



BOEING • IAM
2008
labor negotiations

From: Doug Kight

Sent: Thursday, August 21, 2008 10:49 AM

Subject: IAM negotiations update – final main-table negotiations begin today

****This message is being sent by Doug Kight, vice president of Human Resources, to all managers and HR employees in Washington, Oregon and Kansas ****

IAM negotiations update – final main-table negotiations begin today

Today we start the final phase of negotiations. During this phase, our main-table negotiations team, supported as necessary by subcommittee members, will be discussing the remaining key issues of the contract. To facilitate our rigorous schedule, we are meeting at a hotel.

Our approach to bargaining has focused on starting early, listening to differing perspectives and holding regular discussions on critical topics throughout the process. The IAM and Boeing negotiating teams have been holding substantive conversations for many months, and we've made a great deal of progress to date. For example, we reached a tentative agreement on nearly half of the contract language, which deals with noneconomic issues. In some cases, we agreed to maintain the same language and in others, we were able to agree on revised or new language.

The IAM contract expires at midnight on Sept. 3. Before then, we have a lot of work to do. As negotiations continue to move forward, initial and subsequent offers will be exchanged. And as this occurs, there will be disagreements. These are difficult issues, and we need solutions that allow us to sustain the success we've all worked so hard to achieve. I anticipate that the company and union will come closer together as bargaining draws to a close. Our goal is to share our success with employees, and to negotiate an agreement that is good for employees and the company. We have committed that Boeing will present our best and final offer before Labor Day weekend to allow employees time to study it before they vote.

Actions for managers

Please continuously review the content on our [2008 Negotiations Web site](#). Our success will be strongly influenced by having informed managers who can discuss the critical issues with employees and provide them with helpful information and resources.

Thank you for dedicating this time to focus on how we can reward our employees for their hard work while ensuring that Boeing can remain competitive and provide great jobs for generations to come.

Doug