

Section 21.5 - Uniformity and Consistency

The Boeing company has 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.

Because of the language in section 21.5, SPEEA WEU has an opportunity to adopt the same suite of Boeing Non-Union benefits if it so chooses. If adopted now, the transition from the current Spirit benefits to the Boeing non-union suite of benefits requires a short plan year for the upcoming open enrollment. The short plan year would be from July 2026-December 2026.

If adopted, the WEU would relinquish the right to bargain over the non-union benefits and policies until the next successor contract negotiations. Specifically, Articles 5, 6, 10, 11 and Attachment A would be entirely replaced with Boeing non-union plans, policies & procedures. The layoff benefits section of Article 7 (7.16) would also be replaced with the Boeing non-union layoff benefits plan, but all remaining portions of Article 7 would remain as is. The current WEU contract expires December 1, 2028.

If adopted, Boeing has offered the following additional enhancements for the short plan year (before January 2027):

- *Short plan year only*
 - Reduce HDHP out of pocket maximums by \$500 (individual) and \$1,000 (family)
 - Healthcare trend cost increases limited to a 6.5% increase.
- Provide the WEU the Boeing Paid Parental Leave benefits early (Tentative)
 - Including retroactive expansion of parental leave from 8 weeks to 12 weeks
 - Additional Leave must be taken within 12 months of birth/adoption

Further, if adopted, the following additional enhancements are offered beginning with January 1, 2027

- Align annual compensation review with WTPU and Boeing non-union
 - Accelerate 2027 raise from July 2027 to March 2027
 - Increase minimum raise from \$1750 to 2%
 - Eliminate the potential for lump sum in lieu of raise

Effective 1/1/2027, the WEU would receive the Boeing non-union 401k, medical plans, dental plans, basic and supplemental life, short, basic and supplemental long term disability, business travel accident, paid time at work policies (overtime, EWW, shift differentials, etc) and paid time away from work policies (PTO, Holiday, Bereavement, etc), layoff benefits, and leave of absence benefits policies (for qualifying events occurring on or after January 1, 2027) as they may change from time to time.

Currently, most of the Boeing non-union benefits are superior to the negotiated WEU benefits, with limited exceptions. The exceptions are minor considering the totality of the offer but may have a impact on specific individuals as outlined below:

- All employees working overtime (EWW provisions and \$8.50 to \$6.50)
- Level 3 engineering leads (eliminates Level 3 Lead incentives)

The major differences between the WEU and Boeing NUS are listed below:

Article 5 - Holidays

- There are no notable differences between SPEEA WEU and Boeing NUS, both include a floating holiday

Article 6 – Earned Time Off

- Boeing non-union receives more PTO than WEU has ETO across the board
- Boeing non-union policies do not:
 - Allow employees to cash out PTO
 - Allow employees to accrue more than 1.5x the annual accrual (WEU currently allows 2x)

| Complete Years of Service | WEU Days | NUS Days | Difference |
|---------------------------|----------|----------|------------|
| 0-4 | 19 | 22 | 3 |
| 5-9 | 22 | 25 | 3 |
| 10-14 | 24 | 27 | 3 |
| 15-19 | 26 | 30 | 4 |
| 20-24 | 28 | 30 | 2 |
| 25+ | 30 | 32 | 2 |

- Bereavement covered in the WEU Article 6 is covered in the Boeing paid time away from work guide.
 - Current WEU = 4 days per death, only specific listed members of immediate family

- Boeing NUS = 3 days per year, no prescribed definition of family member (whether related by blood or affinity by a close association with the employee)

Article 7 – **Layoff Benefits**

- SPEEA WEU layoff benefits:
 - Less than 1 year = 4 weeks of pay only if employee waives recall rights, otherwise nothing.
 - Between 1 and 10 = 8 weeks of pay
 - More than 10 years of service = 12 weeks of pay
- Boeing NUS layoff benefits
 - One week of pay per full year of company service, minimum 4 weeks, maximum 26 weeks.

Article 10 – **Hours of Labor**

- Engineering Lead Pay
 - Boeing does not provide additional pay for Level 3 engineering leads.
- Overtime
 - WEU Overtime Pay = Time plus \$8.50 per hour for all time worked.
 - Boeing NUS Extended Work Week (EWW) = Straight pay + \$6.50 for time worked in excess 80 compensated hours in a pay period when working on production or mission-critical work, subject to pre-approval by management. Employees classified in engineering and certain technical professionals are eligible for EWW from the first hour worked over 80 compensated hours in the pay period (i.e., no triggers before premium is applied).
- Compensatory/Incidental Time
 - Boeing policies do not permit the “banking” of flex time. All booked CIT would have to be “spent” prior to Jan 1, 2027.
- On-Call Time
 - Boeing Policies cover “on call time”. Boeing may place certain reasonable restrictions on how employees can use their personal time. This is acceptable as long as the restrictions do not result in the employee being unable to use the majority of the on-call time primarily for their own pleasure.

Article 11 – **Leaves of Absence**

- 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
 - 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

Attachment A

401k

- Same 100% match of first 10% of deferred
 - WEU includes overtime as eligible compensation (Boeing NUS does not)
 - Boeing NUS includes matching on deferred incentive plan payments (WEU does not)
 - Boeing NUS limits after-tax in-service distributions to one every 6 months (WEU now has no such limitation)
 - Boeing NUS includes in-plan Roth conversions, including automatic Roth conversion of after-tax contributions (WEU does not)
 - Boeing NUS includes a Student Loan Match feature (WEU does not)
 - Boeing NUS includes access to a nonqualified retirement plan, the Supplemental Savings Plan, for employees whose annual contributions (employee and employer) to the Boeing 401(k) have the potential to exceed annual IRS contribution limits (WEU does not)

Medical

- Better Medical plans at lower premiums for most all WEU represented
 - Boeing is anticipated to use the Nationwide BCBS PPO network
 - Boeing is anticipated to continue access to the CPC clinic
 - Boeing uses Pay bands to determine medical and dental premiums
 - Current WEU broken out by current Boeing 2026 pay bands

| | 2026 NUS Paybands | WEU |
|-----------|--------------------------|------------|
| Payband 1 | 0-89999 | 24.7% |
| Payband 2 | 90000-179999 | 68.3% |
| Payband 3 | 180000-269999 | 7.0% |

- Lower medical premium contributions for most:

- Boeing NUS - Medical plan coordinates with Dental plan (medical plan higher deductible, but unlimited annual maximum)
- Premiums
 - WEU = Approx. \$6 per paycheck family coverage
 - Boeing NUS pay band 1 free dental, pay band 2 pays 30% (approx. \$20 per paycheck family), pay band 3 pays 60% (approx. \$40 per paycheck family)
- Boeing NUS = Higher annual maximum (\$3,000 vs. \$2,000) and higher Ortho Maximum (\$4,000 vs. \$1,750)

Life Insurance

- More basic life insurance (1.5x vs. 1.25x base salary)

Retiree Medical

- The WEU has retiree medical for Day 1 employees (essentially hired before June 2005) that leave at/after age 62. Existing Spirit retiree medical eligibility provisions will remain intact.
- Effective January 1, 2027, eligible Day 1 pre-65 retirees will have access to the same medical plan options as provided to active employees.
- Effective January 1, 2027, the contribution cost for pre-65 retiree medical plan options will be 20% of the cost of the plan.
- Eligible Day 1 employees who retire on or after January 1, 2027 will have access to the retiree “access only” (unsubsidized) Medicare post-65 plan option available to nonunion employees.
- The WEU also has “access only” pre-65 retiree medical where non-Day 1 employees can pay the whole cost of retiree medical. Boeing NUS has no such provisions. There are currently two former WEU represented employees on the “access only” plan. The unsubsidized retiree medical plan will be closed effective December 31, 2026.