The Boeing Company
Seattle, WA

BOEING

July 28, 2026

Re: Non-Boeing Labor

Dear Rich,

We appreciate the discussions surrounding Boeing's use of Non-Boeing Labor (NBL). To address SPEEA's concerns, including classification of NBL and adherences to Article 9, we commit to the following actions:

- Labor Relations will review each request for Purchased Services that covers a Skill Management Code (SMC) within SPEEA's jurisdiction to determine whether it complies with PRO-6608 (with consult by Legal). Currently, Work Placement Requests (WPR) do not include an SMC; this will be reinstituted.
- While no single factor is dispositive, Labor Relations will review the following factors when evaluating a submitted WPR to determine appropriate labor classification:
  - Whether the work associated with the request has been discussed or pre-coordinated with a specific supplier or supplier personnel
  - Whether the request for non-Boeing labor personnel is made to avoid hiring new Boeing employees or recalling laid-off employees
  - Whether the daily direction for the SSOW will come primarily from the Boeing employees or managers
  - Whether the non-Boeing labor Supplier will bill Boeing by the hour rather than by the price of the total work statement
  - Whether the work statement being performed by the non-Boeing labor is described by a Boeing job classification and SMC
  - Whether the requirement for non-Boeing labor defines the precise number of personnel required
  - Whether the requirement for non-Boeing labor identifies by name specific personnel required to perform the work statement
  - Whether the non-Boeing labor personnel will be put into the Boeing contractor system
  - Whether the non-Boeing labor personnel require regular access to any Boeing tools or equipment in order to complete the statement of work

- If Labor Relations determines that the request for Purchased Services is a deviation from PRO-6608, the business requesting the deviation must present a business case to be reviewed by VP of Labor Relations. Deviation from PRO-6608 requires VP of Labor Relations to sign off to proceed.
- If approved, Labor Relations will notify SPEEA of deviation to PRO-6608 and that these resources will be released prior to layoff of SPEEA represented employees, similar to contract labor under the contract.
- If SPEEA has questions about any WPR determination, Labor Relations will coordinate a meeting with appropriate stakeholders to discuss the determination with the union.
- PRO-6608 will be modified to reflect that all deviations from PRO-6608 that fall within SPEEA's jurisdiction require approval by the VP of Labor Relations.

Regards,

Robert Joga
Vice President - Labor Relations

The Boeing Company
Seattle, WA

BOEING

July 16, 2026

Re: Technical Skill Development

Dear Rich,

During 2026 negotiations, the parties discussed and agreed on the importance of enhancing the Technical Unit roles and skills to improve long-term stability. To further that goal, the Company plans to establish a new Boeing Tech Skill Leader role to work across all functions and business units on the integration and leadership of workforce administration activities, including skills covered by the SPEEA Technical Unit Collective Bargaining Agreement.

The leader in this role will be responsible for items such as:

- Partnership with business and functional leaders on staffing, regional college and technical school engagement, and apprenticeship opportunities.
- Identification of future skill and capability needs in alignment with changing business conditions and technology.
- Partner with functional and business leaders to evolve career pathways.
- Integrate training and development across functions and Ed Wells.
- Serve as a prime resource on the Tech workforce for functional and business leaders.

Additionally, the Company intends to introduce the Engineering Career Build Plan and is looking to expand the program to include the Technical Unit. We will continue to keep the Union apprised of updates to the program.

It is understood that the new Boeing Technical Skill Leader is a management role. Nothing in this letter waives any management rights reserved in Article 2.

Regards,

Ben Nimmergut
Vice President – Chief Functional Engineer, Production Engineering

Doug Ackerman
Vice President – BCA Quality

The Boeing Company
Seattle, WA

BOEING

July 15, 2026

Re: NC Programming

Dear Rich,

We appreciate you raising your members' concerns about the ongoing erosion of NC Programming responsibilities since the creation of the 1996 NCP agreement in Fabrication Emergent Operations and BT&E. We heard your members' concerns, and we agree that certain changes are necessary. Per our discussion today, we agree that advances in technology and changes in business conditions have rendered the 1996 agreement no longer feasible. We further acknowledge that maintaining configuration control and adhering to applicable standards are ongoing business requirements. To address significant technology changes - including introduction of new machines, outdated command media, and the use of multiple software tools – we commit to the following actions:

1. Investigation and Good-Faith Effort
   - The Company will make good-faith efforts to investigate issues related to NC programming and fabrication operations.
   - The investigation will identify the scope of technology changes, interoperability and configuration-control gaps, training needs, and any operational or safety implications.
2. Recommendations and Corrective Actions
   - Based on the investigation, the Company will propose recommended corrective actions where appropriate, including timelines and implementation measures.
   - Recommendations will be shared with the union/employee representatives for review and discussion.
3. Development of a New Agreement and Work-Rule Criteria
   - We will collaborate with SPEEA to develop a new agreement to replace the 1996 agreement and realign the responsibilities of the NC Programmer with the spirit of the 1996 NCP agreement.
   - As part of that work, we will establish more clear work-rule criteria that reflect the current technology, tools, and operational practices.
4. Timelines and Follow-Up
   - We will work together to agree on a reasonable timeline for completion of the investigation and for presentation of recommended corrective actions, and will strive to meet every month to monitor progress.

This language aims to provide a process-oriented framework to replace the 1996 NCP agreement to ensure configuration control, standards compliance, and a collaborative transition to practices that reflect current technology and business realities.

Regards,

Ihssane Mounir, Senior Vice President
BCA Global Supply Chain & Fabrication

Doug Ackerman, Vice President
BCA Quality

Ben Nimmergut, Vice President
Functional Chief Engineer, Production Engineering

The Boeing Company
Seattle, WA

BOEING

July 24, 2026

Re: Part-Time Benefits

Rich:

Effective January 1, 2028, a part-time employee's cost for medical and dental coverage, based on regularly scheduled hours per week, will change in accordance with the following table:

Regularly Scheduled Hours Per Week	**Status; Cost**
At least 19.1 through 23.9 hours	Part-time; 40% cost share
At least 24 through 39.9 hours	Part-time; applicable active rates
40 or more hours	Full-time; applicable active rates

Regards,

Robert Joga
Vice President - Labor Relations

The Boeing Company
Seattle, WA

BOEING

July 27, 2026

Re: Generalist SMC

Dear Rich,

The Company agrees that it will not utilize "- Generalist" SMCs for SPEEA-represented employees and contract labor personnel within SPEEA's jurisdiction.

Regards,

Robert Joga
Vice President – Labor Relations

The Boeing Company
Seattle, WA

BOEING

July 29, 2026

Re: Indemnification

Dear Rich,

We appreciate SPEEA raising its members' concerns associated with the perceived risks undertaken by engineers who design and support Boeing's aircraft production. The Company's Board of Directors has authorized the Company's Chief Legal Officer to indemnify and/or provide for the advancement of legal expenses to Boeing employees involved in a legal action or proceeding by reason of their Boeing employment. The Chief Legal Officer has done so upon a determination that the employee has: (1) acted in good faith; (2) in a manner the individual reasonably believed to be in or not opposed to the best interest of the Company; and (3) with respect to any criminal action or proceeding, had no reasonable cause to believe their conduct was unlawful, in each case to the extent permitted by applicable law. This applies to all employees acting within their scope of employment, and in a manner the individual, in good faith, reasonably believed to be in accordance with applicable Company processes or procedures, FAA requirements, and applicable ODA procedures.

Regards,

Robert Joga
Vice President - Labor Relations

The Boeing Company
Seattle, WA

BOEING

July 29, 2026

Re: Voluntary Layoff Benefits

Dear Rich,

This letter serves to formally capture our discussions and the Company's commitment as it relates to employees interested in a Voluntary Layoff ("VLO"). Should the Company offer SPEEA represented employees the opportunity for a VLO during the life of this contract, we agree to provide a minimum layoff benefit of four (4) weeks of pay for those with at least one (1) year of Company service and less than four full years of Company service, who take the VLO.

Regards,

Robert Joga
Vice President – Labor Relations

The Boeing Company
Seattle, WA

July 29, 2026

Re: Article 16 – Utah employees

BOEING

Dear Rich,

Any employee working in the Company's plants located in Weber and Davis Counties, Utah, who were hired before January 1, 2007, retire on or after December 31, 2027, and were not eligible for Company-subsidized retiree medical coverage prior to recognition of the collective bargaining unit under Article 1.1(b) of the contract, shall be eligible for subsidized pre-65 retiree medical plan in accordance with the eligibility requirements set out in Section 16.3(a) and Attachment B of the contract (other than the requirements to retire under the Company-sponsored retirement plan).

Regards,

Robert Joga
Vice President – Labor Relations

The Boeing Company
Seattle, WA

BOEING

July 29, 2026

Re: Employment-Related Use of Artificial Intelligence and Automated Decision-Making Technologies

Dear Rich,

We appreciate you raising your members' concerns regarding the use of Artificial Intelligence in the workplace and proper data protection. Boeing's Global Privacy Office ("GPO") protects personal information under a global framework continually aligned with applicable laws and recognized standards, as well as Boeing's five privacy principles: transparency, lawfulness, fairness, rights, and security. Additionally, Boeing recognizes SPEEAs concerns regarding AI and related technology deployments when applied to HR-related process flows.

We collect and use personal information lawfully and transparently, only for legitimate, specified purposes, and we notify employees in advance about how their information is used. We may use automated tools, including AI, but decisions that have legal or similarly significant effects on employees are not made without appropriate safeguards and a lawful basis. Human oversight is used to help ensure decisions are made and applied fairly.

High-risk uses of personal information must undergo a privacy review with the GPO and, when applicable, related assessments for compliance with other applicable laws and/or regulations. Boeing extends applicable privacy rights, including notice, access, and correction, to all employees.

Boeing also maintains important complementary programs such as Data and AI Governance and Enterprise Information Security, which work alongside the GPO to strengthen safeguards and oversight. With respect to AI, processes are in place to ensure AI use cases are evaluated against our core principles and obligations before and during deployment.

Further, Boeing commits to meet and discuss with SPEEA's AI negotiations subcommittee team on the nature and intent of AI and automated decision-making technology deployments when applied to HR-related process flows within the bargaining units. The meeting will be held with the Company's Chief Privacy Officer within sixty (60) days of contract ratification, with the agenda to be defined by both parties. Nothing in this letter waives either Party's rights or obligations under the National Labor Relations Act, including with respect to bargaining over the effects of such implementation.

Following the meeting with the Chief Privacy Officer, the parties agree to meet and mutually agree whether establishing a standing committee dedicated to these topics is appropriate, or if they should be referred to an already established joint committee.

Regards,

Robert Joga
Vice President – Labor Relations

2026 CONTRACT NEGOTIATIONS
SEATTLE, WA

Consecutive Retentions

Professional and Technical Unit

DATE PROPOSED: 7/22/26	TIME PROPOSED: 4:20PM	PROPOSAL NUMBER: U9

Note: Any agreements on individual proposals contained herein are tentative and subject to agreement on all issues. The Parties reserve the right to add, amend, modify and/or change any proposal at any time during the course of negotiations. Agreement is subject to ratification vote approval by the membership.

The parties agree that in the four years following the effective date of the 2026-2030 Collective Bargaining Agreements for both the Professional and Technical Bargaining Agreements, any R3 ratings for the years 2024, 2025 and 2026 shall be applied in the fulfillment of the four consecutive R2 retention ratings for the purpose of an appeal under Article 8.4(h)(2) in each agreement.