



From: Doug Kight
Sent: Wednesday, September 17, 2008 5:49 PM
Subject: Boeing presents platform to SPEEA

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

Boeing presents platform to SPEEA

As you know, SPEEA presented us with a proposal last week to help us understand its issues for our negotiations. Our Boeing negotiations team, including Mike Denton, vice president of engineering for Commercial Airplanes, and Conrad Ball, chief engineer for IDS, has spent a great deal of time over the past week reviewing this proposal and the issues it raises.

Today, we provided SPEEA with our [Platform for Discussions](#) during a steering team meeting. Our platform is not a counter-proposal to the union. Its purpose is to help define the company's philosophy and approach to the major elements of the contract such as pay, health care, retirement and workforce.

We had a good discussion with SPEEA's lead negotiators. During our upcoming meetings, we'll continue to share information and work toward presenting a competitive offer that rewards employees while also ensuring the company's future success.

You've already received the first message from Mike and Conrad talking about our negotiations process. As we've done in past negotiations, our engineering functional leaders will be providing you with updates on progress and key issues. Offering a functional perspective to negotiations has been very well received in the past, and I'm excited to welcome Mike and Conrad to the team. You also may see some guest blog posts from them as items for discussion arise.

We have a strong negotiations team and we are focused and prepared for these negotiations with SPEEA. Although the IAM strike is a disappointment, it doesn't change the importance of negotiating this contract with SPEEA that's good for employees and good for our company.

Actions for managers:

- Review both the Boeing Platform for Discussions and the SPEEA proposal.
- Understand the key issues and priorities so that you can answer questions from your employees.
- Stay familiar with the information posted on the SPEEA section of the [2008 Negotiations Web site](#).
- Share this — and future messages — with your teams.

Thank you for your support during this important time.

Doug