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FOR IMMEDIATE RELEASE

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SPEEA Negotiation Team unanimously endorses Boeing Prof and Tech contract offer

SEATTLE – SPEEA, a union for aerospace professionals, has a new contract offer for members of the Professional and Technical Bargaining Units to vote.

After months of work and weeks of negotiations with Boeing, the SPEEA Prof and Tech Negotiation Team unanimously endorsed the offers to both bargaining units.

Details on voting are still being finalized.

The union's bargaining team, comprised of 10 union members, unanimously endorsed the offer.

"Our task was simple in principle, but complex in reality. We took the survey and contract enforcement data and distilled it down to the Contract Priorities we put forth in May," said **Andrew Ferguson**, Negotiation Team member and an Associate Technical Fellow and Engineering Unit Member. "When I look at the final offer Boeing has presented, we have been able to achieve meaningful movement from all of those areas."

The team also emphasized there are no takeaways.

"This is a great starting point for someone's long-term career," said **Kevin Boyd**, production engineering tool designer and Boeing Designated Expert.

The offers provide for:

- Wage pools compounding to 29.4% over the four years of the contract – 31.9% when factoring in promotions and out of sequence. This is the union's largest wage-pool increase since 1983;
- Guaranteed minimum wage increases tied to inflation;
- A 40% increase in the target payout for the union's annual incentive bonus plan;
- An immediate pay increase of 3% retroactive to Feb. 20
- Plus an amount equal to 40% of each union member's 2026 incentive bonus;
- 40 units of restricted Boeing stock, worth more than \$9,000 at today's price.

"This offer addresses many of the longstanding issues affecting our members as well as providing security for future members to ensure that this isn't just a job, but a career," said Negotiation Team member **Mike Berryhill**, a production engineer. "Hopefully members will see the positives in this offer."

In addition, the contract offers:

- Three extra days of paid leave for everyone.
- Lower limits on mandatory overtime.
- Improvements in health and dental benefits with no change in cost to union members.
- More opportunities for virtual work.
- A commitment for twice-annual meetings with the president of Boeing Commercial Airplanes and other senior Boeing executives to discuss how SPEEA members can best be deployed to aid the company's growth plans.
- The creation of new union-represented workforce roles to ensure that union members have the right skills to fill those future jobs at Boeing.
- A commitment to create a joint labor-management committee to study potential uses of Artificial Intelligence.

"Our responsibility is to represent every single member of the union," said **Debi Pennington**, technical designer. "Every member should find something in this contract offer that speaks to them."

Details on voting will be coming soon, after the union's Bargaining Unit Councils, made up of Council Reps and Executive Board members representing Profs and Techs, have a meeting to discuss the offer. They will determine if they want to recommend, reject or remain neutral at a special meeting Thursday, Aug. 6.

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About SPEEA

SPEEA – the Society of Professional Engineering Employees in Aerospace – represents nearly 20,000 aerospace professionals in Washington, Oregon, California, Utah and Kansas. That includes 13,000 members of its Professional Unit and 4,000 members of its Technical Unit, who work primarily at Boeing's facilities in western Washington. Chartered in 1948, SPEEA is affiliated with the International Federation of Professional & Technical Engineers as IFPTE Local 2001.



society of professional engineering employees in aerospace

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