



	OFFER #1 (7/22/25)	OFFER #2 (7/31/25)
AWS	Potential for alternative workweek schedules (AWS)	AWS proposal withdrawn; Current contractual OT policies remain the same
Wage Increases	20% GWI (8%, 4%*, 4%*, 4%) <i>* 5% lump sum for employees at max in Years 2 & 3</i>	No change
Ratification Bonus	\$5,000 lump sum, which can also be deferred in full or in part to your Boeing 401(k)	\$5,000 lump sum if the contract is ratified by 11:59 p.m. Aug. 3. <u>It will be withdrawn and not re-offered after that date.</u>
Progression and New Pay Enhancements	<ul style="list-style-type: none"> Auto-progression: \$0.75/hour every six months Your current COLA will be folded into your base rate on Day 1 2nd shift differential: \$1/hour MSE additive: \$0.50/hour Annual 2nd shift additive: \$0.75/hour Annual 2nd shift progression: \$0.75/hour Annual attendance progression: \$0.50/hour 	Added annual attendance additive for <u>employees at max</u>: \$0.50/hour Otherwise, no change
Vacation / Sick Leave	More vacation and sick leave	No change
Retirement	Maintain top-ranked Boeing 401(k) plan, plus increase pension multiplier by \$5 in Year 2 and another \$5 in Year 3.	Full \$10 pension multiplier increase in Year 1 instead of \$5 in Years 2 and 3 Otherwise, no change
Healthcare	No cost share percentage increase for the same market-leading medical, dental and vision plans; plus access to a free primary care clinic in the St. Louis area	No change

Average wage grows from \$75,000 to \$102,600

Every effort has been made to ensure the accuracy of this summary information. In the event of a conflict between this summary and the collective bargaining agreement, the terms of the collective bargaining agreement will control.

All content is for informational purposes only. Federal labor law prohibits Boeing from bargaining directly with employees. We will only negotiate with union officials.

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