



From: Doug Kight
Sent: Monday, September 22, 2008 4:19 PM
Subject: Operations are safe and secure – thanks for all you are doing

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

Operations are safe and secure – thanks for all you are doing

During the IAM strike, Boeing managers have done a great job maintaining safe and secure operations. While we never like to prepare contingency plans, they are in place and helping us focus on our priorities. Thank you for everything you are doing to execute these plans.

Many of you also may be wondering what exactly has happened during our negotiations and what challenges are ahead.

Communications at this stage of the process take on a heightened sensitivity. During a labor stoppage of this magnitude, it's normal for the parties to communicate through the offices of the U.S. Federal Mediation and Conciliation Service, and that is the channel we are using.

It can be confusing to read in the media that both sides are ready and available to talk, yet no talks are scheduled. If there was a basis for getting back to the table then we would be there. I can tell you that the union's list of issues, economic and non-economic, remains long and the gaps in our positions are wide.

At this time, we can't provide much more information, but a recent [Q&A session](#) between Scott Carson and Seattle Post-Intelligencer aviation reporter James Wallace may answer some of your questions on this subject.

As we look ahead, we are shifting some of our focus to the SPEEA negotiations, and we are well into discussing important issues. We've also presented our [Platform for Discussions](#) to SPEEA in the Puget Sound region, which will help set the dialog for the next few months. SPEEA negotiations in Kansas begin this Friday.

Actions for managers:

- Continue to maintain safe and secure operations during the work stoppage.
- Stay familiar with the information posted on the [2008 Negotiations Web site](#).
- Share this — and future messages — with your teams.

Thanks for your patience and your continued support.

Doug