



	Offer #2 on 7/31/25 (4-year contract)	Strike Settlement Offer on 9/29/25 (5-year contract)
Wage Increases	40% average wage growth GWIs=20% (8%, 4%*, 4%*, 4%) * 5% lump sum for employees at max in Years 2 & 3	45% average wage growth GWIs=24% (8%, 4%*, 4%, 4%*, 4%) * 5% lump sum for employees at max in Years 2 & 4
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	- 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: - Annual 2nd shift additive: \$0.75/hour - Annual attendance additive: \$0.50/hour - For those in progression: - 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AWS	AWS proposal withdrawn; Current contractual OT policies remain the same	No change from Offer #2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

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.

Copyright © 2025 Boeing. All rights reserved.

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

