

- **Largest-ever** general wage increase of **25%** for all employees over the life of the contract.
- **33%** average wage growth when you add the value of these general wage increases and progression.
- Commitment to build Boeing's **next new airplane in the Puget Sound**.

Wage Growth



Day 1

11% GWI

2025

4% GWI

2026

4% GWI

2027

6% GWI

- Minimum rates increased an average of **31%**.
- 2nd shift differential increased to **\$1.25 per hour**.
- 3rd shift differential increased to **\$0.30 per hour**.
- **Continue \$0.50 progression raise**, every six months as you move toward the max rate.
- Existing **COLA formula continues**, with annual fold into base rate.



Lump Sum

\$3,000 lump sum payment within 30 days, if contract is ratified by 11:59 p.m. on Sept. 12, with the ability to defer all or part to your Boeing 401(k).



Enhanced Retirement

New Boeing contribution of up to \$4,160 per employee per year to the union's 401(k) plan, in addition to **Boeing's top-ranked 401(k) plan**.



Lower Cost Share. Improved Health Care.

Affordable health care with **lower cost share**, plus plan improvements like a **new free primary care benefit** and a **new company-paid long-term disability plan**.



Work-Life Balance

Improvements include a **new floating holiday**, **reduced mandatory overtime** and **12 weeks of paid parental leave**.



Job Security

Job security for generations to come with a **commitment to build Boeing's next new airplane** in the Puget Sound region if contract is ratified by 11:59 p.m. on Sept. 12.



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

Plus, 8 great things to know on the next page

Every effort has been made to ensure the accuracy of this summary information. In the event of a conflict between this summary and the collective bargaining agreement, the terms of the collective bargaining agreement will control.

Plus, 8 great things to know about the contract

- ✓ **Progression counter improvements**
Grow your career while maintaining progression steps when moving into a higher grade
- ✓ **Job level upgrades**
More than 4,200 employees will move to a higher grade, recognizing higher skills with higher pay
- ✓ **Stable employment level for facilities and maintenance skills**
Commitment to maintain current employment levels
- ✓ **Higher safety shoes allowance**
Benefit doubles to \$150 per year from \$75
- ✓ **Improved short-term disability insurance**
Benefit increases to \$750 per week from \$280 to \$330 per week
- ✓ **Reduced mandatory overtime and earlier notification**
No consecutive weekend mandatory overtime
Thursday first break notification for any mandatory weekend overtime
First work break notification for weekday post-shift mandatory overtime
Last work break notification for weekday pre-shift mandatory overtime worked the following day
- ✓ **Better prescription drug benefit**
At least \$2,800 reduction in out-of-pocket maximum for employees in the Traditional Medical Plan
- ✓ **Bereavement leave improvement**
Expanded definition of family members covered (i.e., aunts and uncles are now included)



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