

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**.



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

All content is for informational purposes only. Federal labor law prohibits Boeing from bargaining directly with employees. We will only negotiate with union officials.

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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