

2026-2030

Highlights of our WTPU contract proposal

Effective Feb. 1, 2026, to Dec. 7, 2030 (4.8 years; shorter than last two contracts)



Pay

- **Two wage-pool increases** within first 13 months; aggregate pay increases for the bargaining unit would be:

July 2026

5%

March 2027

3.5%

March 2028

4%

March 2029

3.5%

March 2030

4%

- In addition, **promotional funds** will increase by 50% (to 0.75%).
- **Minimum 2% raises guaranteed** for everyone.



Bonuses

- **\$6,000 ratification bonus** paid in February, which can be taken as cash OR deferred into your 401(k) plan (subject to IRS limits)
- Transition from STIP to Boeing's **Employee Incentive Plan (EIP)** for the 2026 plan year, with an increased target payout of 7% and an increased max payout of 14%. First payout would be in March 2027. (2026 payout for 2025 STIP will occur as scheduled.)

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Only dues-paying members will get to vote on Boeing's final offer.
Join us today!

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Healthcare

- Moving to a suite of **Boeing insurance benefits** in 2027 will result in the average WTPU-represented worker saving \$3,100 a year in paycheck contributions for better coverage. Some will see savings of up to \$7,000, depending on which Spirit plan you currently are on.
- Eligible WTPU-represented employees will get **Healthcare Savings Account contributions** in both July 2026 and January 2027. After that, eligible employees in high-deductible health plans will get HSA contributions each January.



Retirement

- Starting in January 2027, Boeing will provide a **100% match on the first 10% of your 401(k) contribution**. The new 401(k) match also applies to EIP plan payments that are saved into your 401(k).



Time off

- Effective Feb. 1, **12 weeks of paid parental leave for parents of newborns or adopted children**; parents who had or adopted children in 2025 and received only two weeks' paid leave from Spirit **may** be eligible for up to 10 weeks of additional leave.
- On average, six additional days off (depending on your time in service) starting January 2027.



Job protections

- Improved **representation and just cause** protections
- More transparent and accountable **Performance Management process**
- Improved **transfer** process
- Stronger protections against **contract labor**
- Expanded **non-discrimination protection** including veteran status



Want more information? Look for a video overview and more at www.speea.org.

Have a question? Send an email to WTPUquestions@speea.org.