



Spotlight

PROFESSIONAL AEROSPACE UNION



Portland, Oregon

Area Rep Recognition Month

Oregon Council Reps **Andrew Sherman** and **Travis Miller** are shown here at a monthly meeting with their Area Reps. From left, **Will Hart**, **Kaptaan Hickey**, **Travis Moyer**, **Andrew Sherman**, **Benny Lu**, **Travis Miller**, **Brayden Jones**, **Arnold Nguyen** and SPEEA Contract Administrator **Michael Hochberg** who is the staff focal for Oregon contract issues. He travels to Portland periodically to meet face to face in addition to attending meetings virtually. Sherman and Miller also coordinate with Hochberg to hold lunchtime informational meetings for members in Oregon to learn more about the contract benefits. Area Reps are recognized in October for all they do to support Council Reps. Area Reps share SPEEA information and relay questions from members to Council Reps. Council Reps rely on Area Reps to connect SPEEA to co-workers in their area. Oregon Area Reps not shown above are **Andrew Bracken** and **Nicole Leroux**. See more about Area Reps on pages 4-5.

SPEEA speaks up to keep labor's voice on Airport Roundtable

By *Brandon Anderson*
SPEEA Legislative Director

SPEEA recently provided public testimony before the King County Council's Government Accountability and Oversight (GAO) Committee in firm opposition to Ordinance 2023-0053. If passed, the ordinance would dramatically change the role of the Airport Roundtable, a body that offers labor a vital platform to shape the future of Boeing Field (King County International Airport).

The Airport Roundtable is tasked with making recommendations to airport administrators and elected officials regarding various aspects of airport operations. Its membership includes representatives from aviation-related businesses (five members), labor (two members), pilots (one member) and local communities (eight members). For decades, SPEEA has held an active voice on the Roundtable, providing us the ability to effectively advocate for the interests of SPEEA members whose livelihoods are directly and indirectly linked to Boeing Field.

Members of the Roundtable play a crucial role in representing the diverse array of stakeholders' voices regarding the airport's master plan. This master plan serves as a comprehensive study of the airport, outlining its short, medium and long-term development as well as environmental and operational goals. Airport master plans are mandated by the Federal Aviation Administration (FAA) to establish the regulatory framework for the airport's future development. The most recent master plan was adopted in 2004.

A draft plan in 2020 anticipated capital improvements that could have resulted in an estimated \$718 billion for the local economy and the creation of more than 2,000 new jobs. However, this plan was abandoned after a coalition of community activists successfully lobbied county leaders. Their argument centered on the potential negative consequences of increasing airport capacity, including unhealthy noise and higher carbon dioxide emissions.

Since the abandonment of the 2020 master plan,

the community activists' coalition has continued to lobby county officials. Their most recent effort has resulted in the drafting of Ordinance 2023-0053. This ordinance proposes the creation of a community majority on the Roundtable and the creation of a new, powerful committee with the authority to make recommendations directly to airport and county leadership, bypassing the Roundtable. Notably, the composition of this new committee would exclude most airport stakeholders, including labor. Instead, the committee would consist of paid community members appointed directly by certain council members, providing the coalition with an avenue to influence the appointment process.

Primary concern

SPEEA's primary concern relates to the proposed ordinance's potential to undermine the democratic spirit of the Airport Roundtable. It seeks to bolster the Roundtable with additional members who oppose the airport's expanded use. Moreover, it aims to establish an exclusive new committee that would intentionally exclude the voices of labor and other stakeholders, while granting this committee special privileges to advise decision makers. This exclusiveness poses a significant threat to workers who rely on airport operations for their livelihood.

While we commend the Council's efforts to address environmental, health and noise concerns related to airport activities, SPEEA has strong reservations about the anti-democratic aspects of the proposed ordinance. Our testimony before the GAO Committee underscores our unwavering commitment to the welfare of our members and the communities we serve. As discussions surrounding Ordinance 2023-0053 persist, we eagerly anticipate the Council's response to our call for fairness and the preservation of labor's voice in the ongoing airport development process.

If you would like to comment on the proposed ordinance or have questions, please email kcccomitt@kingcounty.gov. Feel free to send a copy of your email and/or questions to me at brandona@speea.org.



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ACE offers composites overview in October

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 class

Carbon Fiber Composites Overview – This is a high-level introduction to carbon fiber composite materials and how they are used in aircraft, marine and automotive manufacturing. This presentation will also discuss how they differ from metals in relation to failure modes and manufacturing processes. This presentation is in-person and online with limited capacity.

Thursday, Oct. 19
5-7 p.m.
SPEEA Tukwila and virtual

SEATTLE HALL

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INTERNATIONAL FEDERATION
OF PROFESSIONAL AND
TECHNICAL ENGINEERS

SPEEA-Spirit online salary charts reflect 2023 raises

By Matt Kempf
Senior Director of Compensation
and Retirement

WICHITA, Kan. – Salary charts reflecting 2023 raises are now online, at 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 to help in conversations with their managers.

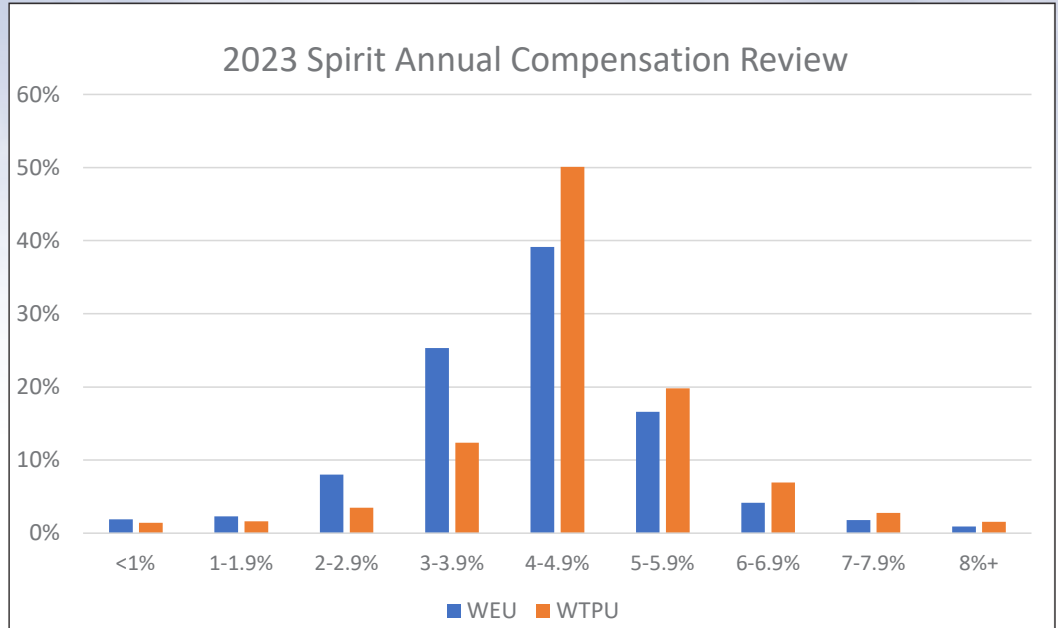
This year's Spirit data

- **WEU** – The straight average increase for 2023 was 4.19%. The salary weighted average was 4.05%. The Spirit WEU average salary increased from \$113,772 to \$118,377, for an average increase of \$4,605 for the 964 eligible employees.
- **WTPU** – The straight average raise for 2023 was 4.66%. The salary weighted average was 4.58%. The Spirit WTPU average salary increased from \$86,922 to \$90,905, for an average increase of \$3,983 for the 1,382 eligible employees.

Your Compa-Ratio affects your raise

The Compa-Ratio is the ratio of an employee's salary to the Salary Reference Table (SRT) midpoint for the employee's job family and level. Employees with a Compa-Ratio greater than 1.0 indicates they are paid more than the SRT. Conversely, a Compa-Ratio less than 1.0 shows salary is less than the SRT.

Compa-Ratios play an important role in starting to determine an employee's base salary increase. Similarly situated employees with a lower



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

About the online charts

All employees eligible for the salary exercise are grouped by job family. New for 2023, job families with defense and non-defense codes are grouped together.

Group size for charts

- 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 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.

Average Raise by Compa-Ratio		
Compa-Ratio (Before 2023 Raise)	WEU	WTPU
<0.8	6.41%	6.66%
0.8-0.9	5.26%	5.20%
0.9-1	4.06%	4.37%
1-1.1	3.60%	3.91%
>1.1	2.23%	1.56%
Grand Total	4.19%	4.66%

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Area Reps help Council Reps connect with members

The Northwest Action Communication Taskforce (ACT) designates October as Area Rep Recognition Month to honor the important work of Area Reps.

About the Area Rep role

Area Reps help Council Reps connect with members in the workplace. As liaisons to a small group of members, Area Reps can refer questions to Council Reps for answers 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.

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

This also enhances SPEEA overall. The more members know about SPEEA, the stronger we grow.

Why become an Area Rep

If you're a member looking for a way to become better informed and connected, talk to your Council Rep about becoming an Area Rep. You'll become part of the communication network for SPEEA and receive training for the role.

You can also grow your network through meetings by getting to know your Council Rep(s) and other Area Reps.

Go to www.speea.org (drop-down menu: Member Tools/Area Reps) to look for details about the role and how to sign up.

Become an Area Rep – talk to your Council Rep

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

New terms for Area Reps

SPEEA Council Reps welcome Area Reps who recently started new two-year terms.

This is the list of Area Reps as of Sept. 11, 2023. They are listed by Council district.

Area Reps/District

Auburn		
Louie	Kramer	A- 1
Parker	Williamson	A- 1
Kevin	Boyd	A- 2
Kathryn	Regan	A- 2
Angela	Liv	A- 2
Eric	Auge	A- 2
Scott	Gresko	A- 2
Developmental Center		
David	Wu	D- 1
Mike	Bahrami	D- 2
Kristine	Anderson	D- 2
Bertin	Koala	D- 9
Michael	Knopp	D- 9
Everett		
Ray	Wu	E- 2
James	Roberts	E- 2
James	Byrnes	E- 6
Brian	O'Connell	E- 8
David	Watt	E- 8
Theodora	Kosseva	E-11
Andrew	Ouellette	E-11
Lynette	Shiroma	E-11
David	Templeton	E-11
Mark	Rangel	E-11
Breana	Merriweather	E-11
James	Browne	E-11
Daniel	Nelson	E-14
Clayton	Galliher	E-14
Ross	Godwin	E-17
Gregory	Taylor	E-21
Mark	Hudson	E-22
Karl	Chavers	E-22
Aaron	Allen	E-22
Christopher	Smith	E-23
Steven	Larson	E-24
Cynthia	Knutson	E-24

Nicholas	Leclair	E-25
Jesse	Berenter	E-26
Shari	Rae	E-26
Natalie	Johnson	E-26
Walter	Santarelli	E-29
Lior	Ungar	E-29
Justin	Roll	E-29
Philip	Howat	E-30
John	Chay	E-30
Angelie	Vincent	E-31
Greg	Chandra	E-33
Kambiz	Roshanravan	E-33
Andrew	Alam	E-33
Michael	Shea	E-33
George	Sotolongo	E-35
Stephen	Gibbs	E-35
Matthew	Kent	E-50
Mariel	Martinez Antillon	E-50
Antonio	Bell	E-50
Angelito	Imadhay	E-50
Everett 2 nd /3 rd shift		
Rhien	Maynard	ES-10
Jan	Tuggle	ES-10
David	Gutierrez	ES-10
Joseph	MacHaria	ES-10
Samisoni	Tupou	ES-10
Marnie	Young	ES-10
Frederickson		
Becky	Miller	F-10
Aaron	Kruspe	F-10
Keith	Maxwell	F-10
Mark	Zimmerman	F-10
Richard	Oneill	F-10
Max	Jackson	F-10
Kent		
Randy	Newman	K-10
Michael	Lee	K-10

Mathew	Negri	K-10
Austin	Skondre	K-10
Oregon		
Andrew	Bracken	O-1
Benny	Lu	O-1
Brayden	Jones	O-1
Nicole	Leroux	O-1
Travis	Moyer	O-1
Kaptaan	Hickey	O-2
Arnold	Nguyen	O-2
Will	Hart	O-2
Plant II		
Mary	Lukens	P- 1
Philip	Petra	P- 1
Dean	Peloquin	P- 2
Carlton	Luedke	P- 2
Tristan	Vogeler	P- 2
Nathan	Dudley	P- 3
Nolan	Weir	P- 4
Charles	Cesmat	P- 4
Stanford	Payzer	P- 5
Tim	Brown	P-10
Michael	Fox	P-10
Richard	Wichels	P-10
Renton		
Stuart	Tanasse	R- 1
Christine	Rasmussen	R- 1
John	Dietz	R- 1
Timothy	Siebersma	R- 1
Gary	Conley	R- 3
Jade	Truong	R- 3
Morena	Sanidad	R- 3
Ronald	Clark	R- 3
Pamela	Dethman	R- 3
Jae Wan	Park	R- 3
Erin	Lane	R- 4
Terry	Thomas	R- 5
Katherine	Bax Michalakakis	R- 5
Kenneth	Williams	R- 6

Renton 2 nd /3 rd shift		
Jeffrey	Brown	RS-10
Norman	Chow	RS-10
Jeffrey	Hove	RS-10
Peter	Harmon	RS-10
Spirit AeroSystems (Wichita)		
John	Ho	S-1
Timothy	McMahan	S-1
Paul	Goforth	S-1
Raleigh	Hinman	S-1
Tamra	Dopps	S-1
Trevor	Trousdale	S-1
Ritwic	Parial	S-1
Deborah	Owens	S-1
Ethan	Jacobs	S-1
John	Schneider	S-1

Peter	Phillips	S-1
Scott	Rochat	S-1
Linda	Staley	S-2
Marvin	Dawson	S-4
William	Cox	S-4
Richard	Lemaster	S-12
Dana	Branam	S-12
Fawn	Picazo	S-12
Michelle	Gramke	S-12
Michael	Parsons	S-18
Michael	Seeley	S-18
John	Rudick	S-26
Dane	Phillips	S-26
Thompson		
Kaelyn	Smith	T-10
Sulena	Kumnertsen	T-10
Adam	Minkus	T-10

Value of Area Reps from a Council Rep's perspective



Andrew Sherman

Oregon Council Rep **Andrew Sherman** goes out of his way to recruit Area Reps along with Oregon Council Rep **Travis Miller**. Oregon has a total of nine Area Reps in a district with 215 SPEEA-represented employees.

Sherman listed some of the many ways Area Reps help Council Reps, by:

- Sharing where help is needed in each group because Area Reps are located throughout the site and in different teams
- Supporting members who have questions about their contract benefits and escalating contract violations to Council Reps
- Participating in the site and fabrication roundtable meetings with management
- Helping organize Portland SPEEA events, such as pizza and hot dog lunches
- Preparing SPEEA new-hire bags and giving the orientation presentation when Council Reps are unable to attend
- Updating site bulletin boards if they are bulletin board focals
- Representing their district at Council Rep meetings if serving as a designated alternate
- Promoting solidarity

Two Oregon Area Reps share benefits of being involved

Oregon Area Reps **Brayden Jones** and **Kaptaan Hickey** appreciate the benefits they gain from sharing information with co-workers, their Council Reps **Travis Miller** and **Andrew Sherman** and SPEEA.

Making connections



Brayden Jones

Brayden Jones, a manufacturing engineer, became an Area Rep within months after starting his job at Boeing about four years ago. His mentor, who was also an Area Rep at the time, recruited him.

"I didn't know much about how unions work, but I wanted to help others find the resources they need within SPEEA while learning more about the union for myself," Jones said. "I also wanted to help with events and make more connections outside of my work group."

In the Area Rep role, he has been able to do all of that and then some. "It feels good to help people or direct them to someone who can help when there are questions," he said.

Jones also likes the accessibility of SPEEA leaders who are "approachable and willing to help," he said.

For those interested in becoming an Area Rep,

he suggests talking to other Area Reps and their district's Council Rep.

"Being an Area Rep is a valuable way to represent your coworkers, learn more information about the union and make valuable connections without a huge time commitment."

Making a difference



Kaptaan Hickey

Kaptaan Hickey, a methods process analyst, signed up to become an Area Rep in July. He can see the difference after attending monthly meetings with the Oregon Council Reps and Area Reps.

"It's created better situational awareness just by having more regular organized discussions," he said. "We take information back to our teams and vice versa."

Hickey saw the union difference when he was manager at Union Pacific (UP) railroad because of his crew's union contract. Hickey was laid off from UP after 11 years, then went to work for

Boeing and joined SPEEA right away.

"I was thrilled," he said about joining SPEEA, "because I liked the idea of someone looking after my best interests."

He would like to see more participation in SPEEA. "You can make a real difference in someone's life – potentially even with a decision such as whether they leave the company or not. It's about giving back, and it's very empowering to be able to fight for your rights."

SPEEA-Boeing open enrollment

Take health-risk assessment to avoid monthly fee

Boeing annual open enrollment is scheduled for Tuesday, Nov. 2 to Tuesday, Nov. 21. 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. 21

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.

EWP Live! webcasts provide on-demand learning all-year long

By Kelly Hanes
SPEEA Co-Director, Ed Wells Partnership

Thursday at the Ed Wells Partnership is EWP Live! day. About three weeks a month, Ed Wells hosts a live webcast on a range of topics. These webcasts are recorded so anyone who has Boeing intranet access can view them in the future. The recordings are posted to the Ed Wells Partnership inSite group, along with a copy of the presentation and any handouts.

About 400-600 on average view a webcast, either live or on demand. The following list of the most popular EWP Live! broadcasts so far this year have at least 700 views. The Social Security 101 webcast has more than 1,000 views.

Each year, the Ed Wells team looks for more than 30 webcast topics and speakers of interest to SPEEA-represented employees. Standard topics include technologies and processes used at Boeing, career advancement, Boeing partners, aviation history, new technologies and professional development.

Social Security 101

Aired: Jan. 26

Always one of the most-viewed broadcasts, Social Security 101 brings in a presenter from the Social Security Administration to walk through Social Security and Medicare benefits. Whether you are nearing retirement or supporting a family member who uses Social Security benefits, this is a great way to get many common questions answered. You will only find the recording for the current year as each year policies and rates change, impacting the information.

How to Search for and Navigate Design Practices

Aired: Feb. 2

Design Practices capture Boeing's mandates, recommendations, and rationale to develop and sustain products, services, and associated production systems. But how do you find Design Practices? How do you navigate Design Practices? Learn how and improve your ability to deliver Engineering Excellence.



Photo courtesy of Alaska Airlines

To see more on this Star Wars-themed plane livery and the process involved, see the EWP Live! webcast on "Alaska Airlines Livery Design with Teague," which aired Sept. 7.

Optical Sensors for Target Detection, Tracking and Identification

Aired: Feb. 9

Optical sensors can provide a surprising array of characteristics about objects such as imagery, velocity, range, track and orientation, to name a few. Learn about the physics behind optical sensing and the current state-of-practice for optical sensors based on land, in air and in space.

The Development of ETOPS and Its Impact on Modern Commercial Jet Transport Aircraft

Aired: June 1

ETOPS (Extended-range Twin-engine Operations Performance Standards) regulations impact the design and operation of many Boeing products. Hear from the son of "The Father of ETOPS," legendary Boeing test pilot, engineer and executive, **Richard W. Taylor**, about how ETOPS came into existence and how ETOPS has transformed the design baseline for all future airplanes.

Alaska Airlines Livery Design with Teague

Aired: Sept. 7

Teague has a long-standing partnership with Alaska Airlines producing special airplane livery schemes and helping Alaska connect with their customers. In this presentation, Teague shares the magic of the design process and how livery design comes to life in the paint hanger, including the Star Wars livery pictured above.

Want to explore EWP Live! Webcasts?

If you would like to view a recording of these, or any of the other EWP Live! webcasts, navigate to the Ed Wells Partnership inSite page on the Boeing intranet by searching for Group Id 102595. Joining the group will allow you to receive notifications when a new EWP Live! recording has been added. All past recordings can be found under the EWP Live! Recordings Category on the left-hand group menu.

If you have a suggestion for a topic or speaker for a 2024 EWP Live! Webcast, email edwells.sbpartnershp@boeing.com.

NW Council helps 38 groups with STEM grants

Congratulations to this year's recipients of the Northwest Council grants related to Science, Technology, Engineering and Math (STEM).

The Northwest Council approved a motion to distribute \$27,600 divided among 38 nonprofits promoting careers in STEM fields. Most of the applicants are robotics teams with For Inspiration and Recognition of Science and Technology (FIRST).

The NW Council voted Sept. 14 to approve the recommendation by the STEM Grant Review Committee.

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

Committee members

- **Mike Arrington**, Northwest regional vice president
- **Raquel P. Cundiff**, Northwest Council secretary
- **Jeff Forbes**, Northwest regional vice president
- **David Fritz**, Northwest Council treasurer
- **Dan Nowlin**, SPEEA treasurer
- **Mike Pirone**, NW Council chair
- **Todd Rosenfelt** (STEM grant review committee chair), NW Teller
- **Sergiy Ryzhonkov**, NW Teller
- **Shaunna Winton**, SPEEA secretary

About the review committee process



Todd Rosenfelt

The review committee used a formula developed in previous years to allocate funds to FIRST robotics teams based on the complexity level of their competition.

In addition to looking at the data, each committee member researched a smaller group of applications and reported back to the committee on each applicant's ability to meet the STEM grant criteria.

Some of the review committee members, including Committee Chair **Todd Rosenfelt**, have experience with robotics teams and other STEM grant recipients. They were assigned to different applicants to reduce bias.

Why serve on the committee

Rosenfelt stepped up to serve on the committee because he sees the value of STEM for younger people. "This supports SPEEA doing something for the community. We have the opportunity to

share SPEEA's name among students. If they choose a technical career, they might remember SPEEA as an organization that helped them in their experiences."

Rosenfelt, a tanker air vehicle project integration engineer, enthusiastically supports exposure to STEM. "Some of these students have tremendous talent and potential." However, they don't all understand some basics that hands-on STEM experiences can help them learn. With STEM programs, "they can develop the fundamentals of how to turn an idea into something that works."

He knows this from his experiences as a board member, judge and coach for the Washington State Science and Engineering Fair (WSSEF). He also helps with a FIRST Robotics Competition (FRC) team, Chill Out, at the Mountlake Terrace, Washington, high school.

"The more we can give them support to practice technology, science and engineering, the sooner they'll develop a skill set," he said. "That can make them more successful getting through college and entering the workforce. It's one of the biggest reasons why I'm involved."

2023-2024 NW Council STEM grant recipients

- Auburn High School, TREAD
- Auburn Mountainview High School, Lion Robotics
- Auburn Riverside High School, RAVEN
- Bellarmine Preparatory School, 360 Revolution
- Bellevue Big Picture School, Ramen Robotics
- Bellevue High School, Wolverine Robotics
- Bishop Blanchet High School, CyBears
- Bonney Lake High School, Panther Robotics
- Bremerton High School, BremerTron
- Cascade High School, Otter Chaos Robotics Team
- Cedar Park Christian School, CPR
- Everett High School, Cast Iron Orcas
- Franklin High School, XBOT
- Glacier Peak High School, Sonic Squirrels
- Henry Jackson High School, Jack In The Bot
- International School, Titan Robotics Club (five teams)
- Kentridge High School, Chargers
- Liberty High School, Iron Patriots and Minuteman

- Maple Valley Community Team, Accidental Success
- Mountlake Terrace High School, Chill Out
- Newport High School, Newport Robotics Group
- North Creek High School, HOSA (formerly known as Health Occupations Students of America) Conference
- Pacific Middle School, Drone Legends
- Rainier Middle School, Panther Robotics and Miso Mechanics
- Roosevelt High School, The Iron Riders
- Skunk Works Robotics, 4-H Seattle, Skunk Works
- Sunbeams Lutheran School, four teams
- Swerve Robotics, TWIST, S.K.I.D. and DRIFT
- Tahoma High School, Bear Metal
- Thomas Jefferson High School, RAID
- Washington State Science and Engineering Fair (WSSEF)
- Woodinville High School, Velocity Raptors

The Midwest Council also supports STEM outreach in the community, including support for Kansas Boosting Engineering Science and Technology (BEST).

Boeing Employee Incentive Plan (EIP)

New individual requirement for EIP payout

In early September, Boeing launched a new Safety Management System (SMS) intended to encourage employees to more openly discuss potential safety, quality and/or compliance concerns.

In conjunction with the SMS, Boeing launched mandatory scenario-based video training. Completing the training before Dec. 31 is a requirement to be eligible for the Employee Incentive Plan (EIP) bonus in 2024.

Boeing employees who do not complete the video training prior to Dec. 31 will not be eligible to receive an annual incentive payout if they are under a plan using the One Company Performance Score, such as the EIP, the non-union Performance Based Incentive (PBI), the Manager Incentive Plan (MIP) and others.

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

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SPEEA Midwest Council Chair **Emily Forest** (at far left end of table on right) shared SPEEA's talking points on the FAA Reauthorization Act with U.S. Sen. **Roger Marshall** (R-KS), at table on left. SPEEA is seeking to add unions back into the Act for grant eligibility. The grants affect both incumbent worker training and apprenticeship programs. Marshall requested a meeting with Wichita labor activists, hosted by Machinists District Lodge 70.

FAA Reauthorization Act

SPEEA raises issues of grants with U.S. senator in Kansas

WICHITA, Kan. – SPEEA Midwest Council Chair **Emily Forest**, vice chair of SPEEA's Midwest Legislative & Public Affairs (L&PA) Committee, recently participated in a meeting with U.S. Sen. **Roger Marshall** (R-KS). Sen. Marshall requested the meeting with local labor leaders in Wichita.

Forest spoke up during the meeting to share SPEEA's concerns related to the Federal Aviation Administration (FAA) Reauthorization Act of 2023 — which is significant to both SPEEA and the broader U.S. aerospace workforce.

In addition to upholding aviation safety standards, the Reauthorization Act wields substantial influence over job opportunities and career stability through grants tailored to aviation manufacturing technical workers.

SPEEA's position

Forest advocated for a change to the draft bill to add unions back into the Act for grant eligibility. Unions were left out of the most recent version of the Act. However, labor unions have historically played a significant role in the aviation workforce development landscape – both for incumbent worker training and apprenticeship programs.

The meeting with Sen. Marshall also included active participation from other members of the Kansas labor community. Union activists spoke to Sen. Marshall about his vote against Protecting the Right to Organize (PRO) Act, a pivotal bill aimed at reinforcing workers' rights to unionize.

Donna Lehane, SPEEA associate member of the MW and SPEEA L&PA committees, also took part in the meeting. She serves on the Kansas AFL-CIO board.

John Nave, Kansas AFL-CIO vice president, wrapped up the meeting with an urgent plea to Sen. Marshall to work towards bridging the divide within Congress.

Interested in advocacy efforts?

SPEEA welcomes members to find out more about SPEEA's legislative advocacy efforts by sending an email brandona@speea.org. Members are welcome to attend SPEEA and regional Legislative and Public Affairs (L&PA) Committee meetings with other members. See the schedules at www.speea.org (drop-down menu: Councils/Council Committees).

TRAINING/ EVENTS

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

NORTHWEST

SPEEA Night at the Museum of Flight

Thursday, Oct. 5, 5 to 9 p.m.

Museum of Flight, 9404

East Marginal Way S, Seattle

Free food, no-host bar, information booths,
free museum access and more

Look for RSVP (QR code) at www.speea.org

NW New Hire and NW Young Members Committees

SPEEA pumpkin decorating

Saturday, Oct. 21

SPEEA Tukwila – 11 a.m. to 2 p.m.

SPEEA Everett – 2-5 p.m.

Sign up – speea@speea.org

Limited supply of free pumpkins

NW Membership Activities Committee

NW Young Members happy hour

Thursday, Oct. 26, 6 p.m.

Coindexter's, a pinball bar

8556 Greenwood Ave. N, Seattle

No-host bar/light appetizers provided

Contact:

Vice Chair **Bobby Warwick**
(robertwrwick47@gmail.com)

Secretary **Georgie Victor** (grvkw8@gmail.com)

NW Young Member Committee

MIDWEST

Young Professionals no-host social

Friday, Oct. 13, 4 p.m.

Location TBD

Email tjtrousdale@gmail.com for details

MW Young Professionals Committee