

## LETTER OF UNDERSTANDING

Between Spirit Aerosystems, Inc., a wholly owned subsidiary of The Boeing Company

and

Society of Professional Engineering Employees in Aerospace – Wichita Engineering Unit

Regarding Implementation of Section 21.5

Dated: April 14, 2026

This Letter of Understanding (“LOU”) memorializes the agreement between Spirit Aerosystems, Inc., a wholly owned subsidiary of The Boeing Company (“Company”), and SPEEA Wichita Engineering Unit (“WEU” or “Union”) regarding the implementation of Section 21.5 of the parties’ 2024–2028 Collective Bargaining Agreement (“CBA”).

This LOU is intended to facilitate alignment of certain benefits and policies with those applicable to Boeing non-union salaried (“NUS”) employees in connection with the planned transition effective January 1, 2027.

The Company has provided advance notice to the Union that non-union, non-executive employees in Wichita, Kansas are scheduled to transition to the Boeing NUS benefits suite effective January 1, 2027.

Pursuant to Section 21.5 of the CBA, the Union has elected to adopt the applicable Boeing NUS benefits, subject to the terms and conditions outlined in this LOU.

### **1. Incorporation of Boeing Policies (Effective January 1, 2027)**

Unless otherwise specified below, the following CBA provisions shall be replaced in their entirety by the applicable Company policies, as may be amended from time to time:

- Article 5 (Holidays) and Article 6 (Earned Time Off) will be replaced by the Boeing Paid Time Away from Work Policy
- Article 7, Section 7.16 (Layoff Benefits) will be replaced by the Boeing Layoff Benefits Plan (SPD) (All other provisions of Article 7 remain unchanged)
- Article 10 (Hours of Labor) will be replaced by the Boeing Paid Time at Work Policy

- Article 11 (Leaves of Absence and Jury Duty) will be replaced by the Boeing Leaves of Absence Policy and Paid Time Away from Work Policy

- Article 16 (Group Insurance & Retirement Plans) and Attachment A (Benefits Matrix) will be replaced by the applicable Boeing NUS benefits programs

## **2. Administration of Incorporated Policies**

The parties acknowledge that the referenced Boeing policies and benefit plans are Company-administered, may be amended, modified, or discontinued on a prospective basis, and will be applied to WEU-represented employees consistent with NUS employees unless otherwise specified in this LOU.

## **3. Engineering Lead Pay Sunset**

As a result of Article 10 (Hours of Labor) being replaced by the Boeing Paid Time at Work Policy, the Engineering Lead Pay additive referenced in section 10.4 will be sunset.

Effective the first full pay period following January 1, 2027, all Level 3 Leads as of December 31, 2026, shall receive a one-time, out-of-sequence base salary adjustment of \$3,640.

This adjustment replaces the prior lead premium and is being provided on a one-time non-precedent setting basis.

## **4. Parental Leave Enhancement**

The Company will extend the Boeing Paid Parental Leave policy to WEU-represented employees on the same terms and conditions as it is implemented for NUS employees.

## **5. Health, Welfare, and Retirement Benefits**

Effective January 1, 2027, employees covered by this Agreement will receive the same benefit programs offered to Boeing NUS employees (subject to regional availability) on a plan year that is based on the calendar year (January – December), including Medical, Vision, and Dental plan options, retirement savings plans Short-Term Disability, Basic and Supplemental Long-Term Disability, Basic and Supplemental Life Insurance, Basic and Supplemental Accidental Death and Dismemberment, Business Travel Accident benefits, Health Care and Dependent Care Flexible Spending Accounts, adoption assistance, surrogacy assistance, and fertility benefits, under the same practices and provisions including HSA availability and contributions (for the HDHP medical plan option) as well as all other voluntary benefit plans.

Employee contributions, plan design, and administration will mirror those applicable to similarly situated NUS employees, as may be amended from time to time.

Effective beginning with the first pay period paid in January 2027, employees covered by this Agreement shall be eligible for the same 401(k) employee and employer contributions identified in the summary plan description (SPD) for the “The Boeing Company 401(k) Retirement Plan” (Boeing 401(k)) applicable to the non-union Boeing employees. The Company reserves the right to unilaterally alter, amend, and/or modify the Boeing 401(k) at its sole discretion without further bargaining.

## **6. 2026 Short Plan Year (Transition Period)**

To facilitate alignment, the parties agree that WEU-represented employees will have a short plan year from July 1 through December 31, 2026 with the following provisions:

- WEU-represented employees will enroll in Spirit benefit plans May 4 through May 15, with benefits effective July 1, 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

## **7. Retiree Medical**

Effective January 1, 2027, eligible Day 1 employees may enroll in the same medical benefit options as provided to Boeing NUS active employees (subject to regional availability) on a plan year that is based on the calendar year (January – December),

Eligibility for pre-65 subsidized retiree medical remains unchanged under the current CBA.

- Effective January 1, 2027, the contribution cost for pre-65 subsidized retiree medical plan options will be set at 20% of plan cost.
- Eligible post-65 retirees who retire on or after January 1, 2027 will have access to Boeing Medicare options.
- The Spirit unsubsidized pre-65 retiree medical plan will close December 31, 2026.
- Spousal/domestic partner eligibility will be governed by Boeing plan documents.

## **8. Annual Compensation Review Alignment**

Effective beginning with the 2027 compensation cycle WEU-represented employees will:

- Align Salary Review and Performance Management to Boeing NUS.

- Align to a Fund Computation date of December 31, 2026.
- Align Merit effective date to non-union date or no later than WTPU effective date.
- Align Salary Review eligibility to existing Boeing/SPEEA Prof/Tech practices.
- Minimum annual salary increase changes from \$1,750 to 2%
- Lump sum payments in lieu of base increases will be eliminated.

**9. No Other Changes**

Except as expressly modified by this LOU, all other provisions of the 2024–2028 CBA remain in full force and effect.

**10. Entire Agreement**

This LOU constitutes the full agreement of the parties regarding Section 21.5 implementation and supersedes any prior discussions on this subject.

Spirit Aerosystems, Inc., a wholly owned subsidiary of The Boeing Company

By: Khalilah Ibrahim

Date: April 16, 2026

SPEEA

*Andrew Sherman*

By: \_\_\_\_\_

Date: April 14, 2026