

**2008 IAM Negotiations
Questions & Answers for Boeing employees**

GENERAL STRIKE-RELATED QUESTIONS AND ANSWERS

Q. Will Boeing attempt to produce airplanes and other products during the strike?

A. No. Boeing does not intend to continue producing airplanes during a work stoppage. Boeing will deliver ticketed airplanes (those that have already received their FAA Airworthiness Certificate) and support customers' airplanes in the fleet.

Q. How will business operations function in the event of a strike?

A. Any operational problems that occur as a result of a possible strike will be handled through the 2008 Union Negotiation Contingency Planning team. This team is responsible for coordinating operational strike planning and ensuring that site and program strike operations are uniform where possible and consistent with corporate objectives. The team's main function is to coordinate with the operating organizations, establish proper priorities for work projects, and develop plans for deploying nonstriking employees in the event of a work stoppage.

Each business unit (Commercial Airplanes, Integrated Defense Systems, Shared Services Group, for example) has developed contingency plans to identify priority work to be accomplished in case of a strike. Nonstriking employees will be notified by their manager of any changes to regular work assignments, work location and hours of operations. All related activity will be coordinated through site contingency planning teams. Site and organizational leaders are responsible for coordinating updates to operational plans.

Q. Does a union employee have to declare strike/nonstrike status?

A. There is no requirement for formal declaration of strike status. If the union declares a strike condition, employees participate through their actions.

Q. Who can go out on strike?

A. Any employee covered by the bargaining agreement is eligible to participate in strike activities.

Q. Can an employee strike for a couple of days, return to work, and then go back out on strike?

A. No, employees may not participate in a strike on an intermittent basis. For specific situations please contact your Employee Relations specialist.

Q. May an employee decide to join a strike after it has already started, regardless of whether it's later that same day, the next day, or a week or more later?

A. Yes. Employees may choose to join a strike after it has started.

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Q. Can a union that is not on strike, go out on sympathy strike with unions that are on strike?

A. No. Boeing union bargaining agreements contain provisions that preclude them from participating in other unions' strikes.

Q. If an employee wishes to resign from the union once the contract has expired, what should that individual do?

A. Such employees should be referred to their site Employee Relations specialists.

Q. If an employee represented by the striking union enters the workplace, is that individual considered to be working?

A. To be considered as working, employees must be performing their assigned duties. Per the National Labor Relations Board, "An employee cannot work and strike at the same time. He cannot continue in his employment and openly or secretly refuse to do his work. He cannot collect wages for his employment and, at the same time, engage in activities to injure or destroy his employer's business."

If an employee enters the workplace and refuses to perform assigned tasks, or is disruptive in any way, management should contact Security immediately at 206-655-8800 for assistance.

Q. What action will be taken if an employee who is not represented by the striking union refuses to cross the picket lines?

A. That individual will be accorded the same status as striking employees. In addition, represented employees may be barred from refusing to cross picket lines by the "no strike" clause contained in their labor agreements.

Q. Can striking employees access company property for use of fitness centers, fields or club activities?

A. Yes, however access must be restricted to only these areas and activities.

Q. Will striking employees continue to receive the \$30.00 per month commuter reimbursement?

A. No, the payment is offered to offset the transit expenses for those employees who are commuting to work. Therefore, payments will be discontinued for striking employees and will resume when they return to work.