

the **SPEEA**
IFPTE LOCAL 2001

Monthly Publication
December 2020



Spotlight

PROFESSIONAL AEROSPACE UNION

Good of 2020

More photos – pages 4-5

Member **Kevin Mjor**, an Auburn Council Rep, took this photo of a sunset over the Gulf of Mexico on his way to a Riviera Maya vacation. The photo shows the Salute to service livery on an Alaska Airlines 737-800.

Spirit salary charts – P3

Virtual conferences – P6-7

Organizing update – P8

Interested in running for Executive Board vice president?

Members are gearing up to run for Executive Board regional vice president, one of SPEEA's top elected positions. For those interested and eligible, the election information, requirements and petition are online at www.speea.org.

To become a candidate, members must print the SPEEA VP petition and obtain a minimum number of members' signatures. Since many are working remotely, you may need to collect petition signatures online. See the election booklet for instructions.

The candidate also needs to supply answers to questions and provide platform and position statements outlined in the election booklet.

For more details, including the petition and guidelines, see the election booklet coming soon to www.speea.org, drop-down menu: Councils/Forms, Petitions, Delineations.

The four vice president seats include three from the Northwest region and one from the Midwest region.

SPEEA sends ballots to all members in good standing who reside in a region with a contest.

2021 election timeline

- Wednesday, Jan. 13 - earliest date to turn in a petition
- Wednesday, Jan. 27 - deadline to turn in a petition
- Monday, Feb. 1 - candidate statements due
- Wednesday, Feb. 24 - ballots mailed to all members' homes
- Wednesday, March 10 - ballots counted
- Wednesday, March 24 - newly elected officers begin two-year terms

About the Executive Board

The SPEEA Executive Board consists of seven bargaining unit members elected to serve two-year terms.

Executive Board elections are held annually, alternating between officer and regional vice president elections.

The Board administers the affairs of SPEEA according to the constitution, bylaws and policies established by the membership and the union Councils.



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Executive Director

Ray Goforth

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Daniel Peters	NW Regional VP
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Mike Arrington	Treasurer
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Prof, Tech and WTPU contracts

While the Prof, Tech and Wichita Technical and Professional Unit (WTPU) contracts were ratified by members and are posted to the website, printed versions are not yet available.

Text of the Professional and Technical contracts is in final proofing by Boeing. Once the text is forwarded back to SPEEA, production of printed contracts begins.

The text of the WTPU contract recently went to the print production process.

Final versions of all SPEEA contracts are available on the website. Look for Contracts under the Bargaining Units drop-down menu on the navigation bar at www.speea.org.



Editor's note: SPEEA is a sponsor of Race for Freedom, an annual 5K fundraiser in Wichita organized by ICT-S.O.S., a group dedicated to ending human trafficking. About 350 signed up for this year's virtual event.

Letters To The Editor

Thank you SPEEA

During this time of uncertainty and taking a break from our preventive education in the schools, we are finding ourselves with extra time on our hands for gratitude. We couldn't continue to provide stability to our partners and community without you, and we want to thank you for all of your support and kindness.

ICT-S.O.S.

SPEEA awarded grant to help bring underserved populations into aerospace

By Bill Dugovich
SPEEA Communications Director

To help bring more minorities, veterans and their spouses, along with other underserved populations into the aerospace industry, the Washington state Department of Labor and Industries recently awarded a five-year grant to SPEEA to help meet the state goal.

The award is in response to an extensive SPEEA application to receive Washington Aerospace Workforce Training Expansion Funds and design a program to help meet the state's goal of attracting more students from the targeted populations.

While details are still being worked, SPEEA is approved to develop a four-part program to be phased in during the coming years. The four elements are:

- Conducting a feasibility study to research and determine the viability

of apprenticeships in technical and professional aerospace jobs.

- Providing tuition assistance to pursue aerospace careers for students in the targeted groups.
- Setting up a childcare assistance program for parents who are pursuing aerospace degrees through this program.
- Establishing a new, in-house training program, similar to the Ed Wells Partnership that benefits SPEEA members but is also open to professionals throughout the aerospace industry.

While apprenticeship programs are common in many fields, they are far less common for engineers and technical workers. SPEEA's plan calls for a comprehensive feasibility study to determine if the apprenticeship model can serve as a new avenue for entry into engineering and technical aerospace careers.

Using the proven and well-established formula of classes used by the Ed Wells Partnership, the in-house training will target professionals in the aerospace supplier base who lack access to advanced training. The program will also provide instructor training and classes for existing SPEEA members.

Tuition and childcare assistance will focus on attracting students from the targeted populations and steering them toward established degree programs around the state.

A detailed plan for each element of the SPEEA program is being developed. The state award of \$5 million will be spread over the life of the five-year program which runs from June 30, 2021 to June 30, 2026. SPEEA will work to establish on-going funding for after the initial five years in an effort to continue bringing underserved populations into the aerospace industry.

SPEEA-Spirit online salary charts reflect raises

By Matt Kempf
Senior Director of Compensation and Retirement

WICHITA - Salary charts reflecting 2020 raises for the SPEEA-represented employees in the Wichita Engineering Unit (WEU) and Wichita Technical and Professional Unit (WTPU) at Spirit AeroSystems are now online, at www.speea.org.

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 2020 was 3.28%. The Spirit WEU average salary increased from \$103,389 to \$106,638, for an average increase of \$3,249 for the 915 eligible employees.
- **WTPU** – The straight average raise for 2020 was 3.78%. The Spirit WTPU average salary increased from \$83,157 to \$86,294, for an average increase of \$3,137 for the 1,316 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) midpoint 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*).

Average Raise by Compa-Ratio		
Compa-Ratio	WTPU	WEU
<0.8	6.79%	5.72%
0.8-0.9	5.14%	4.43%
0.9-1	3.90%	3.28%
1-1.1	2.81%	2.04%
>1.1	0.85%	0.25%
Total	3.78%	3.28%

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

- **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.

Finding salary charts online

Go to www.speea.org and click on the drop-down menu for Member Tools/Salary Charts.

Charts are also available for the Prof and Tech bargaining units at The Boeing Company.

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The good of 2020

SPEEA received submissions from members who responded to our request for photos to give us some good from this year.



Oregon Council Rep **Emily Brent-Fulps** submitted this photo of a sunset with an extra-terrestrial look.



Member **Steve Hammon** took this photo on Mount Dickerman Trail, near Granite Falls, Wash. "My response to the stress of 2020 was to purchase a book on photography and find local areas to practice. The photo shoots have been a refreshing mental reset button from all the 2020 doom and gloom."



For pandemic Halloween, Everett Council Rep **Rod Sidors** (in the wig and face paint) is shown here with his wife, Elena, and their neighbors. They threw bags of candies to the trick or treaters to maintain safe distancing.



Member **Timothy Simons** who works at Joint Base Lewis-McChord took this photo of Montana mountain goats. "I was getting ready to head down to the river to flyfish when I saw them descending the mountain. This was my third trip in three years out to that area of the country."



Member **Steve Hamling** shared a photo of his dog, Hazel, a Yorky-Shitzu-Pomeranian-Maltese. She is shown here with a COVID hair removal – her first haircut just after the first lockdown ended in the summer.



Member **John Eickelberg** shared this photo of his last day at work. Happy to save the job of a newer engineer in his skill and biking along Lake Washington to get home, he noted "in retrospect, a whole lot of things were pretty great that day."



SPEEA retiree **Dirk Sundbaum** shared this photo from a pond on his property in Auburn. He's been taking photos since the 1960s.

Happy to have some good news to share in a year that was filled with a lot of heavy news from COVID-19, layoffs and more.



Member **Robbi Alberts**, longtime SPEEA staff now retired, is shown here at the summit of Mt. Townsend Oct. 7. Alberts has hiked nearly every week since the pandemic started. Other hikes include summiting Mt. Rose, Mt. Ellinor, Copper Creek, Capitol Peak and Buck Mountain (via Elbo Creek).



Member **Pat Baker**, shown here, enjoyed his birthday while fishing on Baker Lake with Mt. Baker in the background. Baker, a level 5 engineer, started his Boeing career 40 years ago as a Tech. He took a voluntary layoff this month.



For Midwest Council Rep **Nancy Steele**, two highlights of 2020 included the birth of granddaughter **Astrid** and her granddaughter **Alex Whitcraft**, a rising soccer star who signed with the University of Houston (shown above).



Member **Kevin Swanson** shared this photo of himself with his daughter, **Paige**. "One of the fun activities that my family started doing during the pandemic is picnicking out of the back of our minivan. We get takeout or make a meal at home and then drive to a scenic viewpoint."



Mike Shea, Northwest regional vice president, brought **Widget** into his family. The puppy, a Pekingese, came to them in July.



Member **Evia Peerbbai** shared this photo taken at Artist's Point at the end of Mt. Baker Highway, Wash. She took this photo right before sunset this summer. When they went six years ago, in July, it was a totally different view – full of snow.



Emma Reeves is a positive from 2020. She joins brothers **Shane, Garrett and Lewis**, and her parents **Timothy and Danielle**. Danielle is the daughter of **Dan Nowlin**, SPEEA Northwest regional vice president, and his wife, **Bonnie**.



Ed Wells Partnership

Members grow skills and networks at Local Learning Events

By Kelly MacDicken
Ed Wells Partnership program administrator

Every year, the Ed Wells Partnership sponsors SPEEA members to attend technical classes and conferences in the Pacific Northwest. These “Local Learning Events” looked a little different in 2020 as the concept of “local” was redefined.

As conferences moved to virtual platforms, the Ed Wells Partnership team collaborated with groups such as the International Council on Systems Engineering (INCOSE) and the Pacific Northwest Section of the American Institute of Aeronautics and Astronautics (AIAA) to cover the registrations costs of more than 150 total attendees.

One distinct advantage of the online format was employees’ ability to attend events while balancing a full workload and family schedule. Instead of spending an entire week at a convention center, conference participants were able to schedule the relevant virtual events into their day, which provided more flexibility.

One survey respondent said, “Having virtual conferences makes it much easier to attend, both in terms of cost and personal commitment. It can be difficult for those with young children to travel even in times without COVID.”

About the INCOSE symposium, another survey respondent said, “The variety of presentations was excellent. Many presentations were directly related to work that I am doing. I learned from engineers/managers in other industries and made new contacts.”

We don’t know what these events will look like in 2021, but the Ed Wells Partnership will continue to sponsor SPEEA employees so that they can grow their skills and expand their network.

Check the online catalog at edwells.web.boeing.com for upcoming events. See something that looks like a good candidate? Let us know about it at least eight weeks before the event by emailing edwells.sbpnrshp@boeing.com.

Local Learning Events 2020 included:

- Institute of Electronics and Electrical Engineers (IEEE) Conference on Communications and Network Security
- International Council on Systems Engineering (INCOSE) Western States Regional Conference
- Human Factors and Ergonomics Society (HFES) ErgoX Symposium
- Society of Women Engineers (SWE) annual conference
- American Institute for Aeronautics and Astronautics (AIAA) Pacific Northwest section technical symposium
- O2 Analyze training, WHA International Inc.
- Institute of Noise Control Engineering (INCE) Noise-Con

Local Learning Event highlights

International Council on Systems Engineering (INCOSE)



Paul van Tulder

Paul van Tulder, a SPEEA member and avionics engineer, knows Ed Wells for many reasons, including his participation in the Technical Advisory Group (TAG). Van Tulder, an Associate Technical Fellow (ATF) was among the Technical Fellows invited to TAG to help Ed Wells explore future courses and topics.

Van Tulder is also a board member for the Seattle Metropolitan Council of the International Council on Systems Engineering (INCOSE), which held a virtual Western States Regional Conference (WSRC) Sept. 17-19. Van Tulder and SPEEA Ed Wells have been jointly coor-

inating the WSRC professional development activities since 2018.

Among the 100-plus participants in the conference, 16 attended through Ed Wells this year.

The conference, called ‘Celebrating the Sound of Systems Engineering,’ featured 30 plus speakers, including four keynote speakers from Terra Power, Boeing, UW Medicine and Sound Transit with addresses on topics ranging from nuclear power, model-based systems engineering, COVID-19 lessons learned for health care and mass transit expansion.

“I felt the conference was very successful,” he said, despite the pivot to virtual only. In 2018, the conference took place in Utah with some satellite-hosted events at the SPEEA Seattle offices. Those lessons learned and face-to-face interactions helped with planning this year’s online conference.

Van Tulder, who works in Boeing Research and Technology (BR&T), is an INCOSE Certified Systems Engineering Professional (CSEP©).

Human Factors and Ergonomics Society (HFES) ErgoX symposium

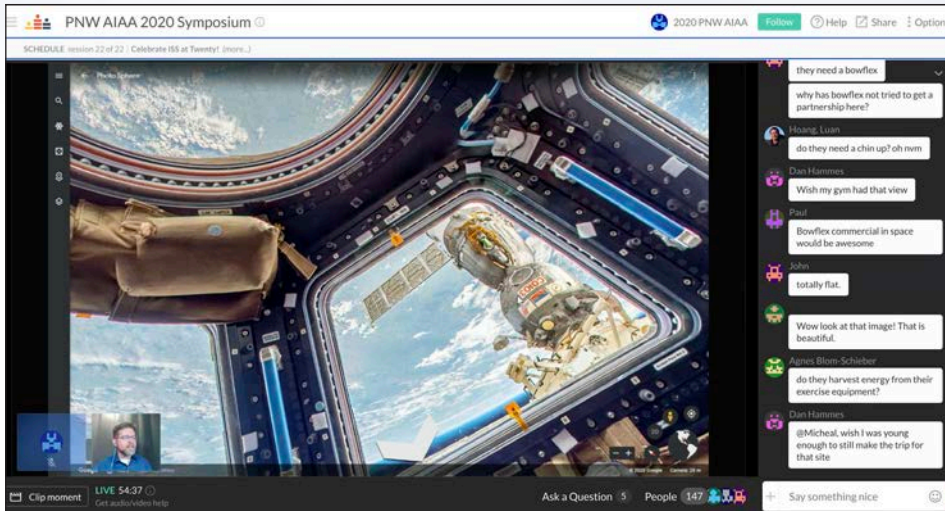
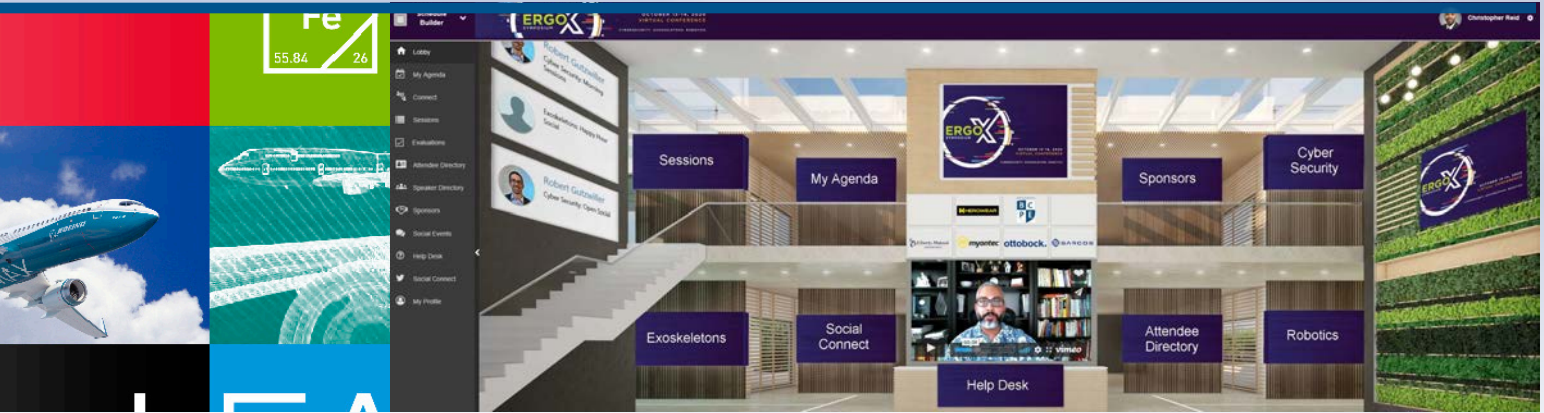


Christopher Reid

Christopher Reid, Ph.D., president-elect of Human Factors and Ergonomics Society, works at Boeing Charleston. When a Puget Sound employee asked about signing up for the HFES ErgoX symposium through Ed Wells, he reached out to see if others might be interested.

As a result, Ed Wells sent 20 to the virtual symposium Oct. 13-14. Another 50 Boeing employees also registered for the symposium. Nearly 250 total attended the event with speakers from six countries.

The symposium featured three tracks –



Ed Wells Partnership teamed up with professional organizations to cover registration for virtual conferences under the Local Learning Events program for SPEEA-represented employees. Shown above is the lobby of the 'conference hall' at the Human Factors and Ergonomics Society (HFES) ErgoX symposium.

At left is a screen shot from the American Institute for Aeronautics and Astronautics (AIAA) Pacific Northwest section symposium. **Geoff Nunn**, adjunct curator for space history, Museum of Flight, gave the closing keynote presentation: "Celebrate ISS at Twenty," with a software simulation of walking through the International Space Station (ISS).

Lower right photo shows the ErgoX symposium featuring members of the National Academy of Engineering presenting: "Challenges and Priorities for Human-Centered Robotics." Clockwise, from upper left, **Hongwei Hsiao**, Ph.D., from the National Institute for Occupational Safety and Health (NIOSH), moderated the talk with Professors **Oussama Khatib** (Stanford University), **Nadine Sarter** (University of Michigan) and **Russell Taylor** (Johns Hopkins University).

Exoskeleton, Cyber Security and Robotics. Reid, who is an Associate Technical Fellow (ATF) in Human Factors & Ergonomics for Boeing Environment Health and Safety, chaired the exoskeleton track. This included demonstrations of exoskeletons for different industries and keynote speakers from the National Science Foundation and Anthrotech.

The second track on cyber security included discussions on methods and findings as well as workshops on user-centered design. The robotics track included networking on robotics research for worker health and well-being.

Reid is familiar with Ed Wells because of his work with Human Factors counterparts around the Puget Sound. He also worked at Boeing Everett as a SPEEA-represented intern.

American Institute for Aeronautics and Astronautics Pacific Northwest section



Steven Maa

Steven Maa, SPEEA member and industrial engineer, helped organize this year's one-day virtual technical symposium for the Pacific Northwest American Institute for Aeronautics and Astronautics (AIAA). About 45 of the nearly 150 who registered came through the Ed Wells Partnership Local Learning Event grant.

The symposium, Nov. 7, featured about 16 events, including workshops, technical presentations, product presentations and keynote speakers. College students from the University of Washington presented their projects during student poster sessions. **Alma Stephanie Tapia**, a materials engineer from the National Aeronautics and Space Administration (NASA) was the "Rising Leaders" keynote.

Despite some technical glitches, Maa thought the symposium went well overall. "We had a lot of engagement in the chat room – people were staying engaged throughout the symposium."

Ed Wells covered participants for last year's in-person symposium, so Maa, the sponsorship chair for the symposium, reached out to Ed Wells this year to invite more participants.

Maa appreciates what he's learned from Ed Wells classes on landing gears and flight controls, for example, to help him with his previous work on the requirements team. Maa currently works with the 737 Flow Day 8 to Ramp team.

(Note: **Karen McLean**, SPEEA publications editor, contributed to this article.)



SPEEA Cares donation process

Represented employees who want to help those laid off in SPEEA bargaining units can contribute directly to SPEEA Cares, funded solely by donations.

With no administrative fees, 100% of donated funds go to help eligible individuals in all SPEEA bargaining units.

You can send a check to:

SPEEA Cares Fund
c/o Puget Sound Labor Agency
2800 First Ave., Rm. 126
Seattle, WA 98121

Those who work at Boeing can do a recurring donation from their paychecks. Go to YourCause, through Worklife/Boeing Global Engagement. Search for Puget Sound Labor Agency (ie. Reg ID 91-0927902), then choose recurring payroll. In the section to add a designation, choose *other* and fill in SPEEA Cares.

How SPEEA Cares works

SPEEA Cares fund provides emergency assistance for members and their families who are facing difficulties due to layoffs.

For approved requests, the fund pays up to a maximum amount for a one-time-only bill related to housing or utilities and can also provide gift cards for gas or groceries.

To make a request: If you're laid off and facing a financial emergency, email your contact information, a brief explanation of your circumstances and a copy of the bill you need help paying to robinf@speea.org.

SPEEA Cares started with community and labor donations during the SPEEA 40-day strike of 2000. PSLA helped distribute the money to members in need.

Joel Funfar, SPEEA Area Rep, IFPTE SPEEA-area vice president and former SPEEA president, remembers the impact. "During my time as the co-site leader for Plant 2 during the strike, I saw firsthand how important SPEEA Cares is for our members."

Holiday Outreach makes a difference

Thanks to member donations, SPEEA helps make the holidays a little brighter for laid-off members' families.

Each year, SPEEA sends a gift card (one per child) and a grocery store gift card (one per family) to help with the holidays for members' families.

SPEEA conducts fundraisers and accepts member donations to help families in need. If you'd like to contribute, email robinf@speea.org.

Organizing Boeing SoCal

CREATE helping with work issues

SEAL BEACH, Calif. – Professionals at the Boeing Seal Beach site, who came together as California Region Engineers and Technical Employees (CREATE), continue to connect with peers on issues important to them.

CREATE, which is worker driven, formed with the goal of becoming a SPEEA bargaining unit for aerospace professionals in Southern California (SoCal).

In a recent CREATE survey to peers, the top three pressing issues are outsourcing, layoffs and working without a contract.

As a result, CREATE members are partnering with the California AFL-CIO, state and county officials to assist employees who are facing layoff in the region.

CREATE began hosting webinars that mirror the Rapid Response webinars in the Puget Sound and Oregon, which SPEEA hosts with experts from the state unemployment department and others to highlight benefits and answer questions.

Along with the virtual layoff benefit meetings for SoCal workers, the CREATE website is an in-demand resource for SoCal aerospace professionals facing layoff.

Plus, CREATE continues to host other webinars, such as open enrollment and the union difference around layoffs, to help employees facing layoff as well as active employees.

Trade Adjustment Assistance (TAA) subcommittee

SPEEA, IFPTE Local 2001, joined the International Association of Machinists (IAM) District 751 to successfully petition for the federal Trade Adjustment Act (TAA) which helps workers laid off due to offshoring.

To bring those benefits to SoCal, CREATE quickly formed a subcommittee, which filed a TAA petition documenting the offshoring of work in Southern California.



Following the unions' lead, Boeing jumped in and filed petitions for those not covered by the unions' petitions in most states. SoCal employees connected to Boeing Commercial Airplanes are now eligible for these benefits through June 2022.

Ironically, while Boeing petitioned for federal aid to help the employees it is laying off, there is no slowdown of offshoring work and jobs that led to Trade Act benefits.

Return to Worksite subcommittee

CREATE members are hearing from peers about concerns related to the pandemic, working from home and concerns related to returning to the worksite.

CREATE has put together a list of some ways to help solve these concerns and are currently taking co-workers' suggestions in addition to a live poll on the topic. CREATE wants management to be more transparent and include employee input in decisions related to returning to the worksite.

Friend of SPEEA

Friend of SPEEA program highlights the union difference

The Friend of SPEEA program gives aerospace employees a way to stay connected if they retire, transfer to a non-union job or work in the aerospace field outside of SPEEA-represented worksites.

The Friend of SPEEA program now has members in 37 states.

This program allows SPEEA to keep in touch with thousands of non-union aerospace employees all over the country. As a result, a lot of inquiries come through for those who want to know more about gaining union representation.

What is the union difference when it comes to layoff? Ask Mike!



Mike Hochberg

Mike Hochberg worked at Boeing as a software engineer for 20 years. During that time, he served his co-workers as Council Rep, Council officer and vice president on the Executive Board. Hochberg also worked as a contractor in non-union jobs away from

Job Security & the Union Difference

SPEEA members who are laid off have the following:

Retention Ratings Outlined process that lets workers know where they stand before layoffs occur.	Contractors go First If layoffs occur contractors in each skill code go first.	Enhanced Layoff Benefits If work is outsourced to another state, layoff benefits double for impacted employees.
Career & Skill Enhancement Negotiated money available to union employees through a joint SPEEA/Boeing initiative.		Help with Workplace & Benefit Issues A professional staff of experts and advocates to help with workplace and benefit issues.

Non-Union employees

Retention Ratings NO	Contractors go First NO	Enhanced Layoff Benefits NO
Career & Skill Enhancement It's up to you.		Help with Workplace & Benefit Issues Boeing Worklife

Ready to have a say in your job security?
Visit www.CREATE-SPEEA.org

Boeing, and now he works on SPEEA staff as a contract administrator.

He recently spoke to non-union employees as part of a CREATE-hosted webinar discussing the union difference regarding layoffs and outsourcing. The Friend of SPEEA program built on that success with three short videos developed

through input from members of CREATE.

If you know aerospace employees who could benefit from a better understanding of the union difference, share the videos at friendofspeea.org. To learn more, sign up as a Friend of SPEEA to receive periodic updates and invitations to related events.

Longtime Portland activists leave Boeing

By Karen McLean
SPEEA Publications Editor

PORTLAND, Ore. – SPEEA members, especially in Portland, may recognize **Matt Carter** and **Ken Parcher**, two former Oregon Council Reps who continued to serve as Area Reps for many years.

They share more in common than the role of SPEEA Council Rep and Area Rep. They both worked more than 30 years at Boeing and earned patents. They also both graduated from Portland State University with bachelor's degrees in mechanical engineering.

Matt Carter, Technical Fellow and business owner

Matt Carter, a Technical Fellow in metallic materials and processes technology, helped launch the Oregon Manufacturing Innovation Center (OMIC), a partnership of manufacturers, universities and government to leverage research. He was also a longtime president of Oregon Metals Initiative, a public-private partnership for research.

Now, he's launching his own business, Bergschrund Engineering LLC, to connect retirees with industries in need of their technical expertise.

"I have a long list of retired people I intend

to connect to technical assignments," Carter said. He's hoping to help businesses tap into the expertise for special projects or problems. "There is a very deep talent in the retiree pool."

At Boeing, his career highlights involved "getting tech through the technology valley of death into business plans that benefit the company and the environment - being able to listen, understand and connect the dots," he said. Successes include solutions involving solid state welding, induction hardening for gears and inert gas quenching of ultra-high strength steels.

continued on page 10



Matt Carter, former Portland Council Rep, Area Rep and Technical Fellow, is planning more hiking with his dog, Lily, "everybody's new best friend," in addition to running his own business.

Longtime Portland activists leave Boeing *continued from page 9*

Carter started at Boeing in Renton in 1986 as a propulsion engineer on 7J7 and then transferred to Boeing Portland in 1992 to work in gear manufacturing and metals processes, then Materials, Processes and Physics.

Carter earned a master's in mechanical engineering from University of Washington and became a Boeing Associate Technical Fellow in 2001. He advanced to Technical Fellow in 2016.

Prior to Boeing, he apprenticed with the Sheet Metal Workers Local 16 and became a journeyman.

"They were pretty hard over about getting apprentices trained and journey persons

up-skilled. The attitude was simple, we get paid more than non-union so we must be higher skilled and more productive. If a member needed help accomplishing that, the union proactively provided it. That stayed with me for life," he said.

He recalls when he and **Ken Parcher** served as Council Reps for Portland, they worked to prevent issues from going into discipline with near 100% success. "We wanted everyone to be successful, members and their managers," he said.

Helping others has its own rewards. "It benefits you personally – you get to know people and your network greatly expands," he said. "If you help someone, later need their help, they are unlikely going to be too busy to help."



Matt Carter's motorcycle shown here is a 1979 Moto Guzzi Lemans CX100. "Getting it roadworthy after about 25 years asleep in a garage has been one of my projects."

Ken Parcher, lead engineer and race car driver

Ken Parcher, a design-for-manufacturing engineer at Boeing, won't have a problem filling his 'free' time. He's developing his skills as a race car driver. He and his son are part of an amateur endurance racing team participating in the Lucky Dog League.

At the Portland International Raceway, the team took part in an 'enduro' race in October for 8+7 hours over two days. The goal, he said, "is to stay on the track as long as possible."

To qualify, cars must be at least 15 years old. Their car is a 1986 Pontiac Fiero. Since General Motors stopped making Pontiacs in 2010, the year they started, they named their team Pontiaxed Racing.

Parcher also plans to take part in the league's simulated racing, with a platform he built to hold a steering wheel, pedals for gas and brakes and three monitors. His Computer Aided Design (CAD) skills came in handy for this project.

He started at Boeing in 1984 in Renton in the CAD group, then transitioned to flight controls. He served as lead engineer on the 737 trailing edge flaps and horizontal trim stabilizer group, before transferring to Portland to work in liaison engineering supporting the gear box business team in 1995.

His work career highlight came on the 777X, "the first time I had complete design responsibility for two gear box assemblies." That led to a patent for Parcher and two other engineers for creating a gear box nicknamed the "the wild thing" because of the configuration required to fit the space.

In 2010, Parcher signed up as Carter's designated Council Rep alternate. That prompted him to fill the other Council seat for Oregon. Before and after his work as a Council Rep, Parcher served as an Area Rep for many years.

"It was enlightening to see more of the work and goings on at SPEEA, such as how things are done, and everything they do for members," he said. For example, he would hear what other Council Reps are doing and how SPEEA staff help with workplace issues. "I feel like I'm more familiar with behind the scenes."



*Former Portland Council Rep and Area Rep **Ken Parcher**, center, is shown here with Team Pontiaxed enduro racing team, including Ken's son, **Justin Parcher**, left, and **Drew Shepardson**. In this race car league, cars must be at least 15 years or older, making the sport more accessible.*

Boeing properties

Avoid traffic violations – obey signs

A surge in traffic violations at Boeing has SPEEA reminding members to watch their speed and obey the signs.

For those working on Boeing property, pay attention to the speed limits and make full stops at the stop signs. For those who don't, guards are issuing tickets.

Remember to leave earlier and drive slower!

Spirit 2021

Payday calendar in January Spotlight

Spirit, Boeing and Triumph payday calendars also at www.speea.org



JANUARY

Sun	Mon	Tues	Wed	Thurs	Fri	Sat
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FEBRUARY

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Trade Adjustment Act (TAA)

Help for laid-off aviation workers in Wichita

WICHITA – Laid-off workers at Spirit AeroSystems may not realize they qualify for layoff benefits through a federal program.

That’s why the Greater Wichita Partnership partnered with the Workforce Alliance to promote the Trade Adjustment Act (TAA) benefits that apply to job hunting, relocation and tuition reimbursement for training.

Robert Tallie is an aviation worker who signed up for TAA, which pays for his training at Wichita State University Tech. He’s gearing up for long-term success in the aviation industry.

Tracy Taylor, an aviation worker, is also a WSU Tech student studying to become a nurse. Having been laid off, she had no money to pay for school until she discovered the TAA benefit.

These students’ stories are featured in short videos on choosewichita.com/local-talent/home.

The outreach campaign organizers hope to help laid-off workers get signed up for classes and skills training programs as early as January.

About Trade Act

Trade Act funding is designed to assist eligible laid-off workers impacted by increased imports or companies moving work to other countries.

Benefits include:

- Training and tuition support
- Income support
- Health-care tax credit
- Out-of-area job search

- Relocation assistance

Benefits apply to Boeing

Due to a successful joint labor effort, laid-off workers at Boeing can also tap into additional federal support to find new jobs. SPEEA teamed up with the International Association of Machinists (IAM) District 751 in successfully filing a petition to the U.S. Department of Labor for TAA.

Layoff resources online

SPEEA’s website, www.speea.org, features more information and resources for laid-off aerospace workers in Washington, Kansas, Oregon, California and Utah. Go to the drop-down menu for Member Tools and click on the link for Layoff Information.

Overdue JIFF payments for SPEEA members

SPEEA and The Boeing Company agreed to settle a long-standing grievance that sent checks of about \$125 to some 1,264 members who did not receive the full amount from the company’s JIFF Well Being Co-Pilot rewards program.

Lodged in October of 2018, the grievance was filed because program rewards and incentives for participating in well-being activities were less for SPEEA-represented employees than those offered and granted to non-union employees.

SPEEA members in the Professional and Technical units who participated in the program and earned more than \$100 in the program during 2019 received \$125. Boeing is paying out a total of \$158,000 to the impacted SPEEA members.

The payments were expected in the Nov. 12 paychecks.

Get email while working from home, sign up at www.speea.org



Winter break

In conjunction with winter break at

Boeing, Spirit and Triumph, SPEEA staff will be off from

Thursday, Dec. 24

through

Friday, Jan. 1.

Stay safe!

