



	Strike Settlement Offer on 9/29/25 (5-year contract)	Revised Strike Settlement Offer (5-year contract)
Wage Increases	GWIs = 24% (8%, 4%*, 4%, 4%*, 4%) * 5% lump sum for employees at max Years 2 & 4	GWIs = 24% (8%, 4%*, 4%, 4%***, 4%) * Year 2: 5% lump sum for employees at max ** Year 4: 1.5% GWI and 2.5% lump sum for employees at max
Ratification Bonus	\$4,000 lump sum, deferrable in full or in part to your Boeing 401(k)	\$3,000 lump sum <i>Deferrable in full or in part to your Boeing 401(k) Contingent upon ratification by 6:00 p.m. on 10/26/25</i>
Boeing Restricted Stock Units	N/A	Boeing restricted stock units worth \$3,000 as of Oct. 31, 2025, vesting over three years
Retention Bonus	N/A	Year 4: \$1,000 lump sum <i>Deferrable in full or in part to your Boeing 401(k) Contingent upon ratification by 6:00 p.m. on 10/26/25</i>
Progression and New Pay Enhancements	- Auto-progression: \$0.75/hour every 6 mos. - Current COLA folded into base rate Day 1 2nd shift differential: \$1/hour - MSE additive: \$0.50/hour - For employees in progression: - Annual 2nd shift progression: \$0.75/hour - Annual attendance progress: \$0.50/hour - For employees at max: - Annual 2nd shift additive: \$0.75/hour - Annual attendance additive: \$0.50/hour	For employees in progression: Annual attendance progression of \$0.50/hour reduced to \$0.25/hour For employees at max: Annual attendance additive of \$0.50/hour reduced to \$0.25/hour Otherwise, no change
Vacation/Sick	More vacation and sick leave	No change
Retirement	Maintain top-ranked Boeing 401(k) plan, full \$10 pension multiplier increase Year 1	No change
Healthcare	No cost share % increase for same market-leading medical, dental & vision; free primary care clinic	No change

