



From: Doug Kight
Sent: Tuesday, September 02, 2008 11:29 AM
Subject: Every vote counts – make sure your voice is heard

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

Every vote counts – make sure your voice is heard

Tomorrow, each of you, as IAM-represented employees, will be voting on [Boeing's best and final offer](#), which we presented last Thursday. It's an offer that delivers on Boeing's promise to increase pay and pension and provide outstanding health care at low costs.

We delivered the offer before the Labor Day weekend so that you could have time to review the offer before the union's scheduled vote on Sept. 3, make some calculations and make a decision that's in your best interest.

Over the weekend, we posted [new Q&As](#) to our Web site to answer questions about COLA, progression, how to figure your new hourly base rate after applying GWI, generic and name-brand drugs, the life insurance survivor income benefit, and more.

Tomorrow will be an important day for you and your families. It's absolutely critical that every eligible employee votes and has a say in his or her future as well as the future of Boeing. For your convenience, and to help reduce traffic congestion and disruption to our daily operations, you have the option to take a shuttle from Boeing to and from the union hall. Click [here](#) for voting times and more information.

As you consider this best and final offer, please talk with your manager and take advantage of the resources available to you:

- Use the [Pay & Benefits calculator](#) to see for yourself how this offer increases your pay and benefits over the life of this three-year contract.
- If you have any 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.

What I've heard from my conversations with many of you over the past year is that we all share an immense pride in our work and in our Boeing products. Tomorrow, you can help us continue to be a reliable supplier to our customers, a valuable community partner and an employer of choice for future generations of employees.

Every vote counts so make your voice heard!

Doug