

## Invest in Workers. We Make Boeing Soar.



### Market-leading compensation

- A return to market-leading compensation
- Rewards for performance, tenure and technical leadership
- Increased pay for overtime, on-call and travel
- Increased retirement security and company revenue sharing

**Every hour worked, every hour valued.**



### Benefits that matter

- More affordable and accessible care for ourselves and our families
- Retiree medical for all SPEEA-represented workers
- Improved medical, dental and vision

**Strong benefits, strong workforce.**



### Time to work. Time to live.

- Flexible working arrangements to support the membership's diverse needs
- Additional paid leave for all
- Payout of unused leave with no forfeitures

**A rested workforce performs better.**



### Fairness and accountability

- Performance management that rewards real impact
- Improved contract enforcement language and member representation
- Clear process for layoffs and recalls, without exceptions

**"Give a Damn" goes both ways.**



### Develop and maintain the workforce

- Outsourcing accountability through transparency, limits and member protections
- Technology that empowers workers, not replaces them
- Increased investment in career growth, training and mentorship
- Enhanced opportunities for retraining and transfer to other Boeing jobs

**Protect the talent. Protect the future.**

## Aerospace Excellence Isn't Free.



# Countdown to **CONTRACT 2026**



## Want a great contract? **Take action!**



### **Wear red on Wednesday!**

Wear a red shirt on Wednesday or put it on your chair to support negotiations and our team.



### **Show our strength in your work area**

Help make sure your work area has SPEEA visibility items such as badge backers, No Nerds magnets, desk tents, buttons, patches and more! Ask your Council Rep or Contract Action Team (CAT) member for items or stop by your nearest SPEEA hall.



### **Join your Contract Action Team (CAT)**

CAT members directly support our Negotiation Team by increasing visibility, communication, awareness and feedback during negotiations. Join us at the next meeting - [speea.org/cat-2026/](https://speea.org/cat-2026/).



*RSVP to  
join us!*



### **Attend Solidarity School classes**

The Labor Education and Research Center (LERC) has teamed up with SPEEA staff for a series of classes with tools for all of us to build a stronger union. See what's coming up at [speea.org/solidarity-school/](https://speea.org/solidarity-school/).

*Learn  
more!*



## **Stronger together!**

**Stay updated on Current Negotiations**  
[speea.org/bargaining-units/speea-prof-tech/](https://speea.org/bargaining-units/speea-prof-tech/)

