



Employees at max

All employees currently at the max rate will have their current COLA folded into their base rate, followed by an 8% GWI in Year 1. They will receive a 5% lump sum in Years 2 and 3, followed by a 4% GWI in Year 4. Depending on your attendance, shift and MSE certification, you are eligible for additional pay additives.

NEW: In our Last, Best and Final Offer, we have added an annual attendance additive of \$0.50/hour for employees at max if they maintain less than two points under the Attendance Policy.

Average annual wage grows to \$110,718, up from \$95,326, at the end of the contract – not including lump sums or other pay additives.

Year 1

- COLA fold
- **8%** GWI

Pay additives:

- **\$0.50** Attendance additive
- **\$0.50** MSE additive
- **\$0.75** 2nd shift additive in addition to current \$1 shift differential

Year 2

- **5%** Lump sum payment, which you can also choose to defer in full or part to your Boeing 401(k)

Pay additives:

- **\$0.50** Attendance additive
- **\$0.50** MSE additive
- **\$0.75** 2nd shift additive in addition to current \$1 shift differential

Year 3

- **5%** Lump sum payment, which you can also choose to defer in full or part to your Boeing 401(k)

Pay additives:

- **\$0.50** Attendance additive
- **\$0.50** MSE additive
- **\$0.75** 2nd shift additive in addition to current \$1 shift differential

Year 4

- **4%** GWI

Pay additives:

- **\$0.50** Attendance additive
- **\$0.50** MSE additive
- **\$0.75** 2nd shift additive in addition to current \$1 shift differential

