

Taking care of you with historic pay raises

- 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.

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).

Rate Table

LABOR GRADE	CURRENT MINIMUM	NEW MINIMUM	CURRENT MAXIMUM	NEW MAXIMUM
11	\$26.00	\$37.00	\$51.30	\$57.43
10	\$25.00	\$35.00	\$49.98	\$55.97
9	\$24.00	\$33.00	\$48.81	\$54.67
8	\$23.00	\$31.00	\$47.56	\$53.28
7	\$22.00	\$27.00	\$46.27	\$51.85
6	\$21.00	\$26.00	\$45.04	\$50.48
5	\$20.00	\$25.00	\$43.74	\$49.04
4	\$19.00	\$24.00	\$42.55	\$47.72
3	\$18.00	\$23.00	\$41.35	\$46.39
2	\$17.00	\$22.00	\$40.08	\$44.98
1	\$16.00	\$21.00	\$38.82	\$43.58

31% AVERAGE RATE CHANGE

12% AVERAGE RATE CHANGE



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

New job classifications and upgrades

Boeing is creating three new job classifications. Employees will be upgraded based on relevant statement of work.

NEW JOB CLASSIFICATION	LABOR GRADE
Helper Manufacturing A (C3203)	3
Materials Coordinator (63005)	5
Strategic Support Rework Mechanic (33606)	6

Boeing is recognizing higher skills with higher grades. Once upgraded:

- Employees currently at the maximum rate will be taken to the maximum rate of their new labor grade.
- Employees still in progression will maintain their current progression counter.

JOB CLASSIFICATION WITH REVISED CODE/GRADE	CURRENT LABOR GRADE	NEW LABOR GRADE
Plumber Maintenance (81109)	8	9
Heating, Ventilating, Air Conditioning, Refrigeration Technician (69210)	9	10
Aviation Maintenance Technician and Inspector – Field (97110)	9	10
Aviation Maintenance Technician and Inspector – Flight Test (C2710)	9	10
Aviation Maintenance Technician and Inspector – AOG (92310)	9	10

Pay additives: security clearances and jobs

TYPE OF CLEARANCE	ALLOWANCE (PER HOUR)
Secret	\$2.00
Top Secret/Program Clearance/Yankee White	\$3.00
SSBI/SCI/Polygraph/Special Access	\$4.00

PAY ADDITIVES	ALLOWANCE (PER HOUR)
New: Tankline Maintenance – various maintenance jobs	\$0.75
New: Prime Power – Maintenance Electricians	\$0.75
Revised: Maintenance Plumber license	\$0.75 (total of \$1.50 for both)
Revised: AOG Travel	\$3.00



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