



# Spotlight

PROFESSIONAL AEROSPACE UNION

A busy year  
for SPEEA – pg 3

*L&PA Committee*

## Jim Lee's proudest moments

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Ed Wells  
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## Four positions

# Seeking candidates for Executive Board VP

SPEEA will soon conduct an election to fill four regional vice president seats on the seven-member Executive Board.

If you meet the minimum qualification of continuous SPEEA membership for the preceding 24 months and are interested in helping to lead your union, consider applying.

Petitions to run for vice president are due Jan. 25. See timeline below for details.

## About the Executive Board

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

Board members also serve as the team for any interim negotiations that may occur between formal bargaining sessions.

The vice presidents also coordinate between the Executive Board and their regional Councils and assist the regional Councils in interactions with their bargaining units' employers.

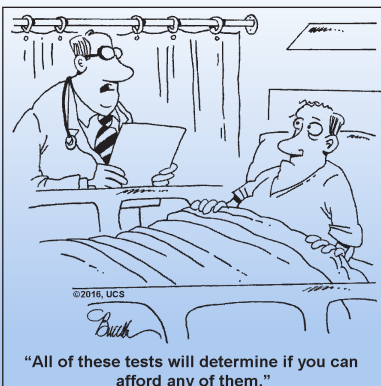
The Board typically meets twice a month at SPEEA offices in Tukwila, Everett and Wichita, connected via video teleconference.

## To run for office

Download election information and a petition, which requires signatures of 20 members, at [www.speea.org](http://www.speea.org). More details are included in the election booklet.

## 2017 election timeline

- Earliest date to turn in a petition – Jan. 11
- Deadline for candidate petitions – 5 p.m., Jan. 25
- Deadline for candidate statements – 5 p.m., Jan. 30
- Ballots to be mailed by Feb. 22
- Ballots counted March 8
- New regional vice presidents begin two-year terms March 22



## Executive Board responsibilities include:

- Overseeing SPEEA's budget and authorizing expenses such as travel and time-charging.
- Managing SPEEA's assets, funds and liabilities.
- Serving as the interim negotiations team for any SPEEA bargaining unit.
- Representing SPEEA in high-level interface with bargaining units' employers and other unions.
- Appointing members to represent SPEEA on committees such as local/state labor delegates, joint committees with company leaders and Ed Wells Partnership Joint Policy Board with Boeing leaders.

## SPEEA's governing documents

More details on the duties and responsibilities of the Executive Board can be found in SPEEA's governing documents, including the SPEEA Constitution and the Executive Board Policy and Procedure Manual. Both are online at [www.speea.org](http://www.speea.org) – under Councils/Governing Documents.

## Board minutes online

To see more of the Board's ongoing activity, a record of their actions (mini-minutes) is reported in the SPEEA Newsletter (online at [www.speea.org](http://www.speea.org) – drop-down menu Communications/SPEEA News). The full Board meeting minutes are also online at [www.speea.org](http://www.speea.org) – drop-down menu Contact Us/Executive Board.

# Corrections

In the print version of the November SPEEA Spotlight, the article: 'SPEEA retirement seminar schedule for 2017, the wrong date was reported for the Everett August meeting. The correct date is Aug. 1.

The chart included with the Aerospace Tax Accountability story in the November Spotlight incorrectly listed the Missouri jobs numbers. From October 2013 to October 2016 Boeing cut 907 jobs from its Missouri workforce. Updated numbers for Washington state for the same period show the Boeing workforce down by 9,923 jobs.

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## President

Ryan Rule

## Executive Director

Ray Goforth

## Executive Board

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Joel Funfar	Secretary
Brent McFarlane	NW Regional VP
Shannon (Moriarty) Deacon	NW Regional VP
Nikki Wagener	NW Regional VP
Keith Covert	MW Regional VP

## SPEEA Council Officers

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Matthew Joyce	Treasurer
Sandra Hastings	Secretary

## Midwest Regional Council Officers

Mark Gayer	Chair
Matthew Joyce	Treasurer
Emily Forest	Secretary

## Northwest Regional Council Officers

Tony Hickerson	Chair
Orlando De Los Santos	Treasurer
James Raskob	Secretary

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# Taking stock on our year of accomplishments

By *Ryan Rule*  
SPEEA President

With the holidays here, and before the new year starts, it is a good time to take stock of SPEEA's efforts and many accomplishments this past year.

At the forefront are the successful contract negotiations for our Puget Sound Professional and Technical bargaining units. Using streamlined negotiations, your SPEEA Executive Board was able to secure solid contracts that ensure our 19,000 engineers and technical workers at The Boeing Company receive above-market pay for the next six years and will continue to receive pay for all authorized overtime worked. While pension and medical plans were restructured, they are still among the best offered by any large employer. Other improvements include providing additional benefits for those who accept voluntary layoffs and protections for those at risk due to work movement. Although we were unable to secure a paid parental leave plan, we clearly got our message through as Boeing has already planned to add this feature for our non-union associates. I can only imagine they will have no choice but to offer it to us eventually as so many other companies have extended even greater benefits in recent years.

Members at Triumph Composite Systems, Inc. in Spokane also negotiated a new four-year contract. With last month's announcement that Triumph is looking to sell the plant, having a fully negotiated contract in place provides some stability for employees. When the plant is sold, employees will be able to use their collective voice to begin a relationship with the new company.

One SPEEA accomplishment I am very proud of is the successful purchase and remodel of a building in Wichita. After two decades of paying rent, we relocated the Midwest office and finally achieved our goal of finding a permanent home for SPEEA in Wichita. Attending the open house in October, it was evident the hard work by members and our Midwest staff to make it happen was an excellent investment. It is not done yet, but the Executive Board recently approved funding for a large, lighted SPEEA logo on the building that will be seen by thousands of Spirit AeroSystems employees every day.

Our legislative action efforts to bring accountability to Washington state's aerospace tax incentives continued this year. While efforts are still short of tying the estimated \$8.7 billion tax break package to jobs, we have succeeded in raising the

issue of accountability and ensuring it remains part of the conversation about corporate tax breaks.

Working on aerospace tax accountability continues to help forge a stronger relationship with our union brothers and sisters at IAM District 751. We meet and coordinate regularly on issues important to SPEEA and Machinists. SPEEA members at Triumph held a barbecue "lunch on the line" in May as a show of solidarity with locked out Machinists. Forced out after their own contract talks broke down, the workers were on the line for 43 days.

After more than a decade of legal work, a settlement was finally reached in our efforts to help Midwest members who lost pension bridge benefits when Boeing sold its Wichita commercial division in 2005.

This past year will also be remembered as the year SPEEA members fully recognized the need and benefits of working harder in the political arena to protect the interests of aerospace workers. It has become more evident than ever if SPEEA and the IFPTE are not advocating for our members' interests to political leaders, the decisions they make stand a good chance of overlooking the needs of workers. The IFPTE Legislative Education Action Program (LEAP), Political Action Committee (PAC), is our vehicle to enhance that ability. SPEEA worked the implementation with Boeing and Spirit to make it possible for members to now make voluntary contributions to the IFPTE LEAP - PAC, through payroll deduction.

This month, our SPEEA pilots start negotiations with Boeing for a new contract. While one of our smaller bargaining units, they enter negotiations with the support of 21,500 SPEEA-represented employees. Knowing you have that kind of support at the negotiation table is reassuring and empowering. It is the same support every SPEEA member has when they go to work each day.

Enjoy the upcoming holiday break with your family and friends. Our work continues on January 3.

*Stay connected*



## Get the Spotlite App

Go to [www.speea.org](http://www.speea.org) from your mobile device for the link, or visit your App Store.

## Vote secures collective bargaining for newest IFPTE members

ONTARIO – By a 76% vote, the Legal Aid Ontario (LAO) staff lawyers secured the right to collective bargaining.

The vote, which was counted Oct. 26, concluded a four-year campaign by IFPTE Local 160 to help the 354 lawyers gain a path to improve their working conditions through contract negotiations.

Local 160 represents about 8,000 engineers, lawyers, and accountants. The LAO lawyers, who provide legal assistance to people with low incomes, are the local's 15<sup>th</sup> bargaining unit.

In a press release, Local 160 President **Scott Travers** welcomed the new group. "LAO lawyers showed great strength in their fight for collective bargaining rights," he said. "I look forward to working in collaboration with the employer toward a collective agreement that is mutually beneficial to both our members and LAO."

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





Jim Lee, far right, with SPEEA members and staff during a visit to the Washington State Capitol in Olympia.

## Get involved - make an impact!

**S**EATTLE – By joining the Legislative and Public Affairs (L&PA) committee, former Council Rep **Jim Lee** (from cover) saw firsthand what a difference one member could make.

“My proudest moment of my SPEEA involvement was walking into offices in the House of Representatives in Washington, D.C., with very influential people from our government sitting at their desks and listening to us. The magic of the moment, for me, was that I when I spoke, I had the honor of representing 20,000 people (the members of SPEEA). I felt that the people would pay far less attention if I only represented one person, myself.”

Lee took part in a trip where they discussed concerns about the Trans-Pacific Partnership (TPP), a trade agreement that has been compared to

the North American Free Trade Agreement (NAFTA). Conversations like the ones Lee participated in helped raise red flags about the agreement.

“We did a small part for a good cause,” he said, “to highlight the importance of having protections for workers in other countries – so we don’t have to compete against other workers who are essentially slaves.”

Lee, who recently retired after 38 years at Boeing, strongly urged members to make the time to join a committee – or at least attend one or two meetings on a trial basis.

### ‘Open arms’

“What a difference a member could make if they just spent even a small amount of time to get

involved,” he said. “I found that the members of the committee welcome you with open arms and are very receptive to new ideas.”

Lee, an engineer in Materials and Processes and an Associate Technical Fellow, belonged to the SPEEA Legislative and Public Affairs Committee. He was also an Area Rep for many years prior to serving as a Council Rep (his former Council Rep, **Jim Dibble**, recruited him).

“People would be very surprised how much impact they could have if they participated,” said Lee. “If they get involved, their opinion matters. They would be surprised how much they can steer the ship.”

While Lee points to wages and benefits locked in by our contracts as one of the important reasons to have a union, he also sees another side.

### Respect

“At a minimum, people deserve to be treated with simple human respect,” he said. “That is not a given in most work environments around the world, especially those without unions. But here at Boeing, SPEEA makes a big difference by increasing the level of fairness and equality in the workplace.”

While employees in non-union environments can be fired without any notice or reason, the SPEEA contract requires a reason be provided and a defined process is followed. “This provides SPEEA employees with more confidence and a little power – which helps balance out the power of the many layers of management.”

## Holiday Outreach for children of laid-off members

**T**hrough member contributions, SPEEA has a Holiday Outreach fund to buy gifts for children of laid-off members.

To collect the names of those in need, SPEEA sends a letter to laid-off members who have children up to 18 years old. This year, the letter went to 74 (Northwest and Midwest are combined).

For those who respond, SPEEA will provide gifts or gift cards along with a gift card for groceries to help offset budget constraints.

Year-round, SPEEA Cares Fund helps represented employees with emergency assistance. The fund pays up to \$500 for a one-time only bill related to housing or utilities.

SPEEA staff forward eligible requests to the Puget Sound Labor Agency (PSLA). This tax-exempt 501 (c) (3) non-profit organization arranges for direct payment of the bill to the appropriate creditor or utility.

To find out more, including how to donate to Holiday Outreach and SPEEA Cares, contact [robinf@speea.org](mailto:robinf@speea.org).



## Tips to maximize PM at lunchtime meetings

*A standing room only crowd of members learned ways to add value to their Performance Management (PM) Close-out at Harbour Pointe. Contract Administrator **Steve Spyridis** emphasized asking questions and documenting managers’ responses throughout the PM process to ensure clarity on expectations. The PM score affects raises and retentions. Council Rep **David Fritz** hosted the meeting Nov. 1 along with Council Reps **Kerry Kou** and **Carolyn Wilson**. Council Reps **Nikolas Geiselman** and **Greg Chandra** also hosted a lunchtime PM meeting for members in the Bomarc Nov. 2, which drew a crowd of about 30. Spyridis recently conducted training for members in Wichita (about 200 total members attended) and is available for Northwest Council Reps interested in scheduling PM lunchtime training.*





## SPEEA supports Veterans Day parade

SPEEA took part in the Wichita Veterans Day parade Nov. 5. The Midwest Membership Activities Committee (MAC) recruited members to help hand out flags to parade watchers along the route. Wichita Council Rep **Aaron Kitterman**, vice-chair of the MAC, drove special guest **Raymond Franz**, a Korean War veteran, in the parade. Franz served for two years in Korea, from 1952-54, as part of the Communication Division. Wichita Council Rep **Joe Abbott**, a MAC member, served as one of the parade judges, along with a teacher and another Spirit AeroSystems employee. Council Rep **Daryl Doshier**, MAC secretary, took photos.



## Union Plus Scholarship opportunity

If you or a family member is heading to college in the fall, consider applying for a labor union scholarship. See some of the details below – visit the websites for more details.

**Scholarship applications – due Jan. 31**

The one-time cash awards of \$500 to \$4,000 are awarded for study beginning in the fall. Applicants are evaluated on a number of factors, including two essays (which count for up to half of your score). Learn more at [www.unionplus.org](http://www.unionplus.org). Applications are due before noon (EST), Tuesday, Jan. 31. This is a nationwide scholarship program for all unions participating in the Union Plus program, which includes IFPTE.

### College advisory committees

## Technical programs need 'real-life' input

Community and technical colleges are looking for representatives to serve on advisory committees.

Several SPEEA members serve in this capacity – to bring 'real-life' experience to the decision-making process for college curriculum.

- Bellingham Technical College – Engineering Technology Advisory Committee

By signing up, you can also see your career field from a new perspective as well as having your voice heard on issues important to aerospace technical workers.

### Apply

Send your contact information, the opening you'd like to apply for and why you're interested via email to [robinf@speea.org](mailto:robinf@speea.org).

### Other opportunities in your area

For more information about the committees listed above or other advisory opportunities in your area, contact SPEEA Legislative Director **Chelsea Orvella**, who represents SPEEA on statewide advisory committees for technical college programs at [chelseao@speea.org](mailto:chelseao@speea.org).

### About the advisory committees

- They typically meet only two to three times a year
- The advisory committee works to line up coursework that prepare students for jobs after graduation
- The committee includes other industry representatives as well as faculty to help make recommendations

### Current openings

- Renton Technical College – Engineering Design Technology Advisory Committee
- Olympic College (Bremerton) – Manufacturing/Engineering Technology Advisory Committee

## Congratulations to new Technical Principals

SPEEA Tech bargaining unit employees were recently named Technical Principals at The Boeing Company. This is a branch of the company's Technical Excellence program specifically geared toward Techs.

As a result of a rigorous application process, they were selected as outstanding technical specialists. They provide expertise, leadership and technical contributions to enhance Boeing products.

### 2016 Technical Principals

- Perry Azevedo
- Melissa Evans
- Cheryl Galvin
- Ann Levin
- Michael Perry
- Andrew Reeves
- William Schasteen Jr.
- Jason Schmidt
- William Tapia

# Get more from your memb



Members of the SPEEA Veterans Committee at the SPEEA Tukwila Hall (connected with Everett and Wichita).

**M**embers are always welcome to attend a committee meeting at SPEEA. The committee members work together to plan events, take action and network on issues that matter to them.

Some committees budget for members to attend conferences for training on leadership and related issues. Other committees send members to meet with lawmakers in state capitols and Washington, D.C., to put a face to our issues. Some committees focus on member outreach in the workplace and plan trainings at the halls and events in the area for members and their families.

Meetings typically occur after work and dinner is often provided. See the online calendar for details (Northwest or Midwest).

Wherever you are in your career – whether you're new to SPEEA or considering retirement – your insight and experience are valued and appreciated on SPEEA committees!

## Why join a committee?

- Meet other members
- See how SPEEA operates
- Speak up on issues
- Travel for conferences
- Develop leadership skills

## About the committees

- **SPEEA Council Committees** – SPEEA committees include members from both the Northwest and Midwest. Members typically connect via video teleconference from the different halls (Everett, Tukwila, Wichita) or by phone on a bridge line.
- **Regional committees** – Regional committees typically meet at the nearest SPEEA halls. In the Puget Sound, Everett and Tukwila connect via video and members from outside of the Puget Sound call in on a bridge line provided by SPEEA. In Wichita, committee members often meet at the office.

## Committees at a glance

### SPEEA Council

**Diversity** – Fosters diversity within SPEEA and provides an avenue for addressing problems and issues associated with a lack of understanding that may lead to discrimination and harassment. **Meets** the second Wednesday of every month at 4 p.m. (PST).

**Governing Documents** – Develops necessary changes based on review of the SPEEA Governing Documents and/or by request of the SPEEA Council or other governing body. **Meets** the third Wednesday of every month at 4 p.m. (PST).

**Leadership Development and Training** – Generates pathways through training to help fill leadership positions throughout our organization. **Meets** the first Tuesday at 5 p.m. (PST).

**Legislative and Public Affairs** – Analyzes pending federal legislation and political candidates' positions as they relate to SPEEA goals and objectives. **Meets** the third Monday at 3:30 p.m. (PST).

**Organizational Planning** – Develops, plans and investigates mergers, associations and organizational campaigns with other aerospace employees and unions. **Meets** the third Tuesday of March, June, September, and December at 4 p.m. (PST).

**Veterans** – Provides an avenue for addressing the problems and issues associated with SPEEA's military employees, veterans and their families. **Meets** quarterly (*dates to be determined*).

### Northwest Council

**Action and Communication Taskforce (ACT)** – Promotes and enhances member communications, understanding, engagement, involvement, participation and action. **Meets** the first Wednesday of every month at 4:30 p.m.

**Governing Documents** – Develops necessary changes, based on review of the Governing Documents or by request of the Northwest Regional Council or other governing body. **Meets** the third Wednesday of every month at 5 p.m.



The Northwest Young Members Committee at a meeting in Tukwila.

# ership – join a committee



The SPEEA Legislative and Public Affairs Committee (both Northwest and Midwest members) met in June while Midwest Council Reps were in Seattle for the annual Council convention and leadership conference.

**Labor Delegates** – Coordinates the efforts of the labor council delegates, develops positions to be recommended to the Northwest Regional Council, coordinates with the Northwest Legislative & Public Affairs Committee and other committees as required, and reports to

**New Hire** – Works with the NW Council in developing methods of outreach to new members coming into SPEEA. **Meets** the fourth Wednesday of every month at 4:30 p.m.

**Women's Advocacy** – Provides a focus for the Northwest region on those problems and issues of particular concern to women employees and the regional membership's families. **Meets** the fourth Tuesday of every month at 5 p.m.

**Young Members** - The Northwest Young Members Committee (YMC) works with the Executive Board, Northwest Council, and staff to develop methods of outreach to the young members in the Northwest region. **Meets** the second Tuesday of March, June, September, and December at 4:30 p.m.

Monday at 4:30 p.m.

**Membership Activities** – Plans and implements social activities for the Midwest membership. **Meets** the first Thursday at 4:15 p.m.

**Women's Advocacy** – Provides a focus for the Midwest region on problems and issues of particular concern to women employees and the regional membership's families. **Meets** the fourth Tuesday at 4:30 p.m.

## RSVP for committee meetings

Check the regional online calendar to confirm the meeting date/time and RSVP.



Midwest members of the SPEEA Diversity Committee in Wichita, teleconferencing with Tukwila and Everett.

the Council on their activities. **Meets** quarterly (see online calendar).

**Legislative and Public Affairs** – Analyzes pending state and local legislation and issues at all levels of government as well as candidates' positions as they relate to the Northwest Region's goals and objectives. **Meets** the fourth Monday at 4:30 p.m.

**Membership Activities** – Plans and provides social activities for the Northwest regional membership. **Meets** the third Wednesday of every month at 5 p.m.

## Midwest Council

**Governing Documents** – Develops necessary changes based on review of the Governing Documents and/or by request of the Midwest Regional Council or other governing body. **Meets** the third Tuesday of every month at 4 p.m.

**Legislative and Public Affairs** – Analyzes pending government legislation and candidates' positions and their impact on SPEEA and our members. **Meets** the third



The Midwest Women's Advocacy Committee in Wichita.



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## Training/Events

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

### Puget Sound

#### Photos with Santa

**Saturday, Dec. 3 – 10 a.m. to 2 p.m.**  
SPEEA Everett

**Saturday, Dec. 10 – 10 a.m. to 2 p.m.**  
SPEEA Tukwila

*Northwest Membership Activities Committee*

#### Discount hockey tickets

**Friday, Feb. 24**

Everett Silvertips vs. Portland Winterhawks  
Everett

**Friday, March 10**

Seattle Thunderbirds vs. Everett Silvertips  
Kent

See Northwest online calendar at  
[www.speea.org](http://www.speea.org) for details.

*Northwest Membership Activities Committee*

## Wichita

### Botanica Gardens Illuminations (for holidays)

Free tickets at SPEEA office – limit two per member  
(while supplies last)

**Light display through Dec. 31** (closed Dec. 24/25)

*Midwest Membership Activities Committee*

#### Bowling with Santa

**Saturday, Dec. 10 – 1:30 to 4:30 p.m.**  
Derby Bowl, Wichita

Sign up by Dec. 5 – email [vickim@speea.org](mailto:vickim@speea.org)  
(include the names/ages of children 12 and under)

*Midwest Membership Activities Committee*



*More than 500 events*

## 2017 course titles available now

Many Ed Wells Partnership (EWP) students decide which class to take when they receive the bi-weekly email ad sent to all SPEEA-represented employees. Typically, that ad lists classes open for enrollment in the next six to eight weeks.

But did you know that you can see the full year of classes right now? EWP publishes the course catalog for the next year, so you can plan ahead for your best training options. See the 2017 catalog on the Boeing intranet at [edwells.web.boeing.com](http://edwells.web.boeing.com).

### What's new for 2017

- Many new class titles on emerging technical subjects taught by Boeing Subject Matter Experts (SME)
  - Subjects include: Airplane Surveillance, Airplane Navigation, Requirements Engineering, Introduction to Additive Manufacturing, Cyber Security, Flight Controls and more.
- Virtual learning, accessible 24/7, such as GameLearn, GET Control University and Rosetta Stone.
- Additional offerings of our most popular courses including many composites classes, Excel topics, LabVIEW, Airplane Certification, The One Day MBA and Dale Carnegie.
- Career transition classes including GET HIRED Boot Camp and individual career coaching.
- A total of 43 book clubs with new titles or popular book titles from 2016.
- A total of 36 new Boeing Education

Network (BEN) events on Thursdays at 11 a.m., including:

- 12 technical presentations on new and emerging technologies
- Six presentations on Production Engineering, Manufacturing and Safety, and Boeing Fabrication starting in January
- 12 new professional/business and career development presentations

When you see a class title you want, add it to your "Watched Events," under My Ed Wells. When the class opens for enrollment, you'll automatically be notified.

EWP will be offering more than 500 training events designed for your development needs. Plan now for the class of your choice.

