



Spotlight

PROFESSIONAL AEROSPACE UNION

2023 SPEEA Convention & Conference



IFPTE President

Biggs urges Council Reps to step up and build the future

By Bill Dugovich
SPEEA Communications Director

SEATAC, Wash. – Thanking SPEEA for years of support for the international, IFPTE President **Matt Biggs** urged Council Representatives at the Leadership Conference to step up and fill the shoes of the strong activists who move on after years of service.

“It is our job as union leaders to take the baton and continue moving the union forward,” said Biggs, president of the International Federation of Professional and Technical Engineers (IFPTE), during his closing remarks June 10.

Nearly 1,800 SPEEA-represented employees retired from Boeing in 2022. Add to that the untimely loss of ardent union activists and leaders like **Joel Funfar** and **Tony Hickerson**.

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SPEEA welcomed Council Reps from across the country as well as IFPTE officers to the annual SPEEA Council Convention and Leadership Conference June 9-10 at the Hilton in SeaTac, Wash. This is the first in-person conference since the COVID-19 pandemic. From left, former IFPTE Secretary-Treasurer/President **Paul Shearon**, also a former SPEEA member, elected SPEEA leader and SPEEA organizing director, IFPTE Secretary-Treasurer **Gay Henson**, IFPTE President **Matt Biggs** and SPEEA President **Ryan Rule**.

At the Council convention, SPEEA Council Reps met to elect SPEEA Council officers and conduct business of the union. At the conference, keynote speaker **David Williams** shared insight from his new book, “The William E. Boeing Story: A Gift of Flight.” Council Reps participated in workshops focused on building solidarity and leadership skills for their roles as union workplace liaisons. See more coverage on page 4.

Biggs urges Council Reps to step up and build the future

Continued from page 1

Biggs said those two, along with retired IFPTE President **Paul Shearon**, set an example of union activism we all need to follow.

“These were great union members,” Biggs said. “They worked hard to help members succeed, and they knew there was no better work than helping union members.”

With decades of experience as the legislative director for IFPTE, Biggs served as secretary-treasurer before his election to president in 2021 after the retirement of Shearon.

Complimenting SPEEA for approving the Constitutional Referendum making it easier for employees outside of Boeing and Spirit to organize and gain representation with SPEEA, Biggs said; “It’s important to take advantage of the current labor-friendly environment while it lasts.”

“This is the most pro-labor and pro-union

administration we’ve ever had,” Biggs said. “We need to take advantage of it.”

Noting that expansion into the aerospace supply chain helps employees who need union representation, the international president said gaining members at other companies also gives SPEEA more leverage with existing employers.

Every new member brings more strength to the local union and IFPTE, Biggs said. That in turn gives the union more influence at the bargaining table and when pushing lawmakers to enact policies or pass legislation favorable to professional workers.

“There is a huge opportunity to organize right now. You need to be nimble, and you have to put in a plan and implement that plan,” Biggs said. “When we have strength in numbers, we can get anything done.”

Current Area Reps need to re-endorse by July 17

With new terms started for Council Reps, their district’s Area Reps are encouraged to sign up for new two-year terms by July 17.

If you are currently serving as your Council Rep’s Area Rep and want to continue, ask your Council Rep to let SPEEA know you’re re-endorsing. Then you will be coded in the database as an Area Rep for Council Reps’ distribution lists.

If you are an Area Rep in a district without a Council Rep, you can re-endorse by sending an email to petitions@speea.org.

Area Reps who have not re-endorsed by **Monday, July 17** are removed from the role in SPEEA’s database.

New Area Reps

If you’re a member interested in becoming an Area Rep to help as a SPEEA liaison, get the Area Rep petition at www.speea.org (drop-down menu: Councils/Petitions, Forms, Delineations).

The petition requires either the Council Rep’s signature **or** signatures of five members in the district. Instructions for collecting signatures via personal email, if working remote, are included on the petition.

Not sure who your Council Rep is? Go to www.speea.org (drop-down menu: Find your Council Rep).

About the Area Rep role

Area Reps serve a vital communication role by connecting with co-workers who may not be familiar with SPEEA. Area Reps help distribute

SPEEA emails, promote SPEEA events such as informational lunchtime meetings and find answers to members’ questions by connecting them to their Council Rep, or SPEEA staff if a Council Rep is not available.

Learn more about what the role involves by asking a Council Rep or go to www.speea.org (drop-down menu: Member Tools/Area Reps). By stepping up, you learn more about SPEEA.

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SPEEA outreach pays off for 1,761 taking pension lump sum option

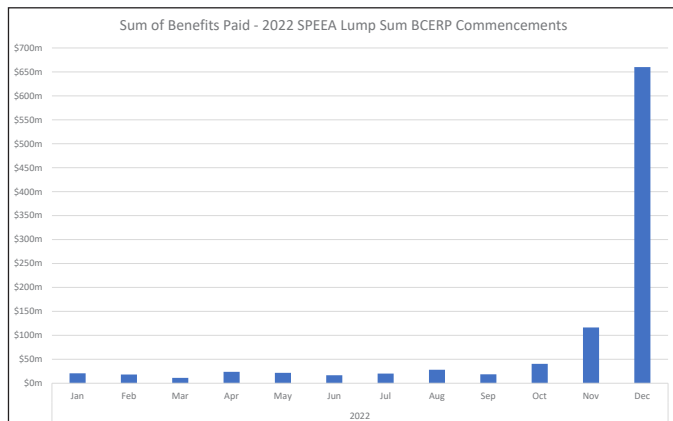
By Matthew Kempf, CFP®, CEBS
SPEEA Sr. Director of Compensation and Retirement

Increasing interest rates throughout 2022 caused many SPEEA-represented individuals interested in the lump sum option to commence their Boeing pension by the end of last year. Throughout 2022, SPEEA staff monitored the increasing interest rates and published multiple articles on the effect this would have on Boeing Company Employee Retirement Plan (BCERP) lump sum commencements.

Last year was the last opportunity to have a significant BCERP lump sum pay out based on abnormally low segment rates due, in large part, to the COVID-19 pandemic.

As expected, the Federal Open Market Committee's record-breaking increases in the target range for the federal funds rate (aka the Fed Rate) resulted in significant increases to high quality corporate bond yield spot rates. Increases in high quality corporate bond rates significantly reduce the BCERP lump sum conversion factors.

Starting this year, the BCERP lump sum option is not as advantageous as it has been the past two years, with individuals electing the lump sum option receiving 25-30% less per dollar of monthly annuity.



SPEEA outreach

SPEEA's outreach last year included 11 webinars attended by 2,001 individuals 'live' and then, 'on demand' 4,031 times. It is impossible to know what would have happened had the SPEEA outreach not occurred, but the outreach appeared to be effective, resulting in more than 1,761 BCERP lump sum commencements in 2022.

Of those 1,454 were individuals who most recently terminated from a SPEEA-represented Boeing position, collecting almost a billion dollars (\$996M) in aggregate.

For an example of the effect of the increasing segment rates, if the 1,454 individuals each

delayed their 2022 commencement one year, they would have lost more than \$280.6M in aggregate (\$193,000 on average, each).

Pension protections

Without federal laws and labor contracts, corporations would be free to take advantage of employees wherever they could, whenever they had the opportunity to do so.

When it comes to your pension, your primary protections are the Employee Retirement Income Security Act (ERISA), the Pension Protection Act of 2006 (PPA) and SPEEA collective bargaining agreements.

Because of the federal rules, pension eligible workers are legally entitled to receive their "vested, accrued benefit at normal retirement age." The BCERP has defined "normal retirement age" as age 65.

The BCERP also has early retirement subsidies, which enable the plan to provide an actuarially larger retirement benefit earlier than normal retirement age if certain criteria are met. The BCERP's criteria to be eligible for early retirement subsidies are: 1) leaving the company at age 55 or older, and 2) having at least 10 vesting years in the plan.

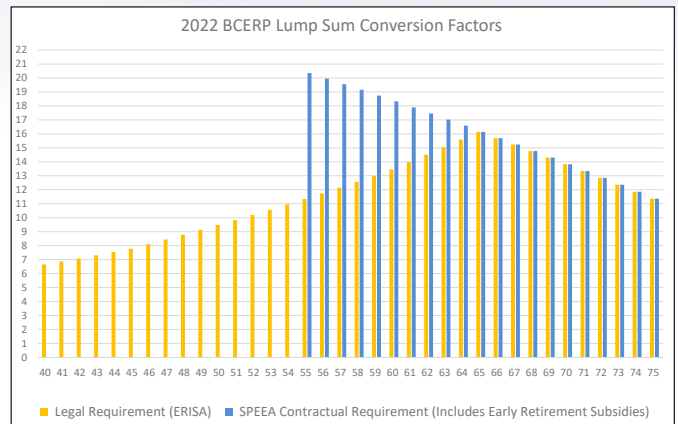
If an individual terminates employment while eligible for the early retirement subsidies, they may receive the vested accrued benefit at age 60 (instead of 65) without any age-based penalties, and/or they may receive their benefit as early as age 55 with age-based penalties that are smaller than would be required to be actuarially equal to the present value of the age 65 payable "vested, accrued benefit."

If a plan has a lump sum option, federal rules require any lump sum be no less than the "present value of your vested, accrued benefit at normal retirement age." Federal rules require Internal Revenue Code Section 417(e)(3) interest rates and mortality factors be used to determine the "present value" of your age 65 payable benefit and the BCERP plan document specifies the interest rates (segment rates) from November the prior calendar year are to be used.

Actuaries use the 417(e)(3) interest rates and mortality factors to come up with conversion factors, which, when multiplied by 12 and again by the single life annuity amount, produce the lump

sum amount.

ERISA does not require the "early retirement subsidies" be included in the calculation of the lump sum option, even if a monthly annuity option would have included the early retirement subsidies.



2016 SPEEA contracts

However, because of the 2016 SPEEA Professional and Technical contracts, the pension lump sum payment option section (17.5(d)) requires Boeing to include the early retirement subsidies if the employee is eligible to receive them when the employee terminates employment.

In the chart '2022 BCERP Lump Sum Conversion Factors,' the yellow vertical bars are the 2022 lump sum conversion factors without the benefit of the early retirement subsidies, and the blue bars are the 2022 lump sum conversion factors with the benefit of the early retirement subsidies. Accordingly, where the blue bar exceeds the yellow bar (from age 55 through age 64 and 11 months old) is where the SPEEA contract requires Boeing to provide a larger lump sum than required by law.

Of the previously mentioned 1,454 individuals who terminated from a SPEEA-represented Boeing position, 1,112 (76%) were eligible for early retirement subsidies. In aggregate, they received \$242.4M more from their pension than required by law (\$166,700 on average, each) because the SPEEA contract(s) require Boeing to include the early retirement subsidies in the lump sum calculation.

SPEEA retirement seminars

See videos of Boeing pension and retirement seminars online, at www.speea.org (drop-down menu: Medical & Retirement/Video Seminars). Or sign up for an upcoming seminar at www.speea.org (drop-down menu: Medical & Retirement/Retirement).



SPEEA President **Ryan Rule** (standing) addresses the Council and labor guests at the SPEEA Council Convention. Seated, from left, SPEEA Council Chair **R Matthew Joyce**, SPEEA Council Treasurer **Theryl Johnson** and SPEEA Council Secretary **Byron Henderson**. More than 90 took part in the two days of meetings, training and networking.

SPEEA Convention & Conference

Expansion, plaudits and getting back the feeling of family

By **Bill Dugovich**
SPEEA Communications Director

SEA-TAC, Wash. – Council Representatives from throughout SPEEA gathered in SeaTac Friday, June 9 and Saturday, June 10, for the first face-to-face Convention and Leadership Conference in three years.

More than 90 CRs, staff and guests attended the Friday Council Convention and then returned to the SeaTac Hilton on Saturday for a full day of training that largely aligned with the conference theme “Expanding Our Union by Extending Our Hands.”

Convention

The Council elected officers at the Convention, seating **R Mathew Joyce** as chair, **Theryl Johnson** as treasurer and **Byron Henderson** as secretary.

Among the items of note at the convention were ongoing work by Midwest members and committees that resulted in better and easier avenues for parents to take time off work to take care of newborns.

“The changes make it much easier for parents to take time off,” commented **Benjamin Blankley**. “The process is a lot easier today than it was eight years ago when we had our first child.”

IFPTE Secretary-Treasurer **Gay Henson** shared heartfelt memories of working with **Joel Funfar**, who died in April, and of her time with



SPEEA Executive Director **Ray Goforth** was among the leaders providing a welcome at the SPEEA Leadership Conference. **Theryl Johnson**, Leadership Development and Training (LDT) Committee vice-chair, also spoke during the opening remarks. LDT worked with staff to plan the conference.



Author **David Williams** gave the keynote on “The William E. Boeing Story: A Gift of Flight.”

past IFPTE president **Paul Shearon** who was instrumental in helping her local union.

“It changes you when you realize you are not alone in the world,” Henson said. “When you’re in a union, you are never alone.”

Solidifying SPEEA’s strength internally and extending the union’s reach and membership will make everyone stronger, Henson said.

“Labor is in a once-in-a-generation place to expand union membership in our country, it’s time to grow,” Henson said. “Companies like Boeing and Spirit have tried to squash workers and their rights, but there is a shift. Employees have had enough of fighting for the crumbs. It’s time to pounce and take advantage of the time and expand!”

Conference

The life of **William E. Boeing** was the subject of **David Williams’** keynote address on Saturday. Williams authored the first and only authorized account of the Boeing Company’s founder. His detailed biography hits home how the company became known as a “family” of workers. Williams chronicles

how when times were tough in the early days of the company, Bill Boeing was determined to keep his workers



IFPTE Secretary-Treasurer **Gay Henson** spoke during the kickoff for the Leadership Conference, with the theme of “Expanding Our Union by Extending Our Hands.”

employed and did so by branching into boat and furniture building when airplane sales declined.

“His motivation was not to make money by building airplanes – he was already the richest man in the state,” Williams said. “His goal was to advance the science of aviation and build the best airplane.”

Asked how Boeing can get the family atmosphere back, Williams thought, and finally said:

“The union is capable of making members feel like family. I’m not sure the company today is capable. It starts by making employees feel valued. That’s what Bill Boeing did.”



Midwest Council Secretary **Benjamin Blankley** is shown here at the Council Convention, where the Council Reps re-elected Council officers, heard reports and discussed union business.

Advice from a newer member

Be the driver of your own path - it all works out with the support of those around you

By *Adriana Raybould*
SPEEA member

Our flight paths through life sometimes take some unexpected and wild turns. I am now a Boeing quality engineer, but the path to get here was not a linear one. In summer 2016, I had just finished my bachelor's degree in Material Science and Engineering from the University of Washington (UW). My dream was to work as an engineer at Boeing, but little did I know my life would take a multitude of turns and twirls. In hindsight, I learned whatever path you take in life will work out, and there are always people and organizations there to help you.

I studied engineering because I always like a challenge. I tell myself if you can do the hardest thing, then everything else you can easily master. During my time at UW, I went to Tokyo for three months where I studied superconductor manufacturing at Tokyo Institute of Technology. I also had a course where we worked alongside a Boeing mentor and analyzed carbon fiber composites for overheating runaway reactions. The course was so interesting, and our Boeing Technical Fellow was so kind. This is when I knew I had to work for Boeing.

Boeing also has a big influence on my family. More than half of my family worked for Boeing, including my father, three of my uncles, my grandfather and great-grandfather. My father and uncle on my dad's side worked at Boeing for 42 years and loved it. I'll never forget my father, a SPEEA member, saying to me after I graduated, "Now, come work for Boeing. You won't get better benefits anywhere else."

SPEEA support

Not only did my dad receive support in normal times, but times of change as well. When I was about 9 years old, I remember my dad saying to me, "we are going on strike at Boeing." I was nervous something terrible may happen to his job – the only income in our family household. I remember the relief I felt when he told me not to worry, the union would support us. He told me "We are on strike because we need to ask for what we want, and make sure everything is fair for everyone."

Fast forward to when I graduated. With all those memories of Boeing and SPEEA in mind, applying to Boeing was a no-brainer. But at the time, I wasn't getting anywhere with my applications. I also remembered the fantastic time I had when I studied and worked at Tokyo Institute of Technology. As I applied to engineering positions, I also decided to apply to work in Japan as a high school English teacher. After applying to the Japan teaching job as well as a multitude of engineering jobs, I checked my email and saw

two important messages. One said I had been accepted into the teaching job in Japan, and one said I had been accepted into an engineering job in the Midwest. After deliberating with pro-con lists and logic versus passion, I decided to go to Japan. However, I was terrified I would lose out on the opportunity to use my engineering degree and skills. A teaching job in a foreign country is clearly not the path most people take.

Living abroad

I went to Amagasaki, in the middle of the Kyoto-Osaka-Kobe city triangle. I was only planning to stay one year – not five! I fell in love with the area, my coworkers, the school and the students who were adorable and charming. While I enjoyed the experience, I always kept looking to the future, wondering what I would do next since I had taken such an unusual route. Living abroad did, however, grant me a variety of experiences useful to my job as an engineer now, including the ability to think of new approaches and rapid adaptation.

I came back to the United States in August 2022 and applied to Boeing again. I accepted an offer in January. I am incredibly grateful for the onboarding I received from Boeing Test and Evaluation (BT&E) Quality Engineering. My coworkers have answered my questions, toured me around, organized every onboarding thing I need to do into a checklist, and let me shadow them in meetings and projects. SPEEA representatives like **Joel Funfar** (former SPEEA president who recently passed away) also made a lasting impression on me by getting me involved in the community.

Benefits of SPEEA

Not only did Boeing and my managers give me a chance, I didn't expect the incredible benefits Boeing and the SPEEA contract provide, including free continuing education courses and certificates, coding courses and career counseling through Ed Wells Partnership and the Learning Together program where you can receive reimbursed tuition. It's hard to not binge all these amazing resources and opportunities, because I have worked eight jobs before this, and nothing could even come close to the benefits I have now.



Adriana Raybould earned an engineering degree, then went to Japan to teach English for five years. Raybould, who started at Boeing in January, says the experience living abroad gave her engineering career unexpected benefits. She is shown here with a hand-carved Noh mask she bought from an old woodcraftsman in the secluded countryside of Japan. The name on her shirt is the city where she lived.

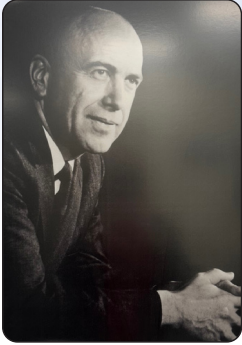
Take my advice

Here is the advice I would want to give to any new employees, interns or anyone at Boeing. Life is wonderfully weird and can take you on wonderfully weird paths. I used to look back often on my choice to live in Japan and wonder, "Did I do the right thing? Did I miss a great engineering opportunity by choosing to go to Japan as a teacher?" In the end, everything worked out. I have been supported and welcomed by Boeing, my team and SPEEA, and I got my dream job.

Try to envision the flight path you *want* to be on in life, but remember, the path you envision for yourself might never become a reality. Just try your best, push yourself out of your own comfort zone, own your mistakes and celebrate your successes with those who helped make them possible – no matter what path you took.

I keep hearing about the Ed Wells Partnership – what is it and what’s in it for me?

By Mina Sylvia
Ed Wells Partnership Program Administrator



Is Ed Wells a person? A team? A resource? The answer to all three questions is, you guessed it, YES!

Edward Curtis Wells began his career with Boeing in 1931. He was known as the “elder statesman of aviation” and was named Boeing’s chief engineer in 1943.

He retired as a senior vice-president in 1972 and continued as a company consultant and member of the board of directors until 1978. He continues to be widely and uniquely recognized as an inspiration and an advocate for personal and career development.

Ed Wells Partnership (EWP) as we know it today is a joint initiative between SPEEA and Boeing, with a mission to provide training and career development resources for SPEEA-represented employees.

Hundreds of classes

EWP offers 400+ in-person and virtual learning opportunities in both the technical and professional learning areas each year. Courses range from stress reduction techniques, Excel and managing small-scale technical topics, to successful job search strategies, the technical fellow process and becoming a person others want to follow.

Other ways to learn

- **Book clubs** – EWP hosts book clubs as another valuable way to expand your knowledge and network with other SPEEA members who share similar interests – for free!
- **Online learning** – Don’t have the time to commit to a structured class? EWP provides online offerings for you to complete at your own pace, such as Rosetta Stone language learning software, Gamelearn and Speed Reading.
- **Webcasts** – EWP Live webcasts are live 90-minute virtual trainings, recorded and available for on-demand viewing.

If a topic of interest for a course, book club or EWP Live is not found within our course catalog, submit a course proposal to our team. See how to submit a course at edwells.web.boeing.com (on the Boeing intranet).

Free career guidance

In addition to classes, EWP offers both Career Coaching and Career Consultation. All of our career coaches have completed an International Coaching Federation-accredited training program, and the consultants are experienced Boeing engineers and/or technical leaders who have a broad network across the company and a passion for sharing their knowledge. Both coaching and consultation are one-on-one and confidential. Services are provided at no cost to SPEEA-represented employees.

Offsite learning opportunities

- **Conferences** – The grant program makes it possible for SPEEA-represented employees to attend technical conferences or classes within the United States, where you could come into contact with new ideas benefiting your work, your career or even Boeing as a whole. If selected for a grant, EWP pays the event registration fee and all travel/lodging/meal expenses. Your manager only needs to commit to funding your labor hours. Applications for grants are due three to five months prior to the conference date.
- **Certificate** – The Global Technical Leadership at Boeing certificate program is a partnership between Ed Wells, the Boeing Learning Together Program and the University of Washington Foster School of Business. This program is specifically designed to prepare SPEEA-represented engineers and technical employees for success on either the technical or management path within Boeing. Complete 100 hours of training and receive an official certificate from the University of Washington’s Foster School of Business, all at no cost to you!

Good to know about Ed Wells

- First-time users get top priority for classes with waitlists
- All training is discretionary – you choose what you want to learn!
- Manager approval is only required if training is offered on-hours
- There is no limit on the number of courses you can attend

Reminder on cancellation policy

With such high demand for our events and the costs associated with them, we do count on the commitment of employees to attend. When an employee does not cancel their registration in a timely manner and does not attend the event, not only has the registrant missed the opportunity

but another SPEEA-represented employee, who was on a wait list, could have gone in their place.

Registrants are responsible for providing adequate notification to Ed Wells Partnership if they cannot attend a course or event. If you fail to do so three times, an email is sent to you and your manager, and you will not be able to register for another Ed Wells Partnership course for six months from the time of the third occurrence. More details surrounding our cancellation policy can be found on our EWP website.

Get started!

As a SPEEA-represented employee, you should already be receiving bi-weekly emails promoting upcoming classes and learning opportunities.

If you are interested in teaching a class, we are always seeking new instructors and encourage you to reach out to us today! Visit our website on the Boeing intranet, at edwells.web.boeing.com for additional information on this and any of our offerings.

We look forward to learning with you.

Deadline Aug. 15

Still time to apply for NW Council STEM grant

SPEEA is accepting applications from Northwest members interested in the Northwest Council Science, Technology, Engineering and Math (STEM) grant.

The Northwest Council budgets for STEM grant requests to help non-profit organizations promote STEM-related careers.

Members who are eligible to apply for a grant must be involved in some way, such as a volunteer or parent of a child participating in the non-profit organization.

Previous STEM grant recipients include robotics teams involved in For Inspiration and Recognition of Science and Technology (FIRST) and Washington State Science and Engineering Fair (WSSEF).

Look for the NW Council STEM grant application in an article on the homepage at www.speea.org. Grant applications are due by Aug. 15 and must be submitted by a Northwest SPEEA member.

TRAINING/ EVENTS

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

Northwest

Half-price tickets

OL Reign vs. Portland Thorns FC

Professional women's soccer

Sunday, Aug. 6, 3 p.m.
Lumen Field, Seattle

Purchase tickets (\$11 each, plus service fee)
at fevo.me/speea

NW Women's Advocacy Committee

Save the date

Free self-defense training

Sunday, Sept. 17, 2-4 p.m.
SPEEA Tukwila

Saturday, Sept. 23, 2-4 p.m.
SPEEA Everett

Email meetings@speea.org

NW Women's Advocacy Committee

Midwest

Young Professionals no-host social

Friday, July 14, 4 p.m.
Location TBD

Email brennanjae.macklin@yahoo.com
for details

MW Young Professionals Committee

Ed Wells Partnership

Seeking applicants for rotational Program Administrator

The Ed Wells Partnership is currently accepting applications for a rotational Program Administrator (PA) position, based in the Puget Sound. Deadline to apply: July 14.

Put your project management and technical skills to work as a PA who collaborates with a team to develop and bring learning opportunities to SPEEA-represented employees.

A typical rotational PA is an experienced SPEEA bargaining unit member with a passion for helping others develop their careers. A rotation has a lot to offer.

You will be able to:

- Connect with Boeing subject matter experts
- Broaden your network
- Enhance your project management skills

- Help develop the next generation of engineers

Rotations last approximately two years. At the end of your rotational assignment, you return to your home organization or a similar position.

Learn more

You can find a detailed job description in the rotating carousel on the home page of edwells.web.boeing.com on the Boeing intranet.

A virtual informational session is scheduled for noon (PT), Wednesday, July 12. To request the meeting link, email edwells.sbpnrshp@boeing.com.

Preferred start date is August or early September. Applicants should send a resume and cover letter to DL-EWPCODIRECTORS@exchange.boeing.com by Friday, July 14.



Nearly 80 took part in the SPEEA Aerospace Career Enhancement (ACE) mentoring event at the Museum of Flight, Tukwila. The event brought together students from 14 schools across the country and professionals from four aerospace companies.

SPEEA Aerospace Career Enhancement (ACE)

ACE hosts networking event for mentees, interns and more

SPEEA Aerospace Career Enhancement (ACE) concluded its 2023 mentorship cohort with the "Aerospace Career Takeoff" networking event at the Museum of Flight June 1.

Attendees came from across the country as interns and students from 14 colleges and universities were joined by new and seasoned aerospace

professionals from several aerospace companies to enjoy hors d'oeuvres, explore the museum and forge industry connections.

About the ACE mentorship program

The ACE mentorship cohorts are led by active and retired aerospace engineers. The program is

open to scholars, new hires, interns or anyone else seeking a mentor in the aerospace field.

In addition to one-on-one mentoring, the program also offers monthly learning events. These events explore:

- How to be a mentor/mentee
- What working in the aerospace industry is like
- How to impress in a job interview
- How to negotiate for the best salary

Since its inception, the ACE mentorship cohorts have paired 49 mentors and mentees together.

"Modern aerospace is a mentoring culture, and it is lifelong," said **Linda Thomas**, a technical coach for the SPEEA ACE Mentorship Program and a retired Boeing engineer/SPEEA activist.

All of SPEEA ACE's offerings are free. To learn more about the mentorship program, learning events and other programs, visit aerocareer.org.

Society of Professional Engineering Employees in Aerospace, IFPTE Local 2001, AFL-CIO, CLC
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MOVING? Remember to correct your address with your employer.

THE SPEEA SPOTLITE • 15205 52nd Ave. S • Seattle, WA 98188

ACE celebrates scholarship winners

At scholarship banquets hosted by area universities and colleges, SPEEA Aerospace Career Enhancement (ACE) was there to celebrate ACE scholarship recipients. SPEEA ACE has presented more than 80 scholarships this year to students pursuing engineering and high-demand degrees in aerospace in Washington state.



Brent Kay is shown here at a scholarship celebration at Renton Technical College. SPEEA Treasurer Dan Nowlin was a speaker at the celebration. ACE awarded scholarships to a total of eight students at Renton Technical College.



Charles Gyau and Heather Anthony are shown here at the Lake Washington Technical College scholarship reception. They are the only ACE scholarship recipients this year at the college based in Kirkland, Wash.



Discount tickets and free training

The Northwest Women's Advocacy Committee (WAC) is hosting events for members and their families.

Discount tickets – Get half-price tickets for professional women's soccer when OL Reign plays Portland Thorns FC, at 3 p.m., Sunday, Aug. 6. The game is at Lumen Field, Seattle.

Go to fevo.me/speea23 to purchase tickets online. The SPEEA tickets are \$11 each plus service fee.

Free training – Learn helpful tools and tips for self-defense at the SPEEA Puget Sound halls in September. WAC is bringing back the in-demand

Strategic Living course, to help you feel empowered in difficult situations. Both dates are from 2 to 4 p.m.

- SPEEA Tukwila - Sunday, Sept. 17, 2 to 4 p.m.
- SPEEA Everett – Saturday, Sept. 23, 2 to 4 p.m.

Space is limited. Email meetings@speea.org to sign up. Must be 13 or older to attend.

Spirit AeroSystems

Raise pools for SPEEA units in Wichita

WICHITA – Spirit AeroSystems set this year's salary raise pools for the Wichita Engineering Unit (WEU) and the Wichita Technical and Professional Unit (WTPU).

- WEU – 4% with a minimum of \$1,250 for any employee under the compa ratio of 1.0 with hire dates six months or more prior to the fund computation date.
- WTPU – 4.5% with a minimum of \$750 for any employee under compa ratio of 1.0 with hire dates six months or more prior to the fund computation date.

Both contracts also call for 0.5% of total unit salaries be spent for salary growth and promotions.

In article 2.1(b), both SPEEA-Spirit contracts state: Spirit “shall be free to grant more favorable terms and conditions ... at its discretion.”

Accordingly, Spirit is considering providing additional targeted funds to certain high-demand skill codes in an attempt to attract and retain the best talent possible.

Effective date

The raise effective date is July 14, with retroactive increases reflected in the Aug. 3 paycheck. Managers are expected to distribute salary notifications starting July 18.

Salary charts

Salary charts for both bargaining units will be posted when final, typically by October.