

A day in the life of our negotiation team at the hotel

We heard you had questions about how we are working at the table negotiating with Boeing. You can find a full negotiations FAQ at our speea.org negotiations update page.



What does a typical day in SPEEA negotiations look like?

Our team meets in a hotel conference room in the morning to discuss our agenda for the day. Our focus has been editing different proposals we received or plan to pass to the company on the different contract sections.

When we have discussions with the company, it typically takes less than an hour. We pass the edited proposals with an explanation of the changes. Both sides then meet on our own to discuss the proposals and counterproposals we just received.

This process is repeated throughout the day. Then, we conclude the day with an internal team briefing and discuss the message to go out to members.

Who speaks at the table?

Different Negotiation Team members speak on the context and the intent of what we are trying to accomplish with specific language. The team usually chooses a facilitator to explain the intent of the language after there has been discussion during our SPEEA-only internal meetings.

How do you determine what language to write?

We reference member survey information, including the Negotiation Preparation Committee report, as well as input from staff who have several years of experience assisting members on contract issues.

We attempt to capture the intent of what is needed as best as we can and then propose language to document that intent.

How many people are in a meeting?

Some sessions with the company team are smaller to handle specific issues.

All members are present for bigger issues. Since topics vary from section to section, sometimes the actual discussion may address one or two lines in a section, sometimes it will cover the intent of multiple sections. An example is work flexibility. This topic impacts many sections, so it typically requires a larger group.

The entire team is usually present for passing formal proposals back and forth.

Continued on page 2

Continued from page 1

How does this year's negotiations differ from others?

We're trying a form of "interest-based" negotiations, meaning a lot of problem-solving discussion between us and the company, with input from our negotiation team alternates. This format also helps us meet in smaller union-company groups to find solutions on topics where we have a common interest such as retention.

We're also negotiating in a different context from previous years. For example, we are all aware of the results of Boeing's negotiations with IAM 751, and there have been changes in company leadership and management style.

All of this is taking place against a backdrop of thousands of members showing support in their workplace with red shirts on Wednesdays, SPEEA lunchtime events, visibility items everywhere, social media campaigns and more!

Want a great contract?



Stay informed!

- Make sure SPEEA has your home email and text authorization.
- In addition to sending updates to members' personal email, we also post messages on our Current Negotiations webpage.
- Don't just follow the Boeing "GRP: SPEEA Negotiations" at work. Those are NOT official SPEEA updates.



Show support

- Wear a red shirt on Wednesday – We want to grow our numbers every week. Join a group photo in your area or organize one!
- Help increase SPEEA visibility in your work area! Display desk tents and other solidarity items to show you support getting a great contract.



Take action

- Join the Contract Action Team – This is our team's support committee for actions and member engagement. speea.org/cat-2026/.
- Attend Solidarity School (labor education) – Learn how to help build unity and support. See what's coming up at speea.org/solidarity-school/.

