What Changed in the 2026–2030 Contract

Every substantive change found in the Prof CBA, all Letters of Understanding, Attachments A and B, and the ten side letters — with a flag for whether SPEEA's ratification summaries mentioned it.

27	15	6	12
NOT DISCLOSED	OVERSTATED	UNDERSTATED	CONFIRMED AS STATED

Compiled from a clause-by-clause read of the official redlines posted August 5, 2026. Findings were verified by rendering the redline pages and reading struck and inserted text directly. **"Not disclosed" means the change appears in the contract but in neither highlight sheet** — it does not mean the change is bad. Several undisclosed items are gains. Full sourcing, with the contract language itself, is in the companion deep-read document.

How to read this: NOT DISCLOSED in the contract, in no summary · OVERSTATED summary claims more than the text supports · UNDERSTATED the text is better than the summary said · CONFIRMED accurate as described
▲ better for members ▼ worse for members ● mixed or neutral

Pay, pools and raises

Status	Provision	What changed, and what it means
NOT DISCLOSED ▼	**Wage pools are two funds, not one** Art. 11.1(b) Table 1 + Art. 11.7	The advertised 7.0% / 5.5% pools are a 6.0% / 5.0% Salary Adjustment Fund plus a separate Performance Fund Merit of 1.0% / 0.5%. Art. 11.7 states the PFM is for "high-performing individuals with low market positioning" — i.e. steered toward those *below* market. If you sit above compa-ratio 1.0, plan on the smaller fund.
NOT DISCLOSED ▼	**The flat 2% guaranteed minimum is gone** Art. 11.1(b)(1)	The old contract guaranteed every eligible employee at least 2.0% in most review periods. Replaced by a CPI-W-linked minimum capped at 3% — and the text says it is 0% if CPI-W is negative. In any year inflation runs under 2%, the new floor is lower than the old one.
NOT DISCLOSED ▼	**COLA is now mathematically unreachable** Art. 11.1(c), Table 3	Base year resets from 2019 to 2025 and thresholds become 12% / 22% / 32% / 42% cumulative CPI-W. The first would require 12% inflation in one year. No COLA will pay under this contract absent extraordinary inflation.
NOT DISCLOSED ●	**Boeing may shift salary funds between years** Art. 11.1(b)(1)	The Company may increase any year's fund with an equal decrease to a later year, at its discretion. The four-year total holds; the schedule does not. Pulling money forward changes the compounding base for every later year.
NOT DISCLOSED ●	**Minimum promotion increase set at $3,500** Art. 11.7	A new floor, below every level average in our unit's Feb 2026 review ($4,121 at Level 2/B; $8,840–$10,386 at Levels 3–5). Protects the smallest awards; could become an anchor.
CONFIRMED ▲	**Retroactive 3% — broader than described** Art. 11.1(b)(1)	Applies to all compensated hours back to Feb 20, 2026 and to all items impacted by base salary, and is 401(k)-eligible with employer match. Conditions: ratification by 11:59 PM Aug 21, 2026, and being on active payroll at ratification — anyone laid off before then gets nothing.

Status	Provision	What changed, and what it means
CONFIRMED ▲	**Prof overtime premium $6.50 → $8.50** Art. 11.2(a)	Confirmed. First increase since 1989; still well below inflation-adjusted parity.
OVERSTATED ●	**EIP target 5% → 7%** LOU 20	Target confirmed. Not disclosed: authority to amend or terminate the EIP moved from the *Board of Directors* to “the Company.” The EIP remains non-grievable and subordinate to a plan document Boeing controls.

Retirement

Status	Provision	What changed, and what it means
OVERSTATED ●	**Pension $100 → $110** Art. 17	Increase confirmed. Not disclosed: the $110 rate applies only “while represented by the Union and covered by this Agreement.” The 2017 $100 rate carries no such condition. Effect on someone taking a non-represented role, or after this Agreement expires, is unstated.
NOT DISCLOSED ▼	**Pension lump-sum cash-out threshold $5,000 → $7,000** Art. 17.5(d)	Effective Jan 1, 2027. An involuntary distribution for anyone whose accrued BCERP benefit falls in that band.
NOT DISCLOSED ▼	**401(k): age-50 step-up eliminated for future hires** Art. 15.8(a)–(b)	Current employees keep the 5% SCRC at 50+. Anyone hired on or after Jan 1, 2027 gets a flat 4% with no age-50 tier. A person hired at 52 in 2028 receives 4% where a 2026 colleague receives 5%. The summary mentions the 4% and not the trade.
CONFIRMED ▲	**401(k): under-40 SCRC 3% → 4%** Art. 15.8(b)	Confirmed. Also newly written in: 100% immediate vesting on both the SCRC and the Company match.
CONFIRMED ●	**Retiree-Only HRA is real** Art. 16.6	Funded equivalent to *and separate from* the sick-leave cashout — a genuine doubling in tax-advantaged form. Three qualifiers: it is notional, the plan is Company-designed at its discretion, and unused balances expire after 20 years or at death.
CONFIRMED ▲	**Retiree medical access for post-2007 hires** Art. 16.3(b), Attachment B	Age threshold moves 60 → 55; eligibility flips from “not eligible” to access. Effective Jan 1, 2028. Note it is **retiree-pay-all** — no Company subsidy, which “access-only” implies but does not state.
OVERSTATED ▼	**“No other changes to the legacy benefit” is not accurate** Attachment B	The retiree Conversion Privilege is deleted in full. Retirees' covered dependents — including surviving dependents after the retiree's death — lose a guaranteed-issue conversion right (“no evidence of insurability required”) that active employees keep.
NOT DISCLOSED ●	**Miami retiree-medical exclusion survives** Attachment B	The Utah exclusion was bought out, as described. The parallel exclusion naming job code 6H6B at Miami was left in place. LOU 29 (Miami Employees) is separately deleted in full.

Health and insurance

Status	Provision	What changed, and what it means
OVERSTATED ▼	**“No change to plan design” — Advantage+ rises** Attachment A	Traditional Medical Plan is unchanged ($300 deductible). Advantage+ deductible goes $1,400 → $1,750 individual, $2,800 → $3,500 family, with out-of-pocket max at 2× (network). Boeing's HSA contribution is 50–80% of the deductible and rises with it, so the net hit is roughly +$175 individual / +$350 family in first-dollar terms and about +$1,050 family worst-case — real, but far less than the raw jump.
NOT DISCLOSED ▼	**Advantage+ becomes the default enrollment** Attachment A, Enrollment	Anyone who fails to make an active election is now auto-enrolled in the high-deductible plan instead of the Traditional Medical Plan. Falls hardest on new hires and anyone who misses a window.
NOT DISCLOSED ●	**Every named carrier is struck from Attachment A**	BCBSIL, Davis Vision, Delta Dental of Washington and Express Scripts are all replaced with generic “Service Representative” labels. Boeing already held the right to change carriers at any time, so this is not a new power — but the names are no longer readable off the page.
OVERSTATED ●	**“VSP is returning” is not in the contract**	VSP appears nowhere in Attachment A. The redline does the opposite of naming a carrier. One real casualty: the Davis Vision refractive-surgery (LASIK) discount is struck along with the vendor name. Frames $90 → $110 does check out.
OVERSTATED ●	**Dental maximums apply to one plan only** Attachment A	$4,000 orthodontia lifetime and $3,000 annual maximum are confirmed for the **Preferred** Dental Plan. The Scheduled Dental Plan still shows $2,000 / $2,000. Art. 16.2(c) still covers all three plans.
NOT DISCLOSED ▼	**Scheduled Dental fee schedule deleted from the contract** Attachment A	Every maximum allowable fee — hundreds of dollar figures across four pages — is struck and replaced with “[Updated Annually].” No mechanism, index, notice period, or SPEEA review is stated. Members on that plan can no longer look up what a crown pays.
OVERSTATED ●	**Primary Care+ is Puget Sound, not “most sites”** New LOU	Seven clinics, Puget Sound only, BCBSIL plans only, by Jan 1 2027. Free in Traditional and Select Network; “low cost” in Advantage+ until the deductible is met. Boeing may modify the program unilaterally without bargaining.
NOT DISCLOSED ●	**Infertility: exclusions struck, content outsourced** Attachment A	The eleven-item exclusion list (IVF, artificial insemination, embryo transfer, GIFT and more) is deleted — a real gain. But coverage is now defined as whatever “enterprise nonunion employees” receive. The contract no longer states what is covered, only whose policy governs. Doula follows the same pattern.

Status	Provision	What changed, and what it means
NOT DISCLOSED ▲	**Short-term disability no longer offsets Social Security** Attachment A	Social Security disability and retirement benefits are struck from the list of income that reduces your weekly STD benefit. A direct increase in net benefit for anyone drawing SSDI or SS retirement.
NOT DISCLOSED ▲	**Medical Review Program penalty row struck** Attachment A	The 50%-of-first-$2,000 penalty for failing to preauthorize care that turned out to be medically necessary is deleted. Plain reading is favorable, but the table no longer addresses the case expressly — worth confirming.
NOT DISCLOSED ▲	**Hearing aids: pediatric dollar limit removed**	The $800-per-ear cap no longer applies to pediatric hearing aids up to age 19, on both Traditional and Advantage+.
NOT DISCLOSED ●	**New unilateral well-being authority** Art. 16.2(d)	The $20/$40 monthly wellness surcharge for skipping the health assessment is deleted — a genuine gain. But new 16.2(d) lets the Company implement well-being programs "at its sole discretion… without further bargaining," with nothing barring a new differential being reintroduced under that heading.
NOT DISCLOSED ▲	**Domestic partner coverage expanded** Art. 16.5	The 2020 clause saying Boeing "will no longer recognize" same-gender domestic partners is struck. Same- and opposite-gender domestic partners and their dependent children are eligible dependents under active and retiree plans.
NOT DISCLOSED ●	**LOU 26 (Same-Sex Survivor Benefits) deleted entirely**	The clause extended pension survivor benefits using whichever of state or federal law recognized the spouse — insurance against those definitions diverging. Washington's marriage statute and the federal Respect for Marriage Act carry most of that weight independently, so practical risk here is low; members at the Utah and Florida sites are less insulated. Pension survivor terms now rest on the BCERP plan document.

Job security, layoff and retention

Status	Provision	What changed, and what it means
OVERSTATED ▼	**Purchased Services protection is not what was described** Side letter 1; Art. 9.4(b)	**Art. 9.4(b) is completely unchanged** — still "consider reducing or eliminating." The release-before-layoff commitment lives in a side letter, applies only where Labor Relations has determined a deviation from procedure PRO-6608 *and* approved it anyway, and is signed by Boeing alone with no SPEEA countersignature. The LOU incorporating side letters preserves only those "executed by… the Company **and the Union**."

Status	Provision	What changed, and what it means
UNDERSTATED ▲	**Reclassification out of the unit now triggers layoff benefits** Art. 22.4(c)	New. Reclassifying someone out of Appendix B is a less-than-equivalent job offer; declining it is an involuntary exit with Article 21 benefits, and the benefit-eligibility decision is grievable. The summary reduced this to “greater involvement… (Article 22).”
CONFIRMED ▲	**20 years of service now adjusts R2 to R1** Art. 8.4(f)	Better than “a seniority bump remains at 20 years.” Under the old three-tier scheme, 20 years moved R3→R2 and it took 30 years to reach R1.
CONFIRMED ▲	**Retention simplified to R1 78–82% / R2 18–22%** Art. 8.4(d)	Confirmed. Also new: members may waive their own service adjustment by email — unexplained in the contract, and worth asking about.
CONFIRMED ▲	**Force majeure narrowed** Art. 8.5(f)(2)	Stronger than described. Limited to acts of God, war or terrorism, and government closure orders. Expressly excluded: general economic downturns, supply chain shifts, **strikes**, and loss of customers.
CONFIRMED ▲	**Involuntary layoff minimum: 4 weeks** Art. 21.3	In the CBA and confirmed, for anyone with at least one year of service.
OVERSTATED ●	**Voluntary layoff minimum is conditional** Side letter 7	Applies only *should* the Company choose to offer a VLO — no commitment to offer one — and is written for the 1-to-under-4-years service band specifically. It lives in a unilateral letter, not Article 21.
UNDERSTATED ▲	**Medical layoff process** Art. 21.5 (new)	Layoff benefits extended to employees on medical leave who cannot perform essential job functions even with accommodation. Mentioned in the summary without the substance; the text is favorable.
UNDERSTATED ▲	**NORA now carries a just-cause standard** LOU 7	Materially bigger than “more robust.” A Performance Development Plan of at least 30 days is required first, the draft NORA must be reviewed outside the employee's direct supervision, and if the Company elects not to reclassify, lay off or retrain, it **must establish just cause to terminate**. LOU 7 carries no Article 3 exclusion, so this appears arbitrable — confirm with SPEEA Legal.

Status	Provision	What changed, and what it means
NOT DISCLOSED ▲	**“Generalist” SMCs prohibited** Side letter 5	Boeing agrees not to use “-Generalist” SMCs for SPEEA-represented employees or contract labor in SPEEA's jurisdiction. Relevant to jurisdiction erosion; in no summary.
NOT DISCLOSED ●	**Prior R3 ratings count toward appeal — but on a proposal sheet** Proposal U9	2024–2026 R3 ratings count toward the four-consecutive-R2 appeal trigger. Favorable, and it prevents everyone's appeal clock resetting. But it is distributed as an unsigned tentative negotiation proposal, not an executed letter. Status after ratification is unclear.

Work rules and process

Status	Provision	What changed, and what it means
OVERSTATED ●	**Virtual work exists — in an LOU, not the Articles** LOU 13	The summary says the process is “in the Collective Bargaining Agreement.” It is in LOU 13, and nowhere in Articles 1–23. On-site remains the stated baseline; approval is situational and temporary; ongoing or long-term virtual schedules require Vice President approval; a manager may modify or revoke at any time. An appeal path exists, but **only the process is grievable, not the substance of a denial**.
CONFIRMED ▲	**Mandatory overtime cap 144 → 112 per quarter** LOU 22	Confirmed, and it was the only substantive change on the page. Unchanged: the cap governs what employees “normally” must work, and exceptions for customer delivery, proposals, emergency repair and rated government orders remain.
CONFIRMED ▲	**Part-time full-benefit threshold 32.1 → 24 hours** Side letter 4	Both the threshold and the unchanged 40% premium band (19.1–23.9 hrs) check out. The date is not in the summary: **effective January 1, 2028**, roughly 17 months out — relevant to anyone planning a phased retirement or post-baby schedule.
CONFIRMED ▲	**Part-time approvals “not unreasonably withheld”** LOU 11	Accurate, and LOU 11 carries no Article 3 exclusion — one of the few genuinely enforceable new standards. Scope limit: the standard governs initial approval; the next sentence leaves revocation at will.
NOT DISCLOSED ●	**At-will part-time revocation moved, not removed** Art. 8.8(d) / LOU 11	Struck from Article 8.8(d) — favorable — but LOU 11 still reads “Approval of a part-time work schedule is subject to revocation at any time,” unchanged.
OVERSTATED ▼	**Childcare: a commitment was struck, not added** LOU 1	Deleted: the contractual commitment that two named near-site centers exist and are priced **at operations break-even**. Added: a 10% discount off market rate at Bright Horizons, plus a commitment to “explore options.” The summary reports the addition and not the deletion.

Status	Provision	What changed, and what it means
OVERSTATED ▼	**Bi-Party safety committee has no anti-reprisal language** New LOU	The summary says it lets members raise safety issues "without fear of reprisal." The LOU is two paragraphs: an agreement to review and implement a committee by June 30, 2027. No anti-reprisal clause, no composition, no charter, no procedure. The words "ASAP" and "reprisal" appear nowhere in the contract.
OVERSTATED ●	**Indemnification describes what already exists** Side letter 6	Written in the past tense — the Board "has authorized" and the Chief Legal Officer "has done so." Indemnification turns on a determination by Boeing's own Chief Legal Officer and is capped "to the extent permitted by applicable law." Nothing bars Boeing from declining, and nothing makes the determination reviewable. "Protected against legal action" overstates it.
OVERSTATED ●	**Learning Together: "certification" is not in the contract** LOU 21	The word appears nowhere in the CBA in this sense. What was codified is one paragraph, including that Boeing "reserves the right to unilaterally alter, amend, and/or modify any or all terms of the LTP at its sole discretion without further bargaining."
UNDERSTATED ▲	**AI letter preserves effects bargaining** Side letter 9 / new LOU	A meeting with the Chief Privacy Officer within 60 days of ratification, and — the substantive part — express preservation of both parties' NLRA rights "including with respect to bargaining over the effects of such implementation."
OVERSTATED ●	**"Pacific Northwest" LOU says Puget Sound** New LOU	The phrase "Pacific Northwest" appears nowhere. The LOU is bilateral with both signature blocks, not a Boeing-executive letter — arguably stronger than described. Its content is a semiannual forum and an agreement to *discuss*, not a work-placement commitment.

Union oversight, Ed Wells and discrimination

Status	Provision	What changed, and what it means
UNDERSTATED ▲	**LOU 4 data reports enumerated and locked**	The strongest oversight gain in the package. Weekly, monthly and annual reports are now enumerated — including **Purchased Services data** monthly and **Annual Compensation Review data** and Performance Management Scores annually — and cannot be changed without mutual agreement. This is the mechanism for auditing how the pools and the PFM are actually distributed. No Article 3 exclusion.
UNDERSTATED ▲	**Ed Wells funding rises 31%** Art. 20.5	Per-head funding factor goes from 417 (2026) to 546 (2027), then 563 / 580 / 597. A 30.9% step-up, not just "increased funding." Administrator term 2 → 3 years confirmed.
NOT DISCLOSED ●	**Functional Advisor roles are non-grievable** Art. 20.7	The four new roles are real and funded, but they are governed by Article 20, under which nothing involving the Ed Wells Partnership is subject to Article 3 — including selection, responsibilities, or elimination.

Status	Provision	What changed, and what it means
NOT DISCLOSED ▲	**Protected classes expanded** Art. 18.1	“Gender identity” and “any other characteristic protected by federal, state, or local law” are added. Unchanged: Art. 18.2 still bars class grievances — individual claims only.

Defects in the document being voted on

Status	Provision	What changed, and what it means
NOT DISCLOSED ▼	**“LOU XX” is never resolved** Art. 8.8(d)	The cross-reference governing termination of part-time schedules points at an unfilled placeholder, in both the redline and the clean copy.
NOT DISCLOSED ▼	**Article 21 has two Section 21.5s**	“Continuation of Medical and Dental Coverage” and the new “Medical Layoff” carry the same number, on the same page.
NOT DISCLOSED ▼	**Six LOUs are numbered “#TBD”**	Functional Advisor Roles, Primary Care+, Bi-Party ERC, Existing Side Letters, AI in the Workplace, and the Puget Sound production-programs LOU. Cross-referencing any of them is impossible until numbering is assigned after ratification.
NOT DISCLOSED ●	**Other unresolved text**	The effective date reads “August XX, 2026.” Art. 23.1(e) still requires reaffirmance at the “third and sixth anniversary” — a contract expiring Oct 11, 2030 has no sixth anniversary. Attachment A's table of contents is marked “(To be updated).” Every LOU is “Dated: TBD” with blank signature lines.

Scope and standing. Independent analysis by a bargaining-unit member, prepared August 5, 2026. Not an official SPEEA or Boeing document, not reviewed by either, and not a recommendation on how to vote. It was compiled quickly against a ratification deadline and deliberately looks for gaps between the summaries and the contract — so it over-represents problems relative to the offer as a whole. The economic package is a real improvement on the 2020 contract, and several items above are gains nobody claimed credit for. Verify anything that would change your vote against the contract itself before relying on it.