



Gains Locked In If Accepted on Monday, November 4, 2024

We put together this single document, so you have a brief synopsis of all the changes from the previous contract in one place. Whether you accept or reject the current proposal we want to ensure the Union has provided accurate information.

Everything achieved on **September 12, 2024**, and all items from the offer from **October 18, 2024**, will be included in the proposal of **October 31, 2024**, which you will be voting on Monday, November 4, 2024. Each item was extracted using maximum pressure from this membership. Nothing was a gift from the company.

GENERAL WAGE INCREASES

Members will receive four General Wage Increases over the life of the contract as follows:

Effective 9/13/2024 - **13%**

(Applied to June 2024 Wage Card if at Max Wage or your current Wage Rate if not at Max rate)

Effective 2025 - **9%**

Effective 2026 - **9%**

Effective 2027 - **7%**



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New Wage Card Effective September 13, 2024

Labor Grade	Minimum	Maximum Rate
11	\$37.00	\$58.47
10	\$35.00	\$56.97
9	\$33.00	\$55.65
8	\$31.00	\$54.24
7	\$27.00	\$52.78
6	\$26.00	\$51.39
5	\$25.00	\$49.92
4	\$24.00	\$48.58
3	\$23.00	\$47.22
2	\$22.00	\$45.79
1	\$21.00	\$44.36
A	\$20.00	\$26.79 - 13% applied to Max rate for Grade A in first year

****New - COLA adjustments will now also apply to minimum rates****

RATIFICATION BONUS

The company agrees to pay a ratification bonus of \$12,000 to employees who are covered by the collective bargaining agreement and on (a) the active payroll on the effective date of this agreement (including a leave of absence 90 days or less) or (b) approved military leave of absence pursuant to Section 6.6(b) of the CBA on the effective date of this contract, even if such military leave of absence is longer than 90 days. Bonus paid within 30 days of ratification.

COST-OF-LIVING-ADJUSTMENT (COLA)

The quarterly cost-of-living adjustments (COLA) formula remains unchanged with the quarterly adjustments for the life of this agreement. Accumulated COLA will be rolled into base rates each September.



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SHIFT DIFFERENTIAL IMPROVEMENT

Article 6 Second shift differential increases from \$1.00 to \$1.25 per hour. • Third shift differential increases from \$0.10 to \$0.30 per hour.

AMPP REINSTATED

Incentive Pay: The AMPP incentive plan is reinstated, with a guaranteed minimum annual payout of 4%, including 2024 payout in February 2025.

DURATION

Article 24 - Four-year agreement that takes effect on September 13, 2024, and shall remain in full force and effect until midnight at the close of September 7, 2028.

WORKFORCE

Workforce Administration/Article 22 - Strengthened workforce language. When filling a job opening, the company will first select employees identified through the Category E location change ERT System.

- Members promoted to temporary supervisor positions will not issue or participate in any meeting where corrective action occurs.
- The company will first seek volunteers for temporary layoffs of not more than 14 calendar days.
- The company shall first exhaust eligible Category E location change ERTs before making a lateral transfer.
- Following any company-directed location change (or lateral reclassifications), employees are considered immediately releasable for Category C or Category E ERTs.

Members newly hired on or after September 13, 2024, will be considered releasable for ERT after being in their position for 18 months. Once this initial 18-month period has passed, they are considered releasable after 12 months.

- Change to Article 8.4(c)(1) is back to book on the call-in prior to shift language.

Seniority - Article 14 Members newly hired on or after September 13, 2024, will be on probation for 60 calendar days, which can be extended up to another 30 calendar days, with notification and Union concurrence.



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- Members promoted to management on or after September 13, 2024, may continue to accumulate up to 3 years (reduced from 5) of seniority.
- Team Leader - LOU 36
- Team leaders are not allowed to take attendance other than for purposes of making detailed work allocations.
- Repetitive temporary team leader assignments shall not be used to fill a permanent opening.

BEREAVEMENT LEAVE

Additional Family Members Added to Bereavement Leave - Aunts, uncles, brother-in-laws, and sister-in-laws.

GRIEVANCE AND ARBITRATION

- Grievance Procedure and Arbitration/Article 19 = Created a new Arbitration Panel Selection System from a permanent panel to an individualized panel for each case. This change allows the Arbitrator to be a more independent arbitrator for the process. The new method will ensure a new panel of seven arbitrators to select from each time.
- Secured suspension pending language ensuring anyone suspended pending an investigation is paid for all regular hours while suspended unless suspended pending an investigation for the threat of violence, actual violence, or sabotage, in which case they will not miss more than two weeks' pay while suspended. If not disciplined the employee will be paid regular pay for all time suspended.

RETIREMENT SECURITY

- Boeing 401(k) Plan/Article 9 - Maintained the Special Company Retirement Contribution (SCRC) at 4% of eligible pay. (includes overtime)
- Increased the company matching contribution to 100% up to 8% of employee contributions.
- Retirement Plan/Article 10 - The Boeing Company Employee Retirement Plan (BCERP) remains frozen. Improvement is increasing the Multiplier to \$105 per month per year of service for those currently eligible for this benefit.



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- A Lump Sum Payment Option will be available effective January 1, 2025, allowing employees the option to elect to receive their entire BCERP benefit in the form of a voluntary lump sum. This decision may not be right for everyone. The Union encourages you to meet with a financial planner before making this critical decision.
- Annuity Option - New LOU Effective January 1, 2025, the company will pay the 1% fee charged by the third-party annuity provider for bargaining unit members retiring under the term of this agreement to annuitize assets from their Boeing 401(k) Plan. You can annuitize up to 50% of your Boeing 401(k) account through the annuity provider Hueler Income.

RETIREE MEDICAL

- Preserved current retiree medical benefits for our members. We continue to be one of the last groups at Boeing to maintain this benefit.
- Beginning January 1, 2026, employees retiring under this agreement will have the option to join the post 65 Medicare advantage plan available to eligible retirees in the Puget Sound region. The current plan is the Aetna Medicare Advantage ESA/PPO.

PROGRESSION

- Negotiated one set of progression in a career.
- 1500 members will ZOOM to max on day one.
- Nearly 2,000 members will combine steps earned in lower labor grades, bringing them closer to max pay.
- Members no longer need to hold back from upgrades waiting for their sixth year.
- Members can promote while in progression and not lose any progression steps or reset their progression.

OVERTIME

- Section 6.10(b) of CBA/LOU 16 - Strengthened overtime rules. Language secured in the PSAR Agreement codified in the contract.
- Members can choose to work three consecutive weekends before management can exclude them.



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- Members can choose to work 160 overtime hours in a budget quarter before management can exclude them.
- Members **can't be designated** for weekend overtime when they have previously scheduled vacation, bereavement leave, or military leave on a Monday following the weekend.
- For weekend overtime, members **cannot be required** to begin earlier than their regular shift start time.
- Overtime/LOU 11 - Employees **cannot be forced to work two consecutive weekends**, whether designated or voluntary.
- The quarterly limit to be designated for overtime was reduced in 2018 to 112 hours in any budget quarter (PSAR), and now written into the contract.
- Members **can't be required to work more than two overtime hours on weekdays**.
- Overtime/LOU 16 - The company will provide notification of designated weekend overtime no later than the first rest break on Thursday.
- The company will provide notification of designated weekday overtime no later than the first rest break for post shift overtime.
- The company will provide notification of designated weekday overtime no later than the last rest break for overtime to be worked the following day.

HEALTH/DENTAL/VISION

Lowered Health Care Costs

- Beginning January 1, 2025, the healthcare cost share cap for medical plans is reduced from 16% to 15%. This will lower the cost of coverage by roughly 9.3% in 2025 across all healthcare plans and tiers.
- Increased life insurance benefit from \$32,000 to \$50,000.
- Added dental implant benefit that was in LOU 44 to Attachment A. This allows all of our Members to have access to this coverage. The surgical procedure will not be subject to the dental out-of-pocket maximum.
- Reduced annual prescription drug out-of-pocket maximum. Effective January 1, 2025, the maximum will be \$6,800 per individual (reduced from \$7,050); and \$12,700 per family of two or more (reduced from \$13,200). Effective January 1, 2026, the cost will drop even more – to \$4,000 per individual and \$8,000 per family of two or more.



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- Company Couples - If both you and your spouse work for Boeing, for the first time, you'll be able to cover one under the other's medical plan, rather than having to maintain separate coverage. An active employee may also cover a spouse who has retired from Boeing.
- Primary Care+ Program. New LOU Negotiated agreement to provide free health care services for eligible Members enrolled in Traditional, Selections, or Selections Plus health care plans through the new Primary Care+ program, with currently eight locations in the Puget Sound and one in Portland. The following services will be provided at zero cost to Members (services vary by location): Primary Care, Preventive Care, Mental Health, Health Coaching, Physical Therapy, in-clinic labs and blood draws, and Chiropractic Services. Find out more by visiting <https://verawholehealth.com> or <https://crossoverhealth.com>.
- Employees with Injuries or Illnesses - Article 16.10(d) Protects a member from infractions who while at work must leave to seek medical attention.

WORK-LIFE BALANCE

- Floater Holiday/Article 7 - A floating holiday added every January 1st that can be used any day of the year with five-day approval from management.
- Vacation Accrual - Article 8 Every member will be able to use their vacation as they accrue it, and not have to wait until their anniversary date to have some time off. Carry-over vacation remains the same. Therefore, newly hired employees will have vacation to use in their first year.
- Paid Parental Leave - New LOU The company will provide a Paid Parental Leave benefit starting on January 1, 2025 of up to 12 weeks for births, adoptions, surrogacy, or foster placements.
- Eligibility, use, and other terms and conditions will be governed by PRO-6929 and the Leaves of Absence Policy Handbook.

JOB SECURITY/FUTURE WORK PLACEMENT

- LOU 45 Secured the next commercial airplane program here in Puget Sound and Portland. If the company launches a new commercial airplane program during the agreement, the company commits to build the new airplane model



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here. All final assembly, wing fabrication and assembly, major components, fabrication, and delivery operations will be IAM work.

- Flightlines/New MOA Solidifies and protects the Flightline statement of work from labor grade erosion.
- Additive Manufacturing/New MOA - Created an opportunity to study the additive manufacturing statement of work to determine proper job classification.
- AI Systems/New LOU - Secures that the company will provide the Union plans to introduce AI, technology briefings, training, and that AI won't be used as justification for revision of grade level. No one will be laid off or downgraded due to AI implementation in the production and maintenance environment.
- Material Delivery and Inventory Process/LOU 37 - Eliminated any chance that additional MMO work could be outsourced to a third-party logistics company.
- Work Placement - LOU 42 Maintained current protections of the 737MAX models in Renton, Puget Sound, and Portland.
- The company is also planning and preparing to produce the 737MAX on an additional production line in Everett.
- Retained current subcontracting offloading language protections.
- 777X Work Placement - LOU 43 Retained 777X work placement in Everett.
- Facilities Maintenance Subcontracting/LOU 2 - Added requirement to maintain the current facilities maintenance headcount. Protected facilities maintenance work that is not already considered work of a type and character from being subcontracted or outsourced.
- Protected equipment services work from being subcontracted or outsourced.

CLASSIFICATIONS IMPROVEMENTS

- Upgraded Jobs Aviation Maintenance Technician - New MOA Job codes 97109, 92309, and C2709 moving to labor grade 10.
- Upgraded Job Plumber Maintenance - New MOA Job code 81108 Plumber will move to labor grade 9.
- HVAC - New MOA Job code 69209 is rewritten to more accurately reflect the statement of work and is being upgraded to a labor grade 10.
- Staffing for Materials Coordinator - New MOA New job code for 63005 for Materials Coordinator.



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- New Job for Strategic Support Rework Mechanic - New MOA Job code 33606 Strategic Support Rework Mechanic, new grade 6 Job Description for the SST group. This will result in many upgrades.
- New Job for Helper Manufacturing A - New MOA New in-line grade 3 job code for C3203 for the C3201 Manufacturing Helper to upgrade those performing higher graded duties.
- Occupational Health Nurse Rate Structure Revision/New LOU Wages - Increases for the nurses holding job code 06711 above the grade 11 max rate to meet industry standards.
- AOG Assignments - LOU 8
- Increased AOG premium from \$2.00 to \$3.00 per hour.
- Achieved lead pay of \$2.00 per hour at home location or on travel assignment.
- Secured pay for hours from place of residence to final destination, from report to transportation to arrival back at the lodging location, and from lodging location back to place of residence.
- Report to work after travel moved from 12 hours to 16 hours.
- 92309 AOG job moved to 92310

New Pay Additives-

- Security Clearance Pay Additives will be \$2.00 per hour for Secret,
- \$3.00 for Top Secret/Program Clearance/Yankee White, and
- \$4.00 for SSBI/SCI/Polygraph/Special Access.
- Prime Power Pay additive will be \$0.75 per hour
- Tankline Pay Additive will be \$0.75 per hour.

SAFETY AND QUALITY

- LOU 40 - Expands the Unions engagement at all levels of the company. Board of Directors/Aerospace Safety Engagement - Opportunity for the DBR's to meet annually with the Board of Directors and the Aerospace Safety Standing Committee Chair to discuss safety related issues
- Senior Executive Labor-Management Committee - Meet Semiannually with Boeing Leadership (CEO, BCA CEO, VP Product Development, VP Airplane



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Programs, VP Mfg. and Safety, VP Quality, VP Gov Operations, VP Labor Relations)

- Joint Council - Meet monthly to discuss QMS Advisory board, Inspection Management Board, Production Rates, Training, Quality, Safety, Productivity, Schedule and Cost, Product Development and many other issues impacting the membership.

JOINT PROGRAMS

- Health and Safety/Article 16 - Safety Shoe Reimbursement Improvement. Annual reimbursement for safety shoes increased to \$150.00, up from \$75.00.
- SHEAR process improvements. Any SHEAR not resolved in 30 days will have required Health and Safety Institute Site Committee assistance until closure.
- Agreement to promote the SHEAR process to IAM members, their managers, and union leadership.
- Any SHEAR not resolved in 180 days will be elevated for help needed.
- Added contractual requirement: SHEAR will only be closed by the initiator, or by HSI Site Admin agreement.
- IAM/Boeing Joint Programs will maintain and make available SHEAR training.

Safety Focal improvements

- A new requirement for all organizations is to have a safety focal program and allow time to perform their assigned duties.
- Safety focals shall be provided relevant foundational and area specific training.
- Apprenticeship/Article 17/New LOU/ New MOA - Apprenticeship Program improvements. New requirement for a minimum of **125 apprentices** by the end of 2025
- All starting rates for apprenticeships will start at over \$39.00 an hour.
- New apprentices will keep their current level of pay or the entry-level apprenticeship pay, whichever is greater.
- Jobs in Labor Grade 6 and 7 will be evaluated for potential addition to the apprenticeship program.
- Expenditure of Funds Article 16 and Article 20 - LOU 18 Increased contractual funding for Joint Programs.



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- Clearly defined list of services provided by Vocational Rehabilitation Counselors.
- Education Assistance/LOU 25 - Maintained both the Joint Programs Education Assistance and Learning Together Programs.
- ERT Steering Committee Job Review/New MOA - Requirement to review IAM jobs for potential placement into the ERT system.
- Automated External Defibrillators (AEDs) – New MOA Joint Programs will engage with Boeing Security/Fire and other local organizations to explore where AEDs can enhance our safe work environment. Study issues including locations for AEDs, maintenance of equipment, and a required audit process

MACHINISTS INSTITUTE

- Machinists Institute - LOU 49 Newly established partnering on training pilot program with services provided by Machinists Institute. This training may include ERT courses, safety training courses, mentoring, peer-to-peer training, and apprenticeship-related supplemental instruction. It also may be accomplished through training creation, curriculum development, videos, delivery instruction, and proctoring. Quarterly meetings will be held between the company, Union, Machinists Institute Leaders, and Joint Programs Executive Directors to review the needs, scope, and potential work placement of the Machinists Institute.
- The company will continue the mentoring program focused on training and knowledge transfer. Mentors will be employed by the Machinists Institute and utilized to support production, quality, and fabrication organizations.



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