



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 – Nov. 3, 2008

Today Boeing and SPEEA negotiators continued discussions during morning and afternoon main-table sessions.

The company and union tentatively agreed to contract language on grievance procedures, workforce administration, layoff benefits and data reports. We also continued our discussions on sick leave and voluntary layoffs.

This afternoon, Boeing listened for more than two hours and engaged in active dialog as SPEEA stepped us through its pay proposal. We expressed disappointment that their proposal, which was unchanged from what was presented on Sept. 10, was not based on market survey data. Boeing participates in an annual independent survey of salary data collected from hundreds of high-technology and aerospace companies. We've been sharing this market data annually with SPEEA for more than a decade, and the data was the foundation of how we've formulated competitive pay packages in the successful 2002 and 2005 negotiations. This survey data will continue to serve as the foundation to our approach on compensation issues. We believe salaries must be market-competitive to attract and retain the best talent, as well as position the company to win business in an uncertain environment.

Tomorrow, Boeing is scheduled to discuss contract labor and employment stabilization.

Actions for managers:

- Please share and discuss the information in this message with your employees.
- Make sure employees are aware of the salary review process [fact sheet](#). You can print out the fact sheet and use it as a tool in discussions with your team.
- If you haven't already, sign up for [alerts](#) to be notified when updates are made to our Web site.

Thank you for your continued leadership and effort to make this a successful negotiations process.

Doug