

September 8, 2024

Jon Holden
President, IAM District Lodge 751

Brandon Bryant
President IAM District Lodge W24

Dear Messrs. Holden and Bryant,

The Boeing Company and the International Association of Machinists and Aerospace Workers and District Lodges 751 & W24 ("IAM&AW 751/W24") have reached a tentative agreement ("TA") on a new 2024-2028 Collective Bargaining Agreement that upon ratification by its members, will be effective for four years.

The proposed TA for a new 2024-2028 Collective Bargaining Agreement comprises the following:

- 1 This Cover Letter
- 2 Boeing's Contract Offer Summary
- 3 Redlined CBA dated January 3, 2014 between The Boeing Company and the International Association of Machinists and Aerospace Workers and District Lodge 751 & W24
- 4 Memoranda of Agreement
 - a. Minimum Rate Adjustments
 - b. Apprentice Labor Grade Study
 - c. ERT Steering Committee Job Review
 - d. Automated External Defibrillators (AEDs)
 - e. Additive Manufacturing
 - f. Flightlines
- 5 Corporate Jobs Committee: New and Upgraded Jobs

If the TA is ratified by 11:59PM PT on September 12, 2024, all employees on the active payroll or on an approved leave of absence of ninety days or less, will receive a one-time \$3,000 lump sum payment, less all required taxes. The lump sum payment will occur as soon as administratively feasible. Additionally, LOU 45 Future Placement of Work will become effective upon ratification per its terms. If the contract is not ratified by 11:59 PM PT on September 12, 2024, the \$3,000 lump sum offer and LOU 45 are deemed withdrawn. This TA constitutes the parties' entire agreement and is contingent on ratification by the membership of IAM&AW 751 & W24.

All other provisions or proposals not contained in this offer are considered withdrawn or cancelled, and are no longer being offered.

Regards,



Mike Fitzsimmons
Vice President Labor Relations

