

2024 CONTRACT FACTS ISSUES IN FOCUS



Increased Multiplier

For The Boeing Company Employee Retirement Plan (BCERP)

Background:

In 2014, the company excluded all newly hired employees from participating in the BCERP. In 2016, the company froze any further benefit accrual for all participants in the plan.

There are roughly 13,000 IAM members who still have a benefit in the BCERP, based on their years of service before 2016. The current benefit formula is \$95 per month per year of service (prior to the freeze). So, if you had been at Boeing for 10 years prior to the freeze, your basic benefit payment would be:

$$\$95 \times 10 = \$950 \text{ per month}$$

Benefit Increase

Under the latest company proposal, the benefit will increase to \$105 per month per year of service (prior to the freeze), for those who are eligible. So, if you have 10 years in the pension, the new basic benefit payment will be:

$$\$105 \times 10 = \$1,050 \text{ per month}$$

Lump Sum Option

In addition, effective January 1, 2025, members will have the opportunity to take a lump sum cash out of their pension benefit.

- If you choose this option, your entire BCERP benefit must be cashed out.
- The lump sum payout is entirely voluntary. If you choose not to take it, you will still be entitled to your monthly benefit in retirement.
- Employees will be allowed to roll over their entire lump sum into their existing Boeing 401(k) account.
- The lump sum option may not be right for everyone. The Union encourages you to meet with a financial planner before making this very important decision.

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