



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

SPEEA negotiations update – important weeks ahead

As we begin the main-table phase of negotiations with SPEEA, I want to give you an update on what's ahead and ways you can help to make this a successful process.

Today we will meet with the negotiating team from SPEEA and begin working methodically through the contract, starting with the non-economic issues and then progressing to the economic elements.

In the next few weeks, new issues may develop quickly and I want to make sure you are well informed so you can share, discuss and answer questions from your employees. Here are some resources that will help:

- Ensure that your employees know about the Boeing Negotiations [Web site](#) and how to sign up for e-mail or mobile phone text message [alerts](#).
- Understand the [key issues](#) and be prepared to discuss them with your team.
- If you are unsure about an issue, contact your Human Resources generalist for help.
- Print the [fact sheets](#) and have copies available for meetings or informal discussions. New fact sheets will be posted as the negotiation process continues.

As a manager, one of your responsibilities is keeping employees informed. It is also important to remember interaction with your team must follow federal labor laws. Here is a brief list of what is appropriate:

- Do talk to your employees about negotiations and explain the company's position on the issues.
- Do listen to what your employees have to say about the issues in negotiations.
- Don't question employees about their opinion on contract proposals or ask what employees would like to see in the contract.
- Don't ask employees how they plan to vote.

For a complete list of dos and don'ts, please [click here](#).

I can't emphasize enough how critical these negotiations are to our employees, the company and our future. I am confident that your leadership, knowledge, experience and thoughtful discussions with your teams will help guide us through this challenging negotiations process.

Thank you for your commitment to a successful negotiation.

Doug