



# UNION NEWS

Union Steward

Approved for posting,

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## Contractual Changes to Retirement/VIP

### Changes to Retirement

- On Oct. 1, 2016, the monthly pension multiplier increased to \$95 per month.
- On Oct. 31, 2016 – accrual of pension benefits cease
- Benefits accrued will continue to be maintained under the BCERP and will be paid out upon retirement

### Effective Oct. 1, 2016 - Unreduced early retirement at age 58 (previously age 60) for Boeing Pension

Age at Retirement	% earned benefit
58	100%
57	98%
56	96%
55	94%

### New Special Company Retirement Contribution (same account but separated)

- Company contributes automatically each pay period whether or not you contribute.
- Eligible pay is defined as base pay, shift differential, pay additives, overtime, COLA, AMPP payments, and paid time off excluding payout of unused benefits
- The same investment allocations apply to your Special Company Retirement Contributions, as your VIP Contributions and Company match
- Hardship withdrawals from the Special Company Retirement Contribution are limited

Contribution Levels for Special Company Retirement Contribution		
Contribution Year	Hired/Rehired before 1/3/2014	Hired/Rehired after 1/3/2014
Nov. 1, 2016 - Oct. 31, 2017	10%	4%
Nov. 1, 2017 - Oct. 31, 2018	10%	4%
Nov. 1, 2018 - Oct. 31, 2019	6%	4%
Nov. 1, 2019 - thereafter	4%	4%

### VIP Savings Match Increases

- On Nov. 1, 2016 – Company match increases to 75% up to the first 8% of base pay each pay period (previously 50% of the first 8%)

### VIP Contribution Limits

- VIP deferral limits for pre-tax \$18,000. If 50 years or older, you can contribute an extra \$6,000 per year on a pre-tax basis (\$24,000 total pre-tax if 50 or older)
- If members contribute more than those amounts, it automatically switches to an after-tax basis for rest of calendar year
- Annual contribution limit (yours and Boeing VIP Match and Special Contribution) combined reach \$53,000 a year (increases to \$54,000 in 2017). If that is reached, all contributions, including the Special Company Retirement Contributions will stop for remainder of the year.

### Ayco Retirement Counselor

Boeing has provided Ayco Retirement Counselors for retirement planning free through Dec. 31, 2016 (online advice remains free). Reach them through TotalAccess (say Retirement Counselor when prompted)

These counselors can:

- Help you understand the new retirement program
- Plan to meet your retirement goals
- Help you use the retirement income modeler
- Maximize the benefit under the VIP
- Understand investing, including your risk tolerance and diversification