Boeing St. Louis

Boeing – IAM&AW Local 837

Nov. 10 Offer

	Oct. 22 Offer (5-year contract)	Nov. 10 Offer (5-year contract)
Wage Increases	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*	**No change from prior offer** **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	$3,000 lump sum	**$6,000 lump sum** ***Deferrable in full or in part to your Boeing 401(k)***
Boeing Restricted Stock Units	Boeing restricted stock units vesting over three years	**Removed to provide more cash up front**
Retention Bonus	Year 4: $1,000 lump sum	**Removed to provide more cash up front**

Progression and New Pay Enhancements	• Auto-progression: $0.75/hour every 6 mos.
	• Current July COLA folded into base rate
	• 2nd shift differential: $1/hour
	• MSE additive: $0.50/hour
	• For employees in progression:
	  ◦ Annual 2nd shift progression: $0.75/hour
	  ◦ Annual attendance progress: $0.25/hour
	• For employees at max:
	  ◦ Annual 2nd shift additive: $0.75/hour
	  ◦ Annual attendance additive: $0.25/hour
		No change from prior offer

Vacation/Sick	More vacation and sick leave	**No change from prior offer**
Retirement	Maintain top-ranked Boeing 401(k) plan, full $10 pension multiplier increase Year 1	**No change from prior offer**
Healthcare	No cost share % increase for same market-leading medical, dental & vision; free primary care clinic	**No change from prior offer**

Every effort has been made to ensure the accuracy of this summary information. In the event of a conflict between this summary and the Strike Settlement Offer, the terms of the Strike Settlement Offer 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.

Have a question? Send an email to: STLLaborRelations@boeing.com