Our time matters!

Without a contract, Boeing changed our OT policy without our input.

That leaves most of us with:

- A 10% pay cut by requiring us to work at least four hours for free
- Inconsistent flexing policies
- Impacts to our work/life balance
- Higher stress levels and lower morale in our workplace

Non-union professionals have suffered a major takeaway.

Did you know?

- **All OT hours paid** - Despite Boeing's claims it cannot afford to pay overtime, SPEEA-represented professionals at Boeing are guaranteed overtime pay for all hours worked **because they have a contract**.
- **OT rate increase** - Due to recent SPEEA negotiations with Spirit AeroSystems in Kansas, SPEEA professionals' overtime rate of pay **increased to time +$8.50/hr**.

CREATE
California Region Engineers and Technical Employees

Our Voice, Our Union

With our union, CREATE, we seek a professional contract to allow us a voice in our working conditions, wages, including overtime, and benefits. We stand for fairness, transparency and consistency.

Confidential survey

What's your experience with overtime? Take our confidential survey online, at **www.create-speea.org**.