

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

HEALTH CARE BENEFITS

Q. If an employee continues to work during a strike, is there any impact on that individual's health and insurance coverage?

A. No, there is no impact on an active employee's current health and insurance coverage.

Q. If an employee is on strike, how long will that individual's health and insurance coverage continue?

A. Typically, coverage stops at the end of the month in which the strike begins. The specifics will be dictated by federal and state laws.

Q. If an employee is on strike, when will that individual receive information on how to continue coverage? Will that employee be covered during the election period?

A. Employees will receive their COBRA continuation of coverage election package within two weeks following their strike date. Continuation coverage will be retroactive to the date coverage ceased because of the strike, as long as their election and premium payment are made in the time period specified in the election notice. Verification of eligibility for coverage cannot be provided to an employee's doctor or hospital until the employee's coverage election and payment are received.

Q. If an employee is on strike and the strike continues beyond the end of the month, will that individual be able to continue health and insurance coverage? If so, how much will it cost?

A. For the IAM 751, an employee will be able to continue medical, dental, basic life, and accidental death and dismemberment coverage by paying the required contributions. Employees will not be able to continue coverage in their short-term disability plan, survivor income benefit, or the dependent care spending account. Notification about costs and the address for submitting contributions will be sent to employees by mail.

Q. If an employee is on strike and is married to a Boeing employee who is not striking or to a Boeing retiree, can that employee switch to the spouse's coverage as a dependent during the strike?

A. Yes, in most instances. Employees may enroll by calling TotalAccess at 1-866-473-2016 and say "Health and Insurance." Hearing impaired callers can access TTY/TDD services at 1-800-755-6363.

Q. If an employee pays health and insurance contributions during a strike, will that individual be reimbursed after a strike is over?

A. These issues are topics for bargaining. No decisions have been made at this time.

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Q. If an employee is a new hire and is not at work on the effective date of coverage, would that employee be eligible to pay for and continue coverage during a strike?

A. No. As a newly hired employee, that individual's coverage becomes effective on the first day of the month following the individual's hire date. Therefore, if the employee is not on the active payroll on the first day of the month following the individual's hire date, that employee is not eligible for health and insurance coverage during a strike.

Q. If an employee has an accident or illness during a noncovered period, will that condition be subject to pre-existing condition exclusions when coverage is once again in effect?

A. Boeing medical plans no longer exclude pre-existing conditions.

Q. If an employee is on medical leave of absence or disability leave, will medical bills be paid in the event of a strike?

A. Yes, if an employee is on a leave of absence or on a disability leave prior to a strike, coverage remains unchanged.