Spirit / Boeing Frequently Asked Questions

1: Overview

Q: What is the relationship and history between Boeing IAM District 751/W24 and Spirit IAM District 70?

A: Spirit AeroSystems was originally a part of Boeing until the company was spun off in 2005. In December 2025, Boeing reacquired Spirit.

For decades before the spin-off, the Wichita location was covered under the IAM/Boeing Master Agreement alongside IAM-represented Boeing workers in the Pacific Northwest. Today, IAM District 751 and District W24 represent more than 30,000 Boeing workers in Washington state, Oregon and beyond under that Master Agreement.

Now that Boeing has reacquired Spirit, IAM District 70 members once again have a claim to the IAM/Boeing Master Agreement alongside District 751 and District W24 Boeing workers, while still maintaining the autonomy and independence of District 70.

The current Spirit agreement expires in June 2027, with negotiations set to begin in January 2027.

The Boeing Company has recently signaled that it does not consider District 70 to be a part of the IAM/Boeing 751/W24 Master Agreement, despite having specific CBA language to that effect.

Q: If we become covered under the IAM/Boeing District 751/W24 Master Agreement, will we maintain local independence?

A: Yes. District 70 and Local 839's governance, leadership structure, and dues rates will not be affected by the Master Agreement.

Q: What are the next steps in this process, after the town hall meetings?

A: We want the membership to choose the best path forward for the membership. So, once the town hall meetings are concluded, and we have educated the membership on the differences between the two agreements, District 70 will hold a membership vote to assess which direction members desire to pursue. The IAM Union and District 70 will then assess the best course of action based on the vote results.

However, whichever way the membership votes, we still need to reach an agreement with Boeing. If the membership votes in favor of the Master Agreement, and the Boeing Company continues to disagree with this position, we will likely end up in arbitration.

2. Wages & Pay Scale

Q: How do Boeing wages compare to Spirit wages?

A: Wage Minimum and Maximums: Wages range from $20.50 to $45.04 per hour at Spirit, and $20.32 to $65.22 per hour at Boeing. See the accompanying current wage charts for the current minimum and maximum rates for each Labor Grade.

General Wage Increases: The most recent Master Agreement won general wage increases of 13%, 9%, 9% and 7% per year from 2024 to 2028, while the most recent Spirit Agreement negotiated increases of 6%, 4%, 4%, and 6% from 2023 to 2027.

Annual Bonuses: The Master Agreement guarantees annual bonuses of between 4% to 6% per year, while the Spirit Agreement guarantees 2% per year.

Q: Will Boeing employees covered by the District 70 Spirit Agreement receive the same annual 13%, 9%, 9%, and 7% wage increases that Boeing employees under the Master Agreement receive?

A: The GWIs in the Master Agreement are effective as of September 2024, 2025, 2026, and 2027, respectively. If we decide to pursue coverage under the Master Agreement and are successful, you will receive the next subsequent GWI after the date we join the Master Agreement. So, for example, if we win arbitration in August 2027, Wichita members would receive the September 2027 increase of 7%.

Q: How do employees progress in their classifications at Boeing? How long does it take to reach maximum pay?

A: Boeing employees covered by the Master Agreement earn rate progression increases of $0.50 every six months ($1.00 per year). Boeing employees covered by the District 70 Spirit Agreement earn $0.30 progression increases every 12 weeks ($1.30 per year).

All Boeing employees covered by the Master Agreement are automatically brought to the maximum rate of their classification after working in the bargaining unit for 6 years (regardless of any changes in classification or promotion during that time). There is no such “zoom to maximum” in the Spirit Agreement.

Q: If Boeing employees covered by the District 70 Spirit Agreement are covered by the IAM/Boeing Master Agreement, will our wages move to the Master Agreement's pay scale?

A: Under the Master Agreement, wages will move in line with that agreement prospectively (ie, moving forward only). This means that you would be placed on the wage scale closest to your current, and from the time you are covered by the Master Agreement you would progress consistently with the Master Agreement's provisions. This would include future progression increases, GWI, COLA, and maximum rates.

You would "zoom" to maximum pay after 6 years of being covered by the Master Agreement.

Q: Is the Boeing Cost of Living Adjustment (COLA) formula the same or better than Spirit's?

A: There are several differences in the way the COLA is calculated:

- The COLA formula in the Master Agreement raises wages by 1 cent for every 0.075% change in the Consumer Price Index for Urban Wage Earners (CPI-W). The Spirit Agreement COLA raises wages by 1 cent for every 0.2 point rise in the CPI-W.
- The Master Agreement formula is applied to both minimum and maximum rates, while Spirit's Agreement only applies to maximum rates.
- The Spirit Agreement formula is based on a three-month snapshot (June through August), and is given once a year in November. The Master Agreement formula takes into account all the months of the year, and is given quarterly, with an annual roll-in to the base wage in September.
- The Spirit Agreement has a 3.5% cap on its COLA, while the Master Agreement COLA is not capped. The Master Agreement's formula has the potential to decrease (if the CPI declines), while Spirit's does not.

In 2024 and 2025, Spirit's COLA rose faster than the Master Agreement's.

Q: Will Boeing employees covered by the District 70 Spirit Agreement receive the same ratification bonus that Boeing employees received when they ratified their contract?

A: No. The ratification bonus was granted upon ratification in 2024.

3. Pension & Retirement Benefits

Q: How does the full Boeing retirement package compare to the Spirit retirement package?

A: Boeing employees under the Master Agreement receive an automatic contribution of 4% of wages to their 401k per year. Boeing also matches dollar for dollar all contributions up to 8% of pay, for an effective total 401k contribution worth 12% of earnings.

In terms of pension, Boeing froze new hires out of the pension in 2014, and froze all pension accruals for existing employees in 2016. In the 2024 contract negotiations, the 751/W24 members fought hard to bring back the pension, but were unsuccessful.

The Spirit Agreement provides an hourly contribution of $2.10 to the IAM National Pension Fund, which is worth 6% of the current average wage. There is also a match of half of employees' 401k contributions up to 4% of wages, for a maximum match of 2%. The total Spirit retirement package is worth about 8% of earnings on average.

Recently, the Boeing Company has asked the IAM National Pension Fund for a withdrawal liability estimate for the Wichita unit, which signals that the company may be trying to withdraw from the pension altogether.

Q: Will I be able to keep and continue to accrue my Spirit pension benefits if we are covered by the Master Agreement?

A: Under the Master Agreement, all Wichita employees who are vested in the IAM pension at that time would have their benefit frozen. This means that all accruals would cease, and the benefit accrued at that time would be available to those employees upon normal retirement. Moving forward, Wichita employees would receive the retirement package in the Master Agreement, which is a 4% automatic company contribution to the Boeing 401(k) plan, as well as a company match of 100% up to 8% of pay.

Q: Will the pension be frozen until retirement, would there be a lump-sum payout option, an option to transfer it into a 401(k), or other option?

A: Currently, the IAM National Pension Fund does not offer any other payout options other than receiving your benefit upon retirement, early retirement, or approved disability.

Q: How does retiree medical care differ at Boeing and Spirit?

A: The Boeing Master Agreement offers retiree medical coverage to employees who reach age 55 with ten years of service. The company pays 3.33% of total retiree health premiums per year of service. Employees must pay at least a minimum premium of between $10 to $60 per month (depending on coverage election).

The Spirit Agreement offers retiree medical coverage only to employees who have been employed since June 17, 2005, and are at least 59.5 years old with at least ten years of service. Qualified retired employees pay the same premiums as active employees. "Access-only" retiree medical coverage (ie, fully employee-paid) is available to all other employees at age 55 with 10 years of service or age 60 with 5 years of service.

4. Health Insurance & Other Benefits

Q: How does Spirit's current insurance coverage compare to Boeing's, including out-of-pocket medical costs, prescription, dental, and vision benefits? Would Boeing health insurance be more expensive?

A: Boeing 751/W24 employees pay a lower monthly premium for their health care benefits, and these premium rates also include dental and vision coverage. The Spirit Agreement has higher health care premiums, and employees pay for dental and vision coverage separately.

In terms of plan design, Spirit's plans are slightly richer than Boeing's plans.
In terms of all-in costs (premiums plus out of pocket costs), IAM economists estimate that most Wichita members would pay less overall under Boeing's plans.

See the accompanying Health, Dental & Vision fact sheet for more specific information.

Q: Will Wichita IAM members be required to switch to Boeing's medical insurance plans, or can we keep our current plans?

A: Under the Master Agreement, the most likely course of action would be for Boeing's plan administrators to find a network of providers that would offer comparable coverage to Boeing's current self-insured plans. (Boeing at Districts 751 & W24 also offers a fully-insured plan which is not available in Kansas, so it is unlikely that such a plan would be able to be offered to Wichita employees.)

Q: How do other Boeing benefits under the Master Agreement compare to Spirit's (such as Short- and Long-Term Disability Insurance, Life Insurance, Accidental Death & Dismemberment Insurance, or others)?

A: Long-Term Disability (LTD):

- Boeing pays the full cost of an LTD plan covering 50% of monthly earnings up to $15,000/month.
- Supplemental (employee-paid) coverage of an additional 10 percent of monthly earnings is available, up to the $15,000 maximum.
- The Spirit Agreement does not provide an LTD benefit at all.

Short-Term Disability (STD):

- Under both agreements, the company pays the full cost, with a maximum benefit period of 26 weeks in both cases.
- Spirit's STD benefit covers $330/week ($165/week for disabilities covered by workers' compensation).
- Boeing's STD benefit covers $750/week ($140-$165/week for disabilities covered by workers' compensation).

Life Insurance:

- Under both agreements, the company pays the full cost of a $50,000 life insurance policy at no charge to the employee.
- The Spirit Agreement offers supplemental (employee-paid) coverage of 1-5x your annual base wage; spousal coverage at 50%-100%; and $10,000 for each child.
- The Boeing Master Agreement offers supplemental (employee-paid) coverage under the same terms and conditions as non-bargaining unit employees.

Accidental Death & Dismemberment:

- Spirit's Agreement provides $40,000 in employer-paid coverage; the Boeing Master Agreement provides $32,000 in employer-paid coverage.
- The Spirit Agreement offers supplemental (employee-paid) coverage of 1-5x your annual base wage; spousal coverage at 50%; and children at 10%.
- The Boeing Master Agreement offers supplemental (employee-paid) coverage under the same terms and conditions as non-bargaining unit employees.

See the accompanying economic fact sheets for additional benefit information.

5. Seniority & Job Classifications

Q: Will employees with 6 or more years of service at Spirit be moved to the top of scale on Day 1 if we become covered by the Master Agreement?

A: No. Employees will be placed on the wage scale closest to their current pay and moving forward, they will receive increases through the progression in the Master Agreement reaching maximum pay after 6 years, if not sooner.

Q: What will our company seniority be on Day 1 if we come into the Boeing Master Agreement?

A: Under the Master Agreement, Wichita employees would likely retain their full seniority with Spirit AeroSystems for benefit accrual purposes.

Q: Would Boeing 751 employees with higher seniority be able to bump me in Wichita?

A: No. The 751 & W24 Master Agreement does not provide bumping rights outside of each employee's current assigned Primary location.

6. Vacation & Leave Benefits

Q: How does vacation and sick leave accrual compare between the two contracts?

A: Both the Boeing Master Agreement and the Spirit Agreement have combined vacation and sick leave banks. Accrual rates are as follows:

Seniority	Spirit District 70	Boeing District 751 & W24
Less than 5 years:	15 days/year (Spirit)	15 days/year (Boeing)
5 to less than 10 years:	18 days/year (Spirit)	16 days/year (Boeing)
10 to less than 15 years:	22 days/year (Spirit)	20 days/year (Boeing)
15 to less than 20 years:	24 days/year (Spirit)	22 days/year (Boeing)
20 to less than 25 years:	26 days/year (Spirit)	24 days/year (Boeing)
25 or more years:	29 days/year (Spirit)	26 days/year (Boeing)

Q: Does the Boeing Master Agreement include paid parental leave?

A: The Master Agreement offers 12 weeks of paid parental leave for births, adoptions, surrogacy, or foster placements. The Spirit Agreement does not guarantee paid parental leave.

7. Overtime & Scheduling

Q: What are the differences in double time provisions between the two contracts?

A: The two agreements have similar but slightly different double time provisions.

The Spirit Agreement states that employees receive double time for hours worked:

- After 2 hours outside of assigned shift
- After 8 hours on the first rest day for 1st and 2nd shift (6.5 hours for 3rd shift)
- All hours on second rest day (if scheduled to work on first rest day, must have worked that day)
- After 160 OT hours in a quarter
- On any day the following weekend after 3 consecutive weekends worked
- On any holiday worked (if shift starts before 10 PM)

The Master Agreement states that employees receive double time for hours worked:

- After 2 hours outside of assigned shift for 1st and 2nd shift (1.5 hours for 3rd shift)
- After 8 hours on the first rest day for 1st and 2nd shift (6.5 hours for 3rd shift)
- All hours on second rest day
- After 160 OT hours in a quarter
- On any day the following weekend after 3 consecutive weekends worked
- On any holiday worked (if shift starts before 10 PM)

Q: What are the differences in mandatory overtime provisions between the two contracts?

A: The two agreements have different mandatory overtime provisions.

The Spirit Agreement states that no employee shall be mandated to work:

- 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

The Master Agreement states that no employee shall be mandated to work:

- More than 112 OT hours per quarter
- Consecutive weekends
- More than 8 hours of weekend OT
- More than 2 hours of weekday OT
- Any holiday or adjacent-weekend OT

The Spirit Agreement has eliminated mandatory weekend overtime altogether, and the Boeing Master Agreement has not. On the other hand, the Master Agreement has limits on mandatory weekday overtime, which the Spirit Agreement does not have. The Master Agreement also has a lower quarterly limit.

Q: The current Spirit contract bans mandatory weekend overtime. Will this protection be preserved under the Boeing Master Agreement?

A: No. Under the Master Agreement, there are limits on mandatory weekend overtime, but it does not ban it entirely.

Q: Spirit's contract caps mandatory overtime at 128 hours per calendar quarter, while the Boeing Master Agreement caps it at 112 hours per quarter. Would Wichita employees move to the lower quarterly limit?

A: Yes. Under the Master Agreement, Wichita employees would be privy to all of the overtime provisions of the Master Agreement, including the lower quarterly limit.

Q: The Boeing Master Agreement caps mandatory weekday overtime at 2 hours. Would Wichita employees receive this new overtime protection?

A: Yes. Under the Master Agreement, Wichita employees would be privy to all of the overtime provisions of the Master Agreement, including the 2-hour weekday cap.