



Comparison Fact Sheet

Tentative Agreement

Where do employees start/end in key contract areas?

Wages and Benefits	Current	End of contract
General wage increase (GWI) Examples: Grade 9 at max Grade 4 in progression Grade 3	\$48.81 per hour (\$101,524 year) \$27.00 per hour (\$56,160 year) \$20.00 per hour (\$41,600 year)	25% GWI (YR1: 11%, YR2: 4%, YR3: 4%, YR4: 6%) <ul style="list-style-type: none"> \$62.68 per hour (\$130,374 per year) = 28% increase \$39.23 per hour (\$81,598 per year) = 45% increase \$30.68 per hour (\$63,814 per year) = 53% increase
Company contributions to employee's individual union 401(k) account	Boeing 401(k) automatic 4% of pay and 75% on the first 8% of base pay	Boeing 401(k) automatic 4% of pay and 75% on the first 8% of base pay New: Up to \$16,640 (Up to \$4,160 per employee per year)
Health care	–	New: Free primary care benefit through Primary Care +
	–	New: Long-term Disability: Company-paid coverage at 50% of earnings
	–	New: Global Health: No cost medical plan for long-term international assignments.
	–	New: Post-65 Retiree Medical: Access to a post-65 retiree medical plan
	–	New: Supplemental Life and Accident Coverage Access to additional life and/or accident coverage
	Dental: Zero cost to employee	Dental: Zero cost to employee New: Added dental implant coverage for employees in the Network Dental Plan
	Medical Cost Share 16% (Boeing pays 84%)	Medical Cost Share 15% (Boeing pays 85%)
	Prescription drug out-of-pocket maximum \$6,800 for individuals \$12,700 for families	Prescription drug out-of-pocket maximum \$4,000 for individuals \$8,000 for families
	Short-Term Disability payments \$280-330 per week	Short-Term Disability payments \$750 per week
Employer-paid life insurance coverage \$32,000	Employer-paid life insurance coverage \$50,000	
Work-Life enhancements	–	New: <ul style="list-style-type: none"> A floating holiday (no change to Boeing winter break) Reduced mandatory overtime 12 weeks of paid parental leave
Job security	737 MAX, 777X, P-8, KC-46	New: Commitment to build Boeing's next new airplane in Puget Sound and Portland. Reaffirmed commitment to 737 MAX, 777X, P-8, KC-46.