



****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 – market-competitive contract offers

After months of engaging in thoughtful dialog and listening to the union, today we reached [tentative agreement](#) with SPEEA on market-competitive contract offers covering professional and technical employees.

These are outstanding offers that

- Address SPEEA's concerns about the use of non-Boeing labor and outsourcing while providing Boeing with the flexibility to make business decisions.
- Provide salary adjustments with guaranteed minimum salary increases every year of the contract.
- Improve excellent health care plans, including enhanced wellness and preventive care coverage, with a slight increase in costs.
- Increase the overtime premium to \$15 per hour for overtime worked by engineers in excess of 144 hours per quarter, through the end of 2010.

Provide a quarterly payout of vacation accrual that exceeds the vacation balance maximum, through the end of 2010.

Continue participation in the Employee Incentive Plan (EIP).

This agreement provides market-competitive pay and benefits that enable us to attract and retain the best talent, remain on the leading edge of technology and continue to win business in uncertain times.

Our goal was to negotiate contracts that reward our employees for their hard work and the success they helped create. At times, it was challenging to work through the issues, but I believe we've delivered respectful offers to our employees.

Actions for managers:

- Be available for questions or conversations about the offers. You are credible leaders and your employees respect your opinion.
- Watch for an invitation to attend a webcast where I will discuss the offers and answer your questions. Please try to attend the meeting in person, participate during the webcast or view the

archived video after. Once you've done that, please schedule time to share the archived video of the webcast with your teams.

- Encourage employees to carefully study the [proposals](#) and vote.
- Read the new [Questions and Answers](#) to learn about the contract offers.
- Make sure your employees are aware of two new [fact sheets](#) on the proposed prescription drug program and the proposed voluntary layoffs with benefits program.

Thank you for your leadership throughout this process and for your support of our efforts.

Doug