

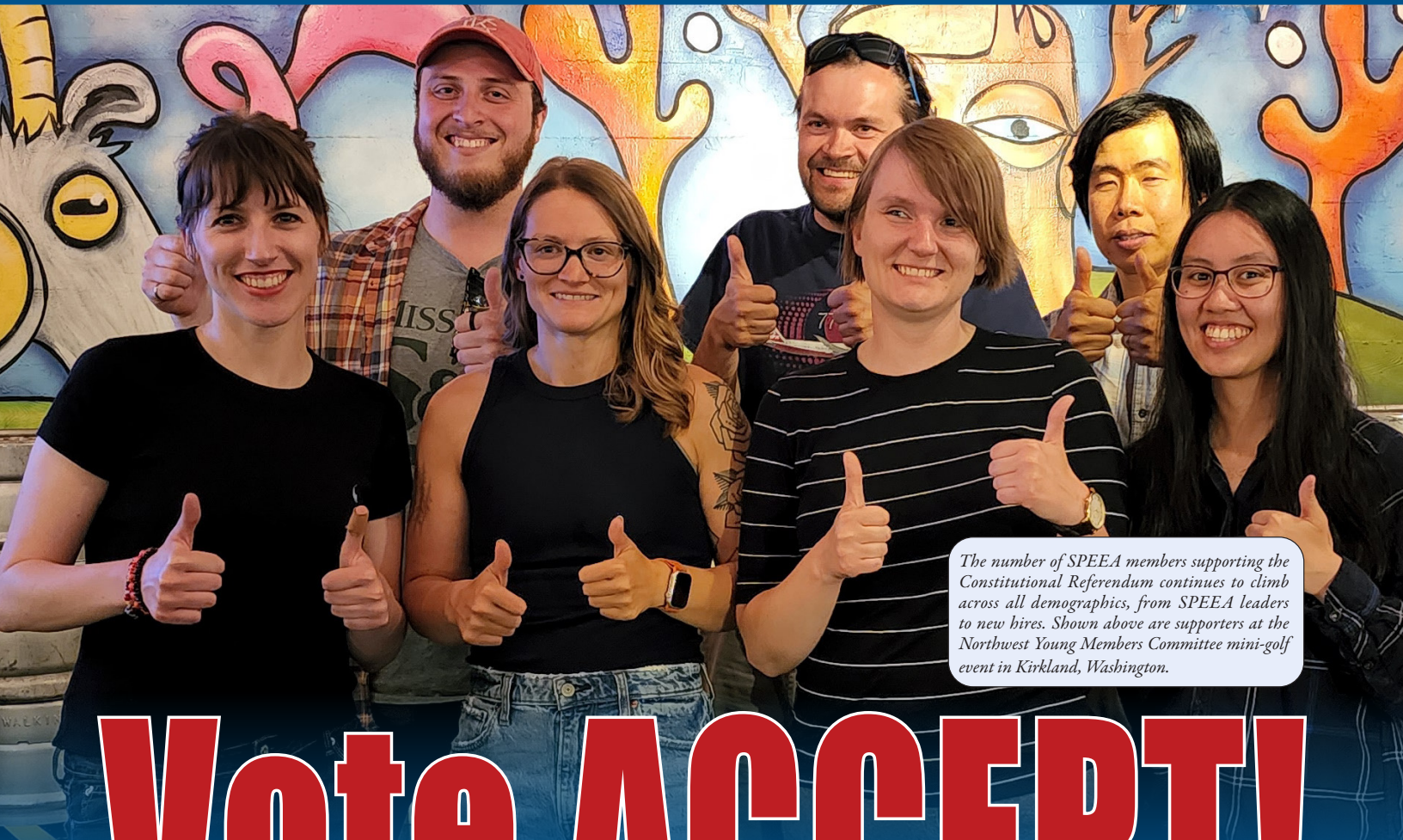


# Spotlite

PROFESSIONAL AEROSPACE UNION

Learn more  
Pg 3-6

## Constitutional Referendum



*The number of SPEEA members supporting the Constitutional Referendum continues to climb across all demographics, from SPEEA leaders to new hires. Shown above are supporters at the Northwest Young Members Committee mini-golf event in Kirkland, Washington.*

# VOTE ACCEPT!



Look for your voting packet  
Ballots go in the mail Oct. 5



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Ray Goforth

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**SPEEA-Boeing open enrollment**

# Take health-risk assessment to avoid monthly fee

Boeing annual open enrollment is scheduled for Tuesday, Nov. 1 to Tuesday, Nov. 22. This is the only time of the year for SPEEA-represented employees to make routine changes to their health and dental plans.

**Assessment deadline**

To avoid an increased premium contribution, SPEEA-represented employees and spouses covered by a Boeing medical plan need to take a health-risk assessment by Nov. 22

Look for more information on Boeing's Worklife website.

SPEEA-represented individuals and covered spouses who choose not to submit the health assessment will be assessed a monthly penalty of \$20 each.

Dependent children and those on retiree medical are exempt from this requirement.

**Privacy**

As defined in the SPEEA-Boeing collective bargaining agreements, the health-assessment data shall be collected by a third party and remains subject to the Health Insurance Portability and Accountability Act (HIPAA) privacy laws.

Individual employee assessment results shall not be disclosed to Boeing employees.

**New for 2023**

In 2023, SPEEA-represented employees begin paying monthly premiums based on a tiered system.

The tier an employee is put into is based on the employee's base salary July 1 the previous year.

- Pay Band 1 is for employees whose base salary is \$100,000 or below.
- Pay Band 2 is for employees whose base salary is between \$100,000 and \$200,000.
- Pay Band 3 is for employees whose base salary is greater than \$200,000.

A more comprehensive summary of the medical plans will be included in the November Spotlight.

Medical Plan	Pay Band 1	Pay Band 2	Pay Band 3
Advantage+ BCBS	\$0	\$37.29	\$55.94
Traditional BCBS	\$40.07	\$60.10	\$80.13
Select BCBS	\$84.09	\$105.11	\$126.13
Kaiser (WA)	\$86.02	\$107.53	\$129.04
Kaiser (OR)	\$78.59	\$98.24	\$117.89

*About the chart: Premiums listed are for a single person. If you're covering a spouse or children, your premiums will double those listed in the table. If you're covering a spouse and children, your premiums will be triple those in the table. Also, per the contract, enrolling in the Preferred Partnership Option (Embright) will reduce premiums by \$30. Employee's premiums are not to be reduced beyond zero.*

**October is Area Rep Recognition Month**

# SPEEA needs more Area Reps

With the significant increase in SPEEA members retiring due to interest rates' effect on pension lump sums, SPEEA needs more Area Reps. If you're a SPEEA member, you can become part of your union's communication network.

Newer hires would benefit from the built-in network of co-workers they can meet through their Council Rep.

Mid-career members can also gain from meeting new people and learning more about how SPEEA represents its members through co-workers elected and trained to serve as Council Reps.

**About the role**

Area Reps help Council Reps connect with members in the workplace. As liaisons to a small group of members, Area Reps can contact Council Reps for answers to questions related to SPEEA contracts, benefits and workplace issues.

Since Council Reps are responsible for about 200

members in their district, they typically divide the district into smaller groups assigned to Area Reps. When a SPEEA informational email needs sharing, Area Reps send the messages to their smaller groups.

The network helps ensure everyone in the district knows someone connected to SPEEA to ask for help.

Council Reps also can host periodic lunchtime meetings for Area Reps to receive training, hear reports on the Council meetings and discuss issues.

**Sign up for Area Rep**

**Talk to your Council Rep**

Not sure who is your Council Rep? Go to [www.speea.org](http://www.speea.org) (drop-down menu: Member Tools/Find your Council Rep). Don't have a Council Rep? Go to [www.speea.org](http://www.speea.org) (drop-down menu: Member Tools/Area Reps) and look for details about the role and how to sign up.

*Continued on page 3*

Join me and vote "Accept"

# What's in the referendum for you? Your job and career

By Ryan Rule, SPEEA President

In the next few days, SPEEA members will vote on a Constitutional Referendum that, once approved by 60% of voting members, will restore our founders' original intent to grow our union beyond The Boeing Company.

The change is actually simple. Instead of requiring an all-member vote to authorize an organizing campaign beyond existing employers as now required by our Constitution, the SPEEA Council, who are your elected SPEEA representatives, will vote to give that authorization. The change reduces the cost of an organizing activity by eliminating the need for SPEEA to spend thousands of members' dollars to hold an all-member vote. It would also allow our organizers to concentrate on bringing new members into SPEEA and union representation to more employees. The need to organize is clear. And with this change, instead of focusing on people simply because they work for Boeing, which may not result in the best employee/union fit, the focus is on how well the employee group fits with SPEEA.

So, the change saves money, time and gets our organizers working a new task faster. But some will undoubtedly wonder: How will adding new members from other companies benefit me, an existing SPEEA member?

That's pretty clear to me; it protects our jobs, bolsters our bargaining power and enhances our union's influence.

In the past decade, Boeing, Spirit, and Triumph have shed more than 9,000 SPEEA jobs. Those jobs – jobs once held by our colleagues and friends – went to non-union suppliers and overseas design centers. Boeing even used some of our jobs to squeeze other states for tax breaks. In every one of those instances, you and I lost.

We lost co-workers. We lost bargaining power. We lost influence with elected leaders. The only thing those of us still here gained was extra work compensating for the missteps of our employers.

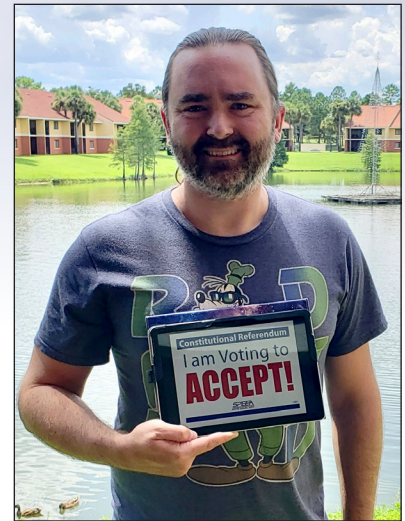
The most direct way SPEEA can stop these losses is to eliminate the incentives for moving jobs; that means we need to work hard to organize our associates at other companies.

Take a moment to think about the former co-workers you know and where they are today. Retirement was an option for many and maybe a few were lucky and found better jobs. But, needing work, others took a lesser job or at best comparable. Now, think about the employees at other companies who are doing the work of your former co-workers. Do any of them have guaranteed salary pools and pay increases or any assurance that benefits won't unexpectedly change? Can they rest easy knowing the manager won't call them into the office on a Friday in late December and say: "Pack your stuff and don't come back." The vast majority are at jobs that pay less, have fewer benefits and limited stability. None arrive at work each day knowing a union has their back.

Having non-union jobs at other companies and in other states is not good for you, nor any SPEEA member.

The solution is to organize workers at those companies to remove the incentives Boeing and Spirit have to move jobs elsewhere.

There is another benefit to organizing other companies. Helping employees at other companies gain the benefits of collective bargaining creates more opportunities for existing SPEEA members. More opportunities at other employers means Boeing and Spirit will need to do more to keep you and me on their payroll. That's a win for you,



SPEEA President Ryan Rule is voting to ACCEPT on the Constitutional Referendum. "This is something we need to do to ensure our future."

SPEEA and all future members.

What's in it for you and me? We keep our current jobs, make them better jobs, with more bargaining power and enhance SPEEA's influence throughout the industry. That's the vision the founding members of SPEEA had, and that's the vision I have for our union.

This vision won't happen without your help. When the ballot arrives in the next few days, cast your vote to "Accept" changing our constitution. You'll be joining your Executive Board, Council officers, and members of nearly every SPEEA and regional committee in supporting this referendum.

Most important, by voting to "Accept," you'll help build a better career for yourself and those who come after you.

**Questions?**  
Email [referendum@speea.org](mailto:referendum@speea.org)  
Ballots going out Oct. 5

## SPEEA needs more Area Reps *Continued from page 2*

### New Area Reps

From September 2021, when the SPEEA Spotlight listed the current Area Reps, to Sept. 1, 2022, 37 more signed up to become Area Reps.

- Auburn: Aubry Brown, Jeff Erickson, Shreyas Maddi and Wes Quigley
- California: Jorge Gonzalez
- Developmental Center: Kristine Anderson, Amy Dovich, Erin Goycochea, Tony Hickerson, Michael Knopp, Bertin Koala and David Wu
- Everett: Aaron Allen, Henrick Chao, Sandra Gutierrez, John Le, Katherine Bax

Michalakakis, Trung Nguyen, Michael Studebaker, Gregory Taylor, Daniel Town, Samisoni Tupou and Samuel Wilson

- Kent: Michael Lee
- Oregon: Andrew Bracken and Zachere Priest
- Plant II: Brian Connolly, Dean Peloquin and Tucker Orpin-Wilkes
- Renton: Steve Guardipee, Peter Harmon, Steve Guardipee, Angelito Imadhay, Dylan Keith, Carlton Luedke and Anna Salazar
- Spirit (Wichita): Michael Parsons

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## Growing support to vote 'Accept' on ballot for Constitutional Referendum

With a focused effort by SPEEA elected officers, Executive Board and Council/Area Reps, more and more members are learning about the upcoming Constitutional Referendum vote.

Ballots go in the mail Wednesday, Oct. 5, to about 17,000 SPEEA dues-paying members in good standing. The ballots must be returned to either the office ballot box or the SPEEA post office box by noon, Wednesday, Oct. 26 to be counted.

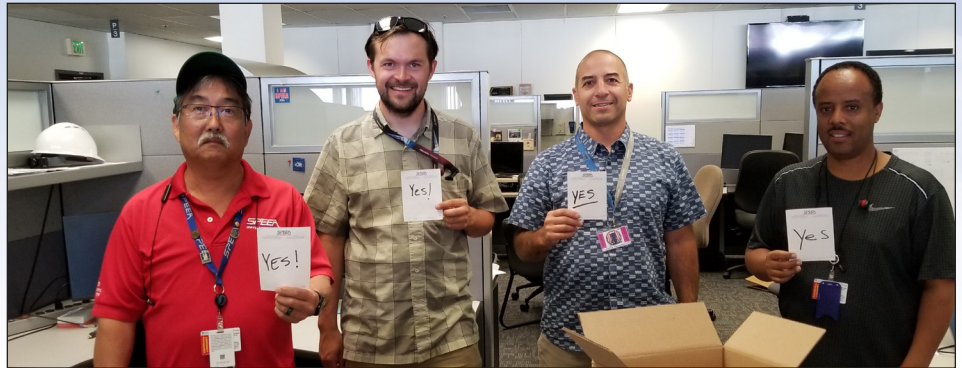
### About the referendum

This is a proposed change to the SPEEA Constitution regarding organizing outside of Boeing or Spirit. The change would call for a vote by the SPEEA Council to approve an organizing drive instead of a costly and time-consuming all-member vote that deters organizing efforts.

When a group of workers seek SPEEA's help, the SPEEA Council will debate the benefits and issues before voting whether to pursue organizing. The new language will provide a more practical path than holding an all-member election, which costs about \$20,000 because of printing and mailing.

### What led to this?

The SPEEA Expansion Team (SET) formed in reply to ongoing discussion and inquiries coming to the SPEEA Organizational Planning Committee which looks at organizing opportunities as well as affiliations with labor groups.



Shown above are, from left, Facilities Council Rep Roger Aisaka, Area Rep Michael Knopp, and new hires Andy Botts and Michael Tadesse. They are voting to "Accept" on the referendum ballot.

Any member of SPEEA can be part of the Organizational Planning Committee, which includes members, Area Reps, Council Reps and Executive Board members.

Discussion regarding the referendum started more than a year ago, as the weight of going to an all-member Constitutional Referendum vote carried a lot of responsibility. "It was a very involved, thought-filled process," said Mike Pirone, committee officer.

Prior to pursuing the all-member vote, the seven-member SPEEA Executive Board voted to ask the SPEEA Council to vote on a motion to pursue the election in support of the referendum. Following the Council's nearly unanimous vote of support, regional Councils also approved motions of support. SPEEA and regional committees also

took votes, leading to more widespread support of the referendum.

### Momentum building

Since July, elected leaders met with Area Reps and members to explain the proposed change and answer questions. Participants at those meetings are joining the widespread momentum to vote "Accept." Even the members attending events with the Northwest Young Members and Midwest Young Professionals took time out from their fun to learn more and say they would vote to "Accept."

See more about the referendum, including photos of support, at [www.speea.org](http://www.speea.org) (click on the link for the SPEEA Constitutional Referendum). Want to know more? Email [referendum@speea.org](mailto:referendum@speea.org).

## Three tips for voting process

**Ballot** – Only mark your vote on your ballot – any other writing or marking may invalidate your vote.

**Mailing envelope** – On the return envelope for mailing your ballot, SPEEA needs your name printed along with your Employee ID number for verification purposes. If this information is missing, your vote cannot be validated and counted.

**Delivery** – Ensure your ballot is delivered to SPEEA's post office box or office ballot box no later than noon, Wednesday, Oct. 26. Any ballots arriving after that deadline, regardless of postmark, will not be counted.

SPEEA office locations for in-person ballot delivery

- Tukwila – 15205 52<sup>nd</sup> Ave. S
- Everett – 2414 106<sup>th</sup> St. SW
- Wichita – 4621 E 47<sup>th</sup> St. S

Email [terryh@speea.org](mailto:terryh@speea.org) if you need a replacement ballot.

## Referendum 'streamlines' the process



Shawn Atkinson

Shawn Atkinson worked as an engineer in a remote Alaska town when he received a layoff notice along with half of the company's workers. They were all told to pack up their things and leave that day.

"There was no notice, they just said they ran out of money. It was really scary," he said.

At another company where he worked as an IT technician in Idaho, he was also laid off, with no notice, along with most of the other employees.

That's why the stability of a SPEEA contract appeals to him. Atkinson, 29, is a Boeing Everett structural and payloads design engineer, as well as a SPEEA Council Rep and committee officer with the NW Young Members.

Like many younger professionals, he's saving to buy his first home. That's another reason why he's

glad to have a contract.

"Collective bargaining is a great deal," he said. "It eliminates uncertainty," he said. Because of his contract, he knows what to expect for health care costs, he knows his retention rating in case of layoffs and the raise pools are spelled out. All this helps with planning and budgeting for his long-term goals.

He strongly supports the Constitutional Referendum for two key reasons – time and money.

Both are related to the current Constitution language calling for an all-member vote prior to organizing outside of Boeing or Spirit. The referendum, if passed, would call for a SPEEA Council vote instead. The SPEEA Council vote would give members the opportunity for input through elected SPEEA leaders and save the cost of an all-member election, which averages about \$20,000. Conducting all-member votes can take months as well.

"It's streamlining the process to save us money and a lot of time," Atkinson said. "You would think a union of aerospace professionals would appreciate a streamlined process," he said, adding "we're stronger together."

## Questions members ask about changing the SPEEA Constitution

### Why do we need to change the SPEEA Constitution?

SPEEA today lacks a reasonable means to grow beyond The Boeing Company and Spirit AeroSystems. In the past decade, SPEEA has lost more than 9,000 members due to moving work and outsourcing. Without the ability to grow beyond our current employers, SPEEA continues to shrink, hurting our ability to be a strong voice for professional aerospace employees.

### How does the existing SPEEA Constitution limit growth?

Language in the current SPEEA Constitution restricts growth to employees working at The Boeing Company, Boeing wholly owned subsidiaries, Boeing joint venture or Boeing successor employees. To expand beyond these bounds requires a costly vote and 60% approval from the entire SPEEA membership – before organizing can start.

### Why is it important to grow SPEEA beyond its current bargaining units?

With employers focused on diminishing our numbers and our voice within the aerospace industry, it is vital SPEEA grows to maintain resources and reduce the incentive for employers to outsource or move work to new locations. Helping workers at other companies gain union representation expands existing members' career opportunities to more companies with union benefits and protections. Extending SPEEA's reach and numbers also increases every members' voice within the aerospace industry, allowing our union to have a stronger impact on wages, benefits, working conditions and aerospace standards throughout the industry.

### Has SPEEA always had strict limits on new bargaining units?

No, traditionally SPEEA was open to employees at companies outside of Boeing without the current restrictions. These limits were placed into the Constitution in 1999 when aerospace industry growth was primarily within Boeing and our existing bargaining units.

### Why did the SPEEA Constitution change years ago?

The limiting language was added to the Constitution in 1999. With the Boeing-McDonnell Douglas merger still raw for many, there was concern about SPEEA's ability to remain autonomous when an all-member vote led to

affiliation with IFPTE in 1999. SPEEA has always maintained its independence. SPEEA also continues to benefit from the support of the larger labor movement.

### How does SPEEA change the Constitution?

Members can change the constitution by approving new language in a referendum via an all-member vote. The referendum requires approval by 60% of the voting members.

### Who is eligible to vote in the Constitutional Referendum?

All SPEEA, regular, dues-paying members in good standing are eligible to vote on the referendum to change the Constitution.

### When will we vote?

Ballots will go in the mail Oct. 5 to the homes of all SPEEA, regular dues-paying members in good standing. Ballots must arrive at SPEEA no later than noon, Wednesday, Oct. 26. Ballots delivered after the deadline will not be counted, regardless of postmark.

### How much will it cost to hold an all-member referendum vote to change the Constitution?

The cost to hold a Constitutional Referendum vote is similar to other SPEEA all-member votes. With SPEEA membership presently at about 17,000, the cost for paper, printing and postage is in the neighborhood of \$20,000. While this is substantial, changing the Constitution makes this a one-time cost and eliminates the need to hold all-member votes every time employees from outside Boeing want to join SPEEA.

### Has SPEEA tried to remove this roadblock to organizing before?

Yes. In 2009, changing this language was part of a larger ballot to elect IFPTE delegates. A majority of voting members supported the change at that time. However, approval did not reach the 60% required to change the Constitution.



### Strengthen all of us

*I support the constitutional change because SPEEA is stronger when we represent a broader number of technical and engineering professionals. As a result, all employers will have to offer better benefits to retain and recruit talent. I also want other aerospace professionals to have the benefit of negotiating in larger numbers. It makes a difference.*

**Rick Mochow**

Everett, Washington  
40-plus years in aerospace

### Will adding new members change monthly union dues?

Monthly union dues are set by the SPEEA Constitution at .85% of the average hourly wage of all SPEEA members. Thanks to SPEEA contracts, current members are some of the highest paid aerospace employees in the country. Bringing in new members from other companies is more likely to lessen dues than increase dues for existing members. The impact of adding new members from outside current employers to our current membership will have minimal impact on the annual dues' adjustment.

### Has SPEEA added new bargaining units before?

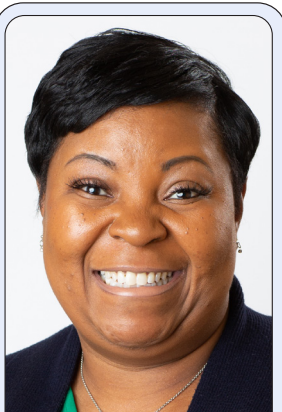
Yes! The Wichita Engineering (WEU), Wichita Technical and Professionals (WTPU), Triumph and SPEEA Pilots (SPIU) units were all added to SPEEA as new bargaining units.

### Will current members benefit from SPEEA representing employees at other companies?

Absolutely! By representing employees at other companies, Boeing and Spirit will have less incentive to move and outsource work. The expansion of union representation also helps raise the standards for all employees. By bringing union representation to employees at other companies, current SPEEA members have more options to change jobs while keeping the security of union representation. Just as SPEEA benefits today from the ideas of members at different companies and locations, the union and members will benefit from increased employer diversity in the future.

### Why should SPEEA expend efforts to organize workers at other companies when there are non-union employees at Boeing and Spirit who need union representation?

When workers at Boeing and Spirit express interest in joining SPEEA we work to help them gain union representation. SPEEA is currently helping non-union workers at Boeing Seal Beach join our union. Workers at other companies also express interest in joining SPEEA. However, when we explain the obstacles in our Constitution and weigh the cost of the all-member vote, starting an organizing campaign becomes unrealistic to them and SPEEA to pursue.



### Growth is essential

*Change like this promotes growth because it allows us to be more accessible. When our membership increases, our collective voice grows stronger, which puts us in a better position to negotiate contracts. We are stronger in numbers. Growth is essential. Vote ACCEPT!*

**Ponolar (Evette)**  
Washington  
Wichita, Kansas  
25 years in aerospace



## Widespread organizational support

SPEEA officers, Councils and committees approved motions of support for the Constitutional Referendum.

- Executive Board
- SPEEA Council officers
- SPEEA Council
- SPEEA Diversity
- SPEEA Governing Documents
- SPEEA Leadership Development and Training
- SPEEA Legislative & Public Affairs
- SPEEA Organizational Planning
- SPEEA Veterans
- Midwest Council officers
- Midwest Council
- Midwest Governing Documents
- Midwest Legislative & Public Affairs
- Midwest Membership Activities
- Midwest Young Professionals
- Northwest Council officers
- Northwest Council
- Northwest Action and Communication Taskforce
- Northwest Governing Documents
- Northwest Legislative & Public Affairs
- Northwest New Hire
- Northwest Safety and Wellness
- Northwest Women's Advocacy
- Northwest Young Members
- And the list is growing!



### Midwest members support referendum

At a recent gathering of the Midwest Young Professionals in Wichita, Kansas, SPEEA members shown here are among the many voting to "Accept" the Constitutional Referendum. They are from left, Derek Milligan, Brennan Macklin, R. Matthew Joyce and John Schneider.

## Council Rep supports referendum because of union difference

After working for many years in non-union engineering jobs, SPEEA Council Rep **Mike Pirone** immediately noticed the union difference when he joined SPEEA.

Not only did he see more benefits in his paycheck, he noticed an 'intangible' benefit – regarding respect at work through labor rights such as 'just cause' in case of discipline.

"Once I learned more about this, I understood how bad 'at-will' employment is," he said, referring to non-union employees who can be terminated without any given explanation or opportunity to defend themselves.

Pirone, an embedded software engineer, is also a member of the SPEEA Organizational Planning Committee, which is part of the SPEEA Expansion Team (SET).

"I'm supporting the referendum. As someone who became a SPEEA activist because of the value I see in unions, I want to grow union membership nationwide."

From working in non-union aerospace jobs to phone banking for SPEEA Organizational Planning, Pirone knows it's hard to gain union



SPEEA Council Rep **Mike Pirone** and his wife, **Teri Ann**, visited Brown Bluff, Antarctica, last November. Pirone, part of the SPEEA Organizational Planning Committee, believes the referendum is needed to strengthen the union.

representation.

"Why would SPEEA want that extra wrinkle of a membership vote prior to organizing? I don't see any reason why not to have the SPEEA Council vote on organizing efforts," he said. "It returns SPEEA to its focus of becoming the premiere aerospace union."

Pirone added, "we should be taking all the actions we can to strengthen SPEEA to counter the actions taken by companies to weaken us."

# Historical segment rate increases impact Boeing lump-sum payout

By Matt Kempf, CFP®, CEBS  
SPEEA Sr. Director of Compensation and Retirement

The decision to take your accrued pension benefit as a lump sum or a monthly annuity is a one-time, irrevocable decision made with the commencement of your pension. While not appropriate for every retiree, the amount received in a lump sum for every dollar of single life annuity varies from year to year, making some years more advantageous than others to consider the lump sum option.

All signs lead to 2022 being the last opportunity to have the Boeing Company Employee Retirement Plan (BCERP) lump sum based on abnormally advantageous segment rates due, in large part to the Covid-19 pandemic.

The 2022 BCERP lump sum conversion factors are based on the second lowest applicable segment rates in history, the lowest segment rates would have been utilized for commencements last year in 2021.

If segment rates hold at their current level through November 2022, next year will be the worst year to consider a lump sum since the lump-sum option was negotiated in the 2016 contract. For more information on how segment rates impact the BCERP lump sum benefit, please refer to the June 2022 Spotlite available online at [www.speea.org](http://www.speea.org).

BCERP lump sum amounts are determined by the benefit commencement date and individuals can only commence on the first of a month. Accordingly, individuals interested in receiving the preferential November 2021 segment rates must terminate employment on or before Nov. 30, 2022 and commence their pension on Dec. 1, 2022.

The Boeing online pension estimate tools do not reflect the upcoming lump sum reductions, instead the tools use the current November segment rates to make all future estimates, including those well beyond 2022. Because of this, SPEEA staff invited more than 4,200 individuals to a special BCERP lump-sum webinar. More than 1,200 accepted the invitation, and close to 1,000 attended the live session on Sept. 6. The September special lump sum webinar was recorded and is available online at [www.speea.org](http://www.speea.org) (drop-down menu: Medical & Retirement/Video Seminars). The Sept. 6 session has already been viewed more than 500 times from individuals wanting to hear the message repeated and those who were unavailable to attend the session in person.

Individuals retiring in 2022 will have two

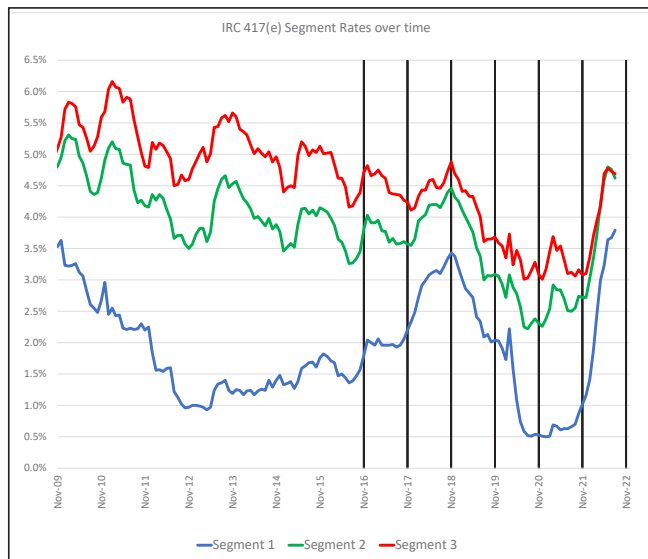
separate and distinct steps to accomplish. First, they must commence their pension, and then they must terminate their employment.

The commencement process should start as soon as possible for those commencing in 2022. Boeing employees have two options:

- Option 1: "Collect Your Pension Online" NetBenefits homepage > select your pension plan name > select Collect > follow prompts to complete. If you are eligible for more than one pension plan, this process must be repeated for each plan.

OR

- Option 2: Call the Boeing Financial Benefits Services Center (BFBSC) at 866-422-3539 and request to "collect my pension" when prompted. They will go over your available payment options as well as capture your pension benefit elections.



Under both options, an Election Authorization Statement prefilled with your desired elections will be mailed to you to review, sign, and return to the BFBSC. Individuals must complete the entire process prior to Dec. 1, including proof of identity, proof of marriage/divorce (including Qualified Domestic Relations Orders (QDRO) submission), notarized spousal consent form, and other items. This process takes time and as mentioned earlier, should start as soon as possible if it has not started already.

In addition to commencing the pension, individuals must complete the self-termination steps. No more than 14 days before your termination date, go to "Submit Resignation" to enter your request and select your proposed termination date. In the Primary Reason drop-down menu, select "Voluntary" and "Worker Resignation > Voluntary > Retirement." You will also have the option to select a Secondary Reason or attach relevant files (e.g., a letter of resignation). Review and submit when ready.

## Science, Technology, Engineering and Math (STEM)

### NW Council STEM grants

Congratulations to the 2022-2023 year recipients of the Northwest Council grants related to Science, Technology, Engineering and Math (STEM).

The Northwest Council approved a motion to distribute \$30,000 divided among 37 eligible robotics teams and other nonprofits promoting careers in STEM fields.

The NW Council voted Sept. 9 to approve the recommendation by the STEM Grant Review Committee.

The committee, including NW Council officers and members, recommended dollar amounts for each team based on multiple factors.

#### NW Council STEM grant recipients

- Auburn Mountainview High School, FRC 2907 Lion Robotics
- Auburn Riverside High School, FRC 5683
- Auburn Senior High School, TREAD 3219, FRC
- Bellarmine Preparatory School, "The Revolution" 360, Tacoma
- Bellevue Big Picture School, Ramen Robotics FRC
- Bellevue High School, Wolverine Robotics 949 FRC
- Bremerton High School, 3049 BremerTron FRC
- Bonney Lake High School, Panther Robotics 3218 FRC
- Cascade Bruin Robotics, Otter Chaos 4512, Everett
- Cedar Park Christian School, Cedar Park Robotics 3663, Bothell
- Community Team, FTC 18079 Accidental Success, Maple Valley
- Enumclaw Robotics Team, Clawbots 6350 FRC
- Everett High School Robotics, Cast Iron Orcas 5941 FRC
- Glacier Peak High School, Sonic Squirrels Robotics Team FRC 2930, Snohomish
- Henry M. Jackson High School, Jack in the Bot 2910, Mill Creek
- Highline School District, Pirate Tekerz 11109 FTC, Seattle
- Kentridge High School, 3786 Charger Robotics, FRC, Kent
- Maplewood Heights Elementary School, 41714, Kent
- Mountlake Terrace High School, Chill Out/1778 FRC
- Newport Senior High School, Robotics Group 948, Bellevue
- Overlake Composite Squadron Civil Air Patrol, Redmond
- Redmond Robotics, 7461 Sushi Squad FRC
- Roosevelt High School, Iron Riders 4180 FRC, Seattle
- Sammamish High School, 2412 The Robototes Team FRC
- Stealth Robotics Boosters, 4089 FRC, Duvall
- Sunbeams Lutheran School, Kent
  - 20918 FLL
  - 21067 FLL
  - 21844 FLL
  - 48388 FLL
  - 21068 FLL
- Swerve Robotics, Woodinville
  - D.R.I.F.T 6220
  - 8923 T.W.I.S.T. FLL
  - SKID 417
- Thomas Jefferson High School, RAID FRC, Auburn
- Washington State Science and Engineering Fair, Silverdale
- XBOT Robotics, Seattle
  - 2939 FTC
  - 488 FRC



Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC  
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## SPEEA-Spirit online salary charts reflect 2022 raises

By Matt Kempf  
Senior Director of Compensation and Retirement

**W**ICHITA, Kan. - Salary charts reflecting 2022 raises are now online, at [www.speea.org](http://www.speea.org) for the SPEEA-represented employees in the Wichita Engineering Unit (WEU) and Wichita Technical and Professional Unit (WTPU) at Spirit AeroSystems.

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

### This year's Spirit data

- **WEU** – The straight average increase for 2022 was 4.39%. The salary weighted average was 4.03%. The Spirit WEU average salary increased from \$106,568 to \$110,859, for an average increase of \$4,291 for the 941 eligible employees.
- **WTPU** – The straight average raise for 2022 was 4.10%. The salary weighted average was 3.93%. The Spirit WTPU average salary increased from \$86,262 to \$89,665, for an average increase of \$3,393 for the 1,375 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

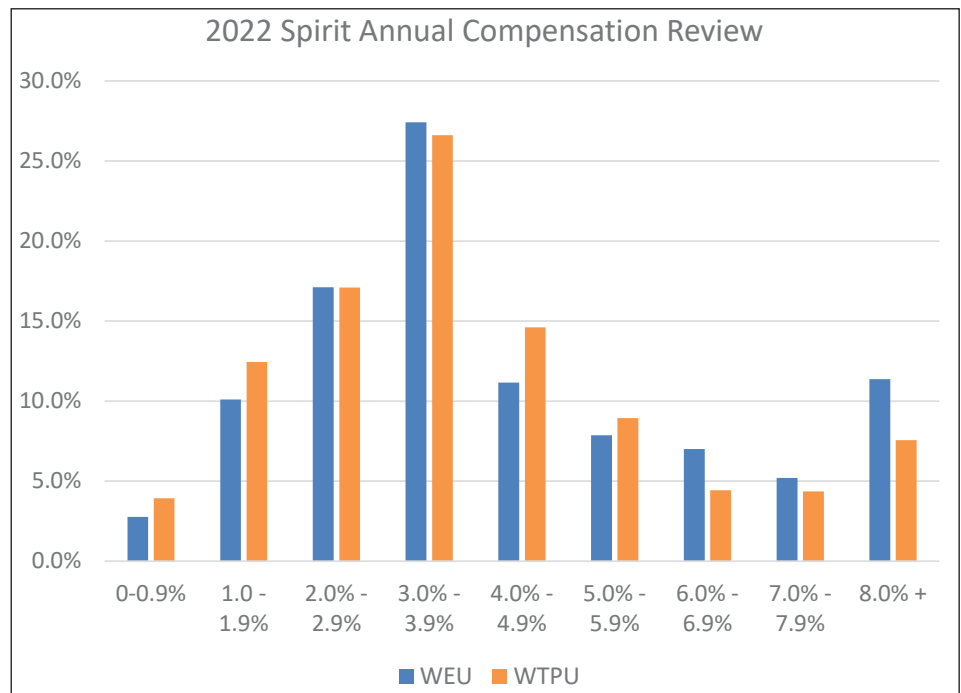
Average Raise by Compa-Ratio		
Compa-Ratio (Before 2022 Raise)	WEU	WTPU
<0.8	6.6%	8.2%
0.8-0.9	5.8%	5.2%
0.9-1	3.7%	3.6%
1-1.1	1.9%	2.0%
>1.1		0.9%
Total	4.4%	4.1%

situated employees with a lower Compa-Ratio will receive a higher initial raise than employees with a higher Compa-Ratio (see *Compa-Ratio table*).

### About the online charts

All employees eligible for the salary exercise are grouped by job family. No charts are printed for groups having fewer than 10 employees. This is done to give a measure of confidentiality on individual salaries.

For groups with 10 or more employees, four charts are prepared. For groups with 20 or more employees, two additional charts (a total of six) are prepared.



About the charts:

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

### Finding salary charts online

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

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