

**We need your support to get a great contract!**

## Your 2025 WTPU Negotiation Team



**James Hatfield**  
(Chair)



**Wes Gardner**  
(Vice Chair)



**Emily Forest**  
(Secretary)



**Patti Brinkmeyer**



**Cathy Yeager**

## A strong membership means a better contract

**Show Spirit we're willing to fight to improve our:**



**Wages**



**Benefits**



**Job Security**



**Promotion  
Process**



**On call issues**

## Join today to have an impact **BEFORE** we get to the bargaining table

### Help protect our union advantage:

- » The right to bargain over changes to wages, benefits and working conditions during the transition to Boeing ownership
- » Wages and benefits guaranteed in a contract
- » The savings from our health plans are more than our monthly dues
- » Union Plus benefits ranging from free legal services to discounted pet insurance

**Stand united  
for our future.**

**Join us.**



### WTPU membership form

- Print out
- Sign both halves
- Email to [vickim@speea.org](mailto:vickim@speea.org) or give to a Council Rep, Area Rep, or Contract Action Team member

Text **'WTPU'**  
to **30644**  
for updates  
on negotiations

Why join SPEEA? Protect the rights guaranteed in our contract:

	Contract Right	WTPU Contract (Expires 1/31/26)	New WEU contract	No Contract
WAGES (Articles 10 & 12)	Annual Raise	\$750.00 minimum (<1.0 comparatio)	Guaranteed pools (19% / 4 years): Largest ever for WEU  \$1,750 minimum (<1.0 comparatio)	Management sets the wages they want
	Overtime (Exempt)	Straight-time plus \$8.50	Straight-time plus \$8.50; OT counts for 401K starting in '26	Management can <i>mandate unpaid OT</i> (some get straight-time; we set the bar)
	(Non-Exempt)	Double time after 52 hours or for any second weekend day; well more than the law	N/A	Legal minimum; vulnerable to unpaid OT (wage theft) <sup>1</sup>
	Shift Differential	6% per hour (\$2.00 minimum)	10% per hour; differentials count for 401K starting in '26	No guaranteed premiums
BENEFITS (MEDICAL) (Attachment A)	CPC Network	CPC optional (5% premium discount)		CPC mandatory
	WTPU Blue (Family)	<b>WTPU Blue (Family) CPC members save \$71.70 per month</b>  <b>(SPEEA dues are \$53.60)</b>	N/A	Blue (Family) plan members pay \$71.70 more per month
	Premium Cap	No premium cap	7.25% premium increase cap	No premium cap
	HSA & Deductibles	Company pays up to 60% of deductible into HSA with option to take as cash	Spirit's newest low-deductible health plan (LDHP)	No guaranteed HSA No low-deductible plan
	Dental implants	No coverage	\$10k per year	No required coverage
BENEFITS (ETO) (Article 6)	Parental Leave	Up to 10 consecutive workdays	Up to 8 weeks (consecutive or intermittent)	Up to 10 consecutive days; not guaranteed
	Bereavement	Up to 3 consecutive paid days	Up to 4 days (can be non-consecutive) & major expansion of eligible family	No guaranteed benefit
	ETO Days	16-25 paid days off	19-30 paid days off	No guaranteed benefit
JOB SECURITY (Articles 7-8)	Subcontracting & Outsourcing	Contractors laid off first  WTPU leveraged our Article 8 rights to stop an outsourcing attempt		No protection for regular employees  Management can outsource without notice
	Layoffs	6-12 weeks' pay based on service  Priority Recall Rights	10 or 12 weeks' pay based on service  Priority Recall Rights  Transparent retention ratings	No guaranteed benefits  No recall guarantee  No required notice
	Furloughs & Short Weeks	No Furloughs  Short weeks must be at least 32 hours with 120 day cap	No Furloughs  Short weeks at least 24 hours with 60 day cap	Furloughs can happen any time (e.g. last year!)  No limits or warning for short weeks or layoffs
UNION RIGHTS	Bargaining Rights	We have the right to bargain (negotiate) over changes to our working conditions	Option to adopt benefits package Boeing offers to non-union after fully integrated with Wichita site	Boeing can make any changes without notice or bargaining
	Representation	<i>Weingarten</i> : we have the right to a union rep for any talk with a supervisor that could lead to discipline or a change in our working conditions (e.g. wages; hours; benefits)  Protection from unfair or arbitrary discipline		No representation  Discipline for any reason
	Safety & Quality	Union involvement in quality and product safety issues (new ASAP program)  Prohibition on retaliation for quality and product safety issues		No guarantee of non-retaliation

WEU gains for info purposes only. WTPU will set our own contract priorities.

<sup>1</sup> Margaret Poydock and Zhang Jiayi, *More than \$1.5 Billion in Stolen Wages Recovered for Workers between 2021 and 2023* (Economic Policy Institute, 2024), <https://www.epi.org/publication/wage-theft-2021-23/>.



Now is the time to build a strong union.  
Join us today.

