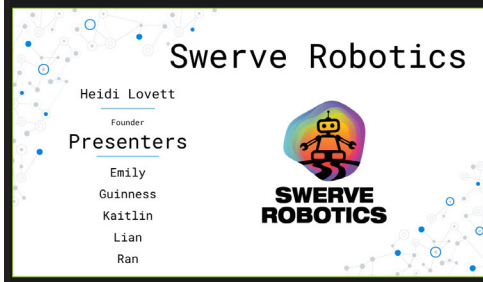


Representing aerospace professionals with competence, integrity and action



NW Council highlights

Guest speakers for STEM support and workplace assistance

At the Nov. 11 Northwest Council meeting, Council Reps heard from guest speakers representing robotics in the premeeting program. During the meeting, the Council also heard about resources and tips for dealing with tension in the workplace.

At the pre-meeting, students from Swerve Robotics teams thanked the Council for their grant related to Science, Technology, Engineering and Math (STEM).

Swerve Robotics founder **Heidi Lovett** provided background about the group, which started in 2006. Swerve Robotics provides workspace, coaching and mentoring to students from multiple schools, including home schools. Then, she turned the presentation over to some of the students on Swerve Robotics teams.

The students highlighted what they enjoy and learn from building robots, competing against their peers from around the world, and helping other students launch their own programs.

The students noted how they've learned not only about problem solving in building a robot to compete through For Inspiration and Recognition of Science and Technology (*FIRST*). They also learn about public speaking and leadership skills.

For example, they've taken their robots to share with all ages, from toddlers to senior citizens. They've also helped launch and build teams in other countries, including Canada and Africa. They are planning to work with Native American students to help spread *FIRST* robotics opportunities for learning STEM through hands-on activities.

The students presenting to the Council were **Emily Lewis, Guinness Duniho, Kaitlin Nguyen, Lian Cooper** and **Ran Iarovich**.

The presentation also included videos of mentors who were former teammates sharing why they enjoyed their time with Swerve Robotics.

Swerve Robotics teams

- *FIRST* Tech Challenge (FTC) – Space Koalas in Disguise (S.K.I.D.), Dinosaurs Racing in Food Trucks (DRIFT) and TWIST
- *FIRST* LEGO League Challenge (FLLC) – Lightning Cats, Knight Gnomes, Ping Pong Paladins
- *FIRST* LEGO League Explore (FLE) – Seven Wolves, Rainbow Dolphins

Assistance and resources to help with workplace tension

Also at this Northwest Council meeting, Boeing representatives shared information and resources to raise awareness about assistance available in the workplace.

This includes the Employee Assistance Program (EAP), which provides short-term counseling and referrals for long-term counseling as needed.

Representatives from the Threat Management Program also shared de-escalation techniques focused on remaining calm, active listening and showing empathy.

The team, including a representative from Boeing Labor Relations, answered questions based on circumstances such as offensive language in an email.

Also at the meeting, the Council recognized new Oregon Council Rep **Derek Steinmetz** (O-2). No motions were voted on at this meeting.

Leadership opportunities

Interim NW vice president and officer elections

Interested in stepping up for a leadership position on the Executive Board? See below for details on openings.

Northwest regional vice president vacancy

Candidate petitions to fill an interim vacancy are due Jan. 14 for the election of a Northwest regional vice president. Candidates will be invited to speak at the Northwest Council meeting Feb. 10 prior to voting.

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

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

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

The term will expire March 22, 2023.

New terms for Executive Board officers

To run for SPEEA president, treasurer or secretary, see the election booklet coming soon to www.speea.org (drop-down menu: Councils/Forms, Petitions, Delineations). The booklet includes eligibility requirements, petition, deadlines and candidate questions.

SPEEA sends ballots to all members in good standing in February. Votes are counted March 9, with new terms starting March 23.

President

Ryan Rule

Executive Director

Ray Goforth

Executive Board

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

SPEEA Council Officers

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

Midwest Regional Council Officers

Emily Forest	Chair
R Matthew Joyce	Treasurer
Tonya Sanders	Secretary

Northwest Regional Council Officers

Jeffrey Forbes	Chair
Peter Goodfellow	Treasurer
Mike Arrington	Secretary

SPEEA Communications

Bill Dugovich	Communications Director
Lori Dupuis	Graphic Designer
Karen McLean	Publications Editor
Amber Musselman	Communications Support

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Phone: 206-433-0991 • 1-800-325-0811

EVERETT HALL

2414 106th St. SW, Everett, WA 98204

Mon-Fri, 8 a.m. to 4:30 p.m.

Phone: 425-355-2883 • 1-800-325-0811

WICHITA HALL

4621 E 47th St. S, Wichita, KS 67210

Mon-Thu, 8:30 a.m. to 5 p.m. • Fri, 8 a.m. to 4:30 p.m.

Phone: 316-682-0262 • 1-800-325-0811

Boeing Performance Management**Use tools to maximize your raise and retention scores**

Performance Management (PM) is under way for SPEEA Profs and Techs.

This process directly affects your raise and retention rating. Be prepared to maximize this time with your manager - it can pay off with career success.

Planning for Close-out – Make a list of questions prior to the meeting to help you understand how and why your manager is rating you in the closeout. If you're not sure how your manager rates 'exceeds' or 'meets,' you have the right to ask for specifics.

You also have the right to seek additional meetings to follow up. If you're struggling with the process, contact your Council Rep. Council Reps can get help from Contract Administrators as needed to help facilitate conversations.

Preparing for Define – If you have career goals, this is a good time to raise awareness as you look ahead to the PM Define.

Remember to make priorities SMART (Specific, Measurable, Achievable, Relevant, Time-phased).

Look up the competency definitions for your job code and level to incorporate into your priorities. Competencies make up 60% of your retention rating score.

Follow up via email – After your PM meeting, whether closeout or define, email a summary of the discussion to your manager and ask for feedback to ensure you are both in agreement. If needed, request another meeting.

Lunchtime training available

Gain insight into the process that can help prepare you for discussing Performance Management with your manager. Council Reps can work with their contract administrators to schedule lunchtime meetings for members to learn more.

Executive Board mini-minutes – Nov. 4

Attendees: Ryan Rule, Shaunna Winton, Dan Nowlin, Deena Hougham, John Dimas, Chris Streckfus

Council officers: R Matthew Joyce, Jeff Forbes, Byron Henderson, Tonya Sanders, Mike Arrington, Peter Goodfellow

Guests: Jimmie Mathis, Joel Funfar, David Fritz

Staff: Ray Goforth, Robin Fleming, BJ Moore, Steve Spyridis, Rich Plunkett

At their regular meeting, the Board:

- Approved the COVID-19 statement to send to CRs, ARs and post on our website.
- Approved letters of support for John Deere, Kaiser Permanente and National Women's Soccer League Players and to post to our website
- Approved staff sending a letter of congratulations to Teamsters for Sysco workers

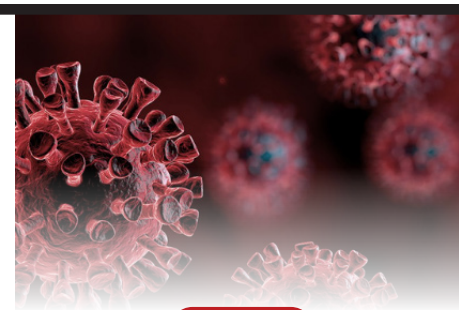
COVID-19 photo policy

SPEEA publications and the website are only using photographs of groups in indoor settings if everyone in the photo is wearing a proper facial covering. Children under the age of two years and individuals in the same immediate family are exempt. This policy remains in compliance with public health guidelines and until the SPEEA Executive Board rescinds the policy.

Boeing – Spirit – Triumph

2022 payday calendars

www.speea.org

**Online****COVID-19 updates, resources and information**

www.speea.org

Aerospace Career Enhancement (ACE)

SPEEA ACE scholarships support Native American students

Learn more about two organizations working to help under-represented American Indians achieve their goals in higher education, particularly in Science, Technology, Engineering and Math (STEM).

SPEEA Aerospace Career Enhancement (ACE) is proudly partnering with these organizations to provide scholarships and child-care assistance for the next generation of aerospace professionals.

About the Native American organizations



**AMERICAN INDIAN
GRADUATE CENTER**
THE CENTER FOR NATIVE SCHOLARSHIPS

American Indian Graduate Center (AIGC) – Since starting 50 years ago, AIGC has helped more than 16,000 students from more than 500 tribes in all 50 states through scholarship dollars and support services for college and professional degrees.

AIGC partners with tribes, the federal government, foundations and others to award \$15 million in scholarships annually. Learn more at www.aigcs.org.



**AMERICAN INDIAN SCIENCE
AND ENGINEERING SOCIETY**

American Indian Science and Engineering Society (AISES) – Since 1977, AISES has worked to increase the representation of Indigenous peoples of North America and the Pacific in STEM careers.

AISES awards nearly \$12 million in scholarships each year, as well as resources for internships, professional development, regional conferences, leadership development summits and other STEM-related programs. Learn more at www.aises.org.

Learn about ACE



Connect with SPEEA ACE to learn more about the scholarships, classes and apprenticeship study. Mentor opportunities are also available. Email ace@speea.org.



Highlighting SPEEA ACE at career fair

SPEEA hosted a virtual booth at the Society of Asian Scientists and Engineers (SASE) national convention's career fair Nov. 6. Everett Council Rep **Joseph Pham** joined **Justin Laem**, SPEEA staff, to highlight SPEEA and Aerospace Career Enhancement (ACE) scholarships, learning opportunities and mentoring. In this picture, the photo from SPEEA's archives, includes Pham (second from left).

TRAINING/ EVENTS

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

PUGET SOUND

Northwest Virtual Trivia Night

Wednesday, Feb. 9 – 5:30-6:30 p.m.

Prizes for first, second and third place
Email meetings@speea.org to sign up

Northwest Young Members Committee

Union Solidarity Night – Everett Silvertips hockey

Friday, Feb. 4 – 7 p.m.

Angel of the Winds Arena, Everett
Tickets \$3-\$10 each - limited supply
Purchase at <https://everettsilvertips.com/unionstrong>

Snohomish and Island County Labor Council (SCLC)

MIDWEST

Young Professionals no-host social

Friday, Dec. 10 – 4 p.m.

Chicken N Pickle
1240 N Greenwich Rd, Wichita

Midwest Young Professionals Committee

SPEEA Night at Lights on St. Paul

Friday, Dec. 10 – starts at 5:30 p.m.

Entrance at Douglas and St. Paul streets

Fundraiser for Ability Point
(formerly Arc of Sedgwick County)

Want to help? Email akitterman@cox.net

SPEEA Midwest Council

UPCOMING MEETING SCHEDULES

NORTHWEST MEETINGS (ALL TIMES PT)

Week of November 29, 2021	
Monday, Nov. 29	4:00 p.m. Council officers
Tuesday, Nov. 30	5:00 p.m. NW Women's Advocacy
Wednesday, Dec. 1	4:30 p.m. NW Action and Communication Taskforce
Thursday, Dec. 2	4:00 p.m. Executive Board
Week of December 6, 2021	
Monday, Dec. 6	4:30 p.m. NW Safety & Wellness
Tuesday, Dec. 7	4:00 p.m. SPEEA Leadership Development & Training
Wednesday, Dec. 8	4:30 p.m. SPEEA Diversity
Thursday, Dec. 9	5:00 p.m. NW Council Meeting
Week of December 13, 2021	
Monday, Dec. 13	4:00 p.m. SPEEA Legislative & Public Affairs
Tuesday, Dec. 14	4:30 p.m. NW New Hire
Tuesday, Dec. 14	5:30 p.m. NW Young Members
Wednesday, Dec. 15	4:00 p.m. SPEEA Governing Documents
Wednesday, Dec. 15	5:00 p.m. NW Governing Documents
Thursday, Dec. 16	4:00 p.m. Executive Board

MIDWEST MEETINGS (ALL TIMES CT)

Week of November 29, 2021	
Monday, Nov. 29	6:00 p.m. Council officers
Tuesday, Nov. 30	11:00 a.m. MW Council officers
Thursday, Dec. 2	6:00 p.m. Executive Board
Week of December 6, 2021	
Tuesday, Dec. 7	6:00 p.m. SPEEA Leadership Development & Training
Wednesday, Dec. 8	6:30 p.m. SPEEA Diversity
Thursday, Dec. 9	4:30 p.m. MW Council Meeting
Week of December 13, 2021	
Monday, Dec. 13	6:00 p.m. SPEEA Legislative & Public Affairs
Wednesday, Dec. 15	6:00 p.m. SPEEA Governing Documents
Thursday, Dec. 16	4:30 p.m. MW Young Professionals
Thursday, Dec. 16	6:00 p.m. Executive Board

Meetings are being held virtually and are subject to change/cancellations. See online regional calendars at www.speea.org for details.



CODE OF CONDUCT

Respect is at the heart of the labor movement, and we demonstrate that in all we do.

The strength of our solidarity depends on recognizing and honoring the worth of each other. SPEEA and the labor movement value human dignity. We believe people should treat each other with respect and consideration. We expect that behavior from everyone who interacts with SPEEA, its members, staff and allies.

Harassment – in any form – has no place here. When you participate in any SPEEA-related event, you are expected to adhere to SPEEA's values, and respect all with whom you come into contact. If you feel harassed, you will be heard. Please immediately bring the matter to SPEEA staff's attention.

What is harassment?

Harassment is any behavior that degrades, demeans, humiliates, hurts a person, or makes you feel unsafe, and that a reasonable person should understand would be unwelcome.

Harassment can take many forms. The most extreme forms include the outright use of racial slurs or sexual touching. However, harassment can also include off-hand derogatory comments, inappropriate "jokes" or subjects of conversation, unwanted sexual overtures and unnecessary physical contact. Harassing behavior may not always appear discriminatory, and sometimes takes the form of hostility, verbal aggression, coercive or manipulative use of power, stereotyping, spreading rumors, pointed exclusion or isolation of a person, and/or insulting a person's appearance, habits, attitudes or private life. Such conduct undermines human dignity.

If you are unsure whether a behavior would violate this Code of Conduct, err on the side of caution and refrain from the behavior.

What if you feel harassed?

If you believe you are being harassed, you have the right to make it known, either on your own or through a third party, that the abusive behavior is unwelcome and will not be tolerated.

If you believe you have been harassed while participating in a SPEEA-related activity, you should report the incident immediately to a SPEEA staff member.

SPEEA takes complaints seriously and may, at its discretion, take action that it deems appropriate after assessing the situation. Retaliation is not tolerated and, if it occurs, appropriate action may be taken if necessary.

Freedom from harassment is a workers' rights issue. That makes it a union issue.

In the labor movement, an injury to one is an injury to us all. It is important to recognize and call out harassment when you see it. Together, we can make the labor movement stronger.

Help with reporting - email report@speea.org

