

Proposal for voluntary layoff with benefits

Pilot Program

This proposal creates a pilot program that allows SPEEA-represented employees to volunteer for layoff with benefits during reduction in force while enabling Boeing to protect skilled resources needed for the future.

The process would be used only in situations where it makes business sense as determined and approved by business unit leaders, functional skill management teams and the Employee Benefit Plans Committee (EBPC).

Voluntary layoff with benefits supports the company's business strategy and employment stabilization objectives and integrates with the redeployment process. It is designed to be fair and equitable to employees while balancing the potential loss of technical and engineering talent.

Knowledge Transfer

A key part of the process is orderly knowledge transfer. To be considered for voluntary layoff, employees must be able to share their job knowledge, skills and abilities with another qualified person.

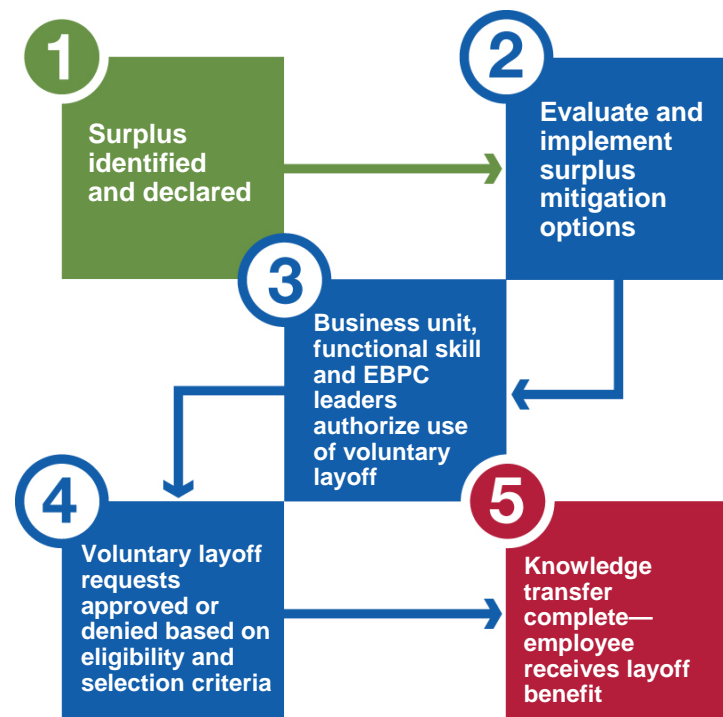
Employee eligibility requirements

- Must be in skill with declared surplus.
- Must have at least 5 years of company service from last hire date.
- Must have knowledge transfer plan that is approved by line manager.
- Must not have received a layoff benefit during the prior three years.
- Other requirements as determined by program, functional skill leaders and the EBPC.

The selection process will begin with employees with the most years of company service to the least until the percentage of authorized voluntary layoffs is reached.

Selected employees must forfeit applicable recall rights.

Voluntary layoffs with benefits



Incentives

For employees accepted into it, the voluntary layoff program would offer:

- A lump-sum payment – one week of pay for every two completed years of service up to maximum of 13 weeks.
- Continuation of medical & dental insurance for up to 90 days from layoff date to the extent permitted under company medical and dental plans.