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Office of the Resident General Vice President

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Mr. Joga,

Your email demonstrates why the IAM had to file another unfair labor practice charge. Boeing has stubbornly refused to modify its offer since the strike began. In fact, the offer you made after mediation was barely a shuffling of your prior offers, but, in good faith, we took it to the membership for a fourth vote. For the fourth time, the membership rejected your offer. When we question the membership, we are told over and over that the fifth year is a problem for the members.

Based on that feedback and in good faith effort to end this strike, we again modified our offer. We reduced our demand on the 401k match so that financially, our offer **is** within your parameters. But this modified offer is for a four-year period, which is what our members demand.

Yet rather than give this proposal any serious consideration, you rejected it out of hand. You simply repeated your mantra for a 5-year duration. Rather than make any counter, you actually invited us to bargain against ourselves. This is the very definition of bad faith bargaining and you know it.

The IAM was the last party to propose a modified offer. Our modified offer is within your financial parameters. We now need Boeing to make us an offer which is within our members' durational parameters. Four times the members have rejected your demand for a 5-year contract. I have explained over and over that I cannot get a 5-year contract ratified. It is too difficult for anyone to predict what the economy will be like in 5 years, and the membership does not feel Boeing has offered sufficient financial incentives for such a long-term period. On the other hand, we were able to make you a counter offer within your financial parameters for a four-year period.

If you were serious about trying to reach agreement, you would accept our modified offer or at the bare minimum make a good faith counter with a four-year duration.

Boeing's bad faith recalcitrance must end. Bring us a counter that the members have shown over and over they will accept.

Respectfully,

Jody Bennett
IAM Resident General Vice President