

# District 751 recommends **REJECT!** We are voting on January 3.

## Word Games: Every word counts!

The International has taken the stance that the Company's latest offer must be voted on Jan. 3rd. Even though your **DISTRICT 751 LEADERSHIP REJECTED** this latest proposal, and we believe you've already voted this very similar offer down on Nov. 13 by a 2-to-1 margin, the International is forcing us to vote to accept or reject.

**DISTRICT 751 IS RECOMMENDING YOU REJECT** the Company's latest proposal because the terms of this agreement are destructive to what we have gained over the last 78 years. This would place our members in an unacceptable position over **11 long years** without the ability to negotiate any reasonable improvements during this time period. The danger in accepting these terms may be that we will never have normal negotiations again.

The Company's vague language in the offer can't be nailed down and evaluated because it's always a moving target. When we ask for clarification we don't get an answer.

### HEALTH CARE - NO DETAILS

- What benefit levels would the company lower, what plans could be scrapped to avoid the Affordable Care Act (Obamacare) excise tax?
- Can you really decide to pay more now for current benefit levels while allowing the company to lower those benefits without negotiations later? A decision you would have to live with for the next 11 years. What will your out-of-pocket costs really be?
- Why does the company's proposal include a 10% increase on monthly health care premiums effective 1/1/2025, when it is after the expiration of the proposed agreement?
- How much is the cost shift? Boeing says 16 percent, but monthly premiums triple in the offer, co-pays double, and deductibles increase. How is that a 3 percent cost shift?
- If our monthly premiums go up 10% every year for over 10 years, how can we only be paying 16% of the premium?
- Health care cost shift means you will have less takehome pay going forward when they kick in. Are you willing to do that?

### 777X LANGUAGE - NO DETAILS

- What work would be outsourced or offloaded "in whole or in part?"
- What's the capacity threshold the company would use to offload or outsource work?
- What offset agreements would they make to sell airplanes and how much work would they give away?
- Why is there no clear definition of the work statement for 777X?
- If you are a wing line mechanic, can you really trust that you will have rights to the new composite wing work when the company negotiators said they do not intend to utilize current 31005's for the new composite wing work?
- What impact will robotics play for structural mechanics on the 777X?
- The state passed tax breaks to guarantee work here. How many loopholes did the state agree to because the legislation was rushed through?
- Did the state only focus on a 2nd line and derivatives of the 777X but fail to address specific content of assemblies and sub-assemblies?
- Does the state really understand that since they did not tie the tax incentives to employment numbers that thousands of jobs can be outsourced and still meet the criteria requirement of final assembly and wing production locally?

**We all understand Boeing may make the decision to locate the 777X outside of Washington, but doing that has nothing to do with our level of pay and benefits. We are faced then with a choice to destroy everything that we have built over 78 years in order to save Boeing from making a decision that puts the future of the company, all it's employees (Union and non-union alike) and the stockholders at risk. If the company chooses this path of destruction, then they are responsible for it. We, as union members, do not have control over it and have a contract in place through 2016. We know this is the best place to build the 777X and stand ready to do that, whether or not this proposal is rejected or ratified. District 751 leadership strongly recommends you REJECT these takeaways.**



### NEW RETIREMENT SAVINGS PLAN - NO DETAILS

- **New savings plan provides 2/3 less than the current plan. For employees in the lower labor grades or new hires, the percentage of loss is even more dramatic.**
- How is the new retirement savings invested?
- What are the rules for moving savings between investments?
- What are the fees associated with moving investments?
- What are the rules to access or withdraw money?
- Would the company negotiate that away in 10 years because it too would become "too burdensome" to continue?

### EXISTING PENSION - NO DETAILS

- Does the company intend to merge the Executive Pension plan with ours once it's frozen because theirs is under funded?
- Once frozen can the plan be sold as an annuity and your entire pension be at risk? Does this put existing retirees' pensions in jeopardy of losing everything?

### MISCELLANEOUS - NO DETAILS

- Would the lower labor grades minimum rates be surpassed by the state minimum wage?
- Is there a guarantee Boeing won't come back and ask for more concessions during the life of the agreement?
- What is in the offer for Fab division for Auburn, Frederickson, and Portland?

### FACTS

- General Wage Increases are 75% less than those in the current contract. Why did McNerney get a 20% raise last year? We only get 1% and not every year (averages to 0.5 per year). For the average Machinists member, the 0.5 percent average GWI will amount to less than 15 cents an hour (\$312 a year). What will your raise be?
- While asking you for concessions, the Boeing Board just approved \$10 billion to buy back stock to bolster shareholders and executive compensation.