

February 18, 2009

TO: Adjustment Managers and Supervisors
FROM: Jim Wilkins, Non-Monetary Review Unit
SUBJECT: Boeing Layoff Benefits
Employer Account No: 002140-00

On January 30, 2009, Boeing notified the department that it will be conducting a mass layoff in 2009 at its facilities in the Puget Sound area. Approximately 5,000 workers will be laid off throughout the year starting March 20, 2009.

Laid off employees (including both non-represented and represented) who meet certain eligibility criteria will be eligible for layoff benefits under Boeing's Layoff Benefits Plan, which provides a benefit of one week of base pay for each full year of service (up to a maximum of 26 weeks). Employees can elect to take the layoff benefit payment in a lump sum or in the form of income continuation. Employees who elect the lump sum payment forfeit recall rights.

The layoff benefit payments, whether taken as income continuation or in lump sum, are not assigned to any period after the employees last day of work. Therefore, these payments are **not deductible** from unemployment insurance benefits.

There have been some questions as to whether individuals who elect to take the layoff benefit in the form of income continuation must wait until those payments cease before applying for unemployment benefits. The answer is no. Since the income continuation payments are not deductible from unemployment benefits, these individuals should be encouraged to apply for unemployment benefits promptly when they are laid off.