



Spotlite

PROFESSIONAL AEROSPACE UNION

Five years after a horrific rock climbing fall, David Nichols hopes to return to work

By Bill Dugovich
Communications Director

Enjoying a break from his dream job as a structural engineer on the 777X, twenty-four-year old **David Nichols** was excited to be out for a weekend of rock climbing with a fellow Boeing engineer.

Under a clear sky with temperatures in the mid-50s, Nichols roped up and led the pitch up "Orbit," a difficult, 7-pitch rock route up 800-foot Snow Creek Wall near Leavenworth, Washington. Having honed his rock-climbing skills for a number of years, he made easy work of the route. Following the tiny nubbins and cracks, he placed intermediate protection along the way as his partner fed him rope from below.

No one saw him fall. The fact he survived is a miracle. Rescuers faced their own dangers on the near vertical granite wall, efforts later called "heroic." Airlifted by helicopter to Harborview Medical Center in Seattle, Nichols' injuries included facial fractures, a broken ankle, separated shoulder, damaged left arm, scrapes and various internal injuries. But the worst, by far, was his broken neck, fractured skull and the resulting traumatic brain injury.

Becoming an engineer

Studying engineering at Oregon State University, Nichols spent the summer of his junior year as an intern at Boeing in Everett. The stint allowed the third-generation engineer to explore a new area and do some climbing in the nearby Cascades.

The climbing bug didn't get in the way of work, as Boeing offered him a full-time engineering job at the end of the 2014 summer.

"I said that's great, but I have to finish school and graduate," Nichols recalls. "That was perfect. My friends were all stressed about finding a job after graduation, but I didn't have to worry about it."

With his engineering degree in hand, Nichols accepted the structural engineer job at Boeing. He worked on the 777X, joined the Boeing Employees Alpine Society (BOEALPS) and enrolled in the

outdoor club's rock climbing and mountaineering course. Free time saw him honing climbing skills in the Cascades.

Hospitals

Until the accident on Snow Creek Wall. Head trauma from the 50-foot fall left him in a coma for three weeks. He has no memory of the accident or the first months in the hospital.

What he missed during that time – and what still continues five years later – is the tremendous outpouring of support and help

from his family, friends, doctors and other hospital personnel, co-workers, The Boeing Company and a little help from his union, SPEEA.

After about a month at Harborview, doctors recommended Nichols transfer to a facility specializing in patients with traumatic brain injuries. With no facilities with expertise and space nearby, Nichols' parents found Craig Hospital in Denver, a world-renowned rehabilitation facility for spinal and brain injuries. Nichols' Traditional Medical Plan from Boeing approved treatment at Craig but balked at paying the \$14,000 cost of an air ambulance to transport him to Denver. After repeatedly trying and failing to secure approval for the air ambulance, his mother **Kathryn Nichols** contacted SPEEA.

"She explained how he couldn't travel any other way," said **Matt Kempf**, senior director of compensation and retirement at SPEEA. "It's really a testament to the working relationships we have with people at Boeing that after explaining the situation and need, the air ambulance was approved."

While not always easy, the specialized rehabilitation Nichols received at Craig resulted in steady improvement.

"My memory of it all starts when I'm at Craig," Nichols said. "I'm a lot better and still getting better."



An accomplished mountaineer, **David Nichols** nears the summit of 8,815-foot Forbidden Peak in the North Cascades on a climb the year before his accident.



Five years after a near-tragic rock-climbing accident, 29-year-old **David Nichols** is planning his return to engineering.

Overcoming the odds

Today, more than five years later, Nichols still goes to therapy twice a week and has regular follow-up visits with doctors. He can walk on his own without assistance for short distances. His mind is clear and sharp, but his brain is still working to repair the neurons that allow smooth and clear speech.

"My thinking is the same," Nichols, now 29, said. "My challenges are almost all physical, and I think I can overcome those."

On his own, Nichols recently retook the fundamentals of engineering exam, the same one he took years ago in college. His score was very close to before the accident.

Boeing held Nichols' job for him until April 2020 and then extended it until April 2021 before formally terminating his employment. With the progress he's made, he hopes to return to work in the near future, perhaps part-time at first to allow a smooth transition to full-time work.

While climbing rock routes in the Cascades are still out of reach, Nichols recently tested his skills at an indoor climbing gym. Asked how he did, he said proudly:

"I'm not where I was before the accident, but I climbed a 5.10b," he said, noting the route he fell on was rated 5.9, easier on the scale of rock climbing difficulty.

"I'll get better," Nichols said with a smile. "I know I can do better."

Plan ahead for upcoming ACE classes

Check out upcoming SPEEA Aerospace Career Enhancement (ACE) classes and register at canvas.aerocareer.org.

To receive ACE updates, sign up for SPEEA home email at www.speea.org.



Upcoming classes

Microsoft Project Essentials for Engineers (two-day course) – Get started with Microsoft Project by learning best practices and essential features to make this part of your engineering toolbox.

Tuesday, Jan. 17 and Thursday, Jan. 19
5 to 7 p.m. (both days)
SPEEA Tukwila or virtual

First Aid/CPR/AED – This certification training incorporates the latest science and teaches students to recognize and care for a variety of first-aid emergencies such as burns, cuts, scrapes, sudden illnesses, head, neck, back injuries, heat and cold emergencies and how to respond to breathing and cardiac emergencies.

Saturday, Jan. 21
9 a.m. to 1 p.m.
SPEEA Tukwila

Saturday, Jan. 28
9 a.m. to 1 p.m.
SPEEA Everett

Executive Board

Run for a regional vice president seat

SPEEA is seeking members interested in joining the leadership team to run for regional vice president on the Executive Board.

Four seats up for election

- Three Northwest regional vice presidents
- One Midwest regional vice president

The four regional vice presidents serve on the board with SPEEA President **Ryan Rule**, SPEEA Treasurer **Dan Nowlin** and SPEEA Secretary **Shaunna Winton**.

Executive Board responsibilities include:

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

Interested?

- **Eligibility** – You must be a regular member in good standing for at least the preceding 24 months.
- **Election instruction** – Look for the election information booklet online

at www.speea.org (drop-down menu: Councils/Petitions, Forms, Delineations). This includes all you need to run, including the petition, candidate questionnaire for the voter guide and other requirements.

- **Candidate petition** – Each candidate for vice president is required to submit a petition with members' signatures. For those working remote, look to the election book for instructions on collecting electronic signatures.

Election process

Ballots go in the mail to members' homes along with information provided by the candidates, including responses to regional Council-approved questions. Members will only vote on candidates in their region if there is a contest.

Votes must be delivered to SPEEA's post office box or ballot box at the SPEEA halls by noon, Wednesday, March 8.

VP election timeline

- Wednesday, Jan. 11 – earliest date to turn in a petition
- Wednesday, Jan. 25 – deadline to turn in a petition
- Monday, Jan. 30 – candidate statements due
- Wednesday, Feb. 22 – ballots go in the mail to all members' homes
- Wednesday, March 8 – ballots must be delivered to SPEEA by noon

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Volume 67, Number 1, January 2023

ISSN 0194-8687

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published monthly by:

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

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Original articles and feedback are solicited.

Subscription rate: \$2.00 per year.

\$2.00 of the annual membership dues is paid as a year's subscription to the SPEEA SPOTLITE.

Periodicals Postage Paid at Seattle, Washington

SEATTLE HALL

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SPEEA Portland member presents at premier industrial conference

PORTLAND, Ore. – Congratulations to **Wen Jiang**, a SPEEA member and Level 5 senior equipment engineer at Boeing's Portland site.

He presented at the International Manufacturing Technology Show (IMTS) on the topic of innovation and automation.

Jiang also talked about his newly patented robot for the 787 center-bushing installation.

"The robot patent improves workplace safety by eliminating human interaction with hot material. It also eliminates operator fatigue," said Jiang in a video produced to promote the IMTS 2022 conference.

"I'm very happy," he said about the honor of presenting at IMTS, which drew about 90,000 to the conference in Chicago.

"It's good not only for me, but for Boeing," Jiang said, noting the attendees came from diverse manufacturing companies from all over the world. He was the only Boeing representative speaking at the conference.

"I learned a lot," Jiang said about hearing other speakers, joining smaller groups and meeting people who are also interested in robotics. "A lot of people shared their knowledge and experience."

Jiang published his patent in November 2021. The patent was approved in November 2022 in China, Europe, Japan and the United States.

In the three years since production of the robot started at Boeing, there have been no safety incidents, no failed parts and no machine failures, Jiang said.

At Boeing, Jiang first worked in Everett's factory automation in Final Assembly and Delivery (FAD), then transferred to Portland to work on fabrication of hard metals and manufacturing processes.

He started at Boeing in 2009 to join the 787



Wen Jiang, SPEEA member and Level 5 senior equipment engineer at Boeing Portland, was the only Boeing representative speaking at the Hannover Messe International Manufacturing Technology Show (IMTS). Jiang talked about automation, innovation and his newly patented robot for the 787 center-bushing installation.



IMTS Facebook page.

NW L&PA sets 2023 priorities for legislative session

SPEEA's Northwest Legislative and Public Affairs Committee (L&PA) recently adopted its legislative priorities ahead of the 2023 legislative session.

Beginning Jan. 9 in Olympia, Washington, the state legislature will convene for 105 days to adopt state budgets and consider countless bills – many having a direct impact on our wages, workplace, retirement, job security and collective bargaining rights.

NW L&PA's adoption of legislative priorities helps ensure aerospace workers and their families are a priority for lawmakers when making decisions in Olympia.

NW L&PA will advocate for the following member-led priorities:

- Continue state funding for aerospace workforce development and apprenticeship grants
- Support labor standards in state grants, awards and tax incentives
- Support policies that enhance access to affordable housing for Washington's workforce
- Increase access to affordable, quality child care
- Grow local jobs and industry access to Sustainable Aviation Fuels (SAFs)

Join us on the committee

Every SPEEA member can help shape the priorities and direction of our union's legislative advocacy efforts.

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Students are shown here at the SPEEA Everett Hall for 'Introduction to Python Programming,' a three-Saturday class, offered by SPEEA Aerospace Career Enhancement (ACE).

ACE instructors benefit from teaching

By Karen McLean
SPEEA Publications Editor

EVERETT, Wash. – Two teachers with years of experience in Python programming and aerospace engineering appreciate what they learn every time they teach.

Peng Ho, a recent Boeing retiree, and **Nathan Pitts**, a mid-career Boeing engineer, team up to teach Introduction to Python Programming, a class offered through SPEEA Aerospace Career Enhancement (ACE).

Benefits of teaching

In the recent ACE class, Ho and Pitts worked with about 20 participants ranging from students to retirees.

Both instructors get a lot of joy as the students gain knowledge and recognition of how the tools can help them, especially as it applies to aerospace engineering.

“Seeing someone when they get the concept, especially someone when it’s not really in their background, it’s one big satisfaction,” Ho said.

Pitts added, “engineering is not just about solving technical problems. As you get older, you’re expected to be a lead and teach others. It’s a skill worth developing. The reward is when you see them (students) progress and advance through their careers.”

Pitts, a systems engineer, taught classes for Propulsion University. He helps teach Machine Learning Practical Applications through Ed Wells Partnership and has been experimenting with using five-minute ‘micro’ videos to teach Python and GitLab skills to Boeing employees.

Ho also taught the Python class through Propulsion University and for Ed Wells with Pitts. They are both involved in the Boeing Python Community of Practice (COP).

For many years, Ho taught the Python class by himself. But that changed when COVID-19 hit. Ho’s Python class was among the first Ed Wells classes to go virtual-only at the start of the pandemic. Peng needed help with monitoring the virtual chat to answer questions and help the students in other ways. “Having Nathan helped a lot,” Ho said. “It made it a lot easier.”

Connection to ACE

When ACE reached out to members asking for ideas, Ho suggested the Python class, which is a fundamental tool for engineers to use to solve problems. And Ho wanted Pitts to help, even though the classes are in person. Pitts helps with individual questions, issues with computer tech and more, plus he appreciates what he learns about teaching from Ho.

“Peng is a Python guru – being able to see how he teaches others helps me,” Pitts said.

Benefits of Python

Pitts describes Python as “helping engineers automate the boring stuff, so they can spend more time on interesting work,” he said.

Teaching Python to others, especially beginners, is a way to pay tribute to the programming language which was built through worldwide effort. Python is open-sourced, meaning it’s free to use by everyone.

“In a way, we should pay it forward and make it beneficial to others,” Ho said. “We benefited from others’ hard work. It’s our responsibility to invest in others’ futures.”

About Peng Ho

Although Ho wanted to do more hands-on engineering work early in his career, “I did a lot more programming than most engineers. So, I was tasked to do more,” he said. “At first, I saw it as a disadvantage because it was not as much engineering work, then I saw it as a rare opportunity.” Ho developed the class on Python to help others apply it to the engineering environment.

Ho, who retired from Boeing Propulsion in November, appreciated the benefits of SPEEA, including collective bargaining and “dedicated staff to support and work for the good of members and the community.”

About Nathan Pitts

Pitts studied FORTRAN and C++ in college. He began learning Python in 2011 to work with large mechanical engineering datasets. He is



Peng Ho, left, and Nathan Pitts bring years of engineering and teaching experience to their work as instructors for SPEEA Aerospace Career Enhancement (ACE). More instructors are needed.

currently in the Systems Engineering Rotation Program (SERP), a two-year technical and leadership skills development program for mid-career engineers.

Although Pitts didn’t know much about SPEEA when he first started at Boeing 15 years ago, he has come to see the benefits. “As I’ve gotten older and have a family, I want my work-life balance and can see how SPEEA has made a difference.”

Teach for ACE

Interested in teaching a course for ACE? Email ace@speea.org.

Testimonials from ACE students

- “Dr. Peng is very knowledgeable and has a great sense of humor. This is a great class for anyone new to Python or even to get a better understanding of the basics of coding.” **Hira Tariq**
- “It can be likened to Python made easy.” **Fidelis George**
- “Peng Ho was extremely knowledgeable and explained information in a way a non-engineering developer can understand.” **Karen Peterson**

Veterans can take advantage of great benefits for retirees and families

(Editor's note: This article was written by My Air Force Base (MyAFB) as printed in the Afterburner, a retiree newsletter for U.S. Air Force veterans. Reprinted with permission on behalf of the SPEEA Veterans Committee.)

ARLINGTON, Va.—Whether you just joined the retired ranks or are a long-standing member of those still serving, states and territories offer a variety of benefits to you and your family. Benefits like property tax exemptions, employment preference and recreational discounts are offered not only to active-duty military but also to retired military, veterans, disabled veterans and family members.

State tax fact sheets

You can find this benefit information all in one place in the MyAirForceBenefits State and Territory Fact Sheets. Each fact sheet contains information on state income and property taxes, education and employment benefits, parks and recreation, Veterans Affairs (VA) facilities in the state and more. This detailed information will help you find benefits in the state or territory where you live and the states and territories where you travel. Maybe you are contemplating a move to a state that does not tax your retired pay. Each state fact sheet has up-to-date information on whether military retired pay is taxed and the availability of property tax exemptions for veterans. Several states have passed legislation in the past few years to eliminate state taxes on military pensions and others are actively considering similar changes. Check back frequently as state tax laws often change. The State/Territory Fact Sheets are kept up to date with the most recent information and provide links to the benefit details.

Higher education

If you or your family members want to pursue higher education, check out the education benefits section for your state of residency. Many states offer scholarship programs for veterans, as well as spouses and children of veterans. For example, the Alabama G.I. Dependent Scholarship Program offers the spouses and children of eligible veterans 10 semesters of undergraduate education at a state-supported institution of higher learning plus \$1,000 per semester for textbooks and applicable fees.

Employment

The employment benefits section of each state fact sheet is a good place to look for state hiring preference information for veterans and special programs like New Mexico's Operation Sound Stage—a program designed to put military veterans to work on movie and TV productions in New Mexico. Many states have unique programs specific to their state, so be sure to also view the miscellaneous benefits section. You can find initiatives such as the Texas Veterans Land Board Loan Programs and the Service Dog Grant for

North Dakota Veterans with Post Traumatic Stress Disorder (PTSD).

Parks and recreation

Most states also offer discounts to retired airmen and veterans on state park admission and recreational activities such as camping, hunting and fishing. For example, Colorado offers free admission to Colorado State Parks each August for veterans and service members. Florida offers a Military Gold Sportsman's License at a reduced fee of \$20 to all retired service members (regular price, \$100) that includes hunting, saltwater and freshwater fishing licenses and other special permits. If you need to find a military installation or VA facility in your state or a state you are traveling to, look for the list of these facilities near the bottom of every state and territory fact sheet.

Learn more

MyAirForceBenefits has all the information on benefits offered by states and territories. State benefits are also highlighted regularly on our MyAirForceBenefits Facebook and MyAirForceBenefits LinkedIn pages. Check out the state and territory fact sheets today and find useful and unique benefits you have been missing out on!

MyAirForceBenefits is an official Air Force website that provides information on your military benefits. Features include a benefits library, military benefit calculators and military benefits help desk. See the website at www.myairforcebenefits.us.af.mil.

About the SPEEA Veterans Committee

The SPEEA Veterans Committee provides an avenue for addressing the problems and issues associated with SPEEA's military employees, veterans and their families. The committee provides information and education to increase SPEEA members' understanding of veterans and their families' issues. The committee also works with the IFPTE Veterans Committee to influence national positions, congressional legislation and administrative rulemaking. See more about the committee and the meeting schedule at www.speea.org (drop-down menu: Councils/SPEEA Committees) or email speea@speea.org.



Run for a regional vice president seat

Continued from page 2

- Wednesday, March 22 – elected vice presidents begin new two-year terms

Federal law applies to campaigning

Company/union resources

According to federal law, candidates cannot use union or company resources to conduct their election campaigns.

Examples of prohibited uses:

- Posting on union or company bulletin boards
- Campaigning on company time
- Using company (or union) resources such as email

This applies to the candidates *and* their supporters.

Member mailings

Federal law requires labor organizations to comply with all reasonable requests of any candidate to distribute campaign literature, at the candidate's expense, to members in good standing of the labor organization.

For member mailings, candidates work with a bonded mailing house. Addresses are never provided directly to a candidate.

TRAINING/ EVENTS

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

MIDWEST

Young Professionals no-host social

Friday, Jan. 13, 4:30 p.m.
Social Tap Drinkery

4510 E 19th St. N Suite 101, Wichita

Email brennanjae.macklin@yahoo.com
for details

MW Young Professionals Committee

Boeing - Spirit 2023 payday calendars

www.speea.org

(drop-down menu: Member
Tools/Payday Calendars)

NW L&PA sets 2023 priorities for legislative session *Continued from page 3*

Participation in the NW L&PA not only gives members a voice at work, but through our union, members can have a much broader effect on laws that govern our industry, workforce and pocketbook.

By mobilizing around our priorities, SPEEA is a strong voice for aerospace workers and their families at the state and federal level. Help us continue to grow power for aerospace workers by attending a meeting. See more about the committee and the meeting schedule at www.speea.org (drop-down menu: Councils/Council Committees) or email speea@speea.org.

SPEEA members in Olympia Jan. 24

SPEEA is scheduling appointments with state lawmakers to meet SPEEA members from their districts. The small-group meetings will focus on issues impacting our workforce, wages and job security.

Members are welcome to join the committee members at these meetings. No experience is required. On the day of the event, you will learn tips and tools to help you make the most of this time with your elected leaders.

Members will be reimbursed for travel costs, including mileage and parking fees. Lunch and morning coffee will be provided.

To sign up, go to actionnetwork.org/events/speea-lobby-day-in-olympia/.

SPEEA-Boeing

Retention-rating process starts

The annual retention-rating process is under way for Profs and Techs at The Boeing Company.

Boeing managers assign retention ratings to SPEEA-represented employees each year. The retention ratings determine the general order if layoffs are needed.

Below is a high-level timeline of what's next in the process.

- Managers complete assessments: Jan. 23-Feb. 3
- Skill captains/line managers/skill teams complete retention meetings, assign retention ratings and complete final inputs: Feb. 3 – March 10
- Final review: March 13-31
- Employees notified: April 3-14
- Effective date: April 17

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SPEEA Wichita meeting on new cell phone policy

About 25 SPEEA elected leaders, members and represented employees came to the Wichita office Nov. 30 to discuss workplace issues, such as Spirit's new Bring Your Own Device (BYOD) phone policy affecting non-represented employees. SPEEA-represented employees are exempt from the BYOD program because management was unwilling to address concerns regarding the protection and safety of employees' information and provide equitable reimbursement for the use of personal mobile phones. SPEEA continued to work with Spirit to address concerns. See an update at www.speea.org.

Gearing up for next ACE mentoring program

SPEEA Aerospace Career Enhancement (ACE) needs more SPEEA members and retirees to become mentors. Mentees are college students who received an ACE scholarship. Students apply for scholarships through their college or organization's financial aid office.

The 2023 ACE mentor program will kick off in February and continue for five months. Each month, ACE hosts a different program with a speaker on topics relevant to career growth. The meeting includes time for the mentor and mentee to connect and discuss their questions.

Are you new to mentoring? ACE provides coaching. Ready? Email ace@speea.org to sign up – or ask questions.

Testimonials

In 2022, ACE paired SPEEA member **Shawn Atkinson** with ACE scholarship awardee **Crystal (Larson) Davis**. Their mentorship benefited them both. "Seeing how she's grown in a year has inspired me," Atkinson said.

Shawn Atkinson, ACE mentor

"If I had a mentor in college, my career would be a lot different. The topics from the program were very beneficial, including resume writing, how to interview and how to talk to recruiters as well as the five-year plan. Those would have been great earlier in my career. It's a really good opportunity to help others who do not have the same chances



SPEEA Council Rep **Shawn Atkinson** stepped up to mentor **Crystal (Larson) Davis**, an Aerospace Career Enhancement (ACE) scholarship recipient. They are shown here at an Edmonds College Foundation fundraiser in April.

or experiences you have. It also translates into leadership experience. Just do it – you're going to learn a lot."

Crystal (Larson) Davis, ACE mentee

I joined the mentorship program in my second year attending community college after winning a scholarship through SPEEA ACE. SPEEA provided me with opportunities and resources to develop in my career, excel in my education and get real-time industry

insight from an excellent pairing with a mentor whose energy matched my own. I recently accepted a manufacturing engineer position at a company in Kent, Washington, while additionally receiving my acceptance letter to the Ira A. Fulton School of Engineering, an online ABET-accredited program for mechanical engineering through Arizona State University.

Still time to take the ACE survey

ACE is asking for input. If you haven't already taken the 11-question ACE survey, go to <https://bit.ly/SPEEA-ACE>.

Learn more about ACE at www.aerocareer.org.



Ed Wells Partnership

Congratulations to leadership certificate graduates

By Joleen Coleman

Ed Wells Program Administrator

Ed Wells congratulates the students, listed below, who completed our Global Technical Leadership at Boeing Certificate Program in 2022. Graduating students have completed 100 hours of classroom training from Ed Wells and University of Washington Foster School of Business. They gained leadership skills, tools and networks to advance their leadership journey.

Thank you to the graduates for your commitment to learning and your dedication to developing and enhancing your leadership skills.

We are proud of your accomplishment and wish you continued success and all the best in your future career endeavors at Boeing!

2022 graduates

Kadia Austin

Cheryl Bennett

Marjorie Blanco

Jorge Cruz

Michael Daniels

Juan de Anda

Ola Fasehun

Jollie George

Preston Hartman

Luan Hoang

Barbara Hodges

Sonya Howell

Vivek Jayaprakasan

Anand Kannan

Uzma Khan

Nelie Kouamou

Sam Lin

Mariani Linger

Sheida Lubell

Muhammad Malik

Ryan McDonald

Stuart Myers

Amie Patao

Kyle Pieper

Perlizzell Lugo Ramos

Jacqueline Rivera

Ryan Ronczka

Farrah Tan

Tam To

Mary Wahba

James Wang

Amy Ward

Drew Wehmer

Xiao Chun (Victor) Yang

Is this right for you?

Are **YOU** interested in gaining new skills and tools to enhance your leadership journey at Boeing?

The **Global Technical Leadership at Boeing** certificate program could be a perfect fit for you.

Ed Wells, in partnership with the University of Washington, Foster School of Business, specifically designed this certificate program to prepare SPEEA-represented engineers and technical employees for success as Boeing leaders.

About the program

Students in the certificate program experience a broad spectrum of classes taught by instructors from the Boeing Leadership Center, Boeing Subject Matter Experts, industry professionals and university professors.

The curriculum consists of four University of Washington courses and a series of diverse Ed Wells courses focusing on technical leadership, organizational leadership, global business

acumen, powerful mentoring partnerships and successful cross-cultural collaboration.

Students who complete the 100-hour program receive a Certificate of Completion issued by the University of Washington Foster School of Business.

For additional information please reach out to joleen.d.coleman@boeing.com or visit our website at edwells.web.boeing.com on the Boeing intranet and click on "Leadership Certificate Program."

Retention-rating process starts

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- Post exercise: Skill team captains communicate competencies for 2023 across skills

For more information about retention ratings and SPEEA's appeal process, go to www.speea.org (click on drop-down menu: Member Tools/Retention).

Honoring Martin Luther King, Jr., Jan. 16

The labor community across the country will join with other social justice and community leaders to honor **Martin Luther King Jr.**, Jan. 16.

The Seattle Martin Luther King Jr. Organizing Coalition is planning its annual events, including workshops, rally and march through downtown Seattle. See how you can get involved at www.seattlemlkcoalition.org.

Martin Luther King Jr. is a civil rights leader who also supported economic justice through collective bargaining. King was assassinated in Memphis, Tennessee, in 1968. He was there to support a strike by sanitation workers for fair pay and safe working conditions. One of King's more famous quotes is: "Injustice anywhere is a threat to justice everywhere."

SPEEA offices close Monday, Jan. 16 in observance of the federal holiday.

Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
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SPEEA members at Spirit AeroSystems are shown here at a no-host social organized by the SPEEA Midwest Young Professionals Committee (YPC). This committee formed to help members connect and meet other new hires outside of work.

Midwest Young Professionals continue to connect

WICHITA, Kan. – On a monthly basis, about 25 gather at a local restaurant or brewery to meet other Spirit AeroSystems new hires who are SPEEA-represented.

Their get togethers are organized by the SPEEA Midwest Young Professionals Committee (YPC).

“The idea behind our socials is to provide a pressure-free environment to create and strengthen personal ties between young professionals. We gather to enjoy food and drink and just enjoy ourselves,” said **Brennan Macklin**, YPC chair.

What makes this appealing

“People like how laid back and unstructured the socials are. There are no time commitments, no icebreakers and no presentations – just a relaxed environment to get to know other people in your shoes. They also like how welcoming and open everyone has been,” Macklin said.

“From mine and others’ experience, it is very

difficult to meet fellow young engineers outside of the specific program you work. This is the best way to connect with those people and to start friendships,” she added.

About the committee

YPC started more than a year ago as a solution to a problem Macklin saw in the workplace. New to the area, she wanted to connect with others at Spirit.

She started talking with **Derek Milligan**, a SPEEA Midwest Council Rep and member of other SPEEA committees, on how to reach out to younger/newer SPEEA-represented employees.

They worked through the process of forming the committee and set the stage for the monthly no-host events. Former co-chair **Matt Pierucci** helped them get the committee going and continued to serve as vice chair until he stepped down to take a job at Boeing Puget Sound. **Trevor Trousdale** recently stepped up to serve as YPC vice chair.

“YPC has no plans to slow down or stop,” Macklin said. “We will continue as long as there is a demand from membership and people willing to help run the committee.”

All members are welcome at the committee meetings which focus on planning upcoming social events. Every month, the no-host social moves to a different location around Wichita.

Next events

YPC’s next event will be Friday, Jan. 13, at Social Tap Drinkery, 4510 E. 19th St. N Suite 101, Wichita. To find the location of future YPC no-host socials, look for the SPEEA Events link at www.speea.org or email brennanjae.macklin@yahoo.com. The events are held the second Friday of each month, starting at 4:30 p.m.

If you’re interested in the committee, which typically meets monthly on the third Thursday, email Macklin.