

From: Doug Kight  
Sent: Friday, May 9, 2008  
Subject: IAM negotiations begin – Boeing committed to excellent pay and benefits

*\*\*\*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 begin; Boeing committed to excellent pay and benefits**

This afternoon our negotiations team met with the International Association of Machinists and Aerospace Workers (IAM) to kick-off our 2008 negotiations. We delivered a document outlining some key areas in what we called a “Platform for Discussions.” This document is posted on our [website at www.boeing.com/2008negotiations](http://www.boeing.com/2008negotiations). (Other materials posted on the website today include a brief video, a news release, and questions and answers about these negotiations.)

This meeting was a good start. It gave us an opportunity to exchange our ideas about how we can work together to reward employees for generating productivity improvements that help us meet our commitments to customers and win new business. We confirmed Boeing’s commitment to providing employees with outstanding pay and benefits. We also expressed our interest in exploring innovative ways to focus on continuous productivity improvements to mitigate the hiring and layoff cycles that are part of our business.

This is an early start to negotiations, and we are confident that, along with the IAM, this will give us a great opportunity to listen to each other, understand each other’s positions, and find ways to resolve issues earlier. Over the course of the summer, we hope that employees and their family members will have the time and resources they need to fully understand the issues and the value of the contracts when they vote on the company’s offer in September.

In the spirit of open communications, we will provide managers with information on a regular basis about our progress and important issues for discussion. To be successful, we will need to have a true dialog during which we also hear your suggestions and concerns. I’ve been fortunate to have met with many of you during Excellence Hours and All-Managers meetings, and I appreciate all of the questions you’ve raised so far. Please keep this up because getting the tough issues on the table is the only way to resolve them.

Please share these messages with your employees. Encourage them to study the information on our website and share the website with their families. If they have questions, they should feel free to ask you, your local HR Generalist, or email them to [GRP ER Puget Sound](#).

Thank you for spending the time to review the platform and for always being strong advocates for our employees.

Doug