



# Summary of Proposed Contract Between IAM&AW and Boeing

## UNION RECOMMENDS REJECT

### YOUR NEGOTIATING TEAM UNANIMOUSLY RECOMMENDS: REJECT PROPOSAL AND STRIKE!

Dear Brothers and Sisters,

This is a full synopsis of the Company's final offer. As we explained early on in this process, it appeared the Company was going to go after just one-third of our members in an effort to get an Agreement through the back door by not getting the two-thirds necessary to call a strike. We also informed you of the Company's tactic of coming in with low ball offers and putting things on the table that should have never been there to begin with. But they did it anyway. Simply stated, there is no reason for ANY takeaways in this round of bargaining.

The strategy this Company used throughout these negotiations was one of a take it or leave it attitude. Well, brothers and sisters, we agree with you and recommend to leave it.

The Company didn't have to go down this road but all they did was tell their employees, who made them their multi-billions of dollars, that they didn't appreciate it. In fact, they outright insulted you with their failed strategy. This is not how you treat a workforce who has worked so hard to bail the Company out of their mismanaged attempts to send work all over the world thinking anyone can do what you do. You are currently helping them out of one of their failed models, and yet this is the thanks you get.

We fought hard to try and get this Company to address your issues, but they were just not interested. Through several discussions, some heated and some genuine, it was apparent the Company's only concern was their bottom line, not yours.

We don't take our recommendations lightly, nor should we, as those recommendations have an effect on the outcome. We understand to withhold ones labor is a sacrifice, but as one member put it best, "I will sacrifice now so I can eat better later." This is the same sacrifice many before us made so we could eat better and we must continue this fight against this blatant example of corporate greed.

The fact Boeing put in their communication on Friday August 29 that they had "the best employees in the industry", you sure wouldn't know it by the way they conducted themselves during these negotiations and Boeing should be ashamed. In fact, this Union filed an unfair labor practice charge against Boeing for their direct dealing with our members. This interferes with the Union's ability to secure a fair deal for our members. Boeing's unlawful interrogation of individual workers is an attempt to enhance its own bargaining position, and undermine the Union – while intimidating workers (see page 2 for more info).

Just a quick overview of some of the top issues:

**JOB SECURITY** - The Company did not make **ANY** substantial changes in Job Security. They just didn't address the issues you identified as important. Letters of Understanding 2, 37, and Section 21.7 did not provide additional security. Our members' jobs for the future remain at risk with the current language. With backlogs of over 7 years' worth of work, every member on the payroll today should be able to feel secure in their job for at least this three-year Agreement.

**PAID TIME OFF** - From the start of this process, we heard you. You need more time off. When you consider that in 2007, our members worked 3.37 million hours of overtime to keep Boeing's airplane production on schedule, it is no wonder additional paid-time off is important.

**MEDICAL** - After reviewing the details of your medical benefits, the Company didn't back off their plan to shift

Continued on page 2

additional costs onto you. There are takeaways throughout your medical benefits along with a potential huge cost shifting as it relates to the prescription drug program.

**WAGES** - Progression steps, GWI, Lump Sum, Factory Service and Entry Level Rates fell short of what you identified as important. The Company tried to mask other costs deep in the contract. Keep in mind a 40¢ COLA generated for the months May, June and July was not included in the final offer. Over the life of the contract, this 40¢ would have generated, at a minimum, an additional \$2,496 per person. Not addressing the various issues of wages to the levels of a Company making record profits with record backlogs is an insult.

**PENSION** - The Company missed the mark in regards to pension. This proposal did not address the alternate formula, and the basic benefit did not meet what you told us would be respectable and an acceptable level.


**OTHER AREAS** - There were numerous other issues you identified as important to address, and the Company was not interested in addressing any of them.

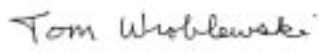
As your negotiating team, we cannot, nor would we even consider, recommending a contract with so much disrespect riddled throughout it. It is, therefore, our recommendation that you REJECT this offer and vote YES to strike. Solidarity is all about sticking together and supporting each other. We will get through this and be better for it.


As we celebrate Labor Day observed on the first Monday in September as "a day off for the working citizens" let's keep in mind we are the Fighting Machinists and this is our Labor Day! Note that Boeing even tried to steal your Labor Day Holiday in 2011 by proposing the contract expire on Saturday of Labor Day weekend. What a way to honor your workforce!

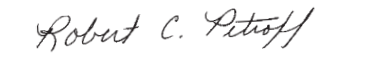
We are the Fighting Machinists and this is our Labor Day and we will once again wear that badge of honor one more time because...**It's Our Time This Time!**

In Solidarity,

  
Mark A. Blondin  
Aerospace Coordinator

  
Tom Wroblewski  
District 751 President

  
Steve Rooney  
District 70 President

  
Robert C. Petroff  
Directing Business Rep, Dist. 24

## **Union Brings Charge to National Labor Relations Board based on Boeing's Unlawful Strategy to Interrogate IAM members Regarding Contract Proposals**

The International Association of Machinists District 751 filed an unfair labor practice complaint on August 28th charging the Boeing Company with engaging in an unlawful secret strategy to avoid the Union and deal directly with employees.

In support of its charge filed at the National Labor Relations Board, the Union secured an errant email from a Boeing communications representative assigned to the negotiators describing their strategy. The email, accidentally sent to the Union, exposed a systematic campaign to interrogate employees in "one on one" meetings about specific contract proposals, a violation of federal labor law.

Federal labor law requires employers to bargain exclusively with its employees' designated union representatives. Surveys or questions aimed at ascertaining employees' opinions or "bottom lines" on contract proposals during contract negotiations are unlawful. Such conduct is called "direct dealing" and is strictly prohibited by the National Labor Relations Board. "[A]n employer's direct solicitation of employee sentiment over working conditions is likely to erode 'the Union's position as exclusive representative,'" and is, therefore, unlawful direct dealing. *Allied-Signal, Inc.*, 307 NLRB 752, 753-54 (1992).

"Boeing's strategy to interrogate our members one-on-one is an unlawful attempt to undermine the Union at the bargaining table so it can advance its agenda of cutting health benefits and avoiding other Union identified issues. The disrespect they have shown for the negotiation process is exactly the same way our members have felt and why they have been marching in the factories at lunchtime for the past weeks. We will take all legal steps available to stop the Company's unlawful acts and continue fighting for the improvements our members deserve given the record profits they have generated for this Company," said Tom Wroblewski, President of IAM District 751.

This is a quick summary of the last, best and final offer Boeing delivered the afternoon of August 29th. The entire contract can be reviewed in detail on our website. Visit: [www.iam751.org](http://www.iam751.org).

## Health Care - Takeaways, Cost Shifting, Small Improvements

### Medical Coverage - Takeaways and Hidden Costs with the Minor Improvements

Boeing's "transparent" negotiation process **ONLY** highlights what they want you to see in the medical plan. While the summary showed a projection of first year monthly premiums, their summary failed to show you the many other places where **YOU** would be paying more on your health insurance. In some cases, you would pay a lot more! While they continue to try to sell you on their increases as improvements, below is a sample of their cost shifting they should have disclosed to you.

#### Traditional Medical Plan

##### **TAKEAWAYS/COST SHIFT FOR TMP**

- Annual deductibles **increase** for individuals from \$200 to \$225 and for families from \$600 to \$675.
- Annual out-of-network deductibles **increase** for individuals from \$200 to \$450 and for families from \$600 to \$1,350 (for family of 3 or more), but not more than \$450 for any individual.
- Annual out-of-pocket maximums for a family of 3 or more **increases** from \$4,000 to \$6,000 per year.
- Mandatory generic prescriptions. Even if your doctor prescribes a name brand drug, you **pay** the generic copayment **PLUS** the difference in cost between the brand-name drug and generic.
- On vision, Boeing improved frame allowance from \$70 to \$90 and contact lenses allowance from \$105 to \$120, **BUT** provided no change for prescription lenses. Boeing also refused to add Lasik surgery or consider adding an allowance for prescription safety glasses to be covered.

##### **TMP IMPROVEMENTS:**

- Increase coverage for routine physicals – including annual exams and well-child care – from \$200 to \$500 annually. In addition, Boeing will cover 100% of the costs of most associated test and laboratory work.
- Lifetime maximum benefit increased from \$1.5 million to \$2 million.
- Provide health care coverage for same-gender domestic partners.
- Improve coverage for organ transplants.

- Hearing aid allowance increased from \$600 to \$800.
- Health Care Flexible Spending Account – you can set aside pretax dollars from your paycheck to spend on health care – use it or lose it each year.
- Improve non-network coverage for inpatient & outpatient mental health care from 50% to 60%; increase coverage for network outpatient mental health care from 80% to 95%.
- Improve neurodevelopmental coverage from \$1,000 to \$1,500.

#### Selection Network EPO & Group Health

##### **TAKEAWAYS/COST SHIFT**

- You will now pay 7% of the monthly premiums. There are no limits on how high that rate can go. So when you look at Boeing's chart (on next page), those rates are not what you would pay in 2010.
- Office visit and urgent care copay increased from \$10 to \$15.
- New \$250 copayment per inpatient hospital confinement.
- On vision, Boeing increased frame allowance from \$70 to \$90 and contact lenses allowance from \$105 to \$120, **BUT** provided no increase for prescription lenses.
- Increase eye exam co-pay from \$10 to \$15.

### Dental Coverage - No Real Improvement

#### Incentive Dental Plan

- Reduce annual cleanings from three per year to two per year.
- We asked for improvements in Classes 1, 2, 3 which includes restorative treatment and crowns, as well as increasing the annual coverage maximums, Boeing was not interested in Union proposals.
- Added osseous surgery covered once per area every 3 benefit years.

#### Orthodontia

- We asked for improvements in orthodontia and Boeing has not responded to Union proposals.

## Medical Coverage - Takeaways/Cost Shifting

Boeing's chart shows that in Jan. 1, 2010 if you are in the new Selections Network EPO or Group Health Plans, you will pay \$33 or \$35 respectively. What they don't mention, is these rates are based on 7% of "today's" premium, not

the premium for 2010 with inflation. There are NO limits on how high that rate can go, but you can believe it won't be \$33 in 2010.

PROJECTED MONTHLY PREMIUMS FOR HEALTH CARE PLANS*						
	Employee		Employee + spouse or Children		Family	
	Traditional Medical Plan WA state	\$0	\$0	\$0	\$0	\$0
Select Network EPO - WA state	\$27	\$33	\$54	\$66	\$81	\$99
Group Health HMO -WA state	\$46	\$35	\$92	\$70	\$138	\$105
Traditional Medical Plan - OR state	\$33	\$33	\$66	\$66	\$99	\$99
Selections Plus CCP - OR state	\$61	\$31	\$122	\$62	\$183	\$93
Kaiser Permanente HMO - OR state	0	0	0	0	0	0
Traditional Medical Plan - KS state	\$12	\$37	\$24	\$74	\$36	\$111
Preferred Plus HMO - KS state	0	0	0	0	0	0
Traditional Medical Plan - CA state	\$43	\$35	\$86	\$70	\$129	\$105
Kaiser Permanente HMO - CA state	0	0	0	0	0	0

**NOTE:** These rates are based on 7% of "today's" premium, not the premium for 2010 with inflation. There are NO limits on how high that rate can go, but you can believe it won't be \$33 in 2010.

## Retirement/VIP

Increased pension benefit from \$70 to \$80.

No improvements or changes in the alternate plan, or early retirement penalties. Company refused to consider COLA for future retirees or our proposal to introduce the IAM National Pension Plan.

Company eliminated survivor benefits, which provided a monthly benefit to widows, widowers, and orphans until full Social Security kicks in (bridge to Social Security).

Only change to VIP, Company agreed to increase the maximum you can contribute from 20 to 25 percent. Boeing refused to give us the same VIP match as SPEEA and other payrolls.

## NO CHANGES

The subcommittees spent much time pushing Boeing to make long overdue improvements, but their continuous response was "Not Interested."

### COLA

No change to quarterly formula. **The 40¢ COLA for the quarter of May, June and July was not included in the final offer - another takeaway. Boeing is touting our current COLA as a significant economic gain. This is a benefit you have had for decades.** Over the life of the contract, this 40¢ would have generated, at a minimum, an additional \$2,496 per person.

### Shift Differential

No change.

### Vacation, Sick Leave

No change.

### Holidays

No change (see schedule page 7). NOTE: Boeing proposed the expiration date of 9/3/11, which is the Saturday of Labor Day weekend in 2011 - leaving the 2011 Labor Day holiday out of the Agreement.

## THE ECONOMIC PACKAGE

### General Wage Increases\*

5% General Wage Increase first year.  
3% General Wage Increase second year.  
3% General Wage Increase third year.

\*Note: Company refused to address Union proposals to apply GWI's to Factory Service Attendants at maximum rate and insisted on paying GWI's to these individuals as a lump sum.

### Lump Sum Payments

Lump sum first year only 6% (of gross pay earned between 8/31/07 and 9/4/08) or \$2,500 whichever is greater.

### Ratification Bonus

\$2,500 ratification bonus if proposal is ratified on September 3.

### COLA

Boeing is touting our current COLA as a significant economic gain. This is a benefit you have had for decades. **40¢ COLA for the quarter of May, June and July was not included in the final offer.** Over the life of the contract, this 40¢ would have generated at a minimum an additional \$2,496 per person.

### Entry Level Rates

After having the entry level rates frozen for 16 years, Boeing offered to raise entry level rates \$2.28. For those currently in progression, you receive money **ONLY** if after application of the 5% GWI and COLA fold-in you still remain below the new minimums. For the bulk of our members, this will not result in one extra penny. In addition, Boeing insisted on freezing the minimums at this new rate throughout the contract (will not apply future COLA's or GWI to minimums).

### Progression Steps

Boeing refused to shorten the time to reach maximum rate or increase the \$ amount per progression steps.

### Incentive Plan

Rather than including us in the existing Employee Incentive Plan, which regularly pays annually for nearly all other payrolls, Boeing's final has a POTENTIAL payout in the last year of the new contract **ONLY** if you **ACHIEVE** the as – yet undetermined goals to get ANY payout. In addition, the Company can still modify, amend or terminate at any time. Boeing's earlier incentive proposal would have paid out at varying levels for: below, at and above target metrics. The Incentive Plan is still a zero dollar value to our members and could remain that way since it may or may not ever pay out.

### AOG Travel Premium

Increased AOG travel premium pay rate from \$.75 an hour to \$2.00 an hour.

## Job Security

The Union requested under all three of their proposals that no member will be laid off as a result of subcontracting. The Company refused this language.

### **Article 21.7 - Subcontracting**

One of the major obstacles in our current 21.7 language is the lack of oversight of tooling subcontracting. The Union proposed the opportunity to suggest alternatives to keep any tooling work within the Bargaining Unit. The Company currently subcontracts over 75% of their tooling work. The Union has proposed more oversight with strict limitations on types of subcontracting the Company may do outside of the oversight process. The Company countered in the best and final with their list of exemptions that weakened the Union's ability to limit subcontracting. The Company best and final offer has only provided minor visibility changes in Article 21.7.

### **LOU 2 - Facilities/Maintenance Subcontracting**

In addition, after listening to the membership, the Union Subcommittee drafted language which would have provided attrition replacement for all crafts under LOU #2. If adopted, this language would have meant that when a facilities employee voluntarily quits, retires, is dismissed for cause, or is placed on salary, the Company would have to provide a qualified replacement within 90 days. The Company was not interested and reverted back to current contract language in their final offer.

### **LOU 37 - Materials Delivery**

Company added language to inform Site Reps (which is already a practice) - notification only.

The Union proposed the Company could not expand the scope of their Material Delivery and Inventory Process from where it is currently today. This would mean any work that our members are currently doing today they would continue to do over the life of the contract. The Union Subcommittee proposed that suppliers, vendors, contractors, or subcontractors will not operate forklifts or stackers on Company property in support of the delivery of parts or materials. The Company was not interested in Union proposals.

## Duration

Three-year Agreement to expire September 3, 2011, which is the Saturday of Labor Day weekend - denying you the Labor Day holiday 2011 in this new Agreement.

# MINOR CHANGES

## Bereavement Leave

6.4(c) – Bereavement leave benefit for members on LOA of 90 days or less. Previously only available to members on the active payroll. In addition bereavement leave can be taken within 30 calendar days of death (or evidence of belated notification of death) - previously within 20 calendar days. Added same gender domestic partner to definition of “immediate family.”

## Shift Preference

5.4(a)(2) - Union notification when employees are displaced from their shift.

5.4(d) Lowest BEMS ID will determine shift preference if two members have the same seniority.

## Life Insurance and Accidental Death & Dismemberment

Increased from \$32,000 to \$36,000.

## Weekly Disability

Nonoccupational weekly disability benefit		
Labor Grade	Current	New
A-1-2-3	\$280	\$310
4-5-6-7	\$300	\$340
8-9-10-11	\$330	\$380

## Article 14 - Seniority

14.1(b)(10) Increase seniority Category A to 8 years from 7 years. Upon completion of orientation, you will receive 3 years of Category A recall rights.

## LOU 36 - Team Leader

- Unable to make satisfactory agreement for existing leads and Category B language.
- Increased premium from \$1.75 to \$2.00.
- Added a committee to review training requirements.
- Added right to grieve, but not arbitrate team leader decisions.

# OTHER ISSUES NOT ADDRESSED

Company refused to change VIP formula to match what other payrolls receive.

No additional sick leave, vacation, holidays or bereavement.

No change for Factory Service Attendant. Union asked for an increase in the maximum rate, as well as to have the General Wage Increases also apply to Factory Service Attendant at their maximum rates. Company refused.

Asked Boeing for same sick leave as other payrolls (80 hours per year) and they refused.

Company not interested in lowering mandatory overtime limit in a budgetary quarter or making all overtime during the week voluntary. Keep in mind members work 3.37 million hours overtime in 2007.

No MLK or additional Holiday. NOTE: Boeing proposed the expiration date of 9/3/11, which is the Saturday of Labor Day weekend in 2011 - leaving the 2011 Labor Day holiday out of the Agreement.

# Workforce Administration

22.1(a)(7) Category A rights will be increased as listed below:

Years of Co Service	Current Recall Rights	New Recall Rights
0-1 year	1 year	3 years
1-3 years	3 years	3 years
3-5 years	5 years	5 years
5+ years	7 years	8 years

22.3 Retentions - Overall decrease in retention percentage to straight 5% without special retentions BUT removed seniority bands so retentions could be used across the board without regard to seniority. The Union proposed 2.5% for all retentions allowed, Company not interested.

**22.11 - Promotional Procedures** - Added language restricting employees to 12 months in their present job

before they are eligible for ERT (previously in a Company PRO) with exceptions when in the Company's best interest. Union opposed this; however, it is in Boeing's last and final offer.

22.12 - Promotional Procedures - Graduate Apprentices - Added Composite Manufacturing Technician to apprenticeship tables. Also, C4808 added (Portland job number)

22.13 – Promotional Procedures – Effect of Refusing Promotion - Changed “particular location and shift” to “job” for ERT (Cat C) transfers, denying a move for 90 days if someone declines an ERT promotion to any location or shift.

22.18(a)(3) - Allows supervisors returning to hourly payroll to return to any lower-graded job.

# Jobs Committee

## Job Combinations/Upgrades/New Jobs

### Plumber Maintenance

Agreement to revise 81109 job description to incorporate the requirement for a SteamFitter/PipeFitter license. In some cases, upon meeting the minimum qualifications/requirements, the promotion may be immediate/otherwise by ERT.

### Painter Decorative Commercial Aircraft

All current employees assigned to job number 01307 will be promoted to a new revised 01308 job code. Approximately 275 employees will be upgraded upon ratification.

### Inspector Integral Fuel Cells

All current employees assigned to job number 59006 will be upgraded to 59007. Approximately 175 employees will be upgraded upon ratification.

### Boring Fixture Mechanic/Machining Assembly Technician

Agreement to upgrade employees currently assigned to job number 56906 to job number 73907. This Agreement will result in approximately 12 employees upgraded to Grade 7 upon ratification. (Applies to Portland only.)

### Assembler Installer Structures/Assembler Installer Wing Structures

Agreement to review the job package differences between knowledge, skills, and responsibilities to determine a higher level of work statement in the 305xx/310xx job families. If both parties determine there is a higher graded work statement, the parties agree to utilize a new, modified inline promotion LOU. This Agreement may result in up to 250 upgrades from Grade 4 to Grade 6.

### Moonshine Shop Reviews

Agreement to review the job assignments and differences between the various moonshine shops across the bargaining unit. Evaluation of work being performed and proper classification may result in some job upgrades.

### Wichita Air Frame and/or Power Plant License Agreement

Employees in job number's U3404/07, U0108/10, 92007/09/11, U1207, 51807/09, 53809/11 who obtain their Air Frame and/or Power Plant License will receive premium pay in the amount of \$.50 per hour for each license obtained (up to \$1.00). Will result in additional pay for approximately 20 members assigned in these job titles. (Applies to Wichita only).

### Inspector Precision Assembly (PSD)

Agreement to review work statement of 509xx job family. If revisions are made the labor grade(s) will be determined in accordance with Article 13 of the Collective Bargaining Agreement/possible higher labor grade work being performed.

### Assembler Power Plant (PSD)

Agreement to revise the 91106 job description. The Grade 6 revisions will incorporate a higher level of work described. Upon installation of the revised job description, the Company will staff to the higher level as appropriate, which may result in multiple upgrades.

## IAM/Boeing Joint Programs

### Letter of Understanding LOUXX

This Letter of Understanding addresses the need for both Union and Company to work together to achieve a better understanding of Continuous Improvement concepts and strategies. We acknowledge that the future of our jobs and our industry relies on maintaining an efficient and cost effective daily business system. The Company and Union propose to establish a productivity center that will be responsible for training and implementing a joint approach to productivity issues.

### Article 16 changes:

- Added language that addresses environmental care to reflect the importance this has on the health and safety of our members.
- Site committee organization structure changed to

include a two and three year rotation to involve new members on both Union and Company side.

- New training requirements for site committee nominees to commence within ninety days of their selection/ appointment.

These changes will allow Joint Programs to better involve a larger percentage of our members and Boeing managers in actual hands-on investigation, initiatives and joint responsibilities that currently challenges the day-to-day operations of maintaining a safe and healthy working environment.

The constant evolution of the workplace requires changes in current business practices and leads to ever changing methods to meet our goals.

# Holidays

2008 Holidays	Day	Date of Observance	2010 Holidays	Day	Date of Observance
Thanksgiving Day	Thursday	November 27, 2008	Winter Break	Friday	January 1, 2010
Friday following Thanksgiving	Friday	November 28, 2008	Memorial Day	Monday	May 31, 2010
Winter Break	Wednesday	December 24, 2008	Independence Day	Monday	July 5, 2010
Winter Break	Thursday	December 25, 2008	Labor Day	Monday	September 6, 2010
Winter Break	Friday	December 26, 2008	Thanksgiving Day	Thursday	November 25, 2010
Winter Break	Monday	December 29, 2008	Friday following Thanksgiving	Friday	November 26, 2010
Winter Break	Tuesday	December 30, 2008	Winter Break	Friday	December 24, 2010
Winter Break	Wednesday	December 31, 2008	Winter Break	Monday	December 27, 2010
			Winter Break	Tuesday	December 28, 2010
			Winter Break	Wednesday	December 29, 2010
			Winter Break	Thursday	December 30, 2010
			Winter Break	Friday	December 31, 2010

2009 Holidays	Day	Date of Observance	2011 Holidays	Day	Date of Observance
Winter Break	Thursday	January 1, 2009	Winter Break	Monday	January 3, 2011
Memorial Day	Monday	May 25, 2009	Memorial Day	Monday	May 30, 2011
Independence Day	Friday	July 3, 2009	Independence Day	Monday	July 4, 2011
Labor Day	Monday	September 7, 2009			
Thanksgiving Day	Thursday	November 26, 2009			
Friday following Thanksgiving	Friday	November 27, 2009			
Winter Break	Thursday	December 24, 2009			
Winter Break	Friday	December 25, 2009			
Winter Break	Monday	December 28, 2009			
Winter Break	Tuesday	December 29, 2009			
Winter Break	Wednesday	December 30, 2009			
Winter Break	Thursday	December 31, 2009			

**NOTE: Boeing proposed the expiration date of 9/3/11, which is the Saturday of Labor Day weekend in 2011 - leaving the 2011 Labor Day holiday out of the Agreement.**

## Union Negotiators Unanimously Recommend Vote **NO** on the Contract - Vote **YES** to Strike

Members may vote at any of the locations below on September 3rd from 5 a.m. to 6 p.m.


- Auburn Hall - 201 "A" Street SW
- Renton Union Hall - 233 Burnett N.
- Seattle Union Hall - 9135 15th Pl. S.
- Everett Union Hall - 8729 Airport Rd.
- Frederickson, Tacoma Sportsmen's Club, 16409 Canyon Rd.

### What's on the Ballot?

There are two separate ballots to vote.

**Ballot 1:** Do you wish to accept or reject?  
You must vote for one.

IAM&AW BOEING CORPORATE CONTRACT  
September 3, 2008



I ACCEPT the Contract

I REJECT the Contract

**REMEMBER ON THE STRIKE BALLOT:** Whether you vote to accept or reject the offer, a vote to strike gives negotiators an option to improve the offer should a majority of members reject the contract.

### What Do the Results Mean?

✓ If a majority of voting members vote to **ACCEPT** the contract, negotiations end and the contract is signed.

✓ If a majority of voting members vote to **REJECT** the contract, but **LESS THAN TWO-THIRDS** vote to strike, the contract is automatically accepted by default. The Union cannot call a strike.

✓ If a majority of voting members vote to **REJECT** the contract, and **MORE THAN TWO-THIRDS** vote to strike, a strike can be called at 12:01 a.m. September 4th.

**Ballot 2:** Do you vote to strike? Yes or No. **IMPORTANT:** The IAM Constitution requires two-thirds YES vote on this ballot to call a strike. Without two-thirds, even if a majority of the members reject the contract – the contract will be accepted by default.

IAM&AW BOEING CORPORATE CONTRACT  
September 3, 2008

I VOTE TO STRIKE

Yes.....

No.....

Failure to obtain a two-thirds (2/3) YES in this section of the ballot will result in the acceptance and ratification of the Company's last and final offer.

Once ballots are counted on September 3rd, the results will be posted on the Union web page ([www.iam751.org](http://www.iam751.org), [www.il834.org](http://www.il834.org), [www.d70iam.org](http://www.d70iam.org), or <http://iamdl24.org>) and Union hotline (1-800-763-1310), as well as released to the media