

### Where do employees start/end in key contract areas?

Wages and Benefits	Current	End of contract
<b>General wage increase (GWI)</b>  <b>Examples:</b> Grade 9 at max Grade 4 in progression Grade 3	\$48.81 per hour (\$101,524 year) \$27.00 per hour (\$56,160 year) \$20.00 per hour (\$41,600 year)	<b>25% GWI (YR1: 11%, YR2: 4%, YR3: 4%, YR4: 6%)</b>  <ul style="list-style-type: none"> <li>\$62.68 per hour (\$130,374 per year) = 28% increase</li> <li>\$39.23 per hour (\$81,598 per year) = 45% increase</li> <li>\$30.68 per hour (\$63,814 per year) = 53% increase</li> </ul>
<b>Company contributions to employee's individual union 401(k) account</b>	Boeing 401(k) automatic 4% of pay and 75% on the first 8% of base pay	Boeing 401(k) automatic 4% of pay and 75% on the first 8% of base pay  <b>New:</b> Up to \$16,640 (Up to \$4,160 per employee per year)
<b>Health care</b>	–	<b>New: Free primary care benefit</b> through Primary Care +
	–	<b>New: Long-term Disability:</b> Company-paid coverage at 50% of earnings
	–	<b>New: Global Health:</b> No cost medical plan for long-term international assignments.
	–	<b>New: Post-65 Retiree Medical:</b> Access to a post-65 retiree medical plan
	–	<b>New: Supplemental Life and Accident Coverage</b> Access to additional life and/or accident coverage
	<b>Dental:</b> Zero cost to employee	<b>Dental:</b> Zero cost to employee <b>New:</b> Added dental implant coverage for employees in the Network Dental Plan
	<b>Medical Cost Share</b> 16% (Boeing pays 84%)	<b>Medical Cost Share</b> 15% (Boeing pays 85%)
	<b>Prescription drug out-of-pocket maximum</b> \$6,800 for individuals \$12,700 for families	<b>Prescription drug out-of-pocket maximum</b> \$4,000 for individuals \$8,000 for families
	<b>Short-Term Disability payments</b> \$280-330 per week	<b>Short-Term Disability payments</b> \$750 per week
<b>Employer-paid life insurance coverage</b> \$32,000	<b>Employer-paid life insurance coverage</b> <b>\$50,000</b>	
<b>Work-Life enhancements</b>	–	<b>New:</b> <ul style="list-style-type: none"> <li>A floating holiday (no change to Boeing winter break)</li> <li>Reduced mandatory overtime</li> <li>12 weeks of paid parental leave</li> </ul>
<b>Job security</b>	737 MAX, 777X, P-8, KC-46	<b>New:</b> Commitment to build Boeing's next new airplane in Puget Sound and Portland. Reaffirmed commitment to 737 MAX, 777X, P-8, KC-46.