



BOEING • IAM
2008
labor negotiations

From: Doug Kight

Sent: Wednesday, August 27, 2008 4:24 PM

Subject: IAM negotiations update – much to accomplish before Labor Day weekend

****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 – much to accomplish before Labor Day weekend

I wanted to give you an update on the progress of negotiations. We are preparing to present our best and final offer as soon as tomorrow so that employees can carefully consider the offer and review it with their families before voting in their best interest on Sept. 3.

We met with the union this morning and listened to them as we continue to bargain. We are studying their issues and have been working hard on developing our best and final offer. Our offer will reward our employees for their hard work and enable Boeing to sustain its success in the future.

I've said before that we won't play games with this process. When we make our next offer, the best and final offer, it truly will be the best that Boeing will make to the IAM, and we are asking you to support it wholeheartedly.

As you can tell from our [second offer](#), we are delivering on Boeing's promise to increase pay and pension and provide outstanding health care at low costs. We are confident that our employees will appreciate the total value of this contract and vote in the best interest of their families.

Actions for managers

The next few days are critical. Please continue to educate yourself on the negotiations process and the value that it brings to our employees. Familiarize yourself with our Web site (www.boeing.com/2008negotiations/) and be able to explain how to use it to your employees. The [Pay & Benefits Calculator](#) is the best way for employees to understand how the contract will benefit them, so please take the time you need to understand how it works and encourage them to use it.

If you haven't already, sign up for [alerts](#) to be notified when updates are made to our Web site.

Thanks for your ongoing support. Keep up the great work.

Doug