



## Boeing – IAM&AW Local 837 Nov. 10 Offer

	Oct. 22 Offer	Nov. 10 Offer
	(5-year contract)	(5-year contract)
Wage Increases	GWIs = 24% (8%, 4%*, 4%, 4%**, 4%)  * Year 2: 5% lump sum for employees at max  ** Year 4: 1.5% GWI and 2.5% lump sum for employees at max	No change from prior offer  GWIs = 24% (8%, 4%*, 4%, 4%**, 4%)  * Year 2: 5% lump sum for employees at max ** Year 4: 1.5% GWI and 2.5% lump sum for employees at max
Ratification Bonus	\$3,000 lump sum	\$6,000 lump sum  Deferrable in full or in part to your Boeing 401(k)
Boeing Restricted Stock Units	Boeing restricted stock units vesting over three years	Removed to provide more cash up front
Retention Bonus	Year 4: \$1,000 lump sum	Removed to provide more cash up front
Progression and New Pay Enhancements	<ul> <li>Auto-progression: \$0.75/hour every 6 mos.</li> <li>Current July COLA folded into base rate</li> <li>2nd shift differential: \$1/hour</li> <li>MSE additive: \$0.50/hour</li> <li>For employees in progression: <ul> <li>Annual 2<sup>nd</sup> shift progression: \$0.75/hour</li> <li>Annual attendance progress: \$0.25/hour</li> </ul> </li> <li>For employees at max: <ul> <li>Annual 2<sup>nd</sup> shift additive: \$0.75/hour</li> <li>Annual attendance additive: \$0.25/hour</li> </ul> </li> </ul>	No change from prior offer
Vacation/Sick	More vacation and sick leave	No change from prior offer
Retirement	Maintain top-ranked Boeing 401(k) plan, full \$10 pension multiplier increase Year 1	No change from prior offer
Healthcare	No cost share % increase for same market-leading medical, dental & vision; free primary care clinic	No change from prior offer

