

Economic Comparison: Spirit AeroSystems IAM District 70 & Boeing IAM District 751/W24		
	Spirit AeroSystems IAM District 70	Boeing IAM District 751 & W24
General Wage Increases	6%, 4%, 4%, 6%	13%, 9%, 9%, 7%
Wage Ranges	Wages range from \$20.50 to \$45.04 per hour. See chart on next page for full Spirit wage tables	Wages range from \$20.32 to \$65.22 per hour. See chart on next page for full Boeing wage tables
Bonuses	Guaranteed bonus of 2% of earnings per year	Guaranteed bonus of 4% to 6% of earnings per year
Progression Increases	\$0.30 progression increase every 12 weeks (\$1.30 per year) No acceleration to the maximum rate.	\$0.50 progression increases every six months (\$1.00 per year) All employees “zoom” to max rate after working 6 years in the bargaining unit.
Shift / Schedule / Work Premiums	2 nd Shift: \$0.80/hr 3 rd Shift: \$0.10/hr 3 rd shift receive 1.5hr pay for 6.5hr work Saturday/Sunday Schedule: \$2.50/hr Lead: \$1.75/hr	2 nd Shift: \$1.25/hr 3 rd Shift: \$0.30/hr 3 rd shift receive 1.5hr pay for 6.5 hr work Irregular schedule: \$0.75/hr Lead: \$2.00/hr
Cost of Living Adjustments	Wages increase by \$0.01 for every 0.2-point change in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) - Applies only to maximum rates. - Applied annually.	Wages change by \$0.01 for every 0.075 percent change in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) - Applies to minimum and maximum rates. - Applied quarterly; rolled in annually.
Retirement (assuming employees maximize 401k match)	\$2.10 per hour to IAM National Pension Fund (equivalent to 6% of the average wage) Matches half of employee 401k contributions up to 4% of wages (maximum match of 2%) Max District 70 Spirit retirement package: 6% pension + 2% employer match = 8%	Automatic Boeing contribution of 4% of wages to 401k to all employees Matches all employee 401k contributions up to 8% of wages (maximum match of 8%) Max District 751/W24 Boeing retirement: 4% 401k contribution + 8% match = 12%
Mandatory Overtime Restrictions	No employee shall be <i>made to work</i> OT more than: 128 OT hours per calendar quarter - Any weekend OT (weekend is voluntary) - Any holiday or adjacent-weekend OT - Weekend OT coinciding with a vacation scheduled 3+ days in advance	No employee shall be <i>made to work</i> OT more than: 112 OT hours per quarter - Working consecutive weekends 8 hours of weekend OT 2 hours of weekday OT - Any holiday or adjacent-weekend OT
Double Time	Employees receive double time for hours worked: - After 2 hours outside of assigned shift - After 8 hrs on first rest day; 6.5 for 3rd shift - All hours on second rest day - After 160 OT hours in a quarter - On any weekend after 3 consecutive - On any holiday worked (start < 10 PM)	Employees receive double time for hours worked: - After 2 hrs outside of shift; 1.5 for 3rd shift - After 8 hrs on first rest day; 6.5 for 3rd shift - All hours on second rest day - After 160 OT hours in a quarter - On any weekend after 3 consecutive - On any holiday worked (start < 10 PM)



Health, Dental and Vision Benefit Comparison

Spirit AeroSystems IAM District 70 & Boeing IAM District 751 / W24

	Spirit AeroSystems IAM District 70			Boeing IAM District 751 & W24	
Monthly Healthcare Premiums (2026)	Coverage Tier	Spirit Core	Spirit Enhanced	Boeing Traditional Medical	Boeing Selections
	Emp. Only:	\$187.66	\$47.58	\$51.18	\$89.58
	Emp. + 1:	\$375.30	\$95.16	\$102.36	\$179.16
	Family:	\$562.95	\$142.75	\$153.54	\$268.74
Healthcare Benefits	Cost (in Network)	Spirit Core Plan	Spirit Enhanced Plan	Boeing Traditional Medical	Boeing Selection Plan
	Deductible	None	Employee: \$1,000 Emp.+ 1: \$1,750 Family: \$2,500	\$400 per individual; \$1,200 per family of 3 or more, but not more than \$400 for any individual	None
	Out-of-Pocket Maximum	Employee: \$5,350 Emp.+ 1: \$10,700 Family: \$10,700	Employee: \$2,000 Emp.+ 1: \$3,250 Family: \$4,500 (less \$500 - \$1,500 PCA company offset)	\$2,400 per individual; \$5,700 per family of 3 or more, but not more than \$2,400 for any 1 person	\$2,000 per individual; \$4,500 per family of 2 or more, but not more than \$2,000 for any 1 person
	Co-insurance	Generally 100% after \$20 copay	90% covered	90% covered	90% covered
Actuarial Value*		95.8%	91.8%	92.7%	94.7%
Retiree Medical Coverage	If employed since 6/17/2005, have reached age 59.5, and have 10 years of service, employees pay the same premiums as active employees. All other employees can receive "access only" coverage at age 55 with 10 years or age 60 with 5 years.			Boeing offers retiree medical coverage to employees aged 55 or older with 10 years of service. Boeing pays 3.33% of total health premiums in retirement per year of service. Employees pay minimum premium of \$10 to \$60 per month (depending on coverage election).	
Dental / Vision Premiums	Coverage Tier	Preferred PPO Dental	Enhanced Vision	Dental and Vision benefits included as part of Boeing Traditional Medical Plan (employees pay no additional dental or vision premiums).	
	Emp. Only:	\$12.40	\$6.47		
	Emp. + 1:	\$24.81	\$12.91		
	Family:	\$37.21	\$19.38		
Dental Benefits	Cost	Spirit Premier	Spirit Preferred PPO	Boeing Dental	
	Deductible	\$25 per person \$75 per family	None	\$50 per individual \$150 per family (but no more than \$50 per person)	
	Yearly Max Benefit	\$1,500 per person	Unlimited	\$3,000 per person	
	Co-insurance	Preventative: 100% covered; 50% to 80% for other services	100% covered (when using PPO dentists)	Preventative: 100% covered; Fillings and oral surgery: 100% covered; 50% to 80% for other services	
Vision Benefits	Cost	Spirit Basic Vision	Spirit Enhanced Vision	Boeing Vision	
	Exam Copay	\$20 copay	\$20 copay	\$15 copay	
	Frames	\$135 per year	\$210 per year	\$90 per year	
	Lenses	0% covered	0% covered	\$50 to \$155 depending on type of lens (or \$120 per year on contact lenses)	

*The actuarial value of a plan is the average percentage of medical costs a health insurance plan will pay. A higher actuarial value generally means better coverage.

Other Benefits: Spirit AeroSystems IAM District 70 & Boeing IAM District 751 / W24			
	Spirit AeroSystems IAM District 70		Boeing IAM District 751 & W24
	Seniority (Years)	Spirit District 70	Boeing District 751 & W24
Vacation and Sick Time (assuming 2,080 hours)	Less than 5:	15 days per year	15 days per year
	5 to less than 10:	18 days per year	16 days per year
	10 to less than 15:	22 days per year	20 days per year
	15 to less than 20:	24 days per year	22 days per year
	20 to less than 25:	26 days per year	24 days per year
	25 or more:	29 days per year	26 days per year
Parental Leave	No paid parental leave provision in contract.		12 weeks paid parental leave for births, adoptions, surrogacy, or foster placements. Governed by company policy.
Bereavement Leave	Up to 3 days with pay. Family definition includes step-grandparents, and spouse's step-grandparents. Does not need to be consecutive; must be taken within 20 calendar days of death.		Up to 3 days with pay. Family definition includes aunt and uncle. Must be taken on consecutive workdays within 30 calendar days of death.
Jury Duty Leave	Paid at straight time rate up to regularly scheduled hours per day. Alternative work week employees (4x10 or 3x12) paid for their full scheduled shift hours.		Paid at straight time rate, up to 8 hours per day maximum regardless of shift assignment.
Military Leave	Up to 10 paid workdays per calendar year at base rate plus shift premium. Up to 20 days over 2 consecutive years if two training periods fall in one year. Additional days beyond the maximum are unpaid authorized leave.		Up to 10 paid workdays per military fiscal year (October 1—September 30) at base rate plus shift premium. Up to two years of differential pay for military Temporary Special Duty. Up to five years of differential pay for Extended Duty orders.
Life Insurance	Spirit pays full cost of life insurance. Provides \$50,000 of coverage.		Boeing pays full cost of life insurance. Provides \$50,000 of coverage.
Accidental Death & Dismemberment	Spirit pays full cost of AD&D insurance. Provides \$40,000 in AD&D coverage.		Boeing pays full cost of AD&D insurance. Provides \$32,000 in AD&D coverage.
Short Term Disability	Spirit pays full cost of STD insurance. Benefit covers \$330 per week (\$165 per week for disabilities covered by workers' compensation). Maximum: 26 weeks.		Boeing pays full cost of STD insurance. Benefit covers \$750 per week (\$140 to \$165 per week for disabilities covered by workers' compensation). Maximum: 26 weeks.
Long Term Disability	No Spirit-provided LTD in the collective bargaining agreement.		Boeing pays full cost of LTD insurance. Benefit covers 50% of monthly earnings up to a maximum of \$15,000 per month.

Spirit and Boeing Wage Charts

Spirit Wage Chart (July 2026)		
Grade	Minimum Rate	Maximum Rate
AI1	\$20.50	\$45.04
AI2	\$20.50	\$43.13
AI3	\$20.50	\$41.27
AI4	\$20.50	\$39.32
BI1	\$20.50	\$45.04
BI2	\$20.50	\$43.13
BI3	\$20.50	\$41.27
BI4	\$20.50	\$39.32
BI5	\$20.50	\$37.40
BI6	\$20.50	\$35.50
CI4	\$20.50	\$39.32
CI5	\$20.50	\$37.40
CI6	\$20.50	\$35.50
DI6	\$20.50	\$35.50
EAP	\$20.50	\$45.04

Boeing Wage Chart (July 2026)		
Labor Grade	Minimum Rate	Maximum Rate
Nurses (B)	\$40.32	\$65.22
11	\$37.32	\$64.40
10	\$35.32	\$62.77
9	\$33.32	\$61.33
8	\$31.32	\$59.79
7	\$27.32	\$58.20
6	\$26.32	\$56.68
5	\$25.32	\$55.08
4	\$24.32	\$53.62
3	\$23.32	\$52.14
2	\$22.32	\$50.58
1	\$21.32	\$49.02
A	\$20.32	\$27.43