Boeing Concludes Negotiations; Makes Outstanding Offer To SPEEA

The Boeing Company today announced it has concluded contract negotiations with the Society of Professional Engineering Employees in Aerospace (SPEEA), which represents 23,000 engineering and technical employees in the Seattle area, Portland, Ore., and Spokane, Wash. The four-year contract offer will be submitted to union membership for a vote. The current contracts for the Engineering and Technical units will expire on Dec. 1.

"This proposed contract is the result of a rigorous process and it will enable us to attract and retain a highly skilled workforce," said Geoff Stamper, Boeing chief negotiator. "Both sides worked hard to find solutions on each element of the contract. We were determined to listen to our employees' and the union's concerns and ensure that this proposed contract responds to the issues they shared with us."

Among the highlights of the offer are:

- For Engineers the proposal includes salary adjustment funds of 5 percent in the first year and 4 percent in the second, third and fourth years.
- Two Targeted Funds totaling $22.5 million have also been established to be spent in the first year within the Engineering unit.
- For Technical unit employees the proposal includes salary adjustment funds of 5 percent in the first year and 4 percent in the second, third and fourth years. Three percent of the fund in the first year and 2 percent of the funds in the third and fourth years will be delivered in the form of a guaranteed wage increase to all members of the Technical unit.
- For Technical unit employees the proposal includes salary adjustment funds of 5 percent in the first year and 4 percent in the second, third and fourth years. Three percent of the fund in the first year and 2 percent of the funds in the third and fourth years will be delivered in the form of a guaranteed wage increase to all members of the Technical unit.

The proposal also includes a comprehensive benefits program. This program features a 50% increase in the company match to the 401K savings plan, substantial improvements to company-paid short-term and long-term disability plans and extension of health care benefits to same-sex domestic partners of SPEEA-represented employees as soon as practical following implementation for non-unionized employees. Also, employee contributions for health care premiums are being introduced, but will not be effective until Jan. 2001.

"Once employees have reviewed the complete proposal, I'm confident they will view this as an outstanding and competitive offer and make the right choice," Stamper said. "Going forward together, we will achieve our vision of being the world's premier aerospace company."

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