



\*\*\*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 – share webcast information with teams

This morning, I shared the details of our outstanding contract [offers](#) with managers of SPEEA-represented employees both in person and via [webcast](#). I also took the opportunity to thank managers for their leadership and engagement throughout these negotiations.

In the next couple of weeks, please remember the three As I discussed in the webcast:

- Be **aware** of the resources on the negotiations Web site.
- Make yourself **available** to answer questions from your team.
- **Ask** your team members to vote.

As you know, managers are looked to as employees' most credible source of information. By taking the time to participate in the webcast today or viewing the archived video, you are preparing yourselves to answer questions from your teams. Please be available for conversations, make time to talk with your team members and ensure that they know about the resources available on the [Negotiations Web site](#).

The past few months have been challenging, but we're near the end of the process and we need to focus on the next milestone – the vote. The tentative agreement with the union is certainly a positive development, but you, as managers, also need to help employees understand the contract and how important each vote is to its ratification.

### Actions for managers:

- Be available for questions or conversations about the offers. You are credible leaders and your employees respect your opinion.
- Encourage employees to carefully study the [summary](#) and vote.
- Schedule time to share the [archived video](#) of the webcast with your teams.
- Read the new [Questions and Answers](#) to learn about the contract offers.
- Make sure your employees are aware of the online [fact sheets](#).
- If you have questions, send an e-mail to: [ERPugetSound@boeing.com](mailto:ERPugetSound@boeing.com).

Thank you for the time you are committing to understanding the contract and sharing the information with your teams. The coming four years of stability will be well worth your effort.

Doug