

the **SPEEA**
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November 2021



Spotlight

PROFESSIONAL AEROSPACE UNION

Boeing open enrollment – Nov. 2-23

**Special section
P5-8**



**OPEN
ENROLLMENT**

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Executive Board changes

New SPEEA treasurer and secretary



Shaunna Winton
Treasurer

Due to a recent retirement, former SPEEA Secretary **Shaunna Winton** moved into the role of SPEEA treasurer. The Executive Board appointed **Dan Nowlin**, Northwest regional vice president, to become SPEEA secretary at its meeting Oct. 7.

Winton is a product review (liaison) engineer at Boeing Frederickson. Nowlin is an equipment tool tech designer at Boeing Everett.

Both of their terms end March 22, 2022.

Vacancy next steps

The Northwest Council will vote Feb. 10 to elect the interim Northwest regional vice president.

To be eligible, candidates must meet the minimum qualification of continuous SPEEA membership in good standing for the previous 24 months.



Dan Nowlin
Secretary

For details about running, the election booklet is online, at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations).

The booklet includes the petition to run, instructions for virtually collecting members' signatures if needed, deadlines and candidate instructions.

Petitions are due Friday, Jan. 14.

At Feb. 10 Northwest Council meeting, candidates will have the opportunity to address the Council prior to the vote.

The interim term ends March 22, 2023.

Officer retires

Michelle Cooper, former SPEEA treasurer, recently retired from Boeing, ending a 33-year career.

Cooper's SPEEA activism spanned many years and many roles. She was a former SPEEA Council officer, Council Rep, Area Rep, committee officer and member of multiple committees, including the Northwest Women's Advocacy Committee (WAC).



Michelle Cooper

Executive Board officers

Plan ahead to run for SPEEA president, treasurer and secretary

Next March, SPEEA will send ballots to all members to vote for SPEEA president, treasurer and secretary for new, two-year terms.

Those interested in stepping up for Executive Board leadership roles can look in early December for election details at www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations).

Election details include:

- Petition and instructions for collecting signatures virtually
- Eligibility requirements
- Candidate questions, approved by the SPEEA Council
- Deadlines for the candidate information, including statement, qualifications and photo
- Federal laws regarding candidates' campaigns

Candidates' information and petitions are due at the end of January.

About the Executive Board

The seven-member board includes three officers and four regional vice presidents. They typically meet twice a month to oversee SPEEA activities and monitor expenses while also working full-time as aerospace professionals in SPEEA bargaining units.



President

Ryan Rule

Executive Director

Ray Goforth

Executive Board

Shaunna Winton	Treasurer
Dan Nowlin	Secretary
John Dimas	NW Regional VP
Deena Hougham	NW Regional VP
Vacant	NW Regional VP
Chris Streckfus	MW Regional VP

SPEEA Council Officers

R Matthew Joyce	Chair
Theryl (TJ) Johnson	Treasurer
Byron D. Henderson	Secretary

Midwest Regional Council Officers

Emily Forest	Chair
R Matthew Joyce	Treasurer
Tonya Sanders	Secretary

Northwest Regional Council Officers

Jeffrey Forbes	Chair
Peter Goodfellow	Treasurer
Mike Arrington	Secretary

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Three SPEEA members at Boeing Frederickson, Wash., made a retirement gift for **Paul Shearon**. Shearon, former IFPTE president, worked at Boeing Frederickson as a Numerical Control (NC) programmer before going to work for SPEEA and IFPTE. The members who made the gift are from left, **Rogelio Garcia**, **Mike Arrington**, Northwest Council secretary, and **Mark Diep**.

Paul Shearon, former IFPTE president

Special connection for retirement gift

FREDERICKSON, Wash. – Frederickson Council Rep **Mike Arrington** wanted to recognize the retirement of IFPTE President **Paul Shearon** with something that would bring back memories.

Arrington knew Shearon used to work as a Numerical Control (NC) programmer at Boeing Frederickson prior to becoming director of organizing at SPEEA and IFPTE elected officer.

“I thought it would be cool if he had something from his old group as a going-away present,” Arrington said.

Arrington, an industrial engineer, works with **Rogelio Garcia**, who has been an NC programmer for 20 years.

Both Arrington, Northwest Council secretary, and Garcia, a former Council Rep, met Shearon through IFPTE.

‘All behind it’

Garcia volunteered his time after Arrington secured permission all the way up to Boeing Ethics. Although it took a few months for final approval, Arrington said, “they were all behind it.”

“We do stuff like that for other Boeing employees,” Garcia said. “Why not for SPEEA?”

Arrington had an idea for the plaque. Garcia fine-tuned it with Computer Aided Design (CAD). Then Garcia reached out to **Mark Diep** to help find composite panel scraps to make the 2 feet



Former IFPTE President **Paul Shearon** was honored with a specially made composite plaque during the SPEEA Council meeting Oct. 14.

by 1.5 feet sign. Diep, a manufacturing planner and SPEEA member for 35 years, worked with Shearon at Frederickson.

Diep also suggested another design enhancement – copper tape which shines through the cutout letters and Superman shield outline.

Arrington has worked in machine shops throughout his career, including Boeing for the past decade. “I’ve seen a lot of retirement gifts,” he said. None of them come close to matching this.

the union’s successful organizing efforts at the Tennessee Valley Authority (TVA) and Legal Services Corporation.

He blocked efforts to privatize the New Jersey turnpike, saving the jobs of hundreds of IFPTE-represented workers, and served an integral role in the 105-day Hydro One strike by Society of United Professionals (SUP), Local 160 in Canada in 2015.

He was elected president of IFPTE in 2018.

Shearon also established strategy and allocated resources to block outsourcing at TVA, saving hundreds of jobs represented by Engineering Association (EA), IFPTE Local 1937.

“He’s done a lot for working people,” Arrington said.

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Shearon’s labor activism

The plaque says super for a reason. Shearon was a SPEEA activist when he worked at Boeing. During that time, he served as Auburn Council Rep, Northwest Council chair, Executive Board vice president and Tech Unit Negotiation Team member.

As SPEEA organizing director, he successfully led the effort to organize Boeing Facility engineers in the Puget Sound and the Wichita Technical and Professional Unit (WTPU) in Kansas. He also organized the efforts of nearly 20,000 engineers and techs on strike at Boeing for 40 days in 2000.

SPEEA presented Shearon with a Lifetime Achievement Award in 2006 when he was elected IFPTE secretary-treasurer.

At IFPTE, Shearon played a central role in



Members solve problem by re-forming Midwest Young Professionals Committee

By Karen McLean
SPEEA Publications Editor

WICHITA – **Brennan Macklin** knew the problem firsthand. How do you meet people when you're new in your job and new to a city and state?

She moved to Wichita from Texas a couple of years ago to work at Spirit AeroSystems.



Brennan Macklin

"I had wished there was something to connect me to other young people in the company."

This summer, an intern kept talking about the Spirit-hosted events "nearly every night." That prompted Macklin to tackle the problem of how to help new hires connect.

She bounced ideas off **Derek Milligan**, a Council Rep with SPEEA committee experience. Since he moved to Wichita to work at Spirit nine years ago from Oklahoma City, he knew what it was like to find friends and get to know the area.

They recruited another transplant and co-worker, **Matt Pierucci**, who started at Spirit about two years ago. He moved from the Chicago area.

The three of them approached union leaders and staff with their solution – re-form the Midwest Young Professionals Committee. The group wanted to host events based on input from committee members and participants. Their goal – to connect young professionals with each other and their union.

"My main purpose with the committee is to help facilitate personal connections among young people. There are a lot of us from out of town," Macklin said. "We had a good response from everyone in the union at the Council meeting. There's a need for this, and we got a lot of help from the union to keep it moving."

Exactly what they wanted

Their first event drew about 30 people to a no-host gathering at Nortons Brewing. The three SPEEA members, who are now committee officers, wore red SPEEA shirts and spread the word to look for them at a group of tables. As people came and went, many told Macklin they were grateful for the opportunity. "Everyone I talked to said this is exactly what they wanted but didn't think they could do it."

Although Macklin stepped up to re-form a SPEEA committee, she's new to unions. She might not have joined SPEEA if she hadn't worked with Milligan, who talked about SPEEA

and the work he was doing with the SPEEA and Midwest Legislative and Public Affairs (L&PA) Committees. "We agreed on a lot," she said.

She signed up as a dues-paying member of SPEEA to join the MW L&PA committee. She went to Topeka with the committee to meet with lawmakers on behalf of labor issues.

A voice on issues

Macklin is glad she joined SPEEA. "I like that it gives a voice and space to talk about any issue and to know what page everyone else is on," she said.

Macklin also appreciates the good health care and having access to Spirit salary charts for SPEEA-represented employees – "just to know where I stand with other people in similar skills," she said. "Other places I've worked, you don't have that." Because of the salary charts, she said, "A lot more people are more open in talking to me." That includes people sharing their experiences with promotions, which gives her an idea of what to expect.

Macklin, chair of the Midwest Young Professionals Committee, grew up in the Houston area and graduated from Texas Tech University with a bachelor's degree in mechanical engineering. She's a stress engineer in defense.



Matt Pierucci

Pierucci, vice-chair of the committee, graduated with an aerospace engineering degree from the University of Illinois at Urbana-Champaign. At Spirit since 2019, he's currently working on the V-280 helicopter program as a stress engineer.

Fair value

He joined SPEEA right after new-hire orientation, even though he had no prior union experience. "I decided to become a member since the union negotiations benefit us. I wanted to pay my dues. That seemed fair to me."

Working at a larger company, he is glad to belong to SPEEA. "I appreciate having the power of the union, so we get what's fair. Having that bargaining power is really important."

Milligan, committee secretary, graduated from the University of Oklahoma with a degree in aerospace engineering. Since he has been at Spirit much longer than the others, he's ready to step aside as more members join the committee. "I would like to see this fully controlled by the

younger professionals."

Milligan's path to SPEEA involvement started when he joined the union, which didn't happen right away. He was inspired to sign up as a dues-paying member after seeing SPEEA's efforts during layoffs soon after he started. "I watched SPEEA handle it and enforce the contract. It seemed to save a lot of jobs – it was eye-opening. When I researched it, the union seemed like something I would want to support."



Derek Milligan

In addition to his SPEEA and Midwest committee work, Milligan, a stress engineer in defense, served as an Area Rep before becoming a Council Rep in May.

"We are better able to stand up for ourselves. The company needs checks (and balances). SPEEA allows us to be a check. Otherwise, we're on our own."

Midwest Young Professionals

All are welcome to no-host social events held monthly on the second Friday at 4 p.m.

Friday, Nov. 12 at Pumphouse

Friday, Dec. 10 at Chicken N Pickle

Join the committee

Want to help with planning and other outreach efforts? Check out the Midwest Young Professionals Committee meetings held monthly at 4:30 p.m. on the third Thursday.

The next committee meeting is Nov 18. Email vickim@speea.org for the link to attend.

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Professional Aerospace Union		
Trivia Night		9
Pickleball		5
Axe Throwing		7
KARAOKE		4
Bowling		6
Paintball		2

Participants at a recent social event voted on ideas for upcoming events.



Few changes for open enrollment in 2022

By Jason Collette
SPEEA Contract Administrator and
Benefits Coordinator

Open enrollment, the time each year when employees can change their medical plans, is Nov. 2-23 at The Boeing Company.

When reviewing the annual open enrollment information from Boeing, keep the following in mind:

- **Routine changes** – This is the only time of the year you can make routine changes to your health care coverage. If you opt for a different plan, changes take effect Jan. 1, 2022. The good news is any change you make for this year is only locked in for a single year. If you're unhappy with a change you made for 2022, you can make a change for the following year during open enrollment.
- **Deadline for correcting mistakes** – Even if you don't change your benefits package, you will receive a confirmation letter in the mail. You have a limited amount of time to request a correction. *Make sure your home address is correct in Worklife.*

Compare and choose a medical plan

Advantage+ – 0% premium contribution

- Around half of SPEEA members are currently enrolled in this plan. For 2022, the annual deductibles and Out-Of-Pocket (OOP) maximums remain

unchanged. Contribution limits to the Health Savings Account (HSA) increased by \$50/\$100 from last year for a total of \$3,650/\$7,300. The amount Boeing contributes to your HSA remains the same.

- Anyone may be covered by the Advantage+ plan. But not everyone is eligible to establish and fund a tax-free HSA account. Ensure you understand the rules at www.healthequity.com/boeing.
- Because the Advantage+ plan uses the exact same network as the Traditional Medical Plan (TMP), the plans are very similar after the annual deductible is met. One notable exception is for families. All covered members share a single deductible and OOP maximum for the Advantage+ plan.

Traditional Medical Plan – 5% premium contribution

- Just over 40% of SPEEA-represented Professional and Technical workers are enrolled in the Traditional Medical Plan (TMP). Those who are eligible for HSA accounts should weigh the TMP against the Advantage+ plan.
- This plan carries a \$300 per person deductible and 10% medical coinsurance. After your deductible is satisfied, the more expensive your service, the more expensive your 10% share becomes until you reach the \$2,000 OOP maximum.

Continued on page 6

Prof and Tech contracts

Take health assessment to avoid monthly fee

To save \$20 per employee and covered spouse/domestic partner each month, take the online health assessment by Tuesday, Nov. 23.

The assessment is available through the Step-by-Step link on Boeing's Worklife system. Once you've located the health assessment link, you will be directed to Info Tech's portal.

SPEEA members and their covered spouses/domestic partners who do not complete the online health assessment in time will be assessed a non-compliance fee of \$20 per month per person. This does not apply to dependents.

Reasons for assessment

Boeing encourages participation for individuals to become more aware of their health-risk factors. Addressing risk factors early is a way to potentially lower the health-care costs for the employee and the company.

In addition to raising awareness of potential illnesses, the lowered health-care costs directly affect the company's bottom line, because most medical plans are self-funded by Boeing.

Biometric screening optional

The SPEEA-Boeing contracts also reference health screenings, but SPEEA members are again not required to submit biometric data this year.

Privacy

As noted in the SPEEA contracts, the health-assessment data is collected by a third party. This data is always subject to the Health Insurance Portability and Accountability Act (HIPAA). Additionally, individual employee assessment results shall not be disclosed to Boeing employees.

Watch SPEEA open enrollment webinar

For an overview of changes and tips on how to choose the best medical and dental plan during open enrollment, see the webinar coming soon to www.speea.org (drop-down menu: Medical/Retirement).

For additional questions, email jasonc@speea.org.

Frequently asked questions

Did the new contract result in any changes to the medical plans?

SPEEA's medical and benefit plans are locked in through 2026. The current pricing will not change until 2023.

Can I fill my prescription at Walgreens now?

Yes! Walgreens joined the Prime network part way through 2021. Alliance Rx Walgreens Prime is still the mail order provider.

What is Embright and what happened to the UW Preferred Partnership?

Embright is the new name of the UW Preferred Partnership. It's owned by UW, Multicare, and Life Point. Members should notice this simply as a name change. The new website is boeing.embright.com.

I got a letter from my doctor at Overlake, are they no longer in-network?

Eastside Health Network, which includes Overlake Hospital and Clinics, is no longer part of the Preferred Partnership. Island Health has also left the Preferred Partnership. They will remain in-network for Blue Cross Blue Shield (BCBS) plans.

How do the deductible, coinsurance and out-of-pocket maximum work together?

Below is an example of a \$25,000 in-network hospitalization. This illustrates how the deductible, coinsurance and OOP maximum work together for an individual on the 2022 Traditional Medical Plan (TMP).

1. Charged	\$25,000
2. Negotiated Discount	\$10,000
3. Allowed Amount (#1 - #2)	\$15,000
4. Deductible	\$300
5. Remaining Allowable (#3 - #4)	\$14,700
6. In-Network Coinsurance (#5 x 10%)	\$1,470
Amount Paid by Plan (#5 - #6)	\$13,230
Amount Paid by Member (#4 + #6)	\$1,770

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Few changes for open enrollment in 2022

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- Employees covering themselves on the TMP are required to pay 5% of the plan cost. Premiums increased slightly this year to \$32.67. This equals \$392 a year. Those covering themselves and a spouse or a child (or more than one child) will pay \$784 per year. Anyone covering themselves, plus a spouse and a child (or more than one child) will pay \$1,176 per year.

Select Network Plan – 12% premium contribution

- Very few active SPEEA members are enrolled in this plan. The Select Network Plan provides no out-of-network benefits. The only non-network claims covered are for emergency room visits.
- When comparing Select Network to Advantage+ and TMP, don't forget the annual premiums required for Select Network. For example, the annual premiums for a family (\$2,965) plus Boeing's portion of family HSA contribution (\$1,400) is more than the entire Advantage+ family deductible (\$2,800) and your portion (10%) of the next \$15,600+ of in-network medical expenses.
- Because of the high premiums and the lack of non-network coverage, the Select Network Plan does not make sense for most active employees.

Kaiser Permanente – 12% premium contribution

- Kaiser is a Health Maintenance Organization (HMO) with a very limited network. Similar to the Select Network, Kaiser has no out-of-network benefits. The only non-network claims covered by Kaiser are for emergency room visits.

Flexible Spending Account (FSA)

Once you choose a medical and dental plan for 2022, estimate the amount of out-of-pocket expenses you had this year and consider enrolling in a Flexible Spending Account (FSA). Your entire election is generally available the first day of the year, and if you leave mid-year, you are not required to repay the amount you spent beyond what you have already contributed.

Up to \$550 of your unused FSA can roll over, so making at least a \$550 election in the FSA could be a good idea, depending on your circumstances.

If you sign up for the Advantage+ plan and

are eligible to make an HSA contribution, it is likely beneficial to contribute the maximum to your HSA before considering putting money in a FSA.

Additionally, if you are enrolled in the Advantage+ plan, the HSA and FSA work differently. Before satisfying your annual Advantage+ deductible, the FSA cannot be spent on any expense covered by the medical plan.

Dental Plans

The SPEEA/Boeing Professional and Technical contracts provide three dental plan options for represented employees in the Puget Sound region. All three are free from premium contributions.

- **Delta Dental of Washington (DDWA) Preferred Dental** – This is recommended for most SPEEA-represented employees. For the highest benefit, plan to use an in-network Delta Dental of Washington (DDWA) Preferred Provider Organization (PPO) dentist. Nationwide in-network coverage is available, using the National Delta Dental PPO networks.
- **Note:** PPO Network and Premier Network dentists are **prohibited** from billing you the difference between the charged and the maximum allowable rate, known as “balance billing.”
- **DDWA Scheduled Dental Plan** – The Boeing Scheduled Dental Plan is administered by DDWA. There is no network of providers – covered employees can use any licensed dentist in the United States, but the reimbursable fee schedule has not changed for approximately 20 years.
- **DDWA Prepaid Dental** – The Prepaid Dental Plan is an HMO. This is a ‘buyer-beware’ plan, because SPEEA receives more complaints on this plan than the other two plans combined.



Health Savings Account (HSA)

A good way to reduce costs if you are eligible

A Health Savings Account (HSA) is a tax-exempt account you set up with an HSA custodian to reimburse yourself for certain medical expenses you incur.

HSAs are individually owned, portable if you change employers and are always 100% vested.

These accounts are commonly referred to as a “triple-tax-advantaged” method to pay for health-care expenses. Contributions are pre-tax, the funds can grow income-tax deferred, and if funds are spent on eligible medical expenses, they are completely income-tax free.

Not everyone is eligible to establish and contribute to an HSA. Some of the key restrictions are listed here, but there are more. Please educate yourself before enrolling for the first time.

Key restrictions:

- An individual must be covered by an HSA-qualified High Deductible Health Plan (HDHP). Boeing’s Advantage+ is a qualified HDHP.
- You (the account holder) may not have other health coverage except what is permitted (such as dental and vision). If you are “double covered” by your

spouse’s non-HDHP medical plan, you are not eligible to contribute to an HSA.

- If you are enrolled in Medicare, Medicaid or Tricare (U.S. military health plan) or if you can be claimed as a dependent on someone else’s tax return, then you are not eligible to contribute to an HSA.

Medical expenses

HSA funds can be used for eligible medical expenses for you or any of your dependents, even if they are not covered by the HDHP. That includes all the items subject to the HDHP medical plan deductible, as well as dental and vision expenses. In addition to eligible medical expenses, HSA funds may also be used to pay for Medicare Part B premiums income-tax free.

The Internal Revenue Service (IRS) determines which medical expenses qualify.

If interested in HSAs, look for IRS Publication 969, and check out more information at www.healthequity.com/boeing.

Frequently asked questions

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In this example, the member’s \$300 deductible is satisfied. This also satisfied \$1,770 of the in-network \$2,000 OOP maximum.

How much do I pay out of my paycheck for health care?

The Advantage+ medical plan is free from premium contributions.

If you enroll in TMP, employees will contribute 5% of the cost. For those employees whose coverage is with another plan, they contribute 12% of the cost of the plan the employee chooses.

The paycheck contributions are taken pre-tax from the first two paychecks of the month. For example, the 5% for TMP is \$32.67 if you are covering yourself, double that if you are covering yourself and a spouse or yourself and child(ren), or triple if you are covering your entire family.

What is the Supplemental Savings Plan (SSP)?

The Supplemental Savings Plan (SSP) allows eligible individuals to defer their salary income-tax free after they have reached the 2022 “Annual Additions” limit. If you are eligible, based on salary, Boeing sends a notice to you. Open enrollment, between Nov. 2-23, is also the time for SSP enrollment.

Preferred Partnership

Plan reduces premiums, limits providers

The Preferred Partnership network option is a way for members to potentially reduce out-of-pocket expenses.

The option is available for the Advantage+, Traditional Medical Plan (TMP) and Select Network.

If selected, your entire network of providers is replaced with the Embright Accountable Care Organization (ACO) – formerly UW Preferred Partnership. Find out which providers are covered in the Preferred Partnership online at www.boeing.embright.com.

The limited network is one of the only downsides with the Preferred Partnership network option.

While the Advantage+ plan and TMP cover non-network benefits, they are much costlier than if you stick to providers who are in-network. The Select Network has no out-of-network benefits.

For those individuals with Preferred Partnership plans who require medical care while outside the coverage area, the broader Blue Cross Blue Shield (BCBS) urgent care providers are considered in-network for these plans. Emergency care is always in-network.

Savings

A single enrollee in the Preferred Partnership network option with Select Network or TMP receives a \$30 monthly reduction in health-care premiums.

The reduction is \$60 a month for enrollees covering themselves and a spouse or child(ren). If you are covering yourself, a spouse and child(ren), the monthly health-care premium is reduced by \$90.

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In-network plan comparison

EE = Employee Only, ES = Employee & Spouse, EC = Employee & Child(ren), ESC = Employee, Spouse & Child(ren)

Contributions - Standard Network Option	Advantage+	Traditional Medical Plan	Select Network Plan
Premium contribution	0%	5%	12%
Monthly premiums EE	\$0.00	\$32.67	\$82.38
Monthly premiums ES or EC	\$0.00	\$65.34	\$164.76
Monthly premiums ESC	\$0.00	\$98.01	\$247.14
Boeing EE HSA contribution*	\$700	n/a	n/a
Boeing ES, EC or ESC HSA contribution*	\$1,400	n/a	n/a
Plan Provisions - Standard Network Option	Advantage+	Traditional Medical Plan	Select Network Plan
Annual deductible	\$1,400 EE; \$2,800 ES, EC or ESC	\$300 per individual, no more than \$900 per family	n/a
Out-Of-Pocket (OOP) maximum	\$2,800 EE \$5,600 ES, EC, or ESC	\$2,000 per person, no more than \$4,500 per family, medical only	\$6,850 per individual, \$13,700 per family, medical & Rx
Preventative care (USPSTF A & B)	No cost	No cost	No cost
Primary care	10% after deductible	10% after deductible	\$20 co-pay
Specialty care	10% after deductible	10% after deductible	\$25 co-pay
Emergency Room	10% after deductible	10% after deductible	\$75 co-pay
Hospital bills	10% after deductible	10% after deductible	\$250 if admitted
Tests	10% after deductible	10% after deductible	\$0
Rx retail generic (G)	10% after deductible**	10% before ded (\$5 - \$25)	\$5
Rx retail brand name (B)	20% after deductible	20% before ded (\$15 - \$75)	\$25
Rx retail non-formulary brand (NFB)	30% after deductible	30% before ded (\$30 - no max)	\$40
Rx Mail order (G / B / NFB)	Same as retail	\$10 / \$40 / \$70	\$10 / \$40 / \$70
Pharmacy OOP max	Combined with medical	\$4,000 per individual, no more than \$8,000 per family, Rx only	Combined with medical

*Boeing HSA contributions are made with a single, lump sum in the first paycheck of the year

**Certain preventive drugs are not subject to annual deductible

Plan reduces premiums, limits providers

Continued from page 7

Additionally, for those enrolled in the Advantage+ plan, Boeing will increase the HSA contributions to \$1,120 for an individual or \$2,240 for the family plan (i.e. 80% of the deductible).

When the option is combined with TMP or Select Network, primary care and generic drugs are free. On the Advantage+ plan, primary care and generic drugs are free after the annual deductible is satisfied.

Limitations

The Preferred Partnership network option is best suited for people living within the covered service area.

People living outside Western Washington or even in South Puget Sound, and those living inside the service area but have dependents living outside it, will likely want to avoid this option because of the very limited number of service providers available outside the Puget Sound area.

For people who currently see providers within the Embright ACO and/or live inside the general service area and are willing to see only providers in the Preferred Partnership list, this option can reduce monthly premiums while potentially enhancing your health care experience.



ACE scholarship

College student's career path driven by STEM passion



Crystal Larson

By Karen McLean
SPEEA Publications Editor

Crystal Larson started her career path in Science, Technology, Engineering and Math (STEM) while still in high school. Since then, she's worked many jobs and pursued certification that reflect her passion for engineering.

She's currently working on semiconductors as a process engineering technician II. Her past work includes manufacturing, facilitating engineer process improvement projects, wire assembly for breaker panels and operating a Computer Numerical Controlled (CNC) lathe.

As a Running Start student at Everett High School, she also earned production technician journeyman certification through Aerospace Joint Apprenticeship Committee (AJAC), a state program. "I loved it," she said about her apprenticeship at Umbra Cuscinetti, an aerospace supplier. "There's a tension between machinists and engineers, and I want to bridge that gap," she said.

Larson is the recipient of a state-funded grant distributed through SPEEA Aerospace Career Enhancement (ACE). "Instead of worrying about a tight budget, I can now devote more attention to my studies," she said, in a thank you letter she wrote to SPEEA ACE.

At Edmonds College, Larson is pursuing an associate degree in aeronautical and astronautical engineering. She plans to transfer to pursue a bachelor's degree in aerospace engineering.

"I really had an affinity for math and science," she said. "And STEM is the future – it's about making the planet better for everyone. Every time I look around at mechanical devices, I think about how an engineer made that," she said.

She found out about the ACE scholarship through her school's Math, Engineering and Science Achievement (MESA) group. She is also a member of the Society of Women Engineers (SWE). In addition to attending SWE seminars and conferences, she has a SWE mentor.

Larson is also a mentor to three engineering students at Edmonds College. "It's been a huge challenge for me because they're in different engineering disciplines. That helps me broaden my perspective."

When others ask her advice about a STEM career, she draws from her own experience. "You

have to find out what you're passionate about, that's the only way to pull you through college. Your dream has to be strong."

ACE scholarships

ACE is sponsoring scholarships through public colleges, universities and professional organizations. The purpose of these scholarships is to increase diversity and equity in professional and technical careers in the Washington aerospace workforce.

For those ACE scholarship awardees facing barriers because of child care needs, ACE is working to provide additional assistance.

The funding comes from a five-year grant from the Washington State Department of Labor and Industries to promote, expand and enhance the aerospace profession.

Have questions about the ACE program? Email ace@speea.org.

Data delay for Spirit salary charts

SPEEA is still waiting for data from Spirit AeroSystems to generate the salary charts for the Wichita Engineering Unit (WEU) and Wichita Technical and Professional Unit (WTPU).

When the data is received and processed, SPEEA will post salary charts online and provide a summary in the SPEEA Spotlite magazine.



Boeing Technical Fellow to discuss aerospace composites



Max Kismarton

Join Boeing Technical Fellow **Max Kismarton**, an aircraft designer, for an overview of aerospace composites, Thursday, Nov. 18.

SPEEA Aerospace Career Enhancement (ACE) is presenting the high-level program as part of an ongoing effort to educate current and future aerospace employees. The

course is scheduled for two hours with time for questions.

Overview of Aerospace Composites

Thursday, Nov. 18
5 p.m. (Virtual)

To register, email ace@speea.org

About the presentation

This is an introduction to the field of composites as well as career options for those interested in exploring related fields. Topics include raw materials, manufacturing processes, engineering analysis, testing and usage in aircraft.

Postal Requirements

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Robotics team support in Kansas

In addition to supporting a robotics competition in Kansas, the SPEEA Midwest Council also supports Wichita teams participating in Boosting Engineering, Science, Engineering and Technology (BEST). SPEEA Council chair and Midwest Treasurer **R Matthew Joyce** is shown here with Rose Hill High School robotics team students and industrial technology teacher **Ryan Hill**. SPEEA also donated to Kapaun Mt. Carmel Catholic High School. SPEEA members are involved with both teams as volunteers, including **Chris Streckus**, SPEEA Midwest regional vice president, with Kapaun Mt. Carmel and **Julie Mann** with Rose Hill High School.

Helping Other People Excel (H.O.P.E.)

Nominate a volunteer for SPEEA award

Do you know a SPEEA member who goes above and beyond expectations for others? You can nominate the outstanding volunteer for the Stephen Pezzini Helping Other People Excel (H.O.P.E.) award. This is one of SPEEA's highest honors.

The award recognizes an Everett Council Rep who strongly advocated for SPEEA members and labor issues while also volunteering in his community. Pezzini died in 1996 of cancer. The SPEEA Council presented the first Pezzini award in 1997 in his memory.

Award criteria

- Current dues-paying member in any SPEEA bargaining unit
- Active in SPEEA 'beyond expectations'
- Volunteers to benefit the general community

How to nominate

Email terryh@speea.org by Wednesday, Jan. 19, with your contact information, nominee's contact information and a description of why you are nominating this SPEEA member.

Details regarding the member's SPEEA and community involvement are necessary. Information about how the person's efforts made a difference is helpful.

Nomination committee

Members can apply for the Stephen Pezzini H.O.P.E. Award Committee responsible for reviewing the nominations. If you are a SPEEA member interested in serving on this committee, send your name and contact information to terryh@speea.org by Wednesday, Jan. 19.

Pension lump sum

Still no clear guidance on segment rates

The Internal Revenue Service (IRS) segment rates for August 2021 were similar to July 2021 without significant movement up or down.

The lack of significant movement results in no clear guidance for those considering commencing their Boeing Company Employee Retirement Plan (BCERP) benefit in late 2021 or early 2022 and taking the lump sum option.

For additional background, read the "No clear guidance on segment rates" in the October SPEEA Spotlight online at www.speea.org (drop-down menu: Communications/Spotlight).



SPEEA-represented employees are shown here outside of the Triumph Composite Systems plant in Spokane, Wash. Following health care recommendations, the photo was taken outside the Triumph plant to allow masks to be removed. From left: Alan Adams, Hanson Chau, Duy Pham, Council Rep Tim Conley, Richard Pimley, Jakob Pulliam and Daniel Rushton. Not shown: Jonathon Cady, Luis Rodriguez and Robert Shaw. SPEEA negotiated a contract extension, with incentives, through next year, when the plant is expected to close.

Members approve Triumph offer

SPokane, Wash. – SPEEA members at Triumph Composite Systems voted to approve a contract extension offer.

This extends the current contract for the 10 SPEEA-represented employees remaining at Triumph, which plans to close its Spokane facility next year. The extension includes an

incentive for employees to stay at Triumph for as long as needed.

Northwest Tellers counted email ballots Sept. 27. The contract was set to expire Oct. 19. The extension goes through Dec. 31, 2022, or the complete closure of the facility, which is tentatively scheduled for July.

Drive-through light show

SPEEA volunteers for Lights on St. Paul

WICHITA – SPEEA Night at Lights on St. Paul is set for Friday, Dec. 10.

This is a holiday tradition raising money for the Arc of Sedgwick County, which helps individuals with physical and developmental disabilities and their families.

SPEEA volunteers guide traffic and collect donations as cars drive past several light displays in a neighborhood.

Volunteers

More volunteers are needed. Council Rep Aaron Kitterman is coordinating the effort. To volunteer for a shift to give and receive a little holiday cheer, email akitterman@cox.net.

Or just plan to drive through on SPEEA's night to say hello to volunteers and enjoy the show.

See more about the Lights on St. Paul at arc-sedgwickcounty.org.

Santa to miss SPEEA events

The Northwest and Midwest Membership Activities Committees (MAC) canceled their events with Santa this year because of COVID-19 and the delta variant.

SPEEA typically invites Santa to stop by for free photos with families in the Puget Sound and go bowling with families in the Midwest.

Both committees hope to bring Santa back for visits with members' families next year.

COVID-19 photo policy

SPEEA publications and the website are only using group photographs if everyone in the photo is wearing a proper facial covering. Children under the age of two years and individuals in the same immediate family are exempt.

This policy remains in effect in compliance with public health guidelines and until the SPEEA Executive Board rescinds the policy.

COVID-19 updates, resources and information are online at www.speea.org.

Weingarten Rights

Union rep can help if meeting with management

SPEEA-represented employees have the right to union representation, also known as Weingarten Rights, during meetings with management.

Weingarten Rights apply to email, phone calls, virtual or in-person requests.

Council Reps receive training to attend disciplinary, investigatory or performance meetings on behalf of represented employees to help ensure clear communication and contract adherence.

Sample response

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

To find your Council Rep, visit www.speea.org (drop-down menu: Member Tools/Find your Council Rep). For further assistance, contact SPEEA 1-800-325-0811.

Seven Standards of Just Cause

SPEEA contracts are clear that all discipline of a represented employee must meet the Standards of Just Cause:

1. Was the employee aware of the rule and the consequences of violating that rule?
2. Was the employer's rule or order reasonably related to efficient and safe operations?
3. Did management investigate before administering discipline?
4. Was the investigation fair and objective?
5. Did the investigation produce substantial evidence of proof of guilt?
6. Were the rules, orders and penalties applied evenhandedly and without discrimination?
7. Was the penalty reasonably related to the seriousness of the offense and the past record?

See more about Council Reps' responsibilities at www.speea.org (drop-down menu: Member Tools/Council Reps).



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Ed Wells Partnership

Dates for upcoming SPEEA retirement webinars

For a comprehensive overview of SPEEA-Boeing negotiated retirement benefits, plan to attend a retirement webinar.

All webinars run from 4:30 to 6:30 p.m.

- Nov. 9
- Dec. 7
- Jan. 4
- Feb. 1
- March 1

About the webinar

Matt Kempf, CFP®, CEBS, SPEEA senior director of compensation and retirement, presents the overview based on retirement benefits in the Prof and Tech contracts.

The webinar covers the 401(k)/Voluntary Investment Plan (VIP) as well as pension, early retiree medical insurance and Boeing Medicare supplement for those eligible.

Sign up

Register through Ed Wells Partnership at edwells.web.boeing.com on the Boeing intranet. Keyword search: SPEEA.

Catalog online Nov. 2

Plan your 2022 career development with help from Ed Wells Partnership

By Jerry DiLeonardo
SPEEA Co-Director Ed Wells Partnership

This is the time of year you are probably thinking about future training opportunities to help you on the road to your career development. Regardless of the COVID-19 re-opening phase or your work location, Ed Wells has you covered with virtual offerings across most, if not all, of our learning areas.

After months of planning, our 2022 online catalog is open for viewing and class registration.

By navigating to edwells.web.boeing.com/ Browse on the Boeing intranet, you will be able to use a variety of search filters, including Pivot Explorer, to find courses and other events you will likely find of interest that can also help boost your career.

Keep in mind, aside from the knowledge sharing that takes place, our classes provide a great opportunity to connect with Subject Matter Expert (SME) instructors and other students pursuing similar interests.

Although Ed Wells Partnership has been using a 100%-virtual delivery model for the past 18 months, we anticipate a return to classroom learning in 2022.

That said, a recent survey we took indicated a strong appetite for virtual learning. With that in mind, we plan to continue a virtual offering of

a large majority of our classes. Not only does it provide an option for all Puget Sound employees but also allows SPEEA members in Palmdale, Utah and Portland to fully participate in this great union benefit.

More to come

On the chance you do not find what you are looking for, do not despair. Ed Wells Partnership adds classes throughout the year. Our bi-weekly email typically lists classes open for enrollment in the next six to eight weeks.

Career development doesn't stop with our classes. For 2022, we are already seeing conferences scheduled in person. We want to remind SPEEA-represented Boeing employees this benefit is here for you to use.

Details for the Conference Grant program can be found on the Ed Wells website.

Lastly, if you are not quite sure which direction you want your career to take, we offer career coaching and consultation. This is a discrete service offered by one of our staff who are certified coaches or an associate coach from one of the business units.

You can see everything we have to offer at <http://edwells.web.boeing.com>.

(Editor's note: Jerry DiLeonardo retired last month, ending a career spanning the U.S. Navy, Boeing and SPEEA at Ed Wells Partnership.)

Boeing – Spirit – Triumph

2022 payday calendars

www.speea.org

(Drop-down menu:
Member Tools)