



FINAL CONTRACT OFFER TO SPEEA

Media Fact Sheet

“We took the feedback we heard from our employees and SPEEA’s bargaining teams to deliver an offer with more value that includes guaranteed pay increases and a larger wage pool over the life of the contract. We encourage our team to learn more about our offer and vote.”

– Ben Nimmergut, Boeing vice president and functional chief engineer for Production Engineering

ADDRESSING EMPLOYEE FEEDBACK AND TOP PRIORITIES

- **34% in total wage funds**, which includes 26% fully guaranteed for everyone
 - **PROFS:** Average base salary grows from \$152,000 to **\$208,000** (\$11,000 increase from initial offer)
 - **TECHS:** Average base salary grows from \$119,000 to **\$163,000** (\$8,000 increase from initial offer)
 - 10% guaranteed wage increase effective Oct. 2
 - Annual wage pools: 4%, 6%, 6%, 6%, with a guaranteed minimum of 4% each year

THESE IMPROVEMENTS STAY THE SAME FROM INITIAL OFFER

- Enhanced healthcare and retirement benefits
- 2 additional vacation days
- 1 new floating holiday
- 3 bereavement days

BACKGROUND

- Voting period runs from Sept. 24 through Oct. 1.
- The vote will be electronic and SPEEA will announce the results.
- The current contract expires Oct. 6.

ABOUT THE BARGAINING UNIT:

There are 16,000+ employees represented by SPEEA primarily based in Puget Sound, with small groups of employees in Oregon, California and Utah.

Professionals: 12,696 employees (engineers and scientists supporting research, design, development, testing, and maintenance of our products)

Techs: 3,959 employees (analytical support to engineers and scientists)