

# **SPEEA WEU Spirit/Boeing**



## **Regarding Section 21.5**



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# Main Topics

Background

Highlights

Final Thoughts  
– Pros & Cons

Documents Highlighted In **Red Bold** Are Available For Download On SPEEA Website And On The Spirit/Boeing File Share.

Documents Highlighted In **Blue Bold** Are Available On The Spirit/Boeing File Share

# Background

The **2024-2028 SPEEA/WEU contract** was ratified with Spirit in December 2024 after Boeing announced It would reacquire Spirit (July 2024), but before the reacquisition was completed in December 2025

- With this information, your WEU negotiation team insisted on “me too” language if non-unionized employees in Wichita transitioned to the Boeing non-union salaried suite of benefits
  - Overall, the Boeing non-union benefits are better than Spirit WEU benefits and cost much less.
- The “me too” language is codified in Section 21.5 of your contract and allows the WEU a one-time opportunity to accept the Boeing non-union salaried suite of benefits.
  - If chosen, certain parts of the contract become replaced with Boeing policies, procedures and plans as they change from time to time.
  - Wages, benefits and working conditions are mandatory subjects of bargaining
  - Your current contract expires December 2028

# Section 21.5 - Uniformity and Consistency

If, during the term of this agreement, the following group of benefits offered to non-unionized, non-executive employees in the company's Wichita Kansas location:

- Retirement (401k or pension), Medical, Dental, Disability, Life Insurance, Business Travel Accident Insurance, Leave of Absence, Vacation, Holidays, Layoff Benefits, Paid Time at Work or Paid Time Away from Work

Differ from the corresponding 12 benefits described in this agreement:

- Retirement and savings (Article 16 and Attachment A), Medical (Article 16 and Attachment A), Dental (Article 16 and Attachment A), Company Paid Short Term Disability and Company Paid Long Term Disability (Attachment A), Company Paid Life Insurance and Optional Supplemental Life Insurance (Attachment A), Company Paid Business Travel Accident (BTA) (Attachment A), Leave of Absence(s) (Article 11), Earned Time Off (Article 6), Holidays (Article 5), Layoff Benefits (Article 7), Paid Time at Work (Article 10), Paid Time Away from Work (Article 10)

The Company shall provide reasonable advance notice to the Union prior to any change impacting the above benefits of non-unionized, non-executive employees in the company's Wichita Kansas location. The WEU may make, between 12/1/2024 to 12/1/2029, a one-time election to adopt either all 12, or none, of those benefits listed as 1-12, as a group. Should the WEU elect to adopt the above listed 12 benefits in their entirety, such benefits will immediately (or, if enrollment is necessary, as soon as feasible) apply to the bargaining unit and all of the benefits and associated benefit language contained within the collective bargaining agreement shall immediately be voided.

In the event the WEU chooses to adopt the benefits offered to non-unionized, non-executive employees listed as 1-12 above, bargaining unit employees will receive exactly the same benefit on exactly the same terms as they apply to the non-unionized, non-executive employees. Such benefits and plans will be maintained at the sole discretion of the Company, and subject to change as determined solely by the Company. The Company would provide notice to the Union prior to the date any change is effective as to bargaining unit employees. These benefits/policies, and any and all changes to them will be applied equally to bargaining unit employees and non-bargaining unit employees alike. Any and all changes and decisions made under these policies or benefits, including but not limited to the decision to maintain or discontinue any such policy or benefits, shall be made at the Company's sole discretion and will not be subject to challenge, by grievance or otherwise, except as expressly provided within the language of the applicable policy or benefits.

# Background

- In March 2026, Boeing provided advance notice to SPEEA that the non-unionized, non-executive employees in the company's Wichita, Kansas location are scheduled to transition to the Boeing non-union salaried (NUS) suite of benefits effective January 1, 2027.
  - This advance notice triggered section 21.5 of your contract.
- The WEU Bargaining Unit Council (BUC) and the SPEEA Executive Board (EBoard) have both unanimously approved a **Letter of Understanding Regarding The Implementation of Section 21.5**, subject to an advisory survey of WEU membership.
- SPEEA staff have also prepared a **WEU Section 21.5 Writeup** document that dives into greater detail on the differences between the WEU and NUS benefits.

# Highlights

## Effective 1/1/2027: Major Differences

- Article 4 (Holidays) Replaced with:
  - **Boeing Paid Time Away from Work Guide**
  - No Change in Holidays, includes floating holiday
- Article 5 (Earned Time Off) Replaced with:
  - **Boeing Paid Time Away from Work Guide**
    - ETO changes to Paid Time Off (PTO)
    - Additional 2-4 Days Across The Board:
      - <15 years = 3 more days (74% = \$1,250)
      - 15-19 years = 4 more days (11% = \$2,313)
      - 20+ years = 2 more days (15% = \$1,262)
    - No ability to “cashout” ETO/PTO after 12/31/2026
    - Maximum Accrual Reduced from 2x Annual amount to 1.5x annual amount.
    - Bereavement changes from 4 days per death with defined definition of “family member” to 3 days per year and no prescribed definition of family member
- Section 7.16 (Layoff Benefits) Replaced with:
  - **Boeing Layoff Benefits Plan**
    - 1 week of pay per year of service
      - Minimum 4 weeks
      - Maximum 26 weeks
  - All other provisions of Article 7 remain unchanged

# Highlights

Effective 1/1/2027:

- Article 10 (hours of labor) Replaced with:
  - **Boeing Paid Time At Work Guide**
  - Level 3 lead \$1.75 Incentive - Sunset
    - Effective 1/1/2027, all current level 3 leads as of 12/31/2026 shall receive a one-time out of sequence base salary increase of \$3,640
  - Overtime Reduced from Time+\$8.50 to Time+\$6.50
    - Boeing NUS pay practices include something called “Extended Work Week (EWW)”.
    - Generally speaking, non-union Boeing employees must meet a 2 hours a day & 4 hours a week triggers before being paid time+\$6.50 for approved hours above the triggers.
      - Employees in Boeing skill codes covered by the **STEM Extended Workweek Waiver** are paid for all approved hours in excess of 80 in a pay period at time plus \$6.50 (not only those above the threshold)
  - Compensatory/Incidental Time - Sunset
    - Boeing policies do not allow “banking” flex time
    - All booked CIT must be “spent” prior to 2027

# Highlights

Effective 1/1/2027:

- Article 11 (leaves of Absence)
  - **Boeing LOA Handbook**
    - Maximum leave of Absence
      - WEU Maximum leave of absence = FMLA (12 weeks) plus 3 months
      - NUS Maximum leave of absence = FMLA (12 weeks) plus 27 months
    - Parental Leave (goal to implement sooner)
      - WEU = 8 Weeks of Parental Leave
      - Boeing NUS = 12 weeks of Parental Leave
        - including retroactive 4 additional weeks of pay
        - must be used within 12 months of birth
- Article 16 & Attachment A (benefits)
  - Change to Boeing Non-Union Suite
    - Medical, Dental, Disability, Life, etc.
    - Boeing Non-Union 401k & SSP

# Highlights

## Effective 7/1/2026

- Short Plan Year (Enrollment May 4-15)
  - WEU-represented employees will enroll in Spirit benefit plans May 4 through May 15, with benefits from July 1, 2026 to December 31, 2026
  - Due to the short plan year, some aspects of benefits will be adjusted. Specifically:
    - HDHP out-of-pocket maximum reduction: \$500 (individual) and \$1,000 (family)
    - Medical cost increases capped at 6.5% for this period only

## Effective 1/1/2027

- Boeing non-union plans take effect

## Additional Changes

- Align Salary Review and PM with Boeing NUS
- Align Merit effective date to NUS or no later than WTPU (3/5/2027)
- Align Salary Eligibility To Existing Boeing/SPEEA Prof/Tech Practices
  - Eligible = Fund Computation Date & Salary Effective Date
- Minimum Increase From \$1,750 To 2%
- Eliminate Lump Sum In Lieu Of Raise

# **Effective January 2027**

## **Better Plans at Lower Costs**

### Move to Boeing Non-Union Suite of Benefits

- Medical, Dental & Vision
- STD, Basic & Supplemental LTD
- Basic & Supplemental Life
- Basic & Supplemental AD&D
- Business Travel Accident
- Flexible Spending Accounts
  - Health Care And Dependent Care
- Adoption & Surrogacy Assistance
- Fertility Benefits
- All other NUS voluntary benefit programs

# Effective January 2027

## Better Medical Plans at Lower Costs

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

- Same Plans As Current (HDHP, LDHP)
  - Full HSA Contribution (WEU 50% Of HDHP Deductible)

November 2026 Enrollment For 2027 Calendar Year

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



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.

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

# 2025-2026 Spirit WEU HDHP vs. 2026 Boeing Adv+ Annual Rates

						152	105	78
	<b>HDHP Non-CPC</b>	EE	ES/EC	ESC	<b>HDHP - CPC</b>	EE	ES/EC	ESC
Spirit Rates	Payband 1	\$1,356	\$3,259	\$4,888	Payband 1	\$1,222	\$2,444	\$3,666
	Payband 2	\$1,356	\$3,259	\$4,888	Payband 2	\$1,222	\$2,444	\$3,666
	Payband 3	\$1,356	\$3,259	\$4,888	Payband 3	\$1,222	\$2,444	\$3,666
	Adv+	EE	ES/EC	ESC	Adv+	EE	ES/EC	ESC
Boeing Rates	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
24.7%	Payband 1	-\$1,356	-\$3,259	-\$4,888	Payband 1	-\$1,222	-\$2,444	-\$3,666
68.3%	Payband 2	-\$828	-\$2,202	-\$3,303	Payband 2	-\$694	-\$1,387	-\$2,081
7.0%	Payband 3	-\$299	-\$1,145	-\$1,717	Payband 3	-\$165	-\$330	-\$495

# WEU Migration - NUS Pay Bands

	Current Salaries	July 2026 Raises	March 2027 Raises
	<b>2027 Distribution</b>	(7/10/2026??)	<b>2028 Distribution</b>
Payband 1	<b>24.7%</b>	19.6%	<b>14.3%</b>
Payband 2	<b>68.3%</b>	70.7%	<b>72.3%</b>
Payband 3	<b>7.0%</b>	9.7%	<b>13.4%</b>

## NUS Pay Band History

	2019-2023	2024	2025	2026 - ??
Payband 1	0 - \$75k	0 - \$80K	0 - \$85k	0 - \$90k
Payband 2	\$75k - \$150k	\$80k - \$160k	\$85k - \$160k	\$90k - \$180k
Payband 3	\$150k+	\$160k+	\$160k+	\$180k+

# Boeing Summaries: [www.bcbsil.com/boeing](http://www.bcbsil.com/boeing)

	Showing In-Network Benefits Only			
	Non-CPC		Current 2026 Boeing Benefits	
	HDHP	LDHP	Advantage Plus Plan	Traditional Medical Plan
Individual Deductible	\$2,000	\$500 Per Person	\$1,700	\$500 Per Person
Family Deductible	\$4,000	No more than \$1500 PF	\$3,400	No more than \$1500 PF
Coinsurance (after meeting deductible)	20%	20%	10%	10%
Individual Medical OOP Max	\$4,000	\$4,000 Per Person	\$3,100	\$2,200 Per Person
Family Medical OOP Max	\$8,000	No More than \$8000 PF	\$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	20% after Deductible	20% after Deductible	10% after deductible	10% after deductible
Specialist Visit	20% after Deductible	20% after Deductible	10% after deductible	10% after deductible
Mental Health Visits	20% after Deductible	20% after Deductible	10% after deductible	10% after deductible
Diagnostic Tests	20% after Deductible	20% after Deductible	10% after deductible	10% after deductible
Emergency Room Visits	20% after Deductible	20% after Deductible	10% after deductible	\$100 copay then no charge after deductible
Hospitalizations	20% after Deductible	20% after Deductible	10% after deductible	10% after deductible
Retail Generic Drugs	20% after Deductible	20% after Deductible	10% after Deductible	10% (Min \$10, Max \$50)
Retail Name Brand Drugs	20% after Deductible	20% after Deductible	25% After Deductible	25% (Min \$35, Max \$125)
Retail Non-Formulary Name Brand Drugs	20% after Deductible	20% 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 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

## Boeing Network Dental Plan Benefits

### Dental Implants

- WEU = Dental Plan Benefit: \$10,000 dental plan benefit per plan year
- Boeing NUS - Medical plan coordinates with Dental plan (medical plan higher deductible, but unlimited annual maximum)
  - [Boeing Dental Implant Tip Sheet](#)

# 2026 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

# 401k / Retirement

- Current = 100% match on first 10%
  - Matching on Overtime
- Starting Jan 2027 = 100% Match on first 10%
  - No matching on Overtime
  - Matching on Incentive plan deferrals (EIP)
  - Student Loan Matching Program
  - Inclusion in Boeing Supplemental Savings Plan
    - For those exceeding IRC 415(c) limits
- Retiree Medical
  - No change to eligibility (Day 1 employees Age 62 only)
    - Premiums fixed at 20% (same as current non-CPC %'s)
  - Employees that retire on/after Jan 2027
    - Additional Boeing Medicare plan
    - Ability to maintain coverage for under 65 spouse for more than 12 months (Boeing spousal rule)
  - Unsubsidized (Access Only) Plan Closes 12/31/2026

# Final Thoughts – Pros & Cons

## Pros

- Same Benefits As WTPU, M&S & Boeing NUS
- More Days Off (PTO)
- Better Medical/Dental Plans
- Much Lower Medical Premiums
- Additional LOA Benefits
- Additional Parental Leave
- Wider Definition Of Family Member For Bereavement
- 401k Matching On Incentive
- Accelerated Annual Raises
- Level 3 leads get permanent \$3640 raise
- Two HSA Contributions In 6 Months

## Cons

- Tied To Boeing Non-union
- Boeing Can Change:
  - Medical Plans & Premiums
  - Dental Plans & Premiums
  - Paid Time Off
  - Holidays
  - Leaves Of Absence
  - Layoff Benefits
- Less Bereavement, Especially For Multiple Deaths In One Year
- No 401k Matching On Overtime
- Overtime Reduced \$2
- Higher Dental Premiums For Most
- No \$1.75 Incentive For People That Become Level 3 Leads After 1/1/2027
- No More Cashing Out ETO

# Typical Impact ~ \$2,400

Average WEU Salary	\$ 121,365
	\$ 2,470.84
Category	Gain (loss)
Medical Premium Reduction (Pay band 2 - Family CPC - HDHP)	\$ 3,308.00
Overtime Loss (12.5% Overtime - 10 hours PP)	\$ (520.00)
Dental Premium (Pay band 2 - Family)	\$ (317.16)
Does not count:	
Additional PTO Days (<15 years - 3 days @ Ave \$108k)	\$ 1,250
Accelerated Annual Compensation Review Cycle	
Lower Medical Plan Deductibles/OOP max	
Better Dental/Ortho Coverage	
Significant Enhanced LOA policy	
More Life Insurance	
4 Weeks Additional Parental Leave (<35 Ave \$91k)	\$ 7,000
Student Loan 401k Matching	

# Benefits of Letter of Understanding

- 7/1/2026
  - Reduced OOP Max For Short Plan Year
  - Reduced Healthcare Trend To 6.5%
- 2027+
  - Level 3 Leads = \$3,650 OOS Raise
  - Accelerated Raise Cycle
  - Increased Minimum Raise
  - Alignment Of ACR Eligibility
  - Eliminates Lump Sums In Lieu Of Raise
  - Retiree Medical
    - No Loss Of Subsidized Coverage
    - Additional Medicare Plan For Day 1 Employees Retiring After Age 62

# Questions



Before April 20th

Jason Collette ([jasonc@speea.org](mailto:jasonc@speea.org))

After April 20th

General Questions – Susanne Murphy ([susannem@speea.org](mailto:susannem@speea.org))

Compensation & 401k – Matt Kempf ([mattk@speea.org](mailto:mattk@speea.org))

Medical/Dental/Disability/Life/LOA – Jason Collette ([jasonc@speea.org](mailto:jasonc@speea.org))

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