



**From:** Mike Denton & Conrad Ball

**Sent:** Monday, October 27, 2008

**Subject:** SPEEA negotiations update – main-table talks begin Oct. 29

*\*\*\*This message is being sent by Mike Denton, vice president of Commercial Airplanes Engineering, and Conrad Ball, chief engineer for IDS Puget Sound, to all managers and Human Resources employees in Washington and Oregon.\*\*\**

**UPDATE: Boeing requested delaying negotiations until Wed. Oct. 29 for logistics issues. For more details, visit BNN (on the Boeing intranet) at: [http://boeingnews.web.boeing.com/archive/10\\_08/102708/](http://boeingnews.web.boeing.com/archive/10_08/102708/).**

## **SPEEA negotiations update – main-table talks begin Oct. 29**

We're looking forward to the start of main-table discussions between Boeing and SPEEA **Wed. Oct. 29**. These main-table talks represent the final leg in an ongoing process of dialog between the company and the union and will define the new contracts, one each for the Engineers and Technical workers. The existing contracts expire on Dec. 1.

Over the past few months, our negotiating teams have covered issues of critical importance to both Boeing and SPEEA, including job stability and staffing, health care, retirement and market data on salaries. While significant challenges remain, we're focused on the work that remains to be done in the hotel as negotiations proceed to this final stage.

Our goal is to present our best and final offers for the new contracts on Nov. 11. SPEEA will mail the contract offers directly to members' homes, after which employees will have about two weeks to return their votes.

Our bargaining schedule calls for us to discuss non-economic issues for approximately the first week of talks at the hotel. Then we plan to address economic issues. Typically in bargaining, both sides exchange multiple offers over the course of talks, and we expect to communicate frequently with you about our continuing progress. In past negotiations with SPEEA, we have not communicated specific details about the economic proposals each side presented during this back and forth discussion until we arrived at our best and final offers.

We urge you to visit the Boeing negotiations Web site: [www.boeing.com/2008negotiations](http://www.boeing.com/2008negotiations) for easy access to updates, common questions that employees may ask and fact sheets that may be helpful in discussing critical topics. Also, please visit the innerViews blog: <http://innerviews.blog.boeing.com/> for information about these negotiations.

Mike and Conrad