



SPEEA guide to layoff rights/benefits

If you receive a 60-day notice from The Boeing Company, the following information can help you maximize the benefits available to you. For more information, talk to a contract administrator on the Puget Sound SPEEA staff at (206) 433-0991 or (425) 355-2883 or send an e-mail to speea@speea.org.

- **Boeing job search** – Although you have a 60-day advanced notice of layoff, you have the right and are encouraged to apply for jobs through the BESS system on Boeing’s intranet. You can also request paid time to perform job searches, go to job fairs or interviews.
- **Priority recall** – This provision in SPEEA’s contracts gives laid-off employees who sign up for priority recall first consideration for openings in your job classification for up to three years after your layoff. To qualify, register within 60 days of your layoff. **You need to reapply each half-calendar year for the balance of three years.** You will receive more information about how to create and maintain your priority recall status from the company prior to your layoff.
- **Unused vacation and sick leave** – If you have unused vacation at the time of layoff, you will be paid for all hours accrued. Unused sick leave is paid out at 50% of the hours available only if you are retirement eligible.
- **Medical and dental insurance** – Boeing will provide your insurance through the end of the month you are laid off. Then you are eligible for 18 months of COBRA insurance, which is an extension of your current group plan. Boeing pays the first three months of COBRA for you and your dependents. To continue, you need to pay the COBRA premium for as long as you want coverage (up until the benefit runs out). You will receive information about this from Boeing in your layoff paperwork.
- **Retirement** – If you are 49 or older and have 10 years of company service, you have the option of early retirement at age 55 although you no longer work at

Boeing. Known as the “bridge to retirement,” this option allows employees to retire with the same reduction (2% per year under age 60) as employees who retire from active employment. It is important to be aware the bridge is only good for six years. If you were 49 at the date of layoff, you would have to retire within six years to avoid the significant penalty for retiring from other than an active status. You can contact SPEEA or the Pension Service Center via Total Access for more information.

- **Layoff benefit** – You will receive paperwork from Boeing regarding your layoff. In it, you will be asked whether you want to receive your layoff benefit paid in bi-weekly payments (like a paycheck) until the benefit is paid in full or a lump sum. Please note – this is a benefit, not severance pay, and does not cause a delay nor subtract from unemployment benefits. **If you choose a lump sum payment, you forfeit Priority Recall consideration.** If you are considering retiring, contact SPEEA to discuss your benefit options in more detail.
- **Unemployment insurance** – Because you were laid off, you are eligible for unemployment benefits. You need to apply as soon as you are unemployed (AFTER your last day at Boeing), and start filing your weekly unemployment claims. Employment Security will not make a determination until you claim at least one week. Below is contact information for Washington state.
 - **Apply:** Call the telecenter at 800-318-6022 (TTY 800-365-8969) or apply online at: <https://fortress.wa.gov/esd/uia/icintro/intropage.aspx?lang=en-us>.
 - **For more information:** Contact the telecenter at the number above or go to: <http://www.esd.wa.gov/>
 - **Boeing layoff benefits** – see the link for a letter from the Employment Security Department (ESD) regarding income continuation or lump-sum payment at: http://www.speea.org/Layoff_information/Layoff_BoeingESD.pdf