



\*\*\*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. 8, 2008**

Today Boeing and SPEEA negotiators continued discussions on issues surrounding pay. In an afternoon main-table session we listened and asked questions as the union presented the balance of its response to our [initial economic offers](#).

While we are focused on reaching agreements with SPEEA by next week, there is much ground to cover before we can reach contract offers that are in the best interest of our employees and the company. We presented a very respectable and outstanding initial offer on Thursday that provides salary adjustments every year, pension increases and excellent health care benefits with significant enhancements for wellness and preventive care.

Clearly, there's still much work ahead for both sides to reach common ground. Negotiations are continuing and it remains our objective to complete negotiations in the coming week.

### **Actions for managers:**

- Please share and discuss the information in this message with your employees.
- Make sure employees are aware of the recently posted [fact sheets](#). You can print out and use the fact sheets 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 commitment and dedication to keeping up with these negotiations.

Doug