

SPEEA WTPU/Boeing 2026-2030 Contract Offer

January

2026

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Agenda

Timeline & Background

Offer Highlights

Communications

- Handouts / Webpage
- Recorded Webinars
- Meetings
 - In Person
 - Virtual

Voting Process

Final Thoughts – Pros & Cons

Timeline & Background

- **WTPU Team Members**
 - Patti Brinkmeyer
 - Emily Forest
 - Wes Gardner
 - James Hatfield
 - Cathy Yeager
- **Internal Weekly 4-hour Meetings Started Aug 2025**
 - First Survey - September 2025
 - Second Survey - October 2025
 - Third Survey - November 2025
- **Main Table Negotiations began December 9, 2025**
- **Negotiations Paused Dec 17, Resumed Jan 5, 2026**
- **Tentative Agreement Reached January 15, 2026**
 - Unanimous Recommendation To Approve From Negotiation Team
 - Recommendation To Approve From WTPU Bargaining Unit Council

WTPU Offer Highlights

- **\$6,000 Bonus If Ratified Before January 31, 2026**
 - Can Be Taken As Cash Or Deferred To 401k, Subject To IRS Limits
 - Paid 1-2 Pay Periods After Ratification
- **Highest Contractual Wage Pools In WTPU History**
 - Transition From July Raises To March Raises Starting In 2027
 - Minimum 2% Raise Every Year For Every Eligible Employee
 - 50% Increase In Promotional Funds (0.50% To 0.75%)
- **Increased Incentive Plan (STIP To EIP)**
 - 6% STIP Target (12% Max) Increased To 7% EIP Target (14% Max)
 - Starting With 2026 Performance Year, Payable In 2027
 - No Change To 2025 Performance Year, Payable In 2026
- **More Paid Time Off (ETO To PTO)**
 - Starting 1/1/2027 - Increased PTO For All Employees
 - Starting 2/1/2026 - Increased Parental Leave Retroactively
- **Better Medical Plans At Lower Costs - Starting 2027**
 - Significantly Lower In Most All Cases
- **More Company Matching 401k Funds**
 - Starting 1/1/2027 – 100% Match On First 10%
 - Matching Includes New Company Incentive Plan in 2027 (EIP)
- **Miscellaneous**

Highest Contractual Wage Pools in WTPU History

20% over 4.8 Years

July 2026 = 5.0% Pool (Must be spent on unit)

- 2.0% Minimum + 3% Selective
- Plus Any Remaining 0.5% Promotional Unspent From Jul 2025-Jun 2026

March 2027 = 3.5% Pool (Must be spent on unit)

- 2.0% Minimum + 1.5% Selective
- Plus Any Remaining **0.75%** Promotional Unspent From **Jul 2026 – Dec 2026**

March 2028 = 4.0% Pool (Must be spent on unit)

- 2.0% Minimum + 2.0% Selective
- Plus Any Remaining 0.75% Promotional Unspent From Jan 2027 – Dec 2027

March 2029 = 3.5% Pool (Must be spent on unit)

- 2.0% Minimum + 1.5% Selective
- Plus Any Remaining 0.75% Promotional Unspent From Jan 2028 – Dec 2028

March 2030 = 4.0% Pool (Must be spent on unit)

- 2.0% Minimum + 2.0% Selective
- Plus Any Remaining 0.75% Promotional Unspent From Jan 2029 – Dec 2029

Potential Rolling of The Promo Funds

Fund Computation Date	Size	Spent from	Spent to	Unspent funds Roll to Selective Wage Pool
Apr-25	0.50%	Jul-25	Jun-26	Jul-26
Apr-26	0.75%	Jul-26	Dec-26	Mar-27
Dec-26	0.75%	Jan-27	Dec-27	Mar-28
Dec-27	0.75%	Jan-28	Dec-28	Mar-29
Dec-28	0.75%	Jan-29	Dec-29	Mar-30
Dec-29	0.75%	Jan-30	Dec-30	??

Increased Incentive Plan (STIP to EIP)

- Short Term Incentive Plan (STIP)
 - 2025 = **Spirit** Performance Score = 0% - 200%
 - WTPU Target 6%, Paid out (if any) = Spring 2026
 - Min = 0%, Target = 6%, Max = 12% of “eligible pay”
- Employee Incentive Plan (EIP)
 - 2026+ = **Boeing** Performance Score = 0% - 200%
 - WTPU Target 7.0%, Paid out (if any) = Following Spring
 - Min = 0%, Target = 7%, Max = 14% of “eligible pay”

EIP Historical Payouts

		Performance Score			
Performance Year	Paid Year	BCA	BDS	BGS	CORP
2024	2025	0.0%	0.0%	56.0%	19.0%
2023	2024	72.0%	80.0%	119.0%	90.0%
2022	2023	116.0%	71.0%	148.0%	111.0%
2021	2022	112.0%	111.0%	142.0%	122.0%
2020	2021	58.0%	86.0%	49.0%	64.0%
2019	2020	0.0%			
2018	2019	166.0%			
2017	2018	187.0%			
2016	2017	95.0%	99.0%	97.0%	
2015	2016	82.5%	97.5%	90.0%	
2014	2015	122.5%	127.5%	125.0%	
2013	2014	160.0%	162.5%	170.0%	
2012	2013	147.5%	160.0%	160.0%	
2011	2012	150.0%	150.0%	160.0%	
2010	2011	142.5%	120.0%	140.0%	
2009	2010	70.0%			
2008	2009	60.0%			
2007	2008	150.0%			
2006	2007	120.0%			
2005	2006	140.0%			

Current 2025 Performance Year



Simplified design with clarity and accountability



One-company score to promote working together



Operational goals focus on safety and execution



Effective January 2027

More Paid Time Off (ETO to PTO)

Years	Current ETO	Boeing PTO	Increase	Count	Average Salary	Value	Total Value
0-4	16	22	6	526	\$78,938	\$1,822	\$958,184
5-9	18	25	7	251	\$93,276	\$2,511	\$630,330
10-11	21	27	6	85	\$94,616	\$2,183	\$185,593
12-13	22	27	5	79	\$95,401	\$1,835	\$144,936
14	23	27	4	75	\$95,515	\$1,469	\$110,210
15	23	30	7	21	\$93,637	\$2,521	\$52,941
16-17	24	30	6	48	\$104,138	\$2,403	\$115,353
18-24	25	30	5	229	\$102,743	\$1,976	\$452,464
25+	25	32	7	255	\$114,815	\$3,091	\$788,253
				1569		\$2,191	\$3,438,262

Current Spirit ETO Plan = 2.0x max accrual, ability to sell back unused ETO

Current Boeing PTO Plan = **1.5x** max accrual, **NO** ability to sell back unused PTO

You have through December 2026 to sell back and/or “Burn” Excess ETO

(Problems with Mgt Approving ETO/Vacation? [Contact Local SPEEA Staff](#))

Effective January 2027

Better Plans at Lower Costs

Move to Boeing Non-Union Suite of Benefits

- Medical, Dental & Vision
- STD, Basic & Supplemental LTD (Disability)
- Basic & Supplemental Life
- Basic & Supplemental AD&D
- Business Travel Accident
- Flexible Spending Accounts
 - Health Care And Dependent Care
- Adoption & Surrogacy Assistance
- Fertility Benefits

Effective January 2027

Better Medical Plans at Lower Costs

May 2026 Enrollment For Short-Plan Year (July – Dec 26)

- Same Plans As Current (Blue, Green, etc)
- Same 60% Of G/B Deductible HSA Contribution
 - **No ability to Cashout Company HSA contribution**

November 2026 Enrollment For 2027 Calendar Year

- Staff Onsite For AOE Presentations
- All New Plans (One HDHP, One Non-HDHP)
- Full New Non-Union HSA Contribution (If Enrolled In HDHP)
 - 2026 = \$625 individual, \$1,250 Family
 - 2027 = ?
- Maintain Ability To Use CPC Providers
- Boeing's Plan Options And Rates For 2027 Still Being Finalized

Effective January 2027

Better Medical Plans at Lower Costs

Boeing Medical & Dental Plans

- Utilize Pay Bands To Determine Premiums
- Determined by Base Salary - July 1 Of The Prior Calendar Year

Current 2026 Pay Bands

- Base Salary <90k = Pay Band 1
- Base Salary 90k to 180k = Pay Band 2
- Base Salary >180k = Pay Band 3

	Spirit Plans				Boeing Non-Union		
	Green		Blue		2026 Contributions*		
	CPC	Non-CPC	CPC	Non-CPC	Advantage+ (HDHP)	Traditional (Non-HDHP)	
Pay Band 1	17%	22%	15%	20%	Pay Band 1	0.0%	12.5%
Pay Band 2	17%	22%	15%	20%	Pay Band 2	7.5%	20.0%
Pay Band 3	17%	22%	15%	20%	Pay Band 3	15%	27.5%

A message from

Uma Amuluru

Chief Human Resources Officer and Executive Vice President, Human Resources



This message is being sent to all U.S.-based employees

Colleagues,

Today marks the start of our 2026 Annual Benefits Enrollment period where you can select from our outstanding medical and dental plan options for the year ahead. We are proud and excited to provide you and your families access to affordable, high-quality care that, along with our other world-class benefits, offer the **best benefits in aerospace**.

As we continue to invest in you and your families' health and well-being, we are also pleased to share that we're keeping **paycheck contributions flat for the sixth year in a row** for most employees.

You've probably seen the news coverage about the rising cost of healthcare and the challenge it creates for many families. While many other companies have increased paycheck contributions an average of 5% each year since 2020, Boeing has absorbed that extra cost for the past six years by investing tens of millions of dollars in our team. This is virtually unheard of for most large companies – and it's money that stays in your pocket.

Nonunion - Medical	Contribution Percentage 2026		
	Pay Band 1	Pay Band 2	Pay Band 3
BCBS TMP	9.1%	14.6%	20.1%
Advantage+ health plan	0.0%	5.6%	11.2%

2025-2026 Spirit Non-CPC vs. 2026 Boeing Adv+ Rates Annual Rates

		16%	28%	30%			12%	8%	6%
		201	362	390			152	105	78
	Blue Plan Non-CPC	EE	ES/EC	ESC		Green Plan Non-NPC	EE	ES/EC	ESC
	Payband 1	\$1,640	\$3,279	\$4,918		Payband 1	\$2,363	\$4,725	\$7,088
	Payband 2	\$1,640	\$3,279	\$4,918		Payband 2	\$2,363	\$4,725	\$7,088
	Payband 3	\$1,640	\$3,279	\$4,918		Payband 3	\$2,363	\$4,725	\$7,088
	Adv+	EE	ES/EC	ESC		Adv+	EE	ES/EC	ESC
	Payband 1	\$0	\$0	\$0		Payband 1	\$0	\$0	\$0
	Payband 2	\$528	\$1,057	\$1,585		Payband 2	\$528	\$1,057	\$1,585
	Payband 3	\$1,057	\$2,114	\$3,171		Payband 3	\$1,057	\$2,114	\$3,171
	Difference	EE	ES/EC	ESC		Difference	EE	ES/EC	ESC
45%	Payband 1	-\$1,640	-\$3,279	-\$4,918		Payband 1	-\$2,363	-\$4,725	-\$7,088
54%	Payband 2	-\$1,111	-\$2,222	-\$3,333		Payband 2	-\$1,834	-\$3,668	-\$5,502
1%	Payband 3	-\$583	-\$1,165	-\$1,748		Payband 3	-\$1,306	-\$2,611	-\$3,917

Boeing Summaries: www.bcbsil.com/boeing

	Showing In-Network Benefits Only			
	Non-CPC		Current 2026 Boeing Benefits	
	Green Plan	Blue Plan	Advantage Plus Plan	Traditional Medical Plan
Individual Deductible	\$1,650	\$2,500	\$1,700	\$500 Per Person
Family Deductible	\$3,300	\$5,000	\$3,400	No more than \$1500 PP
Coinsurance (after meeting deductible)	20%	30%	10%	10%
Individual Medical OOP Max	\$3,000	\$4,500	\$3,100	\$2,200 Per Person
Family Medical OOP Max	\$6,000	\$6,850	\$6,200	No more than \$6,600 PF
Preventative Care (USPSTF A/B)	Covered 100%	Covered 100%	Covered 100%	Covered 100%
Preventative Medications	\$10 Co-Pay	\$10 Co-Pay	??	??
Primary Care	Ded Then Coins	30% after Deductible	10% after deductible	10% after deductible
Specialist Visit	Ded Then Coins	30% after Deductible	10% after deductible	10% after deductible
Mental Health Visits	Ded Then Coins	30% after Deductible	10% after deductible	10% after deductible
Diagnostic Tests	Ded Then Coins	30% after Deductible	10% after deductible	10% after deductible
Emergency Room Visits	Ded Then Coins	30% after Deductible	10% after deductible	\$100 copay then no charge after deductible
Hospitalizations	Ded Then Coins	30% after Deductible	10% after deductible	10% after deductible
Retail Generic Drugs	Ded Then Coins	30% after Deductible	10% after Deductible	10% (Min \$10, Max \$50)
Retail Name Brand Drugs	Ded Then Coins	30% after Deductible	25% After Deductible	25% (Min \$35, Max \$125)
Retail Non-Formulary Name Brand Drugs	Ded Then Coins	30% after Deductible	35% After Deductible	35% (Min \$50, No Max)
Individual Pharmacy OOP	Included in Medical	Included in Medical	Included in Medical	No More than \$5,150 PP
Family Pharmacy OOP	Included in Medical	Included in Medical	Included in Medical	No More than \$8,100 PF

<https://www.bcbsil.com/boeing/pdf/actives-information-guide.pdf>

Dental Premiums

		Dental						
		Spirit Plans			Boeing			
		Premier	Standard	Basic Plus	Network			
	Pay Band 1	10%	0%	0%	0%			
	Pay Band 2	10%	0%	0%	30%			
	Pay Band 3	10%	0%	0%	60%			
		Per Paycheck						
		2025-2026 Spirit		2026 Boeing		Per Paycheck	Per Month	Annual
Payband 1	Employee Only	\$1.99	\$0	\$0	\$0.00	(\$1.99)	(\$3.98)	(\$47.76)
	Employee & Spouse or Child(ren)	\$3.98	\$0	\$0	\$0.00	(\$3.98)	(\$7.96)	(\$95.52)
	Employee & Spouse & Child(ren)	\$5.97	\$0	\$0	\$0.00	(\$5.97)	(\$11.94)	(\$143.28)
Payband 2	Employee Only	\$1.99	\$0	\$0	\$6.40	\$4.41	\$8.81	\$105.72
	Employee & Spouse or Child(ren)	\$3.98	\$0	\$0	\$12.79	\$8.81	\$17.62	\$211.44
	Employee & Spouse & Child(ren)	\$5.97	\$0	\$0	\$19.19	\$13.22	\$26.43	\$317.16
Payband 3	Employee Only	\$1.99	\$0	\$0	\$12.79	\$10.80	\$21.60	\$259.20
	Employee & Spouse or Child(ren)	\$3.98	\$0	\$0	\$25.58	\$21.60	\$43.20	\$518.40
	Employee & Spouse & Child(ren)	\$5.97	\$0	\$0	\$38.37	\$32.40	\$64.80	\$777.60

Dental Benefits

In Network Benefits	Premier	Standard	Basic Plus	Boeing	
Network	Premier*	Premier*	Premier*	PPO Network	Premier Network
In-Network Balance Billing	No	No	No	No	No
Maximum Allowable	Fee	Fee	Fee	Fee	Fee
Deductible	\$25 (3x)	\$50 (3x)	\$50 (3x)	\$50 (3x)	\$75 (3x)
Annual Maximum	\$2,000	\$1,500	\$1,000	\$3,000	\$3,000
Preventative	100%*	100%*	100%*	100%*	80%*
Basic Care	80%	80%	50%	80%	50%
Major Care	50%	50%	50%	60%	50%
Orthodontia	50%	n/a	n/a	50%	50%
Ortho Maximum	\$1,750	n/a	n/a	\$4,000	\$4,000

www.deltadentalks.com

Miscellaneous Changes

- **Article 16:** Maintain retiree Medical for Day 1 employees (current 20% premium)
- **Article 11 LOA:** Upon Ratification
 - Retroactive Parental leave Up to 10 additional weeks if used within 12 months of birth
 - Expanded Definition of “family” for bereavement, but only 3 days per year
- Greater emphasis on seniority if layoffs occur
 - **7.5 (b)(2)** 1-4 management assessment & 0-4 seniority
 - **7.5(c)** In a tie, those with lowest seniority go first
- **7.16:** Enhanced Layoff benefits
 - One week of pay per year of company service
 - Minimum 4 weeks, maximum 26 weeks
- **4.1:** Annual Written PM from manager
- **4.1:** If submitted for promotion and denied, written explanation provided
- **4.2:** Boeing’s Learning Together Program (tuition assistance) effective Jan 2027
- **8.3(d):** Enhanced Limitations on Contractors performing WTPU work
- **10.9(a):** Limitations on extreme overtime
- **10.11:** Flexible schedules and WFH identified as an option (subject to mgt approval)
- **7.4(d):** Enhancements for Employee Requests for Transfers
- **New LOU:** Relating To Service Credits Post-Acquisition
- **New LOU:** Relating To Office Cleanliness and Maintenance
- **New LOU:** Relating to Development of Aviation Safety Action Program
- **New LOU:** Relating to Retaliation

Communications

- Handouts, Webpage & Recorded Webinar
 - www.speea.org / Bargaining Units / Current Negotiations / WTPU
- Meetings - Q&A Sessions
 - Virtual Sessions: 2:30-4:00pm Jan 21, Jan 22 & Jan 23
 - Limited to the first 200 people each session
 - Check Midwest Calendar for zoom link
 - In Person: Jan 27, Jan 28, Jan 29
 - Check Midwest Calendar for times / Locations:
 - https://www.speea.org/Communications/Midwest_Calendar.html

Voting Process – Members Only

- Online voting
 - Look for SPEEA letter mailed no later than Jan 23rd
 - Letter contains personalized code for each member and instructions to vote online through “Election Buddy”
- Optional In-Person Voting:
 - Starts **Jan 26** Ends **Jan 30**
 - During business Hours **8:30am – 5:00pm**
 - SPEEA Hall: **4621 E 47th St. S**
- **VOTING ENDS 5:00pm January 30!!**
 - Vote Count Starts shortly after 5PM January 30

Final Thoughts – Pros & Cons

Pros

- 4.8-Year Contract
- Largest WTPU Wage Pools
- \$6k Ratification Bonus
- Significantly More PTO
- Better Medical Plans
- Healthcare Premium Savings
- Increased Incentive Payouts
- More 401k matching (for most)
- Learning Together Program
- Additional LOA benefits
- Additional Parental Leave

Cons

- 4.8-Year Contract
- Tied to Boeing Non-Union
- Boeing Can Change:
 - Medical Plans & Premiums
 - Dental Plans & Premiums
 - 401k
 - Paid Time Off
 - Holidays
 - Leaves of Absence
 - Layoff Benefits
- No ability to sell back PTO
- No ability to take HSA as cash

Questions



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