



BOEING • SPEEA  
2008  
labor negotiations

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

## **SPEEA contracts ratified**

I'm very pleased that SPEEA-represented professional and technical employees have ratified new four-year contracts. SPEEA announced the results of the two-week mail-in ballot today.

Throughout these negotiations, we made it our goal to present contracts that reward our employees for their contributions to our success while enabling the company to sustain its success in an increasingly tough economy.

We think that we've achieved those objectives. With these four-year agreements now in place, we can and must put our full focus on the very challenging business environment we face.

More information is available at [www.boeing.com/2008negotiations](http://www.boeing.com/2008negotiations). For a detailed summary of the contract proposals, go directly to: [www.boeing.com/2008negotiations/pdf/speea\\_agreement.pdf](http://www.boeing.com/2008negotiations/pdf/speea_agreement.pdf).

### **Actions for managers**

- Be available for questions or conversations about the contracts. You are credible leaders and your employees respect your opinion.
- Rely on your HR generalist for guidance, support and answers to contract-specific questions.
- Refer to the new [Questions and Answers](#) to learn more about the contracts. A compilation of [fact sheets](#) also is available to answer questions.

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

Doug