

Commercial Airplanes President and CEO Stephanie Pope

shared the following in a video message to employees about the tentative agreement with IAM 751 and W24:



We've heard what's important to you for the new contract. And we have reached a tentative agreement with the union on a historic offer that takes care of you and your family. The contract offer provides the largest-ever general wage increase, lower medical cost share to make healthcare more affordable, greater company contributions toward your retirement, and improvements for a better work-life balance.

Just as important, this contract deepens our commitment to the Pacific Northwest. Boeing's roots are here in Washington. It is where generations of workers have built incredible airplanes that connect the world. And it's why we're excited that, as part of the contract, our team in the Puget Sound region will build Boeing's next new airplane. This would go along with our other flagship models, meaning job security for generations to come. It's a big commitment to you and to our community.



Wage Growth

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.



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.