Renewed Contract Talks with SPEEA Conclude without Resolution

A second round of federally-mediated negotiations between Boeing and the Society of Professional Engineering Employees in Aerospace (SPEEA) concluded today without resolution. The talks took place over three days and were overseen by C. Richard Barnes, director of the Federal Mediation and Conciliation Service.

"The Boeing negotiating team entered this round of talks seeking an agreement that would result in an end to the strike and a return to work for all Boeing engineering and technical employees," said Boeing spokesman Peter Conte. "Our negotiators brought forward several new ideas in proposals geared toward achieving a compromise solution. Unfortunately, these efforts at compromise were not accepted by the SPEEA negotiating team."

Highlights of the company's third complete offer to SPEEA are listed below:

- For engineers, the increased wage package from Boeing's second offer - 8%, 4.5%, 4.5% - with new provisions that guarantee each engineer a minimum of 3% salary growth over the life of the contract
- For technical employees, the increased wage package from Boeing's second offer - 5.5%, 4.5%, 4.5% -- with guaranteed increases of 2% in each year
- A comprehensive life, disability and health care package that phases-in employee health-care contributions of 5% percent on Jan. 1, 2001 and 10% on Jan. 1, 2002
- $1 million per year additional funding to the Ed Wells Initiative for joint Boeing-SPEEA working together team for future vision of engineering
- Savings plan match increased from 50% to 75%
- Pension plan minimum increased from $40 to $50

If the offers are ratified by Wed., March 1, 2000 Boeing has agreed to:

- Award each SPEEA-represented employee a performance incentive of 100 Boeing stock options
- An all-bargaining unit vote in the future on agency fee

"We believe this offer - and the significant movement within it - shows that the company came to the table with a desire to end the negotiations stalemate in a way that balances the interests of SPEEA-represented employees with those of the union and the company," Conte said. "This outcome and the likelihood that the strike will continue are certainly disheartening. We also find it unfortunate that SPEEA members will not have an opportunity to consider this latest offer through a vote of the membership."

No new talks are scheduled between the company and the union at this time.

"We will continue to focus on supporting our customers with the members of our workforce that remain on the job," Conte said.

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