

From: Doug Kight
Sent: Friday, May 23, 2008
Subject: Negotiations – next steps

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

Having formally launched negotiations on May 9 with the IAM, I want to continue a regular dialog with managers to share information on what's happening.

Subcommittees with representatives from both the IAM and the company are meeting to discuss contract issues such as benefits, work rules and joint programs. These meetings are in preparation for the next joint IAM/Boeing negotiations steering committee meeting which will be held on May 29. The steering committee members are the negotiations leaders from the union and the company. When we meet, we will review the schedule and status of our subcommittee discussions, with a focus on the key issues.

Similar activities are taking place with SPEEA for our contract in Puget Sound and Portland. While we won't receive SPEEA's formal proposal until September, subcommittees are meeting and we are preparing for the next joint SPEEA/Boeing negotiations steering committee meeting on June 5.

We have these meetings so that both sides can better understand the primary issues behind the proposals. It's our opportunity to have open and respectful conversations about what's driving the priorities, listen to each other, understand the challenges both sides face, and work together for employees' and the company's continued success. These meetings also help us get closer to our goal of agreeing on all of the non-economic issues before getting to the main table phase of negotiations.

Please continue to review the information we've posted on the negotiations [Web site](#) and add it to your list of 'favorite' sites. This will help you remember to check back and get the latest information to share with your teams.

We are committed to keeping you informed throughout this process. Boeing's goal is to create an open and honest environment by communicating frequently and having robust discussions. We are convinced there is no other way to achieve success – for all of our employees and our business.

Have a great holiday weekend,

Doug