

LETTER OF UNDERSTANDING
Between
SPEEA AND BOEING
Regarding changes to the
Boeing Sponsored Medicare Supplement Plan
July 27, 2023

The Boeing Medicare Supplement Plan (BMSP) identified in the SPEEA contracts will be replaced with a fully insured Aetna Medicare Advantage PPO with an Extended Service Area network (MAPPOESA) for eligible retired employees effective January 1, 2024. Current BMSP enrollees with both Medicare Part A and B* will be auto-enrolled in the new plan unless they choose to opt-out of coverage. All eligibility and enrollment criteria applicable to the BMSP will remain the same and apply to the MAPPOESA. Similar to the current BMSP, the MAPPOESA will not exclude coverage for pre-existing conditions and does not require evidence of insurability.

Unless there are material Medicare Advantage funding, legislative, regulatory, CMS enforcement actions or enrollment changes, as determined by Aetna, this new plan will be offered in the form presented to SPEEA in July of 2023 (attached) with a \$0 premium for five years, from 2024 through 2028.

If, during the first 5-years, there are material modifications that result in a modification to the plan benefits, the introduction of premiums, and/or replacement of the plan with another Medicare plan, eligible SPEEA-represented enrollees will be offered the exact same plan with the exact same premiums as offered to the Boeing non-union population.

After the first 5-years, if changes are made to the MAPPOESA benefits and/or premiums, eligible SPEEA-represented enrollees will be offered the exact same plan with the exact same premiums as offered to the Boeing non-union population.

If premiums are introduced, there will be one nationwide premium per enrollee. If Boeing chooses to terminate the non-union plan with no replacement Medicare plan, Boeing will reintroduce the BMSP in its current 2023 form (or a plan with a similar actuarial value) and permit eligible SPEEA-represented enrollees an enrollment opportunity without evidence of insurability.

*Retirees with an international address will continue to have access to the BMSP (Outside the US) plan option. Current retirees who are not enrolled in Part B will be grandfathered and because they are not eligible for the MAPPOESA will be auto-enrolled in this BMSP (Outside the US) plan option. Future eligible SPEEA-represented enrollees will be required to enroll in Part A and B in order to enroll in Boeing-sponsored Medicare coverage.



Ryan Rule
SPEEA President



Jeffrey Janders
The Boeing Company