



**From:** Doug Kight  
**Sent:** Friday, August 29, 2008 6:02 PM  
**Subject:** Five days until employees vote on Boeing's best and final offer

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

## **Five days until employees vote on Boeing's best and final offer**

Yesterday, we delivered our best and final offer to the IAM. We have the best employees in the industry, we make the best products in the industry and we delivered an outstanding offer to reward our employees for their great work.

Today, we are extremely disappointed that the union is recommending that our employees reject what adds up to the best contract in the aerospace industry.

We offered employees a significant increase in pay and pension, and we maintained our outstanding health care benefits. As I've said, our offer truly is our best and final offer. Our Boeing leadership is aligned, and we are all proud to stand behind it.

As our employees have asked, we provided our best and final offer this week so they have time to review it and vote in their best interest on Sept. 3.

It is an outstanding economic offer by any measure. Whether employees use our easy-to-use [online calculator](#) or their own pencil and paper – when employees look at how this offer affects their compensation and benefits, we think they will understand just how good it is for them and for their families.

### **Actions for managers**

- Schedule time to review the archived webcasts with your crews. This is worth investing your time and your team's time. Click [here](#) for the morning webcast and [here](#) for the afternoon webcast.
- Ensure that your employees know about the [2008 Negotiations Web site](#).
- Print and circulate the [summary](#) of the best and final offer and have copies available for meetings or informal discussions.
- Remind your employees that this truly is our best and final offer. As promised, we presented it before the Labor Day weekend so that employees can have time to review the contract with their families, use the online [Pay & Benefits calculator](#) and vote in their best interest on Sept. 3. The full text of the contract also is posted on our [Web site](#).
- Educate yourself on the issues. If you or any of your employees have questions, our Negotiations Call Center is open from 6 a.m. to 6 p.m. Pacific time. The phone number is 866-725-2180. You also can e-mail questions to [ERPugetSound@boeing.com](mailto:ERPugetSound@boeing.com).



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You are credible leaders and you are making a critical difference. Please take the time you need to view at least one of our webcasts today and keep talking to your employees about the value of this industry-leading offer.

Thank you for your continuing leadership.

Doug