

Representing aerospace professionals with competence, integrity and action



## Lunchtime meetings for Boeing open enrollment

Northwest Council Reps are hosting lunchtime meetings for members to receive an overview of premium changes and plan choices during Boeing's annual open enrollment. **Jason Collette**, SPEEA contract administrator and benefits coordinator, is shown above at a lunchtime meeting in Portland, Nov. 2. The Portland meeting was standing room only with a crowd of 70-plus. See the lunchtime schedule on the SPEEA Events page – see the link on the left side of the home page at [www.speea.org](http://www.speea.org). The November *Spotlite* magazine also features more details on pages 5-8. The magazine is online at [www.speea.org](http://www.speea.org) (drop-down menu: Communications/Spotlite Magazine).

## Step up for SPEEA bulletin board focal

Help SPEEA share news and information through bulletin boards in the workplace. Sign up to become a SPEEA bulletin board focal.

Bulletin Board Notice (BBN) focals receive a monthly packet of fliers mailed to their home. The focals are responsible for taking down the previous month's fliers and posting the current month's fliers.

In addition to print bulletin board notices, SPEEA sends an email to focals with a link to the current month's notices on the SPEEA website for back up and personal reference.

With many SPEEA activists taking early retirement later this month, bulletin boards may be empty or outdated if we don't get more focals.

### Interested?

Email **Amber Musselman**, SPEEA communications support, at [ambem@speea.org](mailto:ambem@speea.org). Musselman can check the database to determine if a bulletin board in your area needs a focal.

## SPEEA-Spirit salary charts now online

WICHITA – Salary charts reflecting 2022 raises for the Wichita Engineering Unit (WEU) and Wichita Technical and Professional Unit (WTPU) are now online.

Go to [www.speea.org](http://www.speea.org), under Member Tools.

Login requires your work email and Employee ID (without the leading 'S'). See instructions for accessing the charts on the webpage.

SPEEA compiles charts by major organization, occupation, job family and skill management code (if applicable) based on data provided by Spirit AeroSystems following the selective salary adjustment exercise.

The charts were delayed while SPEEA researched inconsistencies related to the 2022 annual compensation review. Spirit was able to explain and/or quickly resolve all the inconsistencies.

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

## CEO pay grows by double digits

In one year, CEO pay rose 11.1%, according to a recent analysis by the Economic Policy Institute (EPI). The ratio of CEO to worker pay is now at 399 to 1.

Last year, the ratio of CEO to worker pay was 366 to 1. That same ratio in 1989 was 59 to 1.

The report outlines several policy solutions that would limit CEOs' ability to attain increasingly higher pay without hurting the overall economy.

### Why this matters

Excerpt from the report

*“Exorbitant CEO pay is a contributor to rising inequality that we could restrain without doing any damage to the wider economy. CEOs are getting ever-higher pay over time because of*

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# Spirit salary charts

Now online

[www.speea.org](http://www.speea.org) • Member Tools/Salary Charts

Tellers needed - P2

ACE classes - P2

Accessibility - P3



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*Elections and more*

# Tellers committees need members

Are you interested in seeing how union elections work? Consider running for a seat on your region's Tellers committee.

The instructions include how to seek petition signatures via email if working remote.

**About the role**

Members of the Northwest and Midwest regional committees oversee union officer elections, Constitutional amendments and referendums, contract vote counts and district delineations. The regional Tellers also oversee regional Council officer elections and other votes as needed.

Training and mentoring are provided to new members to help them gain a better understanding of the processes and relevant labor law.

**Members needed**

In the Midwest, the regional Tellers committee needs two Tellers – one member from the Wichita Technical and Professional Unit (WTPU) and one member from the Wichita Engineering Unit (WEU).

The Northwest Tellers committee also needs more members.

**Eligibility**

Nominees must have been a regular SPEEA member in good standing for the preceding twelve-month period.

You cannot concurrently serve as a Council Rep, Executive Board member or member of the Judicial Review Committee.

The petition and eligibility details are at [www.speea.org](http://www.speea.org) (drop-down menu: Councils/Forms, Petitions, Delineations).

Boeing – Spirit

# 2023 payday calendars

[www.speea.org](http://www.speea.org)

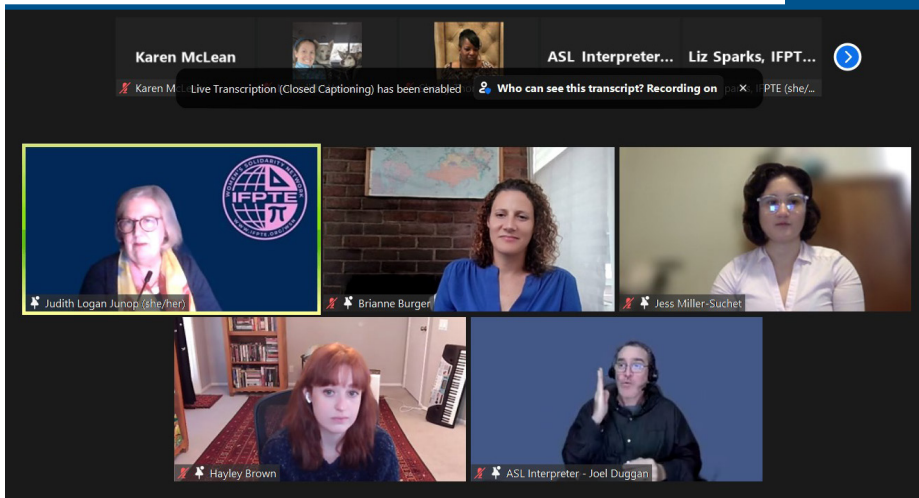
## Plan ahead for upcoming ACE classes

Check out upcoming SPEEA Aerospace Career Enhancement (ACE) classes. Register at <https://canvas.aerocareer.org/>.



To receive ACE updates, sign up for SPEEA home email at [www.speea.org](http://www.speea.org).

Upcoming classes	
<p><b>CPR &amp; AED Class</b> - This is adult/child/infant all-inclusive certification training for Cardiopulmonary Resuscitation (CPR) and Automated External Defibrillator (AED).</p>	
<p><b>Tuesday, Nov. 15</b>                      SPEEA Tukwila                      3:30 to 6 p.m.</p>	<p><b>Wednesday, Nov. 30</b>                      SPEEA Everett                      3:30 to 6 p.m.</p>
<p><b>Overview of Python for Engineering Programming</b> - This is an introduction to the Python programming language and its rich ecosystem, focusing on engineering applications with practical examples on implementing elegant and efficient algorithms.</p>	
<p><b>Saturday, Nov. 12, 19 and Dec. 3</b>                      SPEEA Everett                      All sessions - 8 a.m. to 4 p.m.</p>	
<p><b>Live &amp; Interactive Excel Training: Lookups &amp; Pivot Tables</b> (two-day course) - Tap the power of Excel to manage and analyze large data sets.</p>	
<p><b>Tuesday, Dec. 6 and Wednesday, Dec. 7</b>                      In person at SPEEA Everett or virtual                      5 to 7 p.m. both days</p>	
<p><b>Microsoft Project Essentials for Engineers</b> (two-day course) – Get started with Microsoft Project by learning best practices and essential features to make this part of your engineering toolbox.</p>	
<p><b>Tuesday, Jan. 17 and Thursday, Jan. 19</b>                      In person at SPEEA Tukwila or virtual                      5 to 7 p.m. both days</p>	



IFPTE Women's Solidarity Network hosted a panel discussion Oct. 26 on accessibility to highlight Disability Employment Awareness Month. A recording of the online discussion is at [www.ifpte.org](http://www.ifpte.org).

**IFPTE Women's Solidarity Network**

## Panel urges awareness/inclusiveness for disabilities

IFPTE Women's Solidarity Network hosted an online panel discussion in recognition of Disability Employment Awareness month in October.

The speakers addressed disability rights advocacy and what unions can do to help make workplaces more inclusive.

Participants learned about various forms of disabilities, including the difference between visible and invisible disabilities and the spectrum of challenges individuals can experience.

Panelists also highlighted the need to reframe conversations about workplace accommodations. The panelists advocated for universal design principles which benefit everyone generally but are crucial to the disabled. This includes workplace policies that promote flexible work arrangements.

Speakers also noted the effort of labor unions to include language in collective bargaining agreements regarding accommodations. They urged union members and leaders to partner with agencies and community groups supporting people with disabilities to find

ways to improve working conditions and support workers' needs.

### Speakers

- **Hayley Brown**, president of the Nonprofit Professional Employees Union (NPEU/IFPTE Local 70) and a research associate at the Center for Economic and Policy Research (CEPR)
- **Brianne Burger**, communications director for Deaf In Government (DIG) and director/liaison of the Special Institutions within the U.S. Department of Education
- **Jess Miller-Suchet**, former member of the Engineers and Scientists of California (ESC/IFPTE Local 20) and paralegal at Disability Rights Advocates
- **Judith Logan Junop**, from the Society of United Professionals (SUP/IFPTE Local 160), moderated the discussion

To watch the recording, go to [www.ifpte.org](http://www.ifpte.org). Look for the related Oct. 27 article in the 'Latest News' section.

# TRAINING/ EVENTS

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

## Midwest Young Professionals no-host social

Friday, Dec. 9, 4 p.m.  
Location TBD

Email [brennan.j.macklin@spiraero.com](mailto:brennan.j.macklin@spiraero.com) for details

Midwest Young Professionals Committee



## CEO pay grows by double digits

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*their power to set pay and because so much of their pay (more than 80%) is stock-related. They are not getting higher pay because they are becoming more productive or more skilled than other workers, or because of a shortage of excellent CEO candidates. This escalation of CEO compensation and of executive compensation more generally has fueled the growth of top 1% and top 0.1% incomes, leaving fewer of the gains of economic growth for ordinary workers and widening the gap between very high earners and the bottom 90%."*

See the report at [epi.org](http://epi.org).

# UPCOMING MEETING SCHEDULES

## NORTHWEST MEETINGS (ALL TIMES PT)

## MIDWEST MEETINGS (ALL TIMES CT)

	<b>Week of November 14, 2022</b>
Wednesday, Nov. 16	4:00 p.m. SPEEA Governing Documents
Wednesday, Nov. 16	5:00 p.m. NW Governing Documents
	<b>Week of November 21, 2022</b>
Monday, Nov. 21	4:00 p.m. SPEEA Legislative & Public Affairs
	<b>Week of November 28, 2022</b>
Monday, Nov. 28	3:30 p.m. NW Council officers
Monday, Nov. 28	4:00 p.m. Council officers
Monday, Nov. 28	4:30 p.m. NW Legislative & Public Affairs
Tuesday, Nov. 29	5:00 p.m. NW Women's Advocacy
Thursday, Dec. 1	4:00 p.m. Executive Board

	<b>Week of November 14, 2022</b>
Wednesday, Nov. 16	6:00 p.m. SPEEA Governing Documents
Thursday, Nov. 17	4:30 p.m. MW Young Professionals
	<b>Week of November 21, 2022</b>
Monday, Nov. 21	4:30 p.m. MW Legislative & Public Affairs
Monday, Nov. 21	6:00 p.m. SPEEA Legislative & Public Affairs
	<b>Week of November 28, 2022</b>
Monday, Nov. 28	6:00 p.m. Council officers
Tuesday, Nov. 29	11:00 a.m. MW Council officers
Thursday, Dec. 1	4:30 p.m. MW Membership Activities
Thursday, Dec. 1	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](http://www.speea.org) for details.



Society of Professional Engineering  
Employees in Aerospace

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# Holiday weekend OT voluntary

- Prof and Tech contracts – Letter of Understanding (LOU) 22
- WEU and WTPU contracts – Article 10.8(a)

*SPEEA offices closed Nov. 24-25 for Thanksgiving break*