



\*\*\*This message is being sent by Doug Kight, vice president of Human Resources, to all managers and Human Resources employees in Washington and Oregon.\*\*\*

## **SPEEA negotiations update – reminder to vote**

Next week, SPEEA-represented employees will decide whether to accept Boeing's contract offers. As engineers and technical employees weigh their options, we are still hearing some questions about the offer and would like to clarify one issue that has come up a number of times.

**Q:** *How often will the no-contribution health care plan be evaluated and potentially changed?*

**A:** The designated no-contribution plan – the Traditional Medical Plan in Washington state; Kaiser Permanente in Oregon, in Cowlitz and Clark counties in Washington, and in California; and SelectHealth in Utah – will remain the no-contribution plan for the duration of the agreement. For other plans such as Select Network and Group Health in Washington, the 12 percent that employees will pay as their share of Boeing's health care cost will be calculated in conjunction with each enrollment period. The next enrollment period will be next spring.

### **Actions for managers**

Some of your employees may still have questions about the contract offers so make sure they are aware of the available resources:

- [Contract Summary](#) and Contract Summary [video](#)
- Latest version of the [Questions and Answers](#) section
- [Fact sheets](#) on key issues
- For additional questions, e-mail: [ERPugetSound@boeing.com](mailto:ERPugetSound@boeing.com).

Please encourage your employees to take an active role in their future, and the future of Boeing, by studying the [contract offers](#) and voting. All ballots must be received at SPEEA office locations by 5 p.m. on Dec. 1.

As we head into the final phases of this process, I want to extend my deepest appreciation for the steady leadership and amount of dedication each one of you brought to these negotiations.

Doug