Spirit / Boeing Frequently Asked Questions

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1: Overview, History, and Timeline

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: What are the next steps in this process?

A: We want the membership to choose the best path forward. We have conducted 10 town hall meetings to answer members' questions about the differences between the two agreements. The online portal to ask additional questions will remain open throughout this process, and this FAQ document will continue to be updated to answer your additional questions.

On September 12, 2026, District 70 will hold a membership vote to assess which direction members desire to pursue.

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.

If the membership votes in favor of keeping a separate agreement, we will pursue a more typical negotiations schedule, beginning in early 2027.

Q: What is the timeline for an arbitration? What happens if there is not a ruling by the time our current contract expires?

A: An arbitration can take anywhere from 6 months to 2 years. If on September 12 the membership votes in favor of rejoining the Master Agreement and Boeing continues to refuse, we will begin the grievance process immediately. Assuming we end up in arbitration, and that the arbitration ruling does not come down before contract expiration, then the IAM Union will engage with the Boeing Company to ensure the membership is protected.

Either way, once the Arbitrator rules, the decision is binding for both parties.

Q: Why are we holding a vote on this at all?

A: IAM District 751, District W24, and IAM Leadership believe that the Wichita members have a right to be covered under the Master Agreement, but feel strongly that the membership should decide for themselves the best course forward. This is why a membership vote is being held. Whatever the membership decides, IAM leadership will fully back this decision and move forward with it.

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: If we become covered under the Master Agreement, will our dues change?

A: No. District 70 and Local 839's governance, leadership structure, and dues rates will not be affected by the Master Agreement.

Q: Will IAM leadership support us if we choose to stand alone?

A: Yes. If, on September 12, the membership votes to stay with a separate agreement, we will engage in a regular bargaining schedule, beginning in early 2027. All of the support that you usually receive in a negotiations will be provided.

Q: I work for Defense. What is happening with my work?

A: Spirit Aerosystems holds contracts under its Defense division that may not transfer to the Boeing Company. District 70 leadership has requested detailed information on what will happen with this work, but we have not yet received a response from the company. As soon as we hear, we will inform the membership.

2. Wages & Pay Scale

Q: How do Boeing wages compare to Spirit wages?

A: Wage Minimum and Maximums: Wages range from $20.50 to $47.74 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 District 70 members receive the same exact wages as Puget Sound members? How do Labor Grades work under the Master Agreement?

A: The Master Agreement has a single wage schedule that covers members in all locations. If Wichita members were to come under the Master Agreement, an assessment will be made for each job classification, based on each job's Statement of Work and its associated skills and qualifications, to match it to the appropriate Master Agreement Labor Grade.

Under the Master Agreement, the Boeing Company has the right to add or change job classifications. The Union, however, has the ability to grieve Labor Grades, to ensure that each member is being paid appropriately given each job's specific requirements.

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: Will my wages decrease?

A: No. If you were to become covered under the Master Agreement, we would work to slot you into the nearest pay grade to your current salary so that your current rate of pay would remain the same or increase.

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: How do I know if I am vested and entitled to a pension benefit?

A: The IAM National Pension Fund has a 5-year vesting period. You must work 600 hours in a calendar year to be vested for that year. Most full-time employees are vested for the year by May.

If you are unsure of your vesting time, you can contact the IAM Benefit Fund Office directly at 800-424-9608 for an individual assessment.

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 normal retirement at age 65, early retirement (with associated reductions), or approved disability.

Q: If we come under the Master Agreement, and the IAM pension benefit is frozen, would the pension assets be sold off or bought out, as happened previously under Boeing?

A: The IAM National Pension Fund is a multi-employer pension plan, with over 1,000 contributing employers. When one employer exits the fund, the NPF does not sell off the assets for those participants. The accrued benefits for those participants are held in the trust fund until each individual participant retires and receives their benefit.

The Boeing Company's pension is a single-employer plan. Selling off pension assets is much more common under this arrangement.

Q: If we come under the Master Agreement, what will happen with my IAM 401(k) benefit?

A: The Master Agreement offers the Boeing Company 401(k) plan, not the IAM 401(k) plan. You would have the ability to roll over your IAM 401(k) account balance into the Boeing plan and choose your investments there, or you can keep your account balance with the IAM 401(k), where it can also continue to accrue interest. Either way, all future employee and employer contributions would be with the Boeing plan.

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.

Q: I am a "Day 1" employee, and can retire in the next few years. What will happen with my bridge benefit (retiree health care)?

A: If you retire under the terms of the current Spirit Agreement, or a successor agreement in which this coverage is maintained, you will keep the same coverage.

If the Wichita bargaining unit comes under the Master Agreement before you retire, you will be given the same coverage that comes with the Master Agreement.

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. The biggest difference is that all of Boeing's plans have "coinsurance," in which employees pay for 10% of services rendered, rather than a flat copayment for services. However, this coinsurance is capped each year, to protect employees from massive health bills.
In terms of all-in costs (premiums plus out of pocket costs), IAM economists estimate that most Wichita members would pay about the same or less overall under Boeing's plans, depending on how much health care they utilize in any given year.

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: Will we be able to keep Aetna as our health provider?

A: In the Puget Sound, the Boeing Company uses Blue Cross / Blue Shield as the main provider. To cover employees in Wichita, the company will most likely put out an RFI to the local providers, including Aetna, to offer coverage. The Union cannot, at this time, confirm that Aetna will definitely remain the provider, but will provide any support necessary to ensure that our members' network of doctors remains as robust as possible.

It is important to note that, regardless of who the administrator is, medical coverage, out of pocket costs, and percentages of coverage for specific services are defined in detail the Master Agreement (Attachment A).

Q: Is the approved prescription drug list the same?

A: For all health plans, formulary drug lists tend to change each year. The current Master Agreement and Spirit drug formulary lists are posted on the IAM District 70 website, (here; alongside this FAQ document).

Q: Will we have access to a health spending account if we come under the Master Agreement?

A: The current Spirit "Rainbow" plans (Green, Blue, and Orange) are High-Deductible Health Plans that come with a Health Spending Account (HSA). Boeing does not offer High Deductible Health Plans, so, by Federal law, HSAs are not offered.

Spirit members in the Core and Enhanced plans can currently contribute their own money to a Flexible Spending Account (FSA) to pay for out of pocket medical costs at a tax advantage. The Boeing Company also offers an FSA, which would be made available to Wichita members if they come under the Master Agreement.

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

A: The Boeing Company has already acknowledged Wichita members’ prior seniority at both Spirit Aerosystems and (pre-2005) Boeing Company years. So, the IAM’s position is that under the Master Agreement, Wichita employees should retain that same seniority for benefit accrual purposes.

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: 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. Under both agreements, leave is accrued weekly. 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: Besides the accrual rates, how does vacation and sick leave under the Master Agreement differ than Spirit's ETO?

A: Other differences are as follows:

- Under the MA, vacation and sick leave are treated separately (unlike Spirit's combined ETO). The first 40 hours of accrued leave are placed into a sick bank. Unused vacation can be used as sick leave, but not vice versa.
- Under the MA, there is no upfronted accrual for new hires, as there is under the Spirit Agreement.
- Under the MA, there is no cap on accrued leave as there is under the Spirit Agreement. Instead, any unused vacation can be banked for up to two years. If

after two years, there is still vacation left over from three years prior, that year's leave is paid out. (The two most recent accrual years is still banked, with no cap.)

- Under the MA, unused sick leave over 40 hours is paid out at between 100% and 160%, based on the total number of hours paid out.

Q: How do the holiday schedules compare?

A: The holiday schedule in the Master Agreement is the same as the holiday schedule in the Spirit Agreement.

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, but there is a company-wide policy of 10 paid days.

7. Overtime & Scheduling

Q: What will happen to those on the current Alternative Workweek schedules?

A: The Master Agreement does not address alternative workweek schedules. If Wichita members were to come under the Master Agreement, the IAM Union would ask the company to meet to negotiate a side letter to spell out the provisions of the AWW schedule.

Under the worst-case scenario in which the Boeing Company does not agree to an AWW at all, then the Union would work to ensure that all current employees on the AWW have time to adjust back to the regular 5x40 schedule.

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)

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- 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.