

Engineer Week
Feb. 16-22
Girl Day – Feb. 20
www.discovere.org

Robotics mentor: Role models make a difference

By *Karen McLean*
SPEEA publications editor

EVERETT – When **Grace Balut Ostrom**, an Everett SPEEA member and Technical Fellow at The Boeing Company, first started as a high school robotics mentor, no girls took part in the technical side of the team. Two years later, when the first girl joined the build group, she brought her best friend. The best friend was doing what friends do, said Ostrom, but had zero interest in the ‘technical’ stuff.

“She thought it was too nerdy, but she was willing to join the team to support her best friend,” she said.

After getting involved in the build/mechanical subgroup that Ostrom mentors, the friend turned into a ‘nerd’ herself.

“She fell for it,” Ostrom said. “She went from not wanting to do engineering to becoming vice president of the Build/Mechanical subgroup. She was completely sold on robotics.”

That kind of transformation is what keeps Ostrom, an engineer in propulsion controls, excited and eager to keep mentoring. She started as a mentor when her son, Nick, signed up for the team as a freshman. She’s now in her 8th season with the Newport Robotics Group (NRG #948) in Bellevue.

Ostrom sees the growth in the number of girls involved in technical aspects of building a robot for competition in the For Inspiration and Recognition of Science and Technology (FIRST) program. Ostrom’s technical subgroup had almost 80% girls last year. **Jacquelyn Duchene**, another SPEEA member, joined this year as a CAD mentor for the award-winning team, which has about 120 students and 30 mentors.

“There’s a huge need for more women mentors,” Ostrom said, to encourage young women to pursue engineering and related careers.

Gap grows wider

In middle school, the number of boys compared to girls interested in math and science is about the same, but the gap grows wider in high school, Ostrom said, noting studies she’s read.

“If there’s anything we can do to get more women into engineering, this FIRST robotics program is it.”

In the last three years, girls from technical subgroups (build/mechanical and electrical) were elected president.

“The growth I’ve seen and the relationships you build are really amazing,” she said. “That’s what keeps me coming back.”

In her work on propulsion controls and as a Technical Fellow, she often attends meetings where she is the only woman. “Why am I the only female in the room? I want to change it.”

Increasing the number of female mentors can help, Ostrom said, to encourage the next generation of women engineers and techs.

“If we want the number of women in engineering to grow, they need role models *in high school*,” she said. “I’ve personally seen how the FIRST robotics program gives them the hands-on experience that opens their eyes to consider an engineering or technical career.”

About FIRST

FIRST offers robotics competitions at the high schools and LEGO competitions for younger students to raise awareness and interest in careers related to math and science. SPEEA members mentor on

a number of robotics teams supported by SPEEA Northwest Council grants for science, technology, engineering and math (STEM).

continued on pg. 8



SPEEA member and Boeing Technical Fellow **Grace Balut Ostrom** (right) is shown here with **Iris Hwang** (left) and **Vaishnavi Dhawan**, installing the gear box on a robot drive base for NRG#948, a team in Bellevue, Wash. Ostrom is seeing a growing number of young women taking interest in engineering through the robotics competition.

Candidates for Executive Board offices

Nine candidates are running for three SPEEA Executive Board officer positions. They are listed below in ballot order as determined by the Tellers Committee in a random drawing.

Candidates for officer are:

- **President:** Ryan Rule, Michael Hochberg and Joel Funfar
- **Treasurer:** William Louks and Bob Wilkerson
- **Secretary:** Orlando De Los Santos, Brenda K. Reiling, Jimmie L. Mathis and Lynn Burow

Ballots and voter guides go in the mail by Feb. 26. Ballots are due by March 12. Two-year terms begin March 26.

Tellers Committees uncontested

Congratulations to the following members who ran unopposed for the regional Tellers Committees.

- **Midwest:** Aaron Kitterman and Rick Nelson
- **Northwest:** Richard Duncan, Steven H. Ellis, Stephen T. Karich, Lynda Maynard, Barbara Moore and Richard Wichels

Both Tellers Committees have vacancies. If you're interested in helping with union elections, see the petition form at www.speea.org (drop-down menu – SPEEA Councils/Forms and Petitions).

SPEEA award nominations due

- **Stephen Pezzini Helping Other People Excel (HOPE) award** – To honor a member who gives time, effort and benefits to the community, as well as being an active SPEEA member in *any* bargaining unit. To nominate, email terryh@speea.org with nominee's name and why you nominate him/her (specific examples help). **Deadline:** Feb. 20
- **Northwest Recognition Banquet** – To honor activists in the Northwest bargaining units in the following categories (see below). Fill out award nomination form at www.speea.org and email to terryh@speea.org. **Deadline:** Feb. 20.
 - New activist
 - Outstanding activist
 - Special leader
 - Lifetime achievement

Arbitrator to issue ruling for

Edwards and Palmdale employees

With legal briefs filed from the November National Labor Relations Board (NLRB) hearing, SPEEA and The Boeing Company expected a final ruling by the end of January for employees denied representation at Edwards Air Force Base and Palmdale.

This formal ruling from the arbitrator will outline the methodology for calculating the “make whole” awards for the 600-plus current and former employees denied the benefits of union representation. These calculations will begin immediately upon receiving the ruling.

SPEEA had requested Boeing be ready to distribute all individual employee “make whole” awards within 60 days of the arbitrator's ruling. However, company representatives recently stated they may need up to 120 days. While disappointing, with conversations remaining productive we expect individual awards to be issued within that time frame.

SPEEA

IFPTE LOCAL 2001

President

Tom McCarty

Executive Director

Ray Goforth

Executive Board

Bob Wilkerson	Treasurer
Jimmie Mathis	Secretary
Joel Funfar	NW Regional VP
Michael E. Hochberg	NW Regional VP
Ryan Rule	NW Regional VP
Earl Carter	MW Regional VP

SPEEA Council Officers

Shannon Moriarty	Chair
Gordon Yip	Treasurer
Theryl Johnson	Secretary

Midwest Regional Council Officers

Brenda Reiling	Chair
Debbie Logsdon	Treasurer
Rhonda Greer	Secretary

Northwest Regional Council Officers

Dave Baine	Chair
Carrie Rule	Treasurer
Rebekah Hewitt	Secretary

SPEEA Publications

Bill Dugovich	Communications Director
Lori Dupuis	Graphic/Web Designer
Karen McLean	Publications Editor

speea_info@speea.org
www.speea.org

SEATTLE HALL

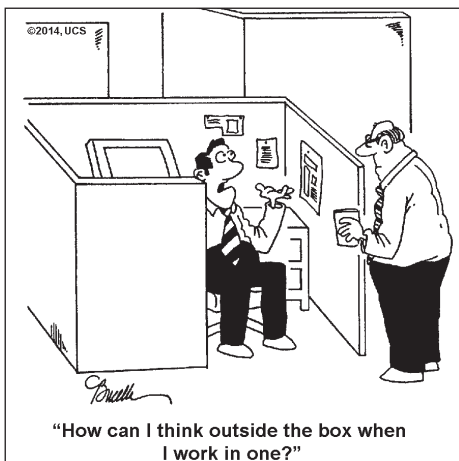
15205 52nd Ave S • Seattle, WA 98188
 M-Th, 8 am to 5 pm • Fri, 8 am to 4:30 pm
 Phone: (206) 433-0991
 1 (800) 325-0811

EVERETT HALL

2414 106th Street SW
 Everett, WA 98204
 M-Th, 8 am to 5 pm • Fri, 8 am to 4:30 pm
 Phone: (425) 355-2883

WICHITA HALL

973 S Glendale St • Wichita, KS 67218
 M-Th, 8:30 am to 5 pm • Fri, 8 am to 4:30 pm
 Phone: (316) 682-0262



Dues for 2014

The annual recalculation of SPEEA dues was performed in January, setting the monthly SPEEA dues rate for 2014 at \$42.01. The adjusted rate begins Feb. 13.

The calculation is based on a percentage of the average hourly rate of all the SPEEA bargaining units combined. Per the SPEEA constitution, the dues are set at 85% of the average hourly rate.



President's Corner

By Tom McCarty, SPEEA President

The road ahead

Once again, we appear to be facing an uncertain future. Although Washington state jobs are secure for the next few years, what are the prospects after that? The big challenge for younger members of our aerospace workforce is how to maintain career growth for the next few decades.

I see two big challenges to overcome. The first is the rapid evolution of technology which requires almost continuous updating of skills. The second is overcoming our employer's devaluation of the benefits a skilled workforce brings to the table.

The pressure in the workplace to find newer, faster and better ways to get the job done often results in companies overlooking the benefit of tapping into the workers who show up every day to get the work done.

Some of the comments I read in response to the contentious contract vote by members of the International Association of Machinists (IAM) District 751 were very dismissive of the skills required to produce something as complex as a jet aircraft. The only two reasons I can come up with for those comments are either they have no idea what skills and experience are necessary to accomplish the work or the person knows very well what it takes and is resentful that a union was able to bargain better pay and benefits than the commenter gets.

I personally don't think it helps anybody to lobby for lower pay and benefits. If this becomes the standard, we can look forward to a continued erosion of pay and benefits that will eventually erase what it took the labor movement more than a century to win. Our labor movement, and that includes SPEEA, IAM and members of every labor union in the country, was the force that established the middle class. Millions of workers - who produce the wealth of this country - can buy a home, decent food and clothes, send their sons and daughters to universities and have a modest but secure retirement thanks to labor unions. If regressive contracts and corporate welfare become a trend, this may not be possible in 20 years.

Changing world

The world for aerospace workers today is much different and, in many ways, more challenging than it was when I started my career 40 years ago. The Cold War is over and the days of cost-plus aerospace contracts are gone. Some of our past enemies are now industrial partners. All of them are competitors in the global market. This more than anything else is driving the changing landscape. For the younger worker, mobility may be the key to the future. It appears far less likely a person will even want to spend 30 years working for the same company.

Dignity and security

The consequences of this trend are not fully understood. Historically, experienced workers maintained the corporate culture and knowledge that supported the company's products. With the rapid pace of technological evolution, this may be becoming less relevant. However, one thing remains the same. After spending 30-plus years in the workplace, a person should be able to look forward to retirement with a little dignity and security.

How will that happen? Certainly we can no longer rely on the employer. Universally, companies large and small are retreating from providing employees any semblance of security in retirement. All the risk in the new defined contribution retirement plans is on the shoulders of the worker.

Even if someone is cautious and conservative, if they get laid off at age 53 and can't find another job that pays enough to cover the mortgage and send a kid to college, what happens? I have already seen what happens. You dig into the 401(k) savings to stay above water. Then, by the time you reach retirement age, it's all but gone.

Our mission

If we're going to change that scenario, we need to stick together. We cannot allow employers to pit young workers against the mid-career or older workers. All of us need to figure out what

makes the most sense for all of us and to make that our mission.

My mission is to fight for some security and dignity for working men and women. If that is considered an entitlement, then Hell Yes!

What this will finally look like is not for me to decide. But, I will tell you that the secure retirement of the future may not be a defined benefit pension plan. Fewer and fewer people have such a plan. It never worked well for anyone who worked for several employers over their career. In fact, the more jobs you held, the crappier the outcome. This is well understood since the plans were originally designed to discourage employees from jumping ship for an increase in salary. After 20 years or so, it was a very expensive move to give up a pension that would pay off in another 10 years. Today, if you don't plan to stick around for 30 years, or you get laid off after 10 years, a defined benefit pension may not be the best answer.

I have brought up these questions to emphasize that as workers, we need to find the answer together. The union enables us to do that. I have heard some people say the union is powerless if it cannot force companies to keep the defined benefit pension plans in place. Without the collective action that a union provides, we are forced to accept whatever management thinks we should get, or go to work someplace else.

With the solidarity and power of collective action, we can determine what provides the security and dignity all working men and women have earned. We're the only ones who can make that happen.

Index	Page
Candidates for Executive Board	P2
Arbitrator to issue ruling for Edwards and Palmdale	P2
Growing your career: Performance Management, salary and retentions	P4-5
Make a difference through voluntary contributions	P6
Ed Wells Partnership offers classes on composites	P7
Labor scholarships for union families	P7
Donations to help laid-off families	P7
Congrats to Technical Excellence honorees	P8
Training and events	P8



published monthly by:

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

Volume 58, Number 2, February 2014
ISSN 0194-8687

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

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

Original articles and feedback are solicited.

POSTMASTER: Address changes to The SPEEA SPOTLITE at 15205 52nd Ave S, Seattle WA 98188.

Growing your career

Performance Management, salary and retentions

Whether you're new or have years of experience, SPEEA offers tools to help with your career growth.

Find more information at www.speea.org or talk to your Council Rep.

Look up your Council Rep at www.speea.org (Drop down menu: Member Tools: Find Your Council Rep)

Prof and Tech

Making the most of Performance Management

If you're interested in seeking an upgrade or improving your retention rating, take a closer look at your Performance Management (PM). The Define portion of the three-part PM process is a great way to get started.

"This sets the stage for what's expected for the coming year," said **Steve Spyridis**, SPEEA contract administrator. "This is the time to get specific on what's expected to meet and exceed expectations."

Retention ratings and PM process

In PM training, Spyridis reviews how the process applies to the retention rating. When Spyridis worked as an engineer at Boeing, he learned firsthand the importance of competencies for retention ratings.

Not sure where to start? Check the competencies for your particular Skill Management Code (SMC) by starting with a search for your Salary Job Classification (SJC) on the Boeing intranet.

For each competency, ask your manager:

1. What does the manager want to see for each competency?
2. How am I doing in relation to my manager's criteria for success?
3. How can I improve?

Giving more time to the process and learning what your manager expects for each Performance Value and each Business Goal and Objective (BG&O) can help in the retention and salary adjustment exercises. Also find out what the manager thinks of you on each of these and how you can improve.

"Look at what it takes to meet and exceed those goals and values," said Spyridis, suggesting the formula of 70/30% with 30% representing more challenging 'stretch' goals. "Those stretch goals can help you achieve a better salary increase."

Learn more Performance Management – Define

Tuesday, Feb. 11

SPEEA Everett from 4:30 to 6 p.m.

RSVP: justinl@speea.org or call (425) 355-2883

Tuesday, Feb. 18

SPEEA Tukwila from 5 to 6:30 p.m.

RSVP: sheilam@speea.org or call (206) 433-0991

Dinner provided – include dietary restrictions when you RSVP

If you can't make it to an after-hours class, ask your Council Rep about scheduling a lunchtime training with SPEEA Contract Administrator **Steve Spyridis**.

New Hire Perspective – Salary adjustments, retentions and promotions

This month's New Hire Committee discussion topic for the New Hire Perspective is on salary adjustment, retentions and promotions. Join us at 5:30 p.m., Monday, Feb. 10, at either SPEEA hall (Everett or Tukwila). RSVP where you plan to attend – dinner included. See the online calendar at www.speea.org for details.

What is a job classification at Boeing?

Each SPEEA-represented Boeing employee's job classification consists of an occupation, job family, and skill code as identified in Boeing's Salaried Job Classification (SJC).

- **Occupation** – the broadest category of work
- **Job family** – describes the organization of tasks
- **Skill Management Code (SMC)** - identifies unique knowledge, skills, abilities and environments within the job family.



Training through Ed Wells Partnership at Boeing

Ed Wells Partnership is a joint initiative – negotiated by SPEEA with The Boeing Company – to provide technical and professional training and career development for SPEEA-represented employees.

- Classroom and online (on-demand) offerings
- Conference grants
- Career coaching and consultation

Want help with resume or interview skills to transfer to a new position, for example?

Check out the related courses offered by Ed Wells Partnership, including:

- Job Interview "Rules of the Road" and Dress Code Options
- Winning Resumes
- Acing the Interview
- Interview Success Tactics

See the 2014 course catalog online at <http://edwells.web.boeing.com/> (Ed Wells' website is available only through the Boeing intranet.)

Prof and Tech salary adjustments

This year's effective date is March 7 for guaranteed and selective wage adjustments for the Prof and Tech units. Both have a salary pool of 5% with a minimum increase of 2% for Profs and 2.5% for Techs.

SPEEA online salary charts (Boeing and Spirit)

SPEEA posts salary charts online as a tool for members at Boeing and Spirit AeroSystems to see how

Fund Computation Date	Increase effective date	Salary Adjustment Fund	Prof unit minimum increase %	Tech unit minimum increase %
12/31/13	3/7/14	5%	2%	2.5%
12/31/14	3/6/15	5%	2%	2.5%
12/31/15	3/4/16	5%	2%	2.5%

their careers are progressing and to help with conversations about performance and career management with your supervisor.

Salary adjustment eligibility requirements

- **Hire date** - Hired before Nov. 1
- **Bargaining unit** - Classified in the bargaining unit on both the fund computation date and the increase effective date
- **Leave of absence** - If less than 180 days as of the fund computation date

How salary charts help

- Show your personal progress
- Identify other areas if interested in transferring
- Show you where you stand relative to others based on level and years of experience, for example

If you're a SPEEA member, you can access salary data for your job code and other areas at www.speea.org. Look for the link in the 'Member Tools' drop-down menu. The online charts are updated annually, after data is provided by Boeing and Spirit.

What's in your SPEEA contract?

See what's in your contract about salary increases, retentions and more. Check out the contracts online at www.speea.org. If you have questions, talk to your Council Rep.

Boeing Prof and Tech

- Article 4 – Performance Management
- Article 8 – Workforce Administration (Article 8.4 – Retention Indexing/Ratings)
- Article 11 – Rates of Pay and Work Schedules
- Article 20 – Ed Wells Partnership – A Joint SPEEA/Boeing Initiative
- Article 22 – Job Classifications
- Letter of Understanding No. 19 – Technical Excellence Program (Technical Principals/Technical Fellows/Associate Technical Fellows)

Spirit AeroSystems Wichita Engineering Unit and Wichita Technical and Professional Unit

- Article 4 – Employee Performance/Engineer Performance
- Article 7 – Workforce (Article 7.5 - Reductions in Force)
- Article 12 – Job Classifications and Salaries

If you're in the SPEEA Pilots and Instructors Unit (SPIU) or the SPEEA bargaining unit at Triumph Composite Systems in Spokane, Wash., talk to your Council Rep.

About the Prof and Tech retention rating system at Boeing

The retention rating determines the order of lay off based on employees' retention ratings in their skill code (Profs) or skill code and grade level (Techs).

Timeline for 2014 retention ratings

- Feb. 21 – Deadline for skill captains/managers to finalize retentions
- March 12-25 – Employee notices distributed

- March 26 – Effective date of retention ratings
- April 4 – Reclassifications/promotions re-open

For more information about retention ratings, **including the process to appeal a drop in rating**, go to www.speea.org (click on drop-down menu for Member Tools/Career Information/Retention).

PM, salary and retentions at Spirit AeroSystems

WICHITA – Salary increases and retentions are tied to the Performance Management process at Spirit AeroSystems. That means assumptions could cost you.

Ask questions to be sure you understand exactly what the manager wants to see for a rating to meet and exceed expectations. For every expectation, make sure the deliverable is measurable.

"A lot of managers say they don't know, but they're rating you later in the year, so they have to know," said **Bob Brewer**, SPEEA Midwest director. "We've been told by leadership that managers can fully explain what it takes to meet and exceed."

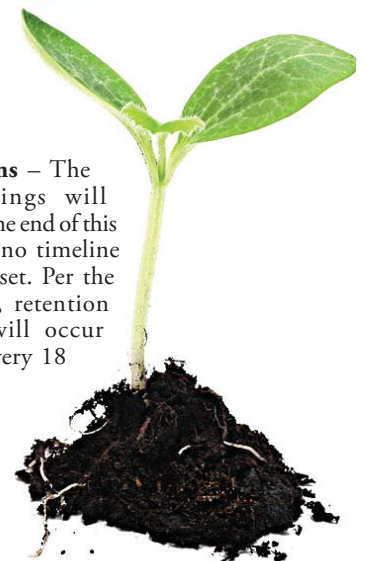
At Spirit, salary increases exceeding the contract minimums are based on performance, flexibility and adaptability, but there's no clear cut definition.

"Instead of guessing and being surprised, get it clarified with your manager," said Brewer.

Timelines at Spirit AeroSystems

- **Salary increases** – Both contracts have language regarding salary adjustment funds to be paid out, depending on the market rates, in the first paycheck after July 1. Discussions on market rates are in the early stages between SPEEA and Spirit leadership.

- **Retentions** – The next ratings will occur by the end of this year, but no timeline has been set. Per the contracts, retention ratings will occur at least every 18 months.



Make a difference through voluntary contributions



By *Chelsea Orvella*
SPEEA Legislative Director

Although SPEEA does not endorse or financially support candidates for public office, we work extensively with elected officials to advance our members' interests via our national and regional Legislative & Public Affairs

(L&PA) Committees.

The obvious reality, however, is who gets elected makes a tremendous difference in our efforts to advance SPEEA issues, such as:

- Collective bargaining rights
- Balanced trade policies
- Growth in U.S. innovation and manufacturing jobs
- Fact-based workforce development policies (e.g. investments in Science,

Technology, Engineering and Math (STEM) and temporary (guest) worker visas)

- Access to lifelong education
- Overtime protections for technical workers

SPEEA members who want to be politically engaged can support candidates who truly speak for the middle class and champion issues specific to the technical aerospace workforce, by contributing to the International Federation of Professional and Technical Engineers (IFPTE) LEAP-PAC.

About the IFPTE LEAP-PAC

IFPTE's Legislative, Education, Action Program (LEAP)-Political Action Committee (PAC) is:

- **Voluntary** – LEAP-PAC is funded entirely by voluntary (non-dues) contributions from members, retirees and staff of IFPTE local unions.
- **Bi-partisan** - LEAP-PAC contributions

support both Democrats and Republicans at federal and local levels who support our issues.

Against a sea of corporate influence, unions have never had to work so hard to make workers' interests heard - and represented - by our elected officials. Contributing to the IFPTE LEAP-PAC is a powerful tool to aid our international union in efforts to represent SPEEA members in the halls of government.

Want to get more involved in SPEEA's legislative advocacy? Join us at one of the monthly national or regional L&PA meetings. For more information, email me at chelsea@speea.org.

IFPTE LEAP-PAC Contribution Form

YES, I want to help support political action efforts on behalf of working families.

Enclosed is my contribution of: \$100 ___ \$50 ___ \$25 ___ \$10 ___ Other: \$ ___

Name: _____

Home Address: _____

City _____ State _____ Zip Code _____

Non-work email: _____

Pay with Debit ___ Mastercard ___ Visa ___ American Express ___

Card Holder's Name: _____

Billing Address: _____ City _____ State _____ Zip _____

Credit Card #: _____ Exp: _____ Security Code: _____

___ Check here if you would like the above contribution to the IFPTE LEAP-PAC billed to your credit/debit card on the 10th of each month.

___ Check here if you wish to revoke your previously authorized monthly contribution to the IFPTE LEAP-PAC billed to your credit/debit card. You may revoke this authorization at any time. You may submit this revocation by signing below, printing this form and either sending or faxing it to the address or fax number above. Revocations received by the 1st of the month will be effective in time so no contribution is billed on the next 10th of the month and thereafter.

Signature _____



Note: Federal law requires IFPTE to use our best efforts to collect and report the name, mailing address, occupation and name of employer of individuals whose contributions exceed \$200 in a calendar year.

Contributions of \$100 must be made by personal check, personal credit/debit card, or other personal written instrument. Any contribution must be from your personal funds.

If you contribute by personal credit/debit card, please provide the information requested and submit the completed form, with your signature, to IFPTE, 501 3rd Street, NW, Suite 701, Washington, DC 20001 or fax it to (202) 239-4881.

Contributions to the IFPTE LEAP-PAC are voluntary. The amounts suggested above are merely guidelines and you will not be favored, disfavored or be subject to reprisal because of your decision to contribute more or less, or to refrain from contributing. All or some of the money you contribute may be used to support or defeat candidates for federal, state or local office or to address political issues and referendums of public importance.

Contributions to the IFPTE LEAP-PAC are not tax deductible.

www.iftpe.org



INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS

Ed Wells Partnership

A JOINT SPEEA/BOEING INITIATIVE



Shown here is the Boeing 787, which incorporates composite materials.

Ed Wells Partnership offers classes on composites

By Stephanie Mudgett
For Ed Wells Partnership

Did you know that composite materials can withstand high fatigue loads, such as fuselage and wing structure areas? Composites can offer distinct advantage in areas susceptible to corrosion (e.g. fuselage) and also offer weight reduction compared to conventional all-metal airplanes. The Boeing 787 makes greater use of composite materials in its airframe and primary structure and a similar trend will follow on other new airplane models.

To help with these design challenges, Ed Wells Partnership (EWP) is offering classes in composites.

“These courses are intended to assist in developing key skills in the composite materials, mechanics, structure design and analysis, tooling for composites, manufacturing, inspection methods, testing and repair,” said **Navel Agarwal**, program administrator for EWP.

Ed Wells Partnership composite classes

- Composite Usage at Boeing
- Composite Analysis, Manufacturing, Design and Testing

- Micromechanical Failure Modes in Composite Laminates
- Tooling for Composites
- Hands-On Composite Manufacturing
- Composite Stress Methods and Analysis
- Non-Destructive Inspection for Composites
- Introduction to Composite Materials
- Testing and Certification of Composite Parts

The classes will be offered in Renton and Everett. Check out the online course catalog at the Ed Wells Partnership website on the Boeing intranet (edwells.web.boeing.com) for details, including dates/times/locations and registration information.

About Ed Wells Partnership

Ed Wells Partnership (EWP) is a negotiated contract benefit for SPEEA-represented employees at The Boeing Company to develop and enhance their careers through technical and professional training, conferences, book clubs, mentoring and career coaching.

Donations to help laid-off families

The Northwest Membership Activities Committee (MAC) is seeking donations for the SPEEA silent auction held at the Northwest Recognition Banquet in March. Proceeds benefit the Holiday Outreach Fund for laid-off members' families.

When dropping off an item at the SPEEA Everett or Tukwila halls, ask for a tax-deduction form for your records. Deadline to donate is Feb. 20. Questions? Email terryh@speea.org.

The donations to the auction make a difference. Last Christmas, SPEEA provided gifts for about 40 members' families (nearly 100 children) through the Holiday Outreach Fund.

Blood donation – still an option

By Doug Wells
SPEEA retiree

I retired from Boeing Commercial Airplanes engineering two years ago. One of the unadvertised perks that I miss is the opportunity to give blood during work at the Everett site. I still try to donate blood when I can, but it's not as easy as a walk to the cafeteria. I would hazard a guess that perhaps other retirees are experiencing this same situation.

To make blood donation more convenient for retirees like myself, I would like to coordinate with the Puget Sound Blood Center (PSBC) to schedule a blood drive at the SPEEA Everett hall. PSBC will commit a mobile unit if we can show enough responses from candidate blood donors interested in donating blood here.

Interested?

If you are willing and able to give blood at the Everett SPEEA hall, email me at DouglasPrime@frontier.com with the subject line: **SPEEA Blood Drive** and include your name and phone number or email address.

You too can save a life.

Labor scholarships for union families

The following scholarships are for union members' high school seniors pursuing higher education.

- Jerry Beckendorf Community Services Scholarship – **due Feb. 28**

Eligible applicants must be a high school senior active in the community in Pierce County, Wash., whose parent or guardian is a union member. The scholarship applies to students studying this fall at a college, university, community college, trade or technical school. An essay and letter of recommendation are part of the application process. Learn more at <http://wa.aflcio.org/pcclc/>.

- IFPTE - Dominick D. Critelli, Jr. Scholarship – **due March 15**

This scholarship is for high school seniors who are children or grandchildren of SPEEA-IFPTE Local 2001 members. Along with the application and transcripts, three letters of recommendation are required along with an essay on 'What Being a Member of a Union Family Means to Me.' Learn more at www.ifpte.org (drop-down menu: Join Us/IFPTE Benefits).

Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
15205 52nd Ave S • Seattle, WA 98188, February 2014

MOVING? Please correct your address

New Address

City State Zip Code

POSTMASTER: Send address changes to:
THE SPEEA SPOTLITE • 15205 52nd Ave S • Seattle, WA 98188



Training/events

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

Puget Sound

**New Hire Perspective: Promotions,
Raises and Retentions**

Monday, Feb. 10

SPEEA Tukwila/Everett at 5:30 p.m.

Performance Management - Define

Tuesday, Feb. 11

SPEEA Everett from 4:30 to 6 p.m.

Tuesday, Feb. 18

SPEEA Tukwila from 5 to 6:30 p.m.

Pension and retirement seminar

With SPEEA Benefits Director Matt Kempf

Tuesday, Feb. 25

SPEEA Everett (seminar is full)

Wednesday, Feb. 26

SPEEA Tukwila (seminar is full)

SPEEA Boeing retirement process seminar

Wednesday, April 16

SPEEA Everett from 4:30 to 6:30 p.m.

Wednesday, April 23

SPEEA Tukwila (seminar is full)

Wichita

Valentine's movie night discount*

'That Awkward Moment'

Thursday Feb. 6

13th Ave. Warren Theater

Discount tickets only at SPEEA Wichita office

St. Patrick's Day BINGO*

Saturday, March 15 from 1:30 to 4 p.m.

SPEEA Wichita

RSVP to vickim@speea.org

* Midwest Membership Activities Committee (MAC)



Congrats to Technical Excellence honorees

Congratulations to
the 26 SPEEA
members who
were named 2014

Technical Fellows at The Boeing Company.

They are selected through a highly competitive process to become recognized as the top technical leaders in their area of expertise.

For more information on the Boeing Technical Excellence program, go to technicalfellowship.web.boeing.com on the Boeing intranet.

Boeing Defense, Space and Security

- Kevin Cullinan
- David Keil
- Brian McKee

Engineering, Operations and Technology

- Stefan Bieniawski
- Dan Clingman
- Darrell Jones
- Dennis Lewis
- Shengyi Liu
- James Russell
- Jill Seebergh
- Jason Wu

Boeing Commercial Airplanes

- Mark Ahlers
- Bill Avery
- Paul Dees
- Lyle Deobald
- Allen Fawcett
- Phillip Fisher
- Don Heck
- Leonard Inderhees
- John Koppelman
- Jia Luo
- Robert MacLean
- Gary Mansell
- Grazyna (Grace) Balut Ostrom
- Marissa Singleton
- Stephen Walls



SPEEA member *Grace Balut Ostrom*, a newly named Technical Fellow, is shown here with members of this year's NRG#948 team and last year's award-winning robot. From left (top row): *Neha Srikanth, Iris Hwang, Sarah Huentelman, Isabelle Hwang, Maggie Fagan*. Bottom row: *Vaishnavi Dhawan, Grace Im, Andra Chen, and Grace Balut Ostrom*.

Robotics mentor: Role models make a difference

continued from page 1

Get involved

Mentors are welcome to join any time. Volunteers are also needed at the regional competitions this month and next (held on the weekends in cities from Snohomish to Oregon City). Go to www.firstwa.org to learn more.



**SPEEA is on
Facebook
Like Us**