



# Spotlight

PROFESSIONAL AEROSPACE UNION

## SPEEA Aerospace Career Enhancement (ACE)

# Education assistance programs take flight!

By Bill Dugovich  
SPEEA Communications Director

After months of planning and behind the scenes work, SPEEA is now actively working with colleges to provide tuition assistance to students seeking college degrees and professional careers in Washington's aerospace industry and supply chain.

Made possible by the \$5 million, five-year grant provided by the state of Washington, SPEEA Aerospace Career Enhancement (ACE) is poised to help 25 students start college-level aerospace programs in the fall. SPEEA received the funding to promote, expand and enhance workforce training and education to support the state's aerospace industry and supply chain.

For this first year of the grant, SPEEA ACE is coordinating with colleges and organizations to give tuition assistance in the form of scholarships. Students apply directly to the schools as part of the regular tuition assistance programs of each college. This allows students to complete a single application and be considered for multiple scholarships. The schools then match students to the applicable scholarships and make award decisions.

SPEEA ACE is available to provide tuition assistance to students seeking associate's, bachelor's, master's or doctorate's degrees in engineering and high-demand technical fields supporting the aerospace industry.

To increase diversity and equity in professional and technical aerospace careers, preference is given to students who are veterans, active-duty military spouses and students from underserved communities.

With childcare needs creating barriers for many students today, additional assistance may be available for a limited number of SPEEA ACE scholarship recipients. Assistance up to \$5,000 a year to cover childcare costs may be available for qualifying students.

Feasibility of an apprenticeship program for aerospace professionals and technical workers

started with SPEEA surveying members and researching apprenticeship programs. This work continues.

Research and planning are also taking place for the union's new in-house training. Modeled after the successful Ed Wells Partnership, the first three learning events are targeted for summer. However, while Ed Wells classes are limited to Boeing employees, SPEEA ACE classes will be open to anyone working in the aerospace industry. Watch for details on the SPEEA website and upcoming publications.

### Partner Colleges

Students pursuing qualifying degrees at the following colleges are currently eligible to receive SPEEA ACE tuition assistance by applying through the school's scholarship application process. Additional colleges and programs are being added.

- Big Bend Community College
- Edmonds College
- Everett Community College
- Green River College
- Lake Washington Institute of Technology
- Renton Technical College
- University of Washington
- Washington State University
- Western Washington University



This archive photo shows an Ed Wells Partnership class prior to the COVID-19 pandemic. The SPEEA Aerospace Career Enhancement (ACE) program will offer classes similar to the Ed Wells Partnership to enhance and advance aerospace professionals' careers. The ACE program will offer classes and training to the state's aerospace professional workforce, including suppliers.

### Naming SPEEA ACE



Initially known simply as the "SPEEA Grant Program," suggestions for a more descriptive and functional name was one of the questions asked as part of the survey open to members earlier this year.

The 57 suggestions submitted ranged from the "Last Hoorah" and "McSpaceFace" to many that were directly meaningful to SPEEA and aerospace. In the end, two nearly identical suggestions stood out.

While it would be nice to give proper credit to the member who submitted "SPEEA Aerospace Career Enhancement," the writer did not put their name on the survey. Thus, credit goes to the nearly identical name submitted by former Northwest Vice President **Daniel Peters**, who suggested "SPEEA Professional Aerospace Career Enhancement." With two almost identical entries, the choice was clear.

See more about SPEEA ACE grant on pages 8-9

## Workplace union liaisons

# Members start new terms as SPEEA Council Reps

Congratulations to new and returning Council Reps who start new, two-year terms May 13.

A total of 80 members submitted valid petitions to volunteer as workplace union liaisons. The Tellers finalized results April 1.

Of those who submitted valid petitions, 64 ran unopposed to serve as their co-workers' Council Rep in the Northwest and Midwest.

In the Midwest, members stepped up in every district. All seats are unopposed, so there is no need for Wichita district elections.

In the Northwest, a total of 16 petitioners ran for contested seats, which led to seven district elections with nine seats. The races were in Everett and Plant II (Seattle). Look for results of those races at [www.speea.org](http://www.speea.org). Ballots from members in those districts were due April 28.

## Council Rep vacancies

More Council Rep petitions are coming in to run for 31 open seats. Petitions are due May 11.

Seated Council Reps receive an adjusted retention rating as outlined in section 12.1(h) (1) of the Professional and Technical contracts.

## Districts with vacancies

- Bellevue – B-10
- Developmental Center – D-1, D-3, D-5, D-6
- Everett – E-3, E-5, E-6, E-7, E-8, E-11, E-15, E-25, E-27, E-31
- Kent – K-10
- Plant II – P-4, P-10

- Renton – R-1, R-3, R-10
- California – C-10
- Spokane – W-10
- Utah – U-1
- Bangor, Wash. – Z-1
- Pilots – PLT
- Second shift – DS-10

*\*Some districts have more than one Council seat.*

## Council Reps help members with:

- Questions about the contract and enforcement
- Information about the union
- Updates from Council meetings and joint meetings
- Resolving workplace/performance issues
- Representation in case of a disciplinary or investigatory interview (Weingarten rights)

More about the Council Rep duties and responsibilities can be found on the website under Member Tools/Council Reps.

Extensive training is provided along with ongoing support from SPEEA contract administrators and other staff.

## How to apply

For instructions, petition and district delineation, go to [www.speea.org](http://www.speea.org) (drop-down menu – Councils/Forms, Petitions, Delineations). If you're working remote, the instructions include information about how to seek members' signatures via personal email.

## Science, Technology, Engineering and Math

# NW Council accepting applications for STEM grants

Are you a SPEEA member volunteering to help promote Science, Technology, Engineering or Math (STEM) to students?

You can apply for a Northwest Council STEM grant.

The grants help non-profits involved in STEM outreach such as robotics competitions or science fairs to promote students' interest in related careers.

The application is online at [www.speea.org](http://www.speea.org). Grant applications must be submitted by Northwest members only by Aug. 15.

## Apply for grant review committee

You can apply for the committee to review STEM grant applications along with the Northwest Council officers. The committee provides its recommendation to the Council for a vote.

To apply for the STEM Grant Review Committee, email [speea@speea.org](mailto:speea@speea.org) with your contact information and school district where you live by noon, Thursday, July 1.



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## Northwest Regional Council Officers

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# Learn more about state's new long-term care program

In 2019, the Washington state legislature enacted a first-of-its-kind universal long-term care insurance program. The Long-Term Services and Supports Trust Program (Trust Program) will provide long-term care services/support benefits to Washington state residents who need assistance with daily living. Beginning in 2025, qualified state residents can receive a lifetime benefit of up to \$36,500 to help pay for long-term care services like in-home personal care, adult day services and family caregiver respite.

The program is funded by a 0.58% annual payroll tax paid by all employees. Collected and sent to the state by employers, the cost is \$580 per \$100,000 of income.

Unlike the state's Paid Family and Medical Leave, there is no salary cap, no employer share for the payroll tax and no collective bargaining exemptions for agreements negotiated or re-opened after Oct. 19, 2017.

Keep in mind, Boeing's Long-Term Disability Plan is a form of income replacement, which is not the same as long-term care coverage.

Employees begin paying the tax Jan. 1, 2022. Qualified individuals can apply for Trust Program benefits beginning in January 2025.

The Trust Program will be administered jointly by the Department of Social and Health Services, the Employment Security Department and the Health Care Authority.

Trust Program oversight is provided by the Long-Term Services and Supports Trust Commission, which includes legislators, agency directors and representatives from area agencies on aging, stakeholders and consumers of approved services.

## Exemption window extended

A one-time window – created by the passage of HB 1323 – exists for employees to request an exemption to the payroll tax. To qualify, an employee must purchase alternative long-term care coverage by Nov. 1 and apply to the Employment Security Department (ESD) for a permanent payroll-tax exemption.

ESD will accept exemption applications from Oct. 1, 2021 to Dec. 31, 2022. Exempted employees will be permanently barred from receiving benefits from the Trust Program.

Trust Program rulemaking is still underway, so details on how to apply for an exemption are pending.

Additionally, HB 1323 requires ESD and the Department of Social and Health Services to jointly conduct outreach to provide employers with educational materials to ensure their employees are aware of the program and the premium assessments that begin in 2022.

The deadline for employer outreach is Oct. 1, so be on the lookout for new information about the Trust Program from your company.

For more information on Long-Term Services and Support Trust Program rulemaking, go to: [esd.wa.gov/newsroom/rulemaking/ltsa](http://esd.wa.gov/newsroom/rulemaking/ltsa).

## Long-term care – at a glance

Long-term care (LTC) includes a variety of medical and non-medical services needed by people who are unable to care for themselves.

Currently Medicare only covers long-term care if it immediately follows hospitalization and only lasts 30 days. Otherwise, you pay out of pocket, use your LTC plan or spend down all of your assets until you qualify for Medicaid.

# Refunds available for users of Bright Horizons

SPEEA members who used the near-site daycare centers in Everett or Renton Longacres operated by Bright Horizons during the past three years are entitled to a refund as the result of a recent grievance and settlement with The Boeing Company.

The 10% refund of tuition expenses is available to members who used the Bright Horizons daycares between Jan. 1, 2018 and May 1, 2021. The facilities had been making a 10% profit instead of operating on a not-for-profit basis as agreed upon in Letter Of Understanding 1 (LOU 1) in the Professional and Technical contracts.

To receive the refund, request a "Tax Form" from

Bright Horizons as proof of your expenses and email it to [Daycare@speea.org](mailto:Daycare@speea.org). Members have until July 1 to submit documentation of expenses.

Beginning May 1, SPEEA-represented employees using these two facilities will receive a 10% discount as part of the Bright Horizons subsidy program.

This subsidy will be reviewed on an annual basis to maintain congruence with the language in LOU 1.

To enroll in the subsidy program, notify your center that you are a SPEEA-represented employee.

# SPEEA Area IFPTE vice president numbers

SPEEA has three vice president positions available for members seeking a seat on the IFPTE Executive Council. This updates previous print publication notices after a re-evaluation by IFPTE and SPEEA.

The update confirms the SPEEA has two vice presidents from the Northwest and one from the Midwest.

Petitions and instructions for members interested in serving as an IFPTE SPEEA Area vice president are posted on the website at [www.speea.org](http://www.speea.org) (drop-down menu: Councils/Forms, Petitions, Delineations).

# Prof and Tech salary charts update

Salary data reflecting 2021 raises for the SPEEA-represented Prof and Tech employees at The Boeing Company has been slightly delayed.

SPEEA will post salary charts online as they are created. The summary charts are currently planned for the June Spotlight.

Salary charts for SPEEA-represented employees at Spirit AeroSystems will be updated when the data is available (typically later in the summer).

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## Special Section: Spirit Aerospace open enrollment May 3-13

Open enrollment is the **only time of the year** to make routine changes to your health care plan unless you have a qualified status change during the year.

### What to know if you are in the Wichita Engineering Unit (WEU)

Articles written by **Matt Kempf**,  
CFP®, CEBS, SPEEA senior director  
of compensation and retirement

This is the third plan year with the newer medical plans, along with substantial employer Health Savings Account (HSA) contributions and the potential \$1,500 transition bonus. The plan benefits have not changed, so the deductibles, out-of-pocket maximums, co-pays and co-insurance amounts all remain the same as last year.

In accordance with the WEU contract, the Blue and Orange Plans remain at 20%, but the Green Plan increases to 22% for this year and through the end of the current WEU contract.

The Core and Enhanced Plans are no longer WEU enrollment options.

For WEU-represented employees enrolling in the Green, Blue or Orange Plans, you can opt for the Concierge Primary Care (CPC) discount of 5%. The CPC Primary Care Network option reduces the Green Plan to 17% and the Blue and Orange Plans to 15%.

There are no changes to dental or vision options.

Effective with the first pay period after June 30,

| WEU contributions per paycheck | Green    | Blue     | Orange   |
|--------------------------------|----------|----------|----------|
|                                | 22%*     | 20%*     | 20%*     |
| Employee                       | \$62.70  | \$42.21  | \$33.67  |
| Employee & Spouse              | \$125.40 | \$84.41  | \$67.34  |
| Employee & Child(ren)          | \$125.40 | \$84.41  | \$67.34  |
| Full Family                    | \$188.10 | \$126.61 | \$101.01 |

| WEU Spirit Funds Available for HSA*                  | Green   | Blue    | Orange  |
|--|---------|---------|---------|
| Employee   | \$2,400 | \$3,000 | \$3,000 |
| Employee & Spouse                                    | \$3,300 | \$4,500 | \$4,500 |
| Employee & Child(ren)                                | \$3,300 | \$4,500 | \$4,500 |
| Full Family  | \$3,300 | \$4,500 | \$4,500 |
| *Amounts include the \$1,500 transition contribution |         |         |         |

the company will contribute 60% of the applicable deductible into the employee's HSA for those who enroll in the Green or Blue Plans. The Orange Plan is funded the same as the Blue Plan.

Additionally, employees enrolling in the Green, Blue or Orange Plans receive \$1,500 as a transition bonus. The additional transition bonus is paid on the first, full pay period 90 days after the start of the plan year and may be deposited

directly into the employee's HSA or taken as a lump-sum cash payment.

If contributed to the employee's HSA, employer contributions are not subject to federal or Kansas state income tax. If taken as a lump-sum cash payment, the amount would be subject to federal and state income tax.

### What to know if you are in the Wichita Technical and Professional Unit (WTPU)

This is the second plan year with new medical premiums along with substantial employer Health Savings Account (HSA) contributions. The plan benefits have not changed, so the deductibles, out-of-pocket maximums, co-pays and co-insurance amounts all remain the same as last year.

Effective with the first pay period after June 30, the company will make 100% of the applicable deductible available to the employee. The Orange Plan HSA is funded the same as the Blue Plan HSA. For the WTPU only, amounts will be contributed to the employee's HSA unless the employee chooses to receive the contribution in a lump-sum cash payment.

| WTPU contributions per paycheck | Core                         | Enhanced | Green    | Blue     | Orange   |
|---------------------------------|------------------------------|----------|----------|----------|----------|
|                                 | Full Cost Minus 80% of Green |          | 20%      | 20%      | 20%      |
| Employee                        | \$173.21                     | \$173.99 | \$57.00  | \$42.21  | \$33.67  |
| Employee & Spouse               | \$346.41                     | \$347.97 | \$114.00 | \$84.41  | \$67.34  |
| Employee & Child(ren)           | \$346.41                     | \$347.97 | \$114.00 | \$84.41  | \$67.34  |
| Full Family                     | \$519.62                     | \$521.96 | \$171.00 | \$126.61 | \$101.01 |

If contributed to the employee's HSA, employer contributions are not subject to federal or Kansas state income tax. If taken as a lump-sum cash payment, the amount would be subject to federal and state income tax.

The Green and Blue Plans have premiums much lower than the Core and the Enhanced Plans.

When combined, the lower premiums and HSA contributions eliminate the risk associated with the HSA-qualified High Deductible Health Plans (HDHP) for a family.

For example, a WTPU family in the Enhanced Plan would pay \$521.96 per paycheck, or

# Spirit Aerospace open enrollment May 3-13



\$12,527.04 per year. A family on the Blue Plan would pay only \$3,038.64 per year, which is \$9,488.40 less than the Enhanced Plan. When combined with the \$5,000 employer HSA contribution, the \$14,488.40 difference between the plans is more than *double* the entire \$6,850 Blue Plan in-network Out-Of-Pocket (OOP) maximum for medical and pharmacy for the entire family, for the entire plan year.

| WTPU employer-funded accounts | Core | Enhanced | Green   | Blue    | Orange  |
|-------------------------------|------|----------|---------|---------|---------|
|                               |      | PCA      | HSA     | HSA     | HSA     |
| Employee                      | N/A  | \$750    | \$1,500 | \$2,500 | \$2,500 |
| Employee & Spouse             |      | \$1,000  | \$3,000 | \$5,000 | \$5,000 |
| Employee & Child(ren)         |      | \$1,000  | \$3,000 | \$5,000 | \$5,000 |
| Full Family                   |      | \$1,500  | \$3,000 | \$5,000 | \$5,000 |

## Concierge Primary Care

# Optional network for both WEU and WTPU

If a WEU or WTPU-represented employee elects the Green, Blue or Orange Plans during annual open enrollment, another decision to make is the primary care network. Employees can choose the full Aetna network or the limited Concierge Primary Care (CPC) network.

## Concierge Primary Care

Spirit partnered with Ascension Via Christi to provide a clinic with physicians to serve the primary care needs of Spirit employees and dependents of Spirit employees who enroll in the optional network. The onsite clinic at 31st Street South and Oliver opened last December. Via Christi will continue to stand up additional remote locations. The first of these remote locations is a west side clinic that opened April 1.

## What you gain

If elected, the CPC network option will reduce employee's paycheck contributions. For the 2021-2022 plan year, the premiums will be reduced 5%. This would save a family enrolling in the Blue Plan around \$759.60 per year.

In addition to the paycheck savings, the benefits of enrolling in the CPC network option include more extended, relaxed visits with your physician. After establishing the patient/doctor relationship, you will be given 24/7 access to your physician and "virtual visits" will be available if you do not want to drive to

the CPC office.

The CPC clinic will also stock a list of non-routine drugs that can be dispensed onsite. A list of drugs and services provided should be available from Spirit during annual open enrollment.

## Usage fees

The Green, Blue and Orange Plans are HSA-qualified High Deductible Health Plan (HDHP). To maintain the IRS-qualified status, the plans may not provide non-preventative benefits until the deductible has been satisfied.

Accordingly, the CPC clinic must charge a reasonable fee until your deductible has been satisfied. The WEU contract requires the clinic to charge the lowest reasonable fee for the services and/or prescriptions provided.

Spirit has determined the lowest reasonable fee is \$20. Enrollees in the CPC network option will have to pay \$20 each visit until their applicable deductible is satisfied, at which time the visits will be free. The \$20 payment covers all the services obtained during the visit and accrues

toward your deductible and/or Out-Of-Pocket maximums.

## Non-network

If the CPC network option is elected at open enrollment and services are provided by a non-CPC Primary Care Provider (PCP) in Butler and Sedgwick counties, claims will be processed as non-network, which has higher deductibles, lower co-insurance levels and higher Out-Of-Pocket maximums.

## SPEEA WEU/WTPU

Open enrollment seminar online

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

Drop-down menu:

Medical and Retirement

## Aetna in-network

For any services outside of Butler and Sedgwick counties (think travel, children in college, etc.), the nationwide "Aetna Choice POS 2 Network" remains in-network for primary care, specialty care and hospitals on the Green, Blue and Orange Plans.

# Why we need the PRO Act to empower workers

The Protecting the Right to Organize (PRO) Act is currently working its way through Congress (H.R.842 and S.420).

Among other major labor law reforms, the PRO Act would strengthen workers' rights to form a union without fear of employer retaliation.

When aerospace professionals in Southern California took their first initial steps to form California Region Engineers and Technical Employees (CREATE) in 2019, they faced a high-priced anti-union campaign that fostered a culture of fear and intimidation.

Former members of CREATE's Organizing Committee shared why they believe the PRO Act would make a difference based on their experiences. All three took a voluntary layoff from Boeing in 2020. For more information, go to [www.create-speea.org](http://www.create-speea.org).

## Efforts to create a better environment

By Luz Angel  
Former Service-Related Problems (SRP) Leader

Working for Boeing was exciting because our jobs contribute to safely transporting people and products around the world – supporting a world culture and economy. Employees' efforts make it possible to launch new products as well as maintain the airplanes in service.

While working at several Boeing sites, it was easy to see how the work environment differs between those who have a SPEEA contract and those without a union contract.

We launched our union effort, CREATE, to join with SPEEA to give the employees at Boeing Seal Beach a platform where employees and managers could collaborate to have a better working environment, and ultimately a better Boeing.

When we began getting signatures on union authorization cards that would lead to employees' vote to certify CREATE-SPEEA, Boeing began posting 6-foot tall, colorful anti-union banners. We found out Boeing was paying big money to a consultant firm to try and bust our union before it could get to a vote.

Many of us felt if the company invested so much money into trying to keep us from organizing, they should have the money to give the employees a well-deserved raise or offset the insurance premiums, which had just gone up again.



Luz Angel

If the employees could not talk about CREATE or issues at work, why would the company use its position to post these slick banners with anti-union messages? That seemed like the company was taking advantage of its powerful position.

If the PRO Act had been implemented, employees would have felt more empowered to discuss their issues. Employees should be able to decide if our union, CREATE, was something they needed and wanted without interference from their employer. Boeing's blatant, anti-union campaign made it clear they were only interested in deciding for us.



Joseph Nguyen

## Seeing the union difference

By Joseph Nguyen  
Former Subject Matter Expert,  
Instructions for Continued Airworthiness

I started my career at McDonnell Douglas in 1988. Back then, we had a different engineer's union – Southern California Professional Engineering Association (SCPEA). I didn't see much need for a union since the SCPEA contract benefits were similar to those without a union.

In 2002, I had a chance to vote the union out. The company had me believe it would take care of us just fine whether there was a union or not. Since then, I saw our benefits reduced – overtime pay would be capped unless there was an approved waiver, green time (free labor time) was expected from employees and our health care costs went up significantly.

In 2018, I learned about CREATE's efforts. By then, my view on union representation had changed. I

was supportive. I joined the effort in the hope of getting the company to treat its employees like partners rather than human capital.

When CREATE was launched, the company engaged in a campaign of misinformation to the employees, making most of them scared of losing their job if a union formed. My colleagues were afraid to talk to me about forming a union, even though we talked during breaks or lunch or even during weekend home visits. Most employees were afraid they would personally lose their job or get penalized on their performance review and salary adjustments. That's when I realized it is very difficult to form a union in that climate.

Had the PRO Act been in place, there would not have been weeks of anti-union sessions at work. With the PRO Act in place, employees would stand a better chance of forming a union.

## Disappointed by company's response

By Randall Morgan  
Former Modification Project Tech Specialist

As a 35-year employee of Boeing and its heritage companies, I have worked at a number of locations including Wichita, Kansas; Everett and Seattle, Washington; El Segundo, Palmdale, Canoga Park and Seal Beach, California. I was always glad to work for Boeing and enjoyed my work.



Randall Morgan

However, there was a definite difference in the work environment between locations where union representation was available and places where it was not. This is why I chose to give my support to help establish the CREATE union at Seal Beach.

It was gratifying to see the number of enthusiastic co-workers who participated in the efforts of CREATE, but I was disappointed by the company's response:

- **Anti-union meetings** – There were a number of informational meetings on company time where anti-union speakers tried to convince employees there would be no advantage to having a union at Seal Beach. I was glad my previous SPEEA experience enabled me to respond to their misleading claims and blatant false statements.
- **Anti-leafletting** – When we were handing out informational literature at the job site in accordance with federal law, armed security officers prevented our efforts. Meanwhile misleading anti-union banners and literature appeared throughout our workplace.

Continued on page 9

## Members offer tips for navigating state Paid Family and Medical Leave

By Karen McLean  
SPEEA Publications Editor



The Erwin family is shown above from left: Zaina, Haris, Ben, Salman and Saber Ahmad. Their baby was born in December 2019. Ahmad signed up for the state paid leave benefit when the program started last June.

Never doubt **Saher Ahmad's** gratitude for the paid time off she received when she had her third child, Salman in December 2019.

"This benefit is great," Ahmad said. "I wish I had it for the other two children. Every day is special."

Ahmad and other SPEEA members shared their lessons learned with the sign-up process for the Washington State Paid Family and Medical Leave to help others.

All SPEEA Profs and Techs in Washington state became eligible last June for income reimbursement through the state benefit regarding birth, adoption, serious injury or illness, for example.

Ahmad didn't receive all of the state benefit she was eligible for due to a problem with the process. She spent hours trying to figure out next steps to file an appeal. That paperwork finally arrived in January 2021, months after she returned to work.

"For all of the time I worked on the appeal trying to get things fixed, if I had worked a \$15 an hour job, I would have made more money," Ahmad said about her experience.

One of her tips stems from that frustration with trying to get through the phone system. "Call as soon as their office opens, then the wait times are only about 5 to 30 minutes," Ahmad said. She said her wait times lasted as long as three hours.

Although the process is no longer new, and the website issues she experienced were resolved, she would like others to know they shouldn't wait to sign up because there is a limit on back pay.

Ahmad, a Boeing project engineer, served as a Northwest Teller, ran for Council Rep (she was in a contested district with vote results pending at press time) and also serves on the SPEEA-Boeing Joint Benefits Committee.

### Don't wait to sign up

**Aparna Emerson** started her parental leave in June of 2020 to use the benefit before it expired in September 2020. Her daughter, Jyoti, was born in September 2019.

Emerson also experienced delayed customer service and "clunky" communication, in part because the program was new. Improvements started occurring within the three months she was on leave.

Emerson, an environmental engineer in Boeing's Environment, Health and Safety group, offers a few suggestions for those who sign up now.

- **Start the state leave process early** – add your contact details and employer information to reduce the number of steps after your child arrives.
- **Weekly claims** – Once you're approved, submit weekly claims to receive the benefit. "The initial claim set up is simple and can be submitted weekly," Emerson said.
- **Notification window** – Plan to notify Boeing Leave and your manager at least 30 days before your planned leave date.

Along with Ahmad and other SPEEA members and staff, Emerson serves on the Joint Benefits Committee, a forum to discuss relevant information and issues with company leaders between contract negotiations.



Aparna Emerson's daughter, Jyoti, was born in September 2019. When Aparna signed up for the state leave last June, she noticed improvements in the website throughout the next few months.



Shown here from left: **Mark Friesen**, daughter, **Ellie**, 4, wife, **Angela** and **Henry**, who was born in December 2019. Mark signed up for the state benefit after his wife, who is a nurse, signed up for the leave. They both worked on a PowerPoint how-to guide to navigate the state system.

### How-to guide to help others

When Renton Council Rep **Mark Friesen** became eligible for the state family and medical leave last summer for the birth of his son, he signed up. "Within two days of applying, I had the benefit money from the state in my bank account," he said.

Friesen's son, Henry, was born in December 2019. When his wife, Angela, a nurse signed up for the state paid leave, he saw the process had many steps. That prompted him to take screenshots when he signed up for the benefit.

"I learned some things along the way and created a PowerPoint because I could imagine other people having some challenges," Friesen said. "I wanted to help other people get through what I went through and make it easier."

Friesen, who works as an electrical manufacturing engineer in Renton, creates how-to guides at work to illustrate processes. Some Boeing processes take up to 100 slides, he said.

For the state leave process, he needed 33 slides. "It's very detailed," he said, "but there's little wiggle room for error. If you select the wrong screen, it doesn't work."

One of his slides is about pay stubs, which he emphasized. After trial and error, he realized he needed six months of pay stubs to submit the application.

Continued on page 10

# Survey results show members' diverse experience,

SPEEA recently conducted a member survey seeking ideas to expand and enhance workforce training and education for current and future aerospace workers in Washington state.

A total of 540 responded with input, including more than 50 suggestions for naming the program funded by a state grant. As a result, the program will be called SPEEA Aerospace Career Enhancement (ACE).

## Takeaways

One key takeaway from the survey is just how connected SPEEA members are to their communities and their professions.

For example, 56% said they were mentors in response to a question about other roles. A close runner up was industry expert at 45%, followed by Science, Technology, Engineering and Math (STEM) volunteer, Associate Technical Fellow (ATF) and Tech Fellow (TF) and veteran or veteran's spouse rounded out the top five.

Of those who were involved in other groups, 45% said they were in professional organizations such as the American Institute of Aeronautics and Astronautics (AIAA) and 41% said they were in organizations, such as Boys and Girls Clubs, that could help SPEEA with its grant, including efforts to reach underserved populations.

In response to how to help, 68% offered to be mentors to students involved in our grant mission. And 36% offered to be instructors for the classes geared toward current aerospace professionals who want to enhance their careers.

## Training ideas

Part of the mission of the grant is to stand up a SPEEA in-house training for all technical and professional aerospace employees. To help make the training more effective, the survey asked participants how and what they like to learn. The top three responses were:

- Hands-on training
- Emerging technology
- Lectures

Leadership and personal development came in right behind lectures as the fourth highest-ranked in the list.

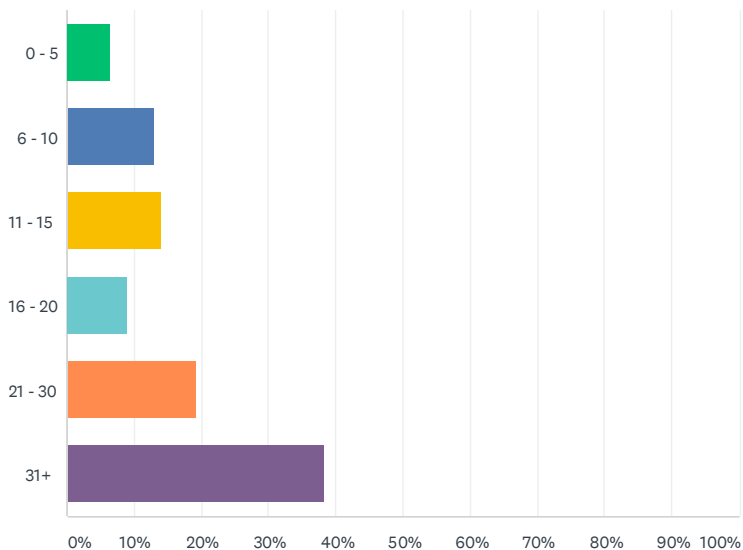
In response to a question about possible topics for advanced training, the survey yielded more than 150 responses, including topics such as emerging technology and how to navigate integrated and diverse teams.

## Career path

When asked about their career path, most attended a university, but other responses included community college, internships and on the job training. About 50 noted apprenticeships, either

### Q2 How many years of experience do you have in aerospace?

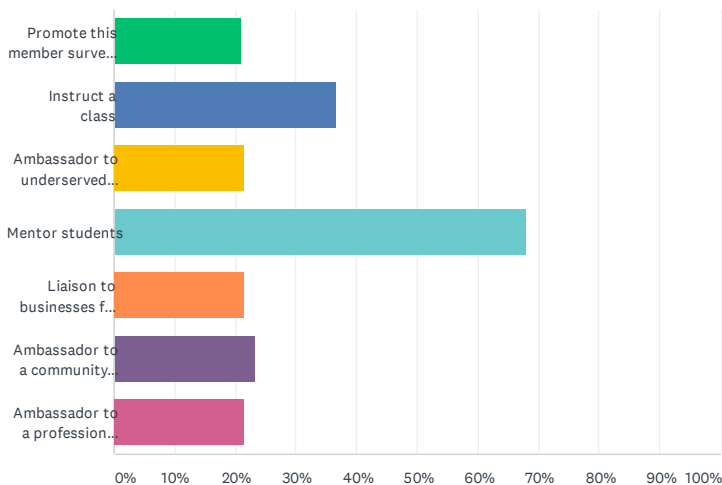
Answered: 539 Skipped: 1



The survey responses show a range of experience at The Boeing Company. The SPEEA Aerospace Career Enhancement (ACE) program is designed to help pre-employment through career advancement.

### Q13 What areas are you interested in helping? (Check all that apply):

Answered: 172 Skipped: 368



Nearly 200 expressed interest in helping the SPEEA Aerospace Career Enhancement (ACE) program reach its goal of increasing and advancing the state's aerospace workforce. For questions or suggestions, email [wagrant@speea.org](mailto:wagrant@speea.org).



# community involvement

traditional paths such as the building trades or an aerospace apprenticeship in another country.

Part of the grant includes funding for a feasibility study on apprenticeships for aerospace professionals.

In response to a survey question asking whether a professional aerospace apprenticeship would work, 64% said yes and 31% said maybe.

Those results reflect what SPEEA learned during focus groups and from polling at a recent Northwest Council meeting, which indicates strong support for the concept.

The grant is also designed to help remove barriers to aerospace professional careers, including tuition and child care.

One of the questions asked: "In your own career, how large a factor was the cost of tuition and/or child-care?" For 49%, cost was a medium or large factor in their careers. A total of 31 (7% of respondents) chose "cost was a **limiting** factor" as an answer.

SPEEA is working with colleges and universities to offer scholarships that include support for child care through the grant funding.

The feedback from the survey, along with the focus group input and other polling will help the SPEEA ACE program broaden the state's

aerospace workforce by removing barriers to underserved populations and offering advanced training to those already working in aerospace.

## Want to help?

Missed the survey? Have more ideas or questions? Email [wagrant@speea.org](mailto:wagrant@speea.org).

## Excerpts from survey comments about the grant

- This is a wonderful opportunity to grow the skill base of aerospace employees while keeping them current in the fast-changing technology space. I look forward to seeing it come to fruition and being a part of it.
- One area where I feel needs additional help is when college grads enter the aerospace engineering world, they have plenty of theoretical expertise but often lack knowledge of how aircraft are manufactured.
- With millions out of work, this is an opportunity to get people back into our industry once COVID has subsided.

## Why we need the PRO Act

*Continued from page 6*

- **Anti-union email** – To share our concerns about unfair and illegal company tactics, we scheduled and held a meeting with upper management. The meeting was pleasant and non-confrontational. Then, after the meeting the company sent out a site-wide email claiming to have been blindsided by CREATE.

In many ways, I think Boeing is a great company, but the attitude and actions interfering with employees communicating the benefits of a defined agreement between boss and worker does not serve anyone well.

## Two-minute action request

SPEEA members can help by contacting their U.S. senators. Go to [www.speea.org](http://www.speea.org) (dropdown menu: Member Tools/Legislative Action). Look for the SPEEA Action Alert to personalize a template email. By entering your ZIP code, the email goes directly to your district/state's Congressional leaders.



## Machinists Institute to focus on apprenticeships



Shana Peschek

The Machinists Institute also received a grant from the state to increase Washington's skilled workforce.

Established by the International Association of Machinists (IAM) District 751, the Machinists Institute will apply grant funding toward pre-apprenticeship, registered apprenticeships and ongoing training for those who want to enhance their skills or learn new skills.

Shana Peschek joined the Machinists Institute team as executive director about two years ago to help the program build "family wage-sustaining careers," she said. "That's what unions bring. That's how we help communities and families thrive."

Some of the Machinists Institute's first classes are a virtual 24-hour "Train the Trainer" pro-

gram that started in April and a 72-hour lab course on "Function Test Basic Electronics and Troubleshooting" starting later in May.

SPEEA staff are coordinating with the Machinists Institute where applicable. For example, the Train the Trainer program was open to SPEEA members as well, despite the limited enrollment capacity.

Machinists Institute is also looking at child-care access, particularly for non-standard hours. Apprenticeship programs often include evening classes.

Peschek spent 11 years prior in the building trades and knows firsthand the advantages of registered apprenticeships, which is the focus of the Machinists Institute.

"Apprenticeship is also a degree pathway," said Peschek. "It's very rigorous and competitive."

The Machinists Institute plans to expand on programs already established through the NW Machinists Apprenticeship Committee (NWMAC) with Stevedoring Services of America (SSA) and King County Fleet, for example. "The grant will help with expansion," Paschek said.

"We're not re-inventing the wheel. But there's also room for innovation and creativity."

Machinists Institute plans to set up physical locations in five areas across the state. For example, Spokane Community College has space available in its apprenticeship center and Everett Community College is also involved. The grant will also help fund equipment in support of expanding apprenticeships for aerospace and the related supply chain.

"I firmly believe if people understood apprenticeship opens doors as another post-secondary educational choice, they wouldn't hesitate. You don't have to choose between apprenticeship or a degree, you can get your degree through apprenticeship and obtain a very valuable journey card," she said.

Her three sons followed non-traditional career paths, including one son who learned valuable life lessons through a youth apprenticeship. "It felt like a huge weight had been lifted off my shoulders knowing my children could be successful in different ways."

## Paid Family and Medical Leave

Continued from page 7

Friesen, who is also a member of the SPEEA-Boeing Joint Workforce Committee, urged everyone to take this benefit as needed for a family or medical issue.

“When everyone uses it, then it shows how vital it is,” he said, hoping fathers use the leave for the birth or adoption of a child, for example, and sons with aging parents take the benefit to help with family and medical issues.

“Employees are doing everything they can to help the business,” Friesen added. “The company needs to adapt its resource allocation and collaborate with employees so they can meet family goals and enable more work/life balance.”

### Washington Paid Family and Medical Leave (PFML)

- Sign up through the state website ([paidleave.wa.gov](http://paidleave.wa.gov))
- Qualifying events include serious illnesses or injuries that prevent someone from working, a new baby or child joining a family and certain military events.
- If you're having an issue with the state's reimbursement amount (up to \$1,206 a week for claims starting in 2021), go to the ombuds' website at [paidleaveombuds.wa.gov](http://paidleaveombuds.wa.gov).

### Boeing Paid Parental Leave (PPL)

- Use within 12 months of the event (birth or adoption)
- Applies to both parents if both working at Boeing in SPEEA bargaining unit or are eligible non-union
- Covers entire salary (minus the state benefit or short-term disability)
- Concurrent with state benefit (not additional 12 weeks)
- Must sign up for state benefit in addition to Boeing PPL

### SPEEA Frequently Asked Questions

SPEEA created a Frequently Asked Questions (FAQ). Go to [www.speea.org](http://www.speea.org) - drop-down menu: Councils/Council Committees/Northwest Committees/Women's Advocacy Committee (WAC) website. On the WAC website, go to Useful Links in the navigation bar. This web page also includes **Mark Friesen's** 'how-to' guide.

## Join a committee to broaden your SPEEA network

**S**PEEA and regional committees are re-forming soon, which gives you two good reasons to join at that time.

- **Automatic membership** – Committee membership is automatic at each re-forming meeting, which gives you voting rights. After re-forming, voting rights come after attending two consecutive committee meetings.
- **Officer elections** – Members in attendance at this meeting elect committee officers for new terms.

This is an easy way to learn more about how SPEEA operates. Many committee members are activists who serve in other roles. They can share their experiences to help you learn about SPEEA.

By finding a committee that matches your interests, you also have another way to share your ideas and ask questions.

### Re-forming timeline

- **Regional** – at the first committee meeting after the May 13 regional Council meeting (following the start of new two-year Council Rep terms in odd years).
- **SPEEA** – at the first committee meeting after the June 10 SPEEA Council meeting (annual recurrence following the SPEEA Council Convention).

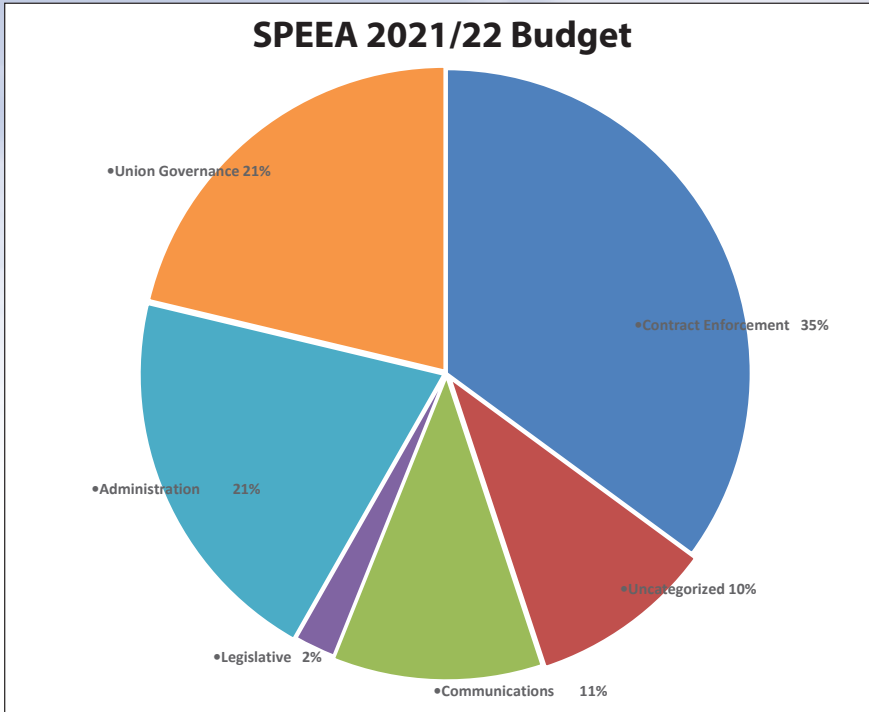
Members are welcome at any committee meeting throughout the year. Members typically gain voting rights by attending two consecutive meetings of the committee they'd like to join.

### Want to attend?

Email [meetings@speea.org](mailto:meetings@speea.org) for links to Zoom meetings and help with finding more information. Learn more about the committees at [www.speea.org](http://www.speea.org) (drop-down menu: Councils/Council Committees).

| SPEEA Committees  | Northwest Committees  | Midwest Committees   |
|---|---|--|
| Diversity<br>2 <sup>nd</sup> Wednesday<br>4 p.m. (PT) / 6 p.m. (CT)                           | Action & Communication Taskforce<br>1 <sup>st</sup> Wednesday<br>4:30 p.m. (PT) | Governing Documents<br>3 <sup>rd</sup> Tuesday<br>4 p.m. (CT)            |
| Governing Documents<br>3 <sup>rd</sup> Wednesday<br>4 p.m. (PT) / 6 p.m. (CT)                 | Governing Documents<br>3 <sup>rd</sup> Wednesday<br>5 p.m. (PT)                 | Legislative & Public Affairs<br>3 <sup>rd</sup> Monday<br>4:30 p.m. (CT) |
| Leadership Development & Training<br>1 <sup>st</sup> Tuesday<br>4 p.m. (PT) / 6 p.m. (CT)     | Labor Delegates<br>Quarterly or as needed                                       | Membership Activities<br>1 <sup>st</sup> Thursday<br>4:15 p.m. (CT)      |
| Legislative & Public Affairs<br>3 <sup>rd</sup> Monday<br>3:30 p.m. (PT) / 5:30 p.m. (CT)     | Legislative & Public Affairs<br>4 <sup>th</sup> Monday<br>4:30 p.m. (PT)        |  |
| Organizational Planning<br>3 <sup>rd</sup> Tuesday (Qtrly)<br>4:30 p.m. (PT) / 6:30 p.m. (CT) | Membership Activities<br>2 <sup>nd</sup> Tuesday<br>4:30 p.m. (PT)              |  |
| Veterans<br>4 <sup>th</sup> Thursday (odd months)<br>4 p.m. (PT) / 6 p.m. (CT)                | New Hire<br>4 <sup>th</sup> Wednesday (even months)<br>4:30 p.m. (PT)           |  |
|   | Safety & Wellness<br>1 <sup>st</sup> Monday<br>4:30 p.m. (PT)                   |  |
|   | Women's Advocacy<br>4 <sup>th</sup> Tuesday<br>4:30 p.m. (PT)                   |  |
|   | Young Members<br>4 <sup>th</sup> Wednesday (even months)<br>5 p.m. (PT)         |  |

## SPEEA 2021/22 Budget



*This pie chart shows the budget for the current year's expenses.*

## Elected leaders finalize SPEEA budget

SPEEA's Fiscal Year (FY) 2022 budget is set after multiple meetings, votes and final approval by the SPEEA Executive Board and SPEEA Council.

### Process

In the budget, the Executive Board maps out expenses for the coming year.

Executive Board Treasurer **Michelle Cooper** worked with SPEEA Comptroller **Pauline Tamblin** to draft a budget which went to the Executive Board and Councils for discussions prior to multiple rounds of voting.

To give input, Council Reps were invited to attend 'Meet the Budget' virtual meetings to ask questions. Then at the regional and SPEEA Council meetings, Council Reps debated and voted on their specific Council's budgets. In March, the SPEEA Council voted to pass the final overall SPEEA budget.

Throughout the year, the Executive Board oversees the budget, authorizes expenses and applies mid-course corrections as needed.

### About the pie chart

- Staffing, training, organizing and Executive Board/Councils' budgets are in multiple categories.
- Contract enforcement includes planning and negotiating for future contracts and legal services.
- The legislative portion of the budget includes travel expenses related to meetings with lawmakers to advocate for SPEEA issues when in-person meetings

resume. No dues are donated to political candidates or parties.

### COVID-19

This FY 2022 budget accounts for continued remote work due to COVID-19 restrictions with a gradual increase in meetings and travel later in the year.

After the budget was finalized, SPEEA learned it was eligible for a Paycheck Protection Program (PPP) loan. The AFL-CIO, IFPTE and SPEEA worked to ensure the expanded program, part of federal COVID-19 pandemic relief, included labor unions along with other nonprofits.

For those interested in more details regarding SPEEA's finances, check out the annual report by an independent auditing firm. This is typically featured in the August Spotlight.

### SPEEA sponsorship

## Congrats to winners of PNAAscholarships

Two community college students are on their way to becoming commercial pilots with help from SPEEA scholarships.

SPEEA sponsored two scholarships for 2021 through the Pacific Northwest Aerospace Alliance (PNAAs).

- **Rachel Patterson** – Patterson is studying aviation at Big Bend Community College to become a commercial pilot. After completing the program, she plans to pursue Certified Flight Instructor (CFI) training. "I hope to inspire and ignite the passion of flying in other young pilots," Patterson said. Later in her career, she hopes to become an airline pilot.
- **David Nyambura** – Nyambura is studying aviation at Green River College to become a commercial pilot. Nyambura came to the U.S. from Kenya, enrolled in the U.S. Army, and worked two jobs to afford school to become a commercial pilot. "Receiving this scholarship will give me an opportunity to change my life and that of my family."

SPEEA's ongoing commitment to the scholarship fund supports PNAAs' commitment to workforce development and the growth of the Pacific Northwest aerospace industry.

## Honoring Memorial Day

Memorial Day is as an annual day of remembrance to honor all those who died in service to the United States during peace and war. In recognition of the federal holiday, SPEEA offices will be closed Monday, May 31.

### Sign up today

## Connect with your union through home email

Don't miss out on urgent information and breaking news – sign up for SPEEA home email.

Many of the most urgent and sensitive matters impacting aerospace employees, including legislative updates and advocacy/action alerts, won't be sent to your work email.

SPEEA's policy is to only share the most important or timely information impacting our membership.

The system is self-managed, allowing members to opt in or out of a particular list or the system at any time.

Sign up at [www.speea.org](http://www.speea.org) to receive news that impacts you, your workplace, and your family in your personal email inbox or via text alerts. Look for the green box on SPEEA web home page with the text: Sign up for home email.



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A Joint SPEEA/Boeing Initiative



### Increased access

## Ed Wells Partnership prepares for a new future online and in person

By Jerry DiLeonardo  
SPEEA Co-director Ed Wells Partnership

Although the timing is still to be determined, the Ed Wells Partnership is beginning to plan for a return to the workplace for most Boeing employees.

Prior to the COVID-19-induced shutdown, 70 to 80% of Ed Wells classes were in-person. This model served the population well over the years as measured by high fill rates of classes as well as high participation rates by the members. Those who attended enjoyed the engagement and interaction afforded by in-person learning.

### Pandemic shift to virtual classes

When Boeing sent most employees to work from home more than a year ago, Ed Wells Partnership moved all learning to virtual platforms to continue delivering classes. While there was a learning curve to climb, the results were excellent, and a number of opportunities arose.

Classes continued to fill, many of them to higher capacities than a small classroom would accommodate. SPEEA-represented employees outside of the Puget Sound were able to participate at a much higher rate than they could previously. And employees whose work/life commitments made it difficult to attend in-person classes

for logistical reasons were now able to attend without the obstacle of getting to a classroom location.

### Survey results

Considering many employees will continue working remotely either full or part time and with the success of virtual learning, the Ed Wells staff decided it needed to re-evaluate how it would continue serving members in the future. To get stakeholder input, a survey went to all SPEEA-represented employees to gauge their preferences. The results, while not all that surprising, clearly indicate virtual learning opportunities are highly valued. Going back to the previous model is not an option.

What will that mean in real terms? Sometime this fall, depending on when employees start returning to the workplace, Ed Wells Partnership will resume some in-person classroom learning, concentrating on classes that simply cannot or would be too difficult to be taught virtually. These are the classes on hiatus for the last year. For most other classes, we will offer both virtual and in-person options, allowing for the maximum number of people to attend.

### Other Ed Wells offerings

In terms of other Ed Wells offerings, although a few people have been taking advantage of the Conference Grant program to attend virtual conferences, we will be getting ready for renewed interest as the country opens up and conferences go back to a large-gathering format.

The Global Technical Leadership certificate program, with the help of the University of Washington, our partner, has continued enrolling and graduating students throughout the pandemic using a virtual format. We expect to continue offering some of the classes virtually to open the program to more students.

The future looks bright for the Ed Wells Partnership in the months and years to come. New offerings continue to be developed with the help of our Technical Advisory Group. The virtual platforms that evolved out of necessity will be carried forward, allowing for interactive online experiences. And when necessary or preferred, in-person classes will be available.