

October 31, 2024

Jon Holden
President, IAM District Lodge 751
9125 15th Pl S,
Seattle, WA 98108

Brandon Bryant
President, IAM District Lodge W24
25 Cornell Ave
Gladstone, OR 97027

RE: Strike Settlement Offer


Jon and Brandon,

Below are the amended terms which reflect our offer. As previously stated, all other terms of the prior Tentative Agreement continue to remain unchanged, and a full redline copy of the contract is attached.

1. Wages – **general wage increases increased to 38%** over 4 years (Yr. 1 - **13%**, Yr. 2 - **9%**, Yr. 3 - **9%**, Yr. 4 - **7%**)
2. Incentive Pay – Reinstated the AMPP incentive plan, under the same terms as the prior contract, except that it will include a guaranteed minimum annual payment of 4%
3. Retirement – Increase the company match on the Boeing 401(k) Plan to 100% of the first 8%; continue 4% automatic Company contribution. The company has removed the previously offered one-time \$5,000 contribution, as well as the prior proposal to begin contributing to the IAM's Machinist Retirement Savings Plan.
4. Increase the Boeing Company Employee Retirement Plan basic benefit to \$105 for those employees that already qualify within the plan.
5. Ratification Bonus – **increased to \$12,000**, which can be deferred in full or partially into an employee's 401(k).
6. Sick Time Call Out – We will revert to existing contract language regarding timing for calling out when using sick time

This BAFO constitutes The Boeing Company's entire proposal and is **contingent on ratification** by the membership no later than **11:59PM on November 4, 2024**. If not ratified, the offer is deemed withdrawn.

Regards,



Mike Fitzsimmons
Vice President, Labor Relations