest Council*

## SPEEA-Boeing open enrollment next month

**B**oeing's annual open enrollment period for benefits is from Monday, Nov. 3 through Friday, Nov. 21. This is the only time of the year SPEEA-represented employees can make routine changes to their health and dental plans.

Look for more details and plan overviews in the November Spotlight.

## Health assessment no longer required

For the first time since 2018, Boeing is not requiring SPEEA-represented employees to take the health-assessment questionnaire.

**Sign up  
for classes**

 **SPEEA Aerospace**  
Career Enhancement

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

**Follow SPEEA on  
social media**

