



	Offer #2 on 7/31/25 (4-year contract)	Strike Settlement Offer on 9/10/25 (5-year contract)
Wage Increases	40% average wage growth GWIs=20% (8%, 4%*, 4%*, 4%) <i>* 5% lump sum for employees at max in Years 2 & 3</i>	45% average wage growth GWIs=24% (8%, 4%*, 4%, 4%*, 4%) <i>* 5% lump sum for employees at max in Years 2 & 4</i>
Ratification Bonus	\$5,000 lump sum, deferrable in full or in part to your Boeing 401(k)	\$4,000 lump sum, deferrable in full or in part to Boeing 401(k)
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 For those at max: <ul style="list-style-type: none"> Annual 2nd shift additive: \$0.75/hour Annual attendance additive: \$0.50/hour For those in progression: <ul style="list-style-type: none"> Annual 2nd shift progression: \$0.75/hour Annual attendance progression: \$0.50/hour 	No change from Offer #2
AWS	AWS proposal withdrawn; Current contractual OT policies remain the same	No change from Offer #2
Vacation / Sick Leave	More vacation and sick leave	No change from Offer #2
Retirement	Maintain top-ranked Boeing 401(k) plan, plus full \$10 pension multiplier increase in Year 1	No change from Offer #2
Healthcare	No cost share percentage increase for the same market-leading medical, dental and vision plans; access to free primary care clinic in the St. Louis area	No change from Offer #2

Average wage grows from \$75,000 to \$109,000

