

2026 Prof and Tech Contract Summary

SPEEA
IFPTE LOCAL 2001

Highlights of our Prof and Tech contract proposal

General

- No takeaways
- Contract duration of four years, ending October 11, 2030.



Compensation

*If ratified before
Aug. 22*

Wage Pools

(highest wage pools in more than 40 years)

Upon Ratification	March 2027	March 2028	March 2029	March 2030
3%	7.0%	5.5%	5.5%	5.5%
General Wage Increase (Retro to 2/20/26)	Salary Pools during ACR, plus 0.5% P/OOS	Salary Pools during ACR, plus 0.5% P/OOS	Salary Pools during ACR, plus 0.5% P/OOS	Salary Pools during ACR, plus 0.5% P/OOS

Totals = 31.9% compounded salary increases

(Including Performance, Promotion & Out of Sequence)

- Annual guaranteed minimum wage increases tied to inflation (max 3%)
- **Employee Incentive Plan (EIP) & Other Bonuses**
 - Retroactive 40% increase in the 2025 performance year (2026 paid) EIP
 - 40% increase in the 2026 performance year (2027 paid) EIP, expected Spring 2027
 - A special onetime award of 40 restricted stock units (RSUs), interns will get \$2,000 cash instead of stock. Taxes on RSUs will be owed upon vesting.

The retroactive payments in top two bullet points will be paid less all required taxes as soon as administratively feasible

- Future EIP targets raised 40% from 5% to 7%
- **401(k) Plan Changes**
 - All current employees (hired prior to January 1, 2027)
 - No change to match (receive 75% match on first 8%)
 - Effective January 2027 - individuals under age 40 years receive 1% additional non-matching SCRC (from 3% to 4% - affects 7,800+ people)
 - Contribution when reaching age 50+ remains unchanged (5%)
 - All new employees (hired after Jan. 1, 2027)
 - No change to match (receive 75% match on first 8%)
 - All new employees will receive a 4% company contribution.
 - Members contributing at least 8% will receive 10%.
- **Pension: Basic BCERP Benefit increased from \$100 to \$110**
- **Prof Overtime: Premium increased from \$6.50 to \$8.50.**
 - First increase since 1989

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Benefits

- **Early Retiree Medical (ERM)**
 - New access-only retiree medical eligibility for all employees who leave after age 55 with at least 10 years of service who were previously excluded from the legacy benefit by being "last hired" on/after January 1, 2007. This will include the Medicare plan after becoming Medicare-eligible
 - Created new Health Reimbursement Arrangement (HRA) for all members who terminate employment retirement eligible. Funded with the amount equal to the sick leave cashout to pay for medical expenses or premiums income tax free. Does not affect current sick leave payout.
 - Eliminated the exception that had excluded Utah employees from the legacy retiree medical eligibility. No other changes to the legacy benefit.
- **Medical Benefits**
 - No change to plan design or pay bands (remaining the best at the Company)
 - Dental remains free
 - Doubled orthodontia lifetime maximums to \$4,000 (Up from \$2,000)
 - Increased annual dental maximum benefit to \$3,000 (Up from \$2,500)
 - Access to infertility and doula benefits (effective January 1, 2027)
 - Access to Primary Care+ program
 - Access to no-cost or low-cost medical services near most sites
 - While SPEEA does not control the vendors Boeing uses, SPEEA has pressured the company on Davis for years. VSP is returning effective January 1, 2027.
 - Increased frame reimbursement from \$90 to \$110
 - SPEEA couples can finally be on the same plan
 - All new voluntary benefit programs will now be extended to SPEEA members without bargaining
- **Childcare**
 - Agreement for Boeing to work with SPEEA to help identify new child care options in the face of increasing costs for members and to discuss during meetings of the Joint Benefits Committee.
 - Codified 10% discounts at Bright Horizon Facilities (Everett and Longacres)
- **Doubled Personal Protective Equipment (PPE) Budget**
 - \$150 per year for safety shoes, and now can be used for other personal protective equipment (PPE) such as glasses (up from \$75 a year)



Work/Life Balance

- **Three additional paid days off**
 - Two extra days of vacation for all members across the board (first increase for all members since 1983)
 - One floating holiday (consistent with non-union application)
- **Effective upon ratification for 2026 - three days of bereavement leave annually without depleting vacation and sick leave balances**
- **Virtual / remote work**
 - There are no more upper-level mandates banning virtual work
 - Defined process for members to request and managers to grant virtual work. If denied, the manager must have a business justification. This process, including an appeal, is in the Collective Bargaining Agreement (CBA)

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Work/Life Balance

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- Mandatory overtime hours now capped at 112 hours quarterly (reduced from 144 hours quarterly)
- Alternate work schedules codified
 - 4x10s, 9x80s, 3x12s are specifically listed in the CBA.
- No change to sick-leave accrual, usage, cashout, etc.
- **Part-time benefits**
 - Minimum hours required to maintain full benefits reduced from 32.1 to 24 hours. The intent of this change would be to use this for life events (new baby, sick family, aging parents) or for a phased retirement, subject to management approval.
 - Part-time should be more accessible due to a revised Letter of Understanding (LOU) 11, which says part-time request approvals will not be unreasonably withheld.
 - Employees scheduled for 19.1 to 23.9 hours will continue to pay 40% premium for benefits. (No change)
- **For the Prof unit only**
 - Flexing for travel outside your regularly scheduled shift “will not be unreasonably denied”
 - No change to personal business (PERBUS) or non-industrial illness (NONIND)
- **Tech-specific items**
 - A side letter to address a longstanding SPEEA issue with the Numerical Control (NC) programming job responsibilities
 - A Boeing Tech skill team leader, to work across all functions
 - Partner with business and functional leaders on staffing, regional colleges and technical schools and apprenticeship opportunities
 - Identify future skill and capability needs and determine how to evolve career pathways
 - Better training deployment in Ed Wells
 - Expand the Engineering Career Build Plan to include the technical unit



Commitment to the workforce

- LOU signaling commitment to the Pacific Northwest written by Boeing executives
 - Includes a high-level meeting at least twice a year with the President of BCA, other leaders and SPEEA representatives to discuss workplace and market issues.
- LOU committing side letters into the contract
 - Side letter settling indemnification issue (employees acting on behalf of the company, in good faith, are protected against legal action)
 - Side letter addressing Purchased Services.
 - More rigorous oversight and SPEEA involvement in Purchased Services
 - Purchased Services in SPEEA skill codes will be released prior to layoffs by SPEEA employees, similar to contract labor.
- LOU for Bi-Party agreement, similar to an Aviation Safety Action Program (ASAP)
 - Bi-Party agreement is a committee of Boeing and SPEEA to work through safety issues brought up by SPEEA members
 - The committee serves as a way for members to raise safety issues without fear of reprisal
- Revised Notice of Remedial Action (NORA)
 - A more-robust process revised to protect members from abuse of process and now requires oversight by skill team

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Commitment to the workforce

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- Simplify retention process from having R1/R2/R3 (40/40/20) ratings to R1/R2 (80/20) ratings.
- A seniority bump remains at 20 years for Profs and at 25 years for Techs (Techs maintain retention by level)
- Revised Performance Management (PM) process
 - No forced distribution
 - Agency in individual priority development
 - Alignment with non-union PM process
 - Stronger link between performance rating and salary increases
 - Appeal process better defined
 - SPEEA will partner to develop training with the company on how to get the most out of the PM process. Training for members and managers.
 - Self-assessments and peer evaluations are allowed but voluntary
- **Layoff Benefits**
 - Increased involuntary and voluntary minimum layoff benefits for those with at least one year of service (four weeks minimum pay)
 - Established medical layoff process for specific situations
- Force Majeure limitation added to Art. 8.5(f)(2), which specifically excludes labor strikes
- Priority Recall profiles gain location preferences
- Joint working groups to address use of Artificial Intelligence in the workplace (LOU and Side Letter)
- Greater involvement and enforcement of jurisdiction authority and disputes (Article 22)



Education/ LTP

- Learning Together Program (LTP) benefits codified within the contract. SPEEA members are no longer excluded for reimbursement of professional certifications subject to management approval.
- Increased funding for the current Ed Wells, additional funding for the four functional representatives and additional position
- Ed Wells program administrator duration lengthens from two to three years
- **New role: Ed Wells Functional Advisers**
 - Goal is to help SPEEA members influence the functional engineering direction, develop the talent pipeline, respond to an evolving technological landscape and create a real partnership
 - Four new positions will be introduced to support engineering and technical talent development and may expand over time.
 - Selection will follow Ed Wells/Joint Policy practices, with details to be defined within four months of contract ratification.
 - The parties will meet biannually to refine the roles, responsibilities and potential expansion into new functions.



Want more information?

Look for more details, including the Prof and Tech contract red-line changes, SPEEA's Contract Offer Impact Calculator and more information at:
speea.org/bargaining-units/current-negotiations/prof-tech-2026-2030-contract-offer

