



****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. 10, 2008

Today Boeing and SPEEA negotiators continued discussions in an afternoon main-table session where we reached tentative agreement on the use of non-Boeing labor. Both the company and the union were complimentary of the following work done to address key areas of concern for SPEEA:

- Recognizing that Boeing's direct technical and engineering team is the foundation of our competitiveness.
- Recognizing that it is in the best interest of the company, the union and employees to keep SPEEA informed about the nature of Boeing's business strategies and plans regarding the use of non-Boeing labor and subcontracting.
- Giving SPEEA regular opportunities to provide input on the use of non-Boeing labor and subcontracting.

We also reached tentative agreements on other non-economic issues, including voluntary layoffs with benefits and part-time employment.

After a day of productive discussions, we will continue to work on compensation and benefits tomorrow. It remains our goal to complete negotiations later this week.

Actions for managers:

- Please share and discuss the information in this message with your employees.
- If you haven't already, sign up for [alerts](#) to be notified when updates are made to our Web site.

Thank you for your leadership and commitment to these negotiations.

Doug