



**From:** Doug Kight  
**Sent:** Monday, August 25, 2008 5:05 PM  
**Subject:** IAM negotiations update – important week ahead

*\*\*\*This message is being sent by Doug Kight, vice president of Human Resources, to all managers and HR employees in Washington, Oregon and Kansas \*\*\**

## **IAM negotiations update – important week ahead**

First, thank you for your continuing support of our negotiations process. You are doing a tremendous job leading your teams, and I greatly appreciate your hard work.

We have a busy week ahead. We will continue to update you on developments as they happen. As you know, we've committed to delivering our best and final offer before the Labor Day weekend so that our employees have the opportunity to review the contract with their families.

On Saturday, I sent out a message clarifying the negotiations process. In case you missed it, you can read it by clicking [here](#). That message included several actions for managers that I believe will help you better understand your role in the coming days.

## **Pay & Benefits Calculator demonstration online**

In the next few days, Boeing will roll out a Pay & Benefits Calculator tool on our [2008 Negotiations Web site](#). To help employees become familiar with the tool in advance, we have posted a two-minute [demonstration](#) for the calculator. This demonstration is a self-playing presentation that can be shown on screens in the factory, used in team meetings or downloaded for use at home.

The demonstration shows how employees can enter their own data – such as hourly pay rate, overtime, choice of health care plans and level of participation in the Voluntary Investment Plan – and then see an estimate of the total value of their current wages and benefits compared to the projected value at the end of the new contract. The calculator is designed to model pay and benefits for the IAM contract offer only and should not be used to model pay and benefits for any other group of employees. Employees can not enter any information into this demonstration.

## **Actions for managers**

- Please encourage your employees to sign up for [alerts](#) to our Web site.
- Print the [fact sheets](#) and have copies available for meetings or informal discussions.
- Please share all of this information with your teams, ask them to follow the progress of negotiations on our [Web site](#) and encourage them to vote on Sept. 3.
- If you have any questions, please post them to my blog, [innerViews](#).



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Again, thank you for your participation in this process. We still have a ways to go, but we will present the IAM with an offer that rewards our employees for their hard work while also enabling Boeing to sustain its success in the future.

Doug