



ONE BOEING HR  
ALWAYS PEOPLE FIRST

# Employee Layoff Briefing

Today's purpose is to provide information to assist making effective decisions during transition

**ALL SLIDES AVAILABLE ON THE CAREER TRANSITION SERVICE WEB SITE**

# Agenda

- **Introduction**
- **Employee Benefits**
  - **Layoff Benefit Plans**
  - **Health & Insurance Plans**
  - **Retirement Plans**
- **Payroll**
- **Employee Assistance Program**
- **Career Transition Services**
- **State WorkSource Resources (Federal WIOA benefits)**

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# Employee Benefits

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# Plans that will be discussed

- **Layoff Plans**
  - Involuntary Layoff
  - Voluntary Layoff
- **Medical and Dental**
  - COBRA
- **Flexible Spending Accounts**
- **Health Savings Account**
- **Disability, Life and AD&D**
- **Retiree Medical**
- **Retirement Plans**
  - Savings
  - Pension

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# Preface

- This document is intended to convey benefit information and every effort has been made to ensure accuracy
- In the event of a conflict between this document and the official plan documents, the terms of the official plan documents will control
- The Boeing Company reserves the right to change, modify, amend, or terminate its plans at any time

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# Layoff Plans - Involuntary

- **The Boeing Company Layoff Benefits Plan**
- **Eligibility**
  - Nonexecutive, nonunion, and certain union groups on the active U.S. payroll
  - Must have one full year of Company service at time of involuntary layoff to be eligible
- **Benefit**
  - One week of pay for every full year of Company service
  - Maximum benefit 26 weeks
  - Layoff Benefit may be paid as income continuation or a lump sum payment
- **Layoff Benefits are not paid if you retire prior to your layoff date**

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# Layoff Plans - Involuntary

- **Layoff Process**

- Active nonunion and SPEEA represented employees
  - You will have a red bell notification in your Worklife portal with access to a your online information and forms, including the Layoff Benefit Election Form and Release & Waiver Agreement
  - Must electronically complete and sign all required forms within the time period specified to receive layoff benefits
- Employees on an approved Leave of Absence on their scheduled layoff date
  - Must complete and return forms **within 3 days after** they are eligible to return to work for the company to receive a layoff benefit payment

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# Layoff Plans - Involuntary

- **Payment Options** – Payroll will cover payment details, including how, when and taxes
  - **Income continuation**
    - You retain any recall, seniority, and first consideration rehire right that apply according to Company policy
    - However, if you elect Income Continuation and commence a **monthly pension annuity benefit**, your Income Continuation benefits will end
    - You can, however, elect to receive your pension as a lump sum (if applicable) and the Income Continuation benefits will NOT cease.
  - **Lump sum**
    - You forfeit any recall, seniority, and first consideration rehire right that would otherwise apply according to Company policy
    - Unlike Income Continuation, if you elect the lump sum option following your layoff, and subsequently commence or receive your pension benefit, you are still eligible to receive the entire lump sum benefit
- **NOTE: Once you elect a payment option, you may not change your election.**

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# Layoff Plans - Involuntary

- **Income continuation payments cease if**
  - You are rehired by the Company, an affiliate or subsidiary (including as contract labor through a third party supplier)
  - You commence your Boeing monthly pension annuity benefit
  - Your maximum layoff benefits are received
    - See Summary Plan Description for additional details
  - **Lump sum repayment**
    - If you elect a lump sum layoff benefit and you are rehired by the Company, an affiliate or subsidiary (including as contract labor) within 26 weeks from a layoff, you must repay any excess benefit to the Company (e.g., if you receive a 13-week lump sum and are rehired in week 10, you will be required to pay back 3 weeks of the lump sum benefit).
- **Summary Plan Description available online**
  - [http://www.boeing.com/nosearch/benefits/health\\_welfare/spd/spd\\_69.pdf](http://www.boeing.com/nosearch/benefits/health_welfare/spd/spd_69.pdf)

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# Layoff Plans - Voluntary

- **General Eligibility**
  - Nonunion, SPEEA & certain other unions on the active U.S. payroll
  - Must have one full year of Company service at time of voluntary layoff
  - Work in a skill/level/location that has been formally declared to be in a surplus condition
  - Must not be program critical, and must have an adequately trained backfill (or successfully complete a knowledge transfer plan)
  - Approved for voluntary layoff by the applicable VLO steering team and meet all other eligibility requirements set forth in the plan
- **Benefits**
  - One week of pay for every full year of Company service
  - Maximum benefit is 26 weeks of pay
  - Layoff benefit is paid in a lump sum option only
  - Summary Plan Descriptions are available online:
    - **Nonunion:** [http://www.boeing.com/nosearch/benefits/health\\_welfare/spd/spd\\_204.pdf](http://www.boeing.com/nosearch/benefits/health_welfare/spd/spd_204.pdf)
    - **SPEEA/Union:** [http://www.boeing.com/nosearch/benefits/health\\_welfare/spd/spd\\_69.pdf](http://www.boeing.com/nosearch/benefits/health_welfare/spd/spd_69.pdf)

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# Layoff Plans - Voluntary

- **Payment**

- Lump sum option only
  - You forfeit any first consideration rehire or priority recall opportunities that would otherwise apply according to Company policy
  - If you commence your pension on the first of the month after your layoff, you are still eligible to receive the lump sum check even if it is received after your pension benefit commencement date
  - Not payable if you terminate for any reason prior to your assigned layoff date

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# Medical and Dental COBRA

- **Medical and Dental Plan coverage**

- Coverage ends on the last day of the month in which your layoff occurs
- Coverage may continue under COBRA for up to 18 months following layoff
  - In order for medical and/or dental coverage to continue, you must elect COBRA
  - COBRA information is mailed to your home within two weeks
- Boeing layoff COBRA subsidy: laid off employees pay the active employee contribution rate for the first 3 months following layoff month.
- After 3 months, your full COBRA contributions apply

**Contact the Boeing Service Center for Health & Insurance through Boeing Worklife to elect coverage**

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# Medicare Part B Enrollment

**If you or your eligible dependents are Medicare eligible at the time you are laid off, you must do the following:**

- Contact Social Security immediately to enroll in Medicare Part B
  - Coverage will be effective the month following your enrollment
  - If you do not enroll timely into Part B, Medicare may assess a penalty
  - For questions related to Medicare Part B enrollment, you should contact the **Social Security Administration at 1-800-772-1213**

**Contact our vendor SSDC at 1-877-768- 3011 and request a CMS Employment Verification form**

- This form tells Medicare that you were covered by our active medical plan, and this is why you did not enroll in Part B at age 65. SSDC can answer your questions about coordinating Medicare coverage with your COBRA and/or retiree medical options.

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# Health and Insurance Online



## WORKLIFE FROM WORK

ACCESS WORKLIFE NOW



Choose this option if you are using a Boeing device and are connected to the Boeing network. This includes remote access via connect.boeing.com

## WORKLIFE FROM HOME

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# Health & Insurance Online

Worklife! To begin your journey through our new HR Portal, as well as Workday, click here to view a quick tutorial video.



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Workday

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Get Support

My Requests

Jenelle Graham - 3071396

Welcome, Jenelle!

## Quick access

- ⌚ My Time
- ★ My Performance
- 💰 My Paycheck
- ♥ Health & Insurance Benefits
- 📊 Retirement Benefits
- 📅 My Learning Plan

## What are you looking for?



Search for keywords, programs, benefit information, etc.

Add quotes to your search phrase to narrow results. For example, type: "getting married".

## Boeing on the Move

Get ready to Wander the Wonders. Click here to learn more.



[See All News](#)

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# Health & Insurance Online

Home Health & Insurance Reimbursement Accounts Life Events Video Library Other Programs



## Medical

BCBS-Traditional Medical Plan  
- PPO - All Locations

You, Robert

## Prescription Drugs

Express Scripts, Inc.

## Health Care Flexible Spending Account

(current balance)



## Vision

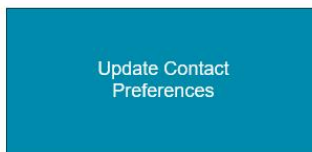
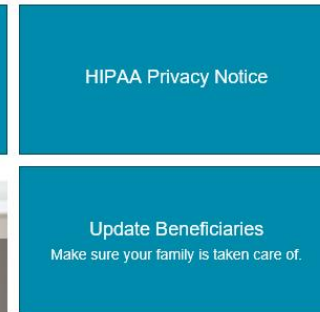
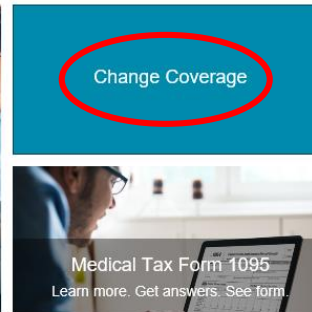
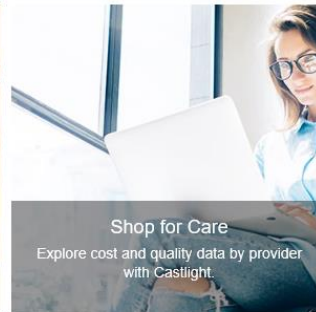
Davis Vision

## Dental

Delta Dental of Washington -  
Network Dental Plan-PPO-All  
Loc

You, Robert

Rearrange



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# Your Benefits Resources

Home Health & Insurance Reimbursement Accounts **Life Events** Video Library Other Programs

Family Changes Job Related Changes

- Continuing Coverage Through COBRA
- Retirement
- Other Changes

Life Changes

When your life changes, the checklists on this page can help you make sure you've covered all the bases.

Print Add to Favorites

## Featured Life Events



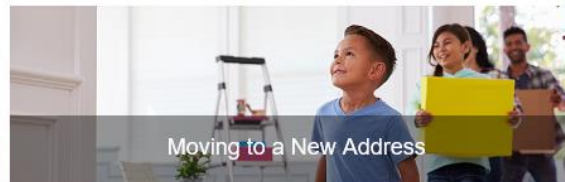
Birth or Adoption



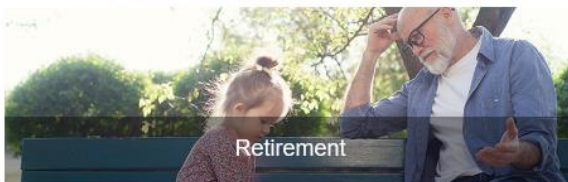
Marriage



Enroll a Domestic Partner



Moving to a New Address



Retirement



Other Life Events

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# Your Benefits Resources

- Family Changes ▼
- Job Related Changes ▼

## Continuing Coverage Through COBRA

If you experience a qualifying event that causes your existing health care benefits to end, you may be able to continue your employer's coverage through COBRA (the Consolidated Omnibus Budget Reconciliation Act).

### Key Features of COBRA

Complete	Task
<input type="checkbox"/>	<p><b>How long will it last?</b></p> <p>You can normally continue health benefits for up to 18 months (and in some cases 36 months), depending on your qualifying event.</p>
<input type="checkbox"/>	<p><b>Can you keep your doctors?</b></p> <p>You may keep your current health benefits and doctors for yourself and your covered dependents.</p>
<input type="checkbox"/>	<p><b>How much does it cost?</b></p> <p>You pay the full cost of coverage, plus an administrative fee. This may be more cost-effective than individual coverage because you benefit from your employer's group rate.</p>
<input type="checkbox"/>	<p><b>Is there a deadline?</b></p> <p>You must enroll in COBRA within 60 days of the date you lose coverage or the date on the COBRA Enrollment Notice, whichever is later.</p>

### How It Works

Rectangular Snip

# Flexible Spending Accounts

- **Health Care Spending Account**

- Contributions will stop with your last regular check
- You can continue your participation under COBRA
  - If you elect COBRA continuation, your future contributions are on an after-tax basis
  - If you do not elect COBRA, the balance remaining in your account may be used only to reimburse qualified expenses incurred on or before the last day of the month you lost eligibility
- You may file for eligible claims through April of the following year

- **Dependent Care Spending Account**

- Contributions will stop with your last regular check
- You may file for eligible claims through April the following year
- The balance remaining in your dependent care account may be used to reimburse qualified expenses you incur through December 31<sup>st</sup> of the year you are laid off.

**YSA (Worklife): 866-473-2016**

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# Health Savings Account (HSA)

- The HSA is an optional employee savings account election affiliated with the Advantage+ plan.
- Contributions and Boeing affiliation to the account ends on termination of employment.
- Any balance is yours, and can still be used normally after termination, tax-free for qualifying expenses.
- To contact the plan administrator for information on portability and/or associated charges:
  - Health Equity 877-873-9377
  - Website access thru [www.healthequity.com/boeing](http://www.healthequity.com/boeing)

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# Disability/Life Plans

**Coverage ends on the last day of employment for the following plans:**

- Short-term Disability
- Long-term Disability
- Basic Life\*
- Supplement Life\*
- AD&D
- Supplemental AD&D\*
- Business Travel Accident

\* These plans have a conversion option

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# Retiree Medical

- **Generally speaking, eligible employees are those employees who are 55 w/ 10 years of vesting service and were hired or rehired prior to 1999.**
- **Eligible employees will receive a one month extension of their ACTIVE EMPLOYEE COVERAGE following the layoff (1 month plus 3 months COBRA (6 months of certain SPEEA represented employees)).**
  - Example: Layoff date is 11/17/19. Active Employee Coverage end date is 12/31/19. COBRA or Retiree Medical effective date is 1/1/20.
  - Active Employee premium contributions apply and a bill is mailed to the address of record.
- **Not required to commence pension or vice versa.**
- **Retiree medical modeling and COBRA modeling tools available on Health & Insurance Plans in Worklife**

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# Health and Insurance Online



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- Health & Insurance Benefits
- Retirement Benefits
- My Learning Plan

## What are you looking for?



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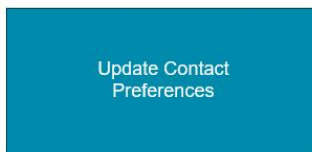
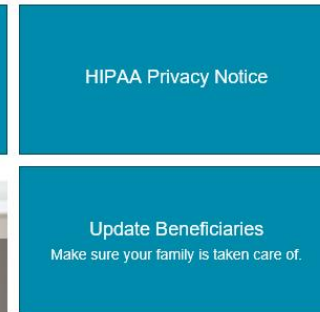
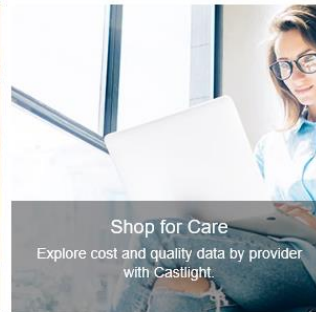
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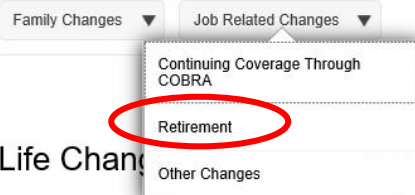
Rearrange



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# Your Benefits Resources

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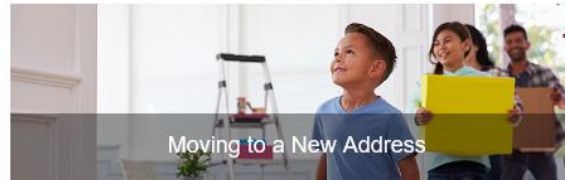


Print Add to Favorites

## Life Changes

When your life changes, the checklists on this page can help you make sure you've covered all the bases.

### Featured Life Events



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# Your Benefit Resources –

## Retiree Medical Modeling

[Home](#) [Health & Insurance](#) [Reimbursement Accounts](#) [Life Events](#) [Video Library](#) [Other Programs](#)

Family Changes ▼

Job Related Changes ▼

 Print  Add to Favorites

### Health and Insurance for Retirement

You have important decisions to make before you retire.

When you retire, you have many important decisions to make. You also have a number of action steps to do to retire now or in the near future. Use the resources below to anticipate what decisions you'll need to make and what actions, if any, you'll need to take.

When considering health care options for retirement, you will want to review and compare the retiree medical and/or COBRA options from Boeing. Other options may include Medicare, medical from an employed spouse, retiree medical earned from military service such as TRICARE, or healthcare reform Marketplace healthcare options.

#### Retirement Resources

You may start the retirement process as early as 90 days before your planned pension benefit commencement date by requesting a pension commencement package. You may pre-enroll in retiree medical benefits when you are within 60 days of your retirement date. This will allow you enough time to get everything in place for a smooth transition.

Ask a Health & Insurance Representative for help. Just call 1-866-473-2016 (Request Health and Insurance) and ask to speak to a Retiree Medical Advisor.

**Complete**

**Task**

☐

**When?**

Know the date when you are going to terminate or leave the company.



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# Your Benefit Resources –

## Retiree Medical Modeling

Complete	Task
<input type="checkbox"/>	<b>When?</b> Know the date when you are going to terminate or leave the company.
<input type="checkbox"/>	<b>Preview your Retiree Medical Insurance (Modeling Tool)</b> You can preview your retiree medical coverage by working through a sample enrollment process. You'll learn which plan options are available to you and their costs. If eligible, you may pre-enroll in the plan of your choice up to 60 days prior to your retirement date. Once you leave Boeing, you have 30 days to enroll in retiree medical, if eligible.
<input type="checkbox"/>	<b>Learn About COBRA (Modeling Tool)</b> You can preview COBRA coverage and costs by working through a sample enrollment process here. COBRA is generally limited to 18 months, and if you have retiree medical options, you will have another opportunity to enroll in retiree medical when your COBRA coverage ends. In addition to retiree medical, you may also enroll in COBRA dental. For some retirees, COBRA may be a better and less expensive option initially. If you are Medicare eligible, Medicare is primary to COBRA coverage.
<input type="checkbox"/>	<b>Update your communication preferences before you leave the company</b> Continue receiving up-to-date information regarding your benefits in Retirement by ensuring we have the right contact information for you.
<input type="checkbox"/>	<b>Learn About Conversion of Current Insurance Coverages</b> Find out if you can convert the life insurance and accidental death and dismemberment (AD&D) coverage you have through Boeing to individual coverage that continues after you retire. For more information, call the Boeing Service Center for Health & Insurance at 1-866-473-2016.
<input type="checkbox"/>	<b>Review Your Health Reimbursement Account and Health Savings Account</b> If you have health reimbursement and/or savings accounts, you may be able to use the money in your accounts to help pay for future retiree medical expenses. For more information, please contact your plan administrator located on the Health & Insurance Summary page.
<input type="checkbox"/>	<b>Learn About Your Coverage when Medicare Eligible</b> Most people become eligible for Medicare health care coverage when they reach age 65, or earlier if due to disability. Learn about how Medicare works and what expenses it's likely to cover by visiting the Medicare web site by clicking on the link above. Our partner, SSDC, will explain enrollment in Medicare and assist with completion of any related Medicare forms. Contact SSDC at 1-877-768-3011.

All slides available on the Career Transition Service web site

# Voluntary Investment Plan (VIP)

- If your account balance is more than \$1,000, you may leave it in the VIP
  - Subject to required minimum distributions upon reaching age 72.
  - You are 100% vested in your account(s).
  - Multiple investment options and can still make investment changes like you can today.
  - Access to professional investment advice.
  - Contributions and loan payments automatically stop (though loan payments may be set up from individual bank account to avoid default).
- If your account balance is \$1,000 or less, it will be paid to you in a lump sum
  - You will be notified approximately 90 days before you receive your lump sum allowing you to elect another form of distribution.

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# Voluntary Investment Plan (VIP)

## Distribution Options

- When you elect to withdraw your money, you have several options:
  - Rollover to another qualified plan or IRA
  - Take a partial or total lump sum distribution
  - Installments
  - Hueler Income Solutions Annuities
- Note: Termination packages are automatically sent out, or you may also print a Term Guide from the Library section of My Retirement Benefits online at anytime

All slides available on the Career Transition Service web site



# Retirement Benefits Online



MyBoeing

Welcome,  
Jenelle M. Graham!

WORKLIFE

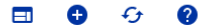
BUSINESSES &amp; FUNCTIONS

NAVIGATE BOEING

MY SITES

SUPPLY CHAIN

MyBoeing Home



## 737 MAX News for Employees

Get the latest news, videos and messages, just for employees, in one location.



## inSite Find People

Name/BEMSID

CLEAR

FIND

## Quick Access



## Boeing News Now



Enduring Values inspire enduring conversations

Boeing's wide-ranging aerospace reach will be on display in Paris

KC-46 program doubles down on factory efficiency

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## Latest Activity

Hi, it looks like there is no inSite Activity available. inSite is a suite of web tools that allow for collaborating, learning, and replicating of information across the enterprise. Click [here](#) to learn more.

## Videos



eRCCA with Emphasis on Preventive



## Our Flight Plan



Answering employee questions

Kevin McAllister

Dennis Mullenburg

## Leadership Messages

Listening, learning and improving  
Leading the way in environmental stewardship  
Leading with our values

[EXPLORE](#)


BA 351.94 (-1.86)  
Jun 11, 09:50:00 AM ET

## Contact Us



For MyBoeing-related issues or support, [Contact Us](#).

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★ My Performance

💰 My Paycheck

❤️ Health & Insurance Benefits

📊 Retirement Benefits

📅 My Learning Plan

## What are you looking for?

Search



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Add quotes to your search phrase to narrow results. For example, type: "getting married".

## We heard you! Easier Log-on Experience

We heard you! Easier Log-on Experience. Click here to learn more.

[See All News](#)

Trending Topics

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# Retirement Benefits – Device Authorization



This is a  
Boeing Total Rewards Partner

## Device Authorization

For your security, we need to make sure it's really you. Choose a way to receive a Device Code. [\(instructions\)](#)

- ☐ **Email** - j\*\*\*\*\*m@b\*\*\*\*\*.com
- ☐ **Text Message** - (xxx) xxx-2656
- ☐ **Postal Mail** - 4317 \*\*\*\*\* ,CH\*\*\*\*\* ,AZ,\*\*\*26

If you currently do not have access to the options above you can choose to validate with your Security Questions.

- ☐ **Security Questions**

Cancel

Continue

All slides available on the Career Transition Service web site

# Retirement Benefits – Device Authorization



This is a  
Boeing Total Rewards Partner

## Device Code

Enter the Device Code provided by text.

Device Code

••••••••

[show](#)

[Request a new Device Code](#) - this will replace any existing pending codes

Would you like to authorize this device for future use?

- ☒ Yes - this is a device that I trust and use often
- ☐ No - this is a public device (like a kiosk or library computer)

Cancel

Continue

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Cancel

Continue

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# Retirement Benefits – Savings

[Survey](#) [Log Out](#) [Contact Us](#)

[Home](#) [Savings](#) [Personal Information](#) [Library](#)
Good Afternoon **JENELLE GRAHAM** | June 09, 2019
[Message Center](#) 0 [Search](#)

[Alerts & Opportunities](#)
[Welcome](#)
[Retirement Snapshot](#)


## Welcome to Retirement Benefits



### Helpful links to get you started

- Access your [savings plan](#) information.
- Access your [Tax Forms](#)
- See how your pay, incentives, benefits and well-being programs work together to provide a comprehensive [Total Rewards](#) package
- View the [Library](#) to find documents and forms
- View/update your [savings beneficiary information](#)
- [Key Benefit Limits](#)
- Visit [Communication Preferences](#) to update how you receive your savings communications.
- [Access QDRO Service Center](#)

### Three months free advice.

JENELLE, get retirement help for your Boeing retirement account, free of program fees for 3 months.

**Sign up before Jun 14, 2019.**

financial  
engines™

[Get Details Now](#)

Financial Engines  
Income Planner & Investment Advice



Lifetime Income Options  
by Hueler Income Solutions®

Total Rewards  
Statement



All slides available on the Career Transition Service web site

# Retirement Benefits – Savings



Home Savings Pension Personal Information Library

Good Morning [REDACTED] June 11, 2019

Message Center 0 Search

## Voluntary Investment Plan

Account Summary

Investments

Contributions

Loans and Distributions

Beneficiaries

### Three months of free personal advisor.

JAMES, you can get personalized retirement help free of program fees for 3 months when you meet with a local financial advisor.

Sign up before Jun 14, 2019.

Get Details Now

Opening Balance  
as of 1/1/2019

\$183,712.20

+

Contributions &  
Other Activity

\$9,322.37

+

Gains/Losses YTD

\$23,818.20

=

Current Balance

\$216,852.77

As Of Jun 10, 2019

More

### I Want To

#### View

- Account Activity
- Confirmation History
- Quarterly / Annual Statements
- Customized Statement
- Roth Account Details
- Fund Performance
- Tax Forms

#### Act

- Change Future Investment Elections
- Reallocate Current Funds
- Transfer Current Funds
- In-Plan Roth Conversion

#### Fund Name

#### YTD Return

#### Balance

#### Indexed Funds

Bond Market Index Fund	4.36%	\$75,397.07
S&P 500 Index Fund	15.94%	\$52,065.39
International Index Fund	10.67%	\$42,213.30
Russell 2000 Index Fund	12.50%	\$9,594.55

#### Actively Managed Funds

Stable Value Fund	N/A	\$37,574.64
Global Bond Fund	5.24%	\$7.82

#### Totals

12.65%

\$216,852.77



Vesting Information

Current Balance

\$216,852.77

All slides available on the Career Transition Service web site

# Pension Eligibility at Layoff

- Early retirement eligibility
  - You are active on or after age 55, or laid off within 6 years of age 55
  - You have at least 10 years of vesting service
  - What does this mean to me?
    - More favorable reduction factors (typically these reduction factors stop at age 60)
    - Retiree medical benefits, if you meet all the other eligibility criteria
- Terminated vested eligibility
  - Less favorable reduction factors until age 65 (generally 6% per year before 65 for heritage and minimum benefits)
  - No retiree medical

All slides available on the Career Transition Service web site

# Pension Payment Options

- Single Life Annuity
- 50% Surviving Spouse Option
- 75% Surviving Spouse Option
- 100% Surviving Spouse Option
- Life with 10 Year Certain
- Accelerated Income (“AI”)
  - Can be combined with any of the above payment options
  - Front loads payments prior to age 62 and 2 months
    - Receive more than you would have without AI prior to 62/2
    - Receive less than you would have without AI from 62/2
- Lump Sum Payment Option – does not impact Layoff Benefit

All slides available on the Career Transition Service web site



# Estimate Your Pension

- You can estimate pension benefit on Retirement Benefits or by calling the Boeing Retirement Service Center. *If you are being laid off, be sure to enter or provide your layoff date and termination reason to ensure the most accurate results (Layoff Status: Yes or No) or make sure to mention to the service representative that you are being laid off.*

All slides available on the Career Transition Service web site

# Online Pension Estimator

Welcome to Worklife! To begin your journey through our new HR Portal, as well as Workday, click here to view a quick tutorial video.



≡ Browse Menu ▾

Workday

Knowledge Articles

Get Support

My Requests

Jenelle Graham - 3071396

Welcome, Jenelle!

## Quick access

⌚ My Time

★ My Performance

💰 My Paycheck

♥ Health & Insurance Benefits

📊 Retirement Benefits

📅 My Learning Plan

## What are you looking for?



Search for keywords, programs, benefit information, etc.

Add quotes to your search phrase to narrow results. For example, type: "getting married".

## We heard you! Easier Log-on Experience

We heard you! Easier Log-on Experience. Click here to learn more.

[See All News](#)

Trending Topics

All slides available on the Career Transition Service web site

# Online Pension Estimator Tool

The screenshot shows the Boeing Online Pension Estimator Tool interface. At the top is the Boeing logo. Below it is a navigation bar with links: Home, Savings, Pension (highlighted), Personal Information, and Library. A greeting bar shows "Good Morning [redacted] June 11, 2019". On the right, there is a "Message Center" with a notification badge "1" and a "Search" icon. The main content area has a blue "Overview" tab selected. Below this, there are two columns. The left column is titled "I Want To" and contains a "View" section with links: "Processing Calendar", "Pension Plan Data", and "Saved Calculation Reports". Below this is an "Act" section with links: "Calculate My Accrued Pension", "Calculate a Single Age Estimate" (circled in red), "Calculate a Multiple Age Estimate", "Commence My Pension", and "View/Edit Pension Beneficiary Information". At the bottom of the left column is a "+ Tools & Resources" link. The right column is titled "Reminders" and contains two text links: "Thinking of retiring? View the Pension Processing Calendar" and "View and update your Beneficiaries on file today."

**BOEING**

Home Savings **Pension** Personal Information Library

Good Morning [redacted] June 11, 2019

Message Center 1 Search

**Overview**

**I Want To**

View

- [Processing Calendar](#)
- [Pension Plan Data](#)
- [Saved Calculation Reports](#)

Act

- [Calculate My Accrued Pension](#)
- [Calculate a Single Age Estimate](#)
- [Calculate a Multiple Age Estimate](#)
- [Commence My Pension](#)
- [View/Edit Pension Beneficiary Information](#)

+ Tools & Resources

**Reminders**

Thinking of retiring? View the Pension [Processing Calendar](#)

View and update your [Beneficiaries](#) on file today.

All slides available on the Career Transition Service web site

# Online Pension Estimator Tool

Commencement Dates	
Earliest Commencement Date:	01-Apr-2011

Assumptions	
* Required Field	
<u>Annual Base Pay Rate:</u>	\$ 90,723.60
<u>Beneficiary:</u> *	Spouse <input type="button" value="v"/>
<u>Beneficiary</u> Gender: *	Female <input type="button" value="v"/>
<u>Beneficiary</u> Birth Date: *	dd - -- <input type="button" value="v"/> - yyyy
Layoff Status *	Yes, I have been, or anticipate being laid off <input type="button" value="v"/>
<u>Estimated Base Pay Rate Increase:</u>	0 %
When do you want your <u>Termination Date</u> to be: *	<input checked="" type="radio"/> Enter a date. <input type="radio"/> Enter an age. 18 - November <input type="button" value="v"/> - 2016
When do you want your <u>Benefit to Commence:</u> *	<input checked="" type="radio"/> Enter a date. <input type="radio"/> Enter an age. 01 - December <input type="button" value="v"/> - 2016

All slides available on the Career Transition Service web site

# Online Pension Estimator Tool

Assumptions	
<a href="#">Annual Base Pay Rate:</a>	[REDACTED]
<a href="#">Beneficiary:</a>	Spouse
<a href="#">Beneficiary</a> Gender:	Female
<a href="#">Beneficiary</a> Birth Date:	[REDACTED]
Layoff Status	Yes, I have been, or anticipate being laid off
<a href="#">Estimated Base Pay Rate Increase:</a>	0 %
When do you want your <a href="#">Termination Date</a> to be:	18-Nov-2016
When do you want your <a href="#">Benefit to Commence:</a>	01-Dec-2016

[Recalculate](#)

Additional Options
Generate a report with additional details pertaining to this calculation estimate:
<input type="radio"/> Mail to my address of record
OR
<input checked="" type="radio"/> Place report in My Saved Calculation Reports for online viewing (PDF)
<input type="text" value="December 2016"/>
<b>Thank you. Your request is being processed.</b>
<b>Note:</b> If you choose to save your estimate results as a Saved Report, it may take several minutes to create and save. Once completed, you will be able to view your saved reports by clicking the Saved Calculation Reports link located within the Pension Section on your My Retirement Income page. If you chose to have your estimate results mailed to you, please allow 7-10 days for delivery.
<a href="#">Generate Report</a>

All slides available on the Career Transition Service web site



# Online Pension Estimator Tool

The screenshot displays the Boeing Online Pension Estimator Tool interface. At the top, the Boeing logo is on the left, and navigation links for Home, Savings, Pension (highlighted), Personal Information, and Library are in the center. On the right, there is a Message Center with a notification icon and a Search bar. Below the navigation bar, a greeting "Good Afternoon" is followed by a redacted name. A blue "Overview" button is visible. The main content area is divided into two columns. The left column, titled "I Want To", contains a "View" section with links for "Processing Calendar", "Pension Plan Data" (circled in red), and "Saved Calculation Reports". Below this is an "Act" section with links for "Calculate My Accrued Pension", "Calculate a Single Age Estimate", "Calculate a Multiple Age Estimate", "Commence My Pension", and "View/Edit Pension Beneficiary Information". At the bottom of the left column is a "+ Tools & Resources" link. The right column, titled "Reminders", contains two lines of text: "Thinking of retiring? View the Pension Processing Calendar" and "View and update your Beneficiaries on file today." The footer of the page includes the copyright notice "Copyrighted © 2017. All rights reserved." and links for "Terms of Use", "Privacy Statement", and "System Requirements".

All slides available on the Career Transition Service web site

# Online Pension Estimator Tool

The screenshot shows a web browser window titled "My Retirement Income - Saved Calculation Reports - Windows Internet Explorer". The address bar displays the URL: [https://boeingbenefitsconnection.benefitcenter.com/oneportal/NAV.SAVED\\_CALC\\_REP.do?t=1420670](https://boeingbenefitsconnection.benefitcenter.com/oneportal/NAV.SAVED_CALC_REP.do?t=1420670). The page content includes a tab labeled "Saved Calculati...", a "CLOSE" button, and a section titled "Saved Calculation Reports". Below this, a message states: "Listed below are Estimate Calculation Reports you previously saved. To view or print a report, select the name of the report and it will open in a PDF format (viewable in Adobe Acrobat). If you saved an estimate a few minutes ago, you may need to wait for the processing of the report to complete or click the 'refresh' button on your browser before the title appears on your list of saved estimates."

Report Name	Date Saved	Delete
<a href="#">Normal Retirement</a> 	07-Jan-2015	<a href="#">Delete</a>
<a href="#">Early Retirement</a> 	07-Jan-2015	<a href="#">Delete</a>

All slides available on the Career Transition Service web site

# Initiate Pension Commencement

- Employees who wish to commence their pension must:
  - Submit their pension choices online via “Commence My Pension”,  
or
  - Request a paper pension commencement packet by calling  
Worklife at 866-473-2016 and reply **PENSION**
- Each of these options cannot be done more than 90 days from the intended pension commencement date and NO LATER than the 20<sup>th</sup> of the month prior to the intended pension commencement date.
- Example:
  - Layoff Date: 12/8/19
  - Commencement Date is 1/1/20
  - Order paper Pension Commencement Packet or “Commence My Pension” online (if eligible) as early as 10/3/2019 or as late as 12/20/19.

All slides available on the Career Transition Service web site



# Impacts to Layoff Benefits

**Remember how your benefit commencement date could impact your layoff benefits:**

## **Lump Sum Layoff Benefit –**

- May take your monthly pension annuity benefit or you may take your pension as a lump sum (if applicable) as early as the 1<sup>st</sup> of the month following layoff

## **Income Continuation Layoff Benefit –**

- If you take your layoff benefit as income continuation, consider deferring commencement of your pension to the 1<sup>st</sup> of the month following last income continuation payment – IF YOU'RE PLANNING TO CHOOSE A MONTHLY PENSION ANNUITY.
- If you are already receiving pension payments as an active employee, often due to RMDs, consider taking your layoff benefit as a lump sum. The pension payments will cause your income continuation payments to stop.
- If you elect to take your pension benefit as a lump sum (if applicable), the benefit commencement date can be as early as the 1<sup>st</sup> of the month following layoff

**Pension Lump Sum Option** – there is NO IMPACT to your layoff benefit if you choose to take your pension benefit as a lump sum instead of a monthly annuity.

All slides available on the Career Transition Service web site

# Commence My Pension Online

(choices are NOT irrevocable until after COMMENCEMENT DATE has past)

Welcome to Worklife! To begin your journey through our new HR Portal, as well as Workday, click here to view a quick tutorial video.



☰ Browse Menu ▾

Workday

Knowledge Articles

Get Support

My Requests

Jenelle Graham - 3071396

Welcome, Jenelle!

## Quick access

🕒 My Time

★ My Performance

💰 My Paycheck

❤️ Health & Insurance  
Benefits

📊 Retirement  
Benefits

📖 My Learning Plan

## What are you looking for?



Search for keywords, programs, benefit information, etc.

Add quotes to your search phrase to narrow results. For example, type: "getting married".

## We heard you! Easier Log-on Experience

We heard you! Easier Log-on Experience. Click here to learn more.

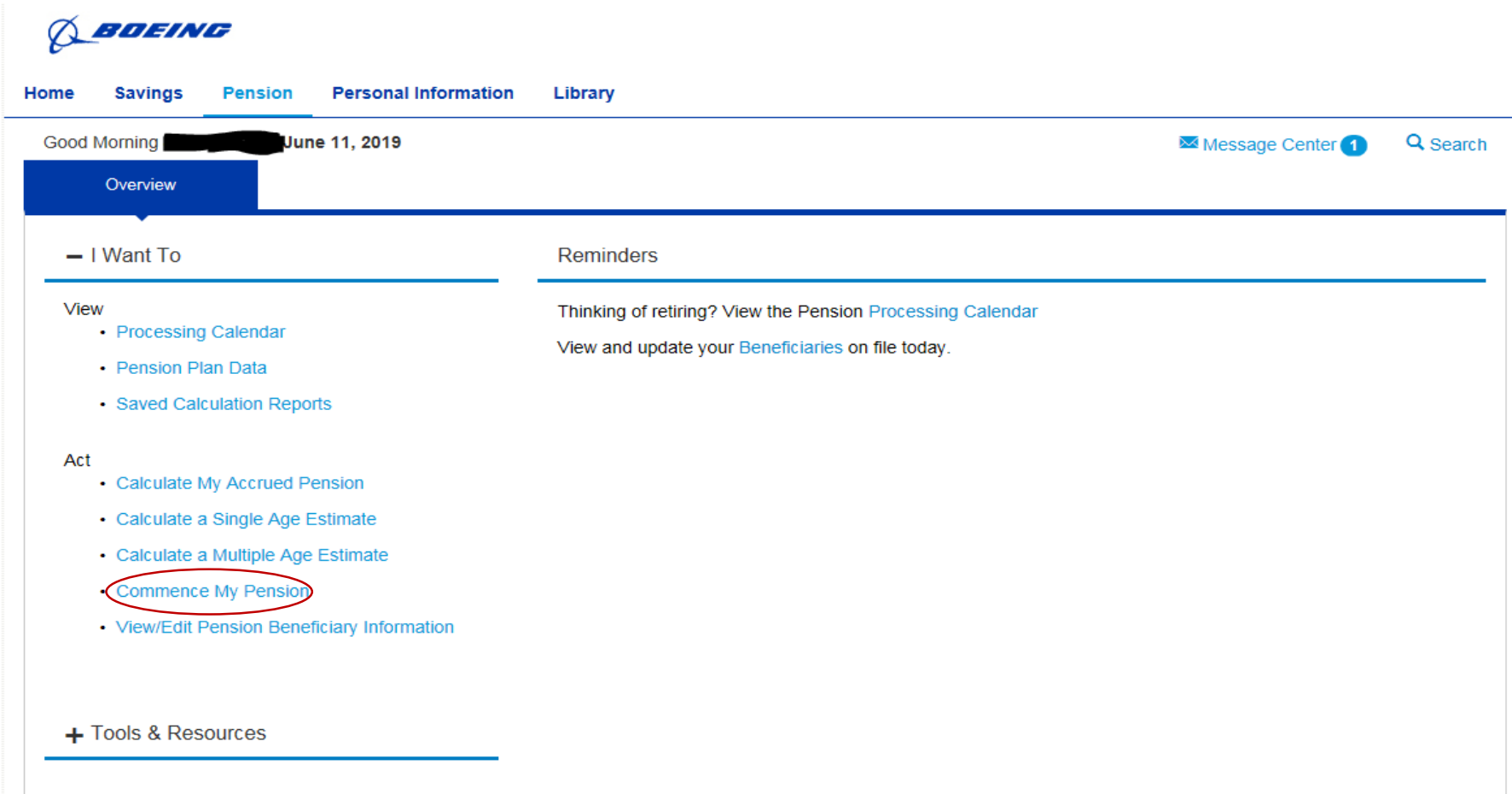
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Trending Topics

All slides available on the Career Transition Service web site

# Commence My Pension Online

(choices are NOT irrevocable until COMMENCEMENT DATE has passed)



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**BOEING**

Home Savings **Pension** Personal Information Library

Good Morning [Redacted] June 11, 2019

Message Center 1 Search

Overview

**I Want To**

View

- Processing Calendar
- Pension Plan Data
- Saved Calculation Reports

Act

- Calculate My Accrued Pension
- Calculate a Single Age Estimate
- Calculate a Multiple Age Estimate
- Commence My Pension**
- View/Edit Pension Beneficiary Information

**Reminders**

Thinking of retiring? View the Pension [Processing Calendar](#)

View and update your [Beneficiaries](#) on file today.

+ Tools & Resources

All slides available on the Career Transition Service web site

# Commence My Pension Online

(choices are NOT irrevocable until COMMENCEMENT DATE has passed)

[Survey](#) [Log Out](#) [Contact Us](#)



[Home](#) [Savings](#) [Pension](#) [Personal Information](#) [Library](#)

Good Morning [REDACTED] June 11, 2019

[Message Center](#) **1** [Search](#)

## Model a Benefit Commencement

- [Click here](#) to enter one set of assumptions and review a projection of your pension amount.

## Initiate a Benefit Commencement

[Click here](#) for a printable retirement checklist to complete the Retire Online process.

**Review [Beneficiary Data](#)** - the named [Beneficiary](#) must be on file to be an available choice as a Potential [Beneficiary](#). If no [Beneficiary](#) is listed (or you'd like to change the designee), from the Retirement Benefits website select the "View/Edit Pension Beneficiary Information" link under the Personal Information accordian.

**Complete Online steps - be aware that for security purposes, your session will time out and you will be logged off after 20 minutes of inactivity.** If this happens, your session data will not be saved and you will need to log back in to begin a new session. Please have your banking information (bank name, [Routing Number](#), and account number) available during your session.

**Commence the Retirement Process** by completing the following steps during your retirement online session:

- Enter your [Termination Date](#)
- Review and confirm your personal information
- Select your [Beneficiary](#)
- Enter your [Benefit Commencement Date](#)
- Run the benefit calculation
- Review the QJSA Notice
- Elect your pension payment option
- Elect your payment method (If you are choosing [Direct Deposit](#) be prepared to provide the [Routing Number](#) and the bank account number for your account)
- Elect your tax withholding

You will see a summary of your entries and be given the opportunity to make changes before you submit your elections.

**Note:** ALL information you submit on Retirement Benefits is protected by security procedures and strict control standards to protect your information from unauthorized access or disclosure.

**Review & Submit your final elections for retirement:** once your elections are submitted, a confirmation letter will be sent

All slides available on the Career Transition Service web site

# Commence My Pension Online

(choices are NOT irrevocable until COMMENCEMENT DATE has passed)

**Review & Submit your final elections for retirement;** once your elections are submitted, a confirmation letter will be sent via US Mail to your address of record with details on submitting the supporting documentation (Proof of Age, Proof of Marriage and [Spousal Consent](#), if applicable) to complete your retirement process. Additionally, you may refer to the Worklist on the home page for reminders on which documents and/or tasks are pending to complete your retirement process.

Please review the following Summary Plan Description(s) and Deferral Notices before starting your retirement online session:

[The Boeing Company Employee Retirement Plan](#)

[Notice of Right to Defer Benefit Commencement](#)

[Notice of Right to Defer Benefit Commencement - The Boeing Company Employee Retirement Plan](#)

Cancel

Begin

All slides available on the Career Transition Service web site

# For More Information


Contact any of the Boeing Service Centers through Boeing Worklife

- On the Boeing Web: Log on to <https://my.boeing.com> and click the Worklife tab
- From Home: <https://www.boeing.com/employee-and-retiree.page#/retirees>
- By telephone: 1-866-473-2016 \*
- Key Phrases
  - Retiree Medical: Health & Insurance
  - COBRA: Health & Insurance
  - VIP or 401(k): SAVINGS
  - Pension: Pension

*\* You will need your BEMSID and Worklife password*

All slides available on the Career Transition Service web site

# Worklife Password



**BOEING** worklife

☰ Browse Menu ▾      Workday   Knowledge Articles   Get Support   My Requests   Jenelle Graham - 3071396

Welcome, Jenelle!

### Quick access

- My Time
- My Performance
- My Paycheck
- Health & Insurance Benefits
- Retirement Benefits
- My Learning Plan

### What are you looking for?

Search for keywords, programs, benefit information, etc.

Add quotes to your search phrase to narrow results. For example, type: "getting married".

### Known Worklife and Workday Issues

View this regularly-updated list for information on known Worklife and Workday issues that are currently being worked as well as recently-resolved issues. [Click here to learn more.](#)

[See All News](#)

All slides available on the Career Transition Service web site



# worklife

≡ Browse Menu ▾

Workday

Knowledge Articles

Get Support

My Requests

Jenelle Graham - 3071396

[Home](#) > [Search](#)



> All

> HR Service Catalog

> HR Knowledge Base

Search results for 'password'

#### Too many search results?

- Add quotes to your search phrase to narrow results. For example, type: "getting married".
- You can also narrow results to only HR Service Catalog (i.e. support requests and quick access links) or HR Knowledge Base articles by making a selection in the column to the left.

↗ [Update Worklife Password](#)

 [Password Help and Clarification](#)

Overview Applies To Retirement Benefits [Password](#) Registration Worklife [Password](#) for the Worklife Portal Subsidiary and Contract Employee [Password](#) Reset Overview Tips for helping callers with variou

Article: KB0018343 - Published: a day ago

 [Managing Your Worklife Password](#)

Overview Applies To About Your [Password](#) Managing or Changing Your [Password](#) Forgot My [Password](#) Unlocking My [Password](#) Guidelines for Creating Your Own [Password](#) Troubleshooting: Logging In Externally Pri

Article: KB0010781 - Published: 5d ago



# Worklife Password

**worklife**[Compensation](#) ▾ [Career](#) ▾ [Profile](#) ▾ [HR Tools](#) ▾

## Worklife Password

**Did you know?** You can get to Worklife from computers outside of the Boeing network, such as your home computer.

Whenever you use Worklife via the phone or external internet, you must provide both **your unique Worklife password and your BEMSID**.

Your BEMSID is: 3071396

**Your Worklife password is not your Windows, WSSO or ETS Password!**

## Manage Your Worklife Password

[Forgot password](#)[Change password](#)[Establish password \(New Hires\)](#)[Unlock password](#)

## More Information about my Worklife Password

[▶ How do I use my Worklife password over the phone?](#)[▶ Can I change my password when I'm not on the Boeing network?](#)

All slides available on the Career Transition Service web site

# Payroll

All slides available on the Career Transition Service web site

# Payroll

## **Final Paycheck**

- Your final Payroll check with payment through your last day of employment will follow your Direct Deposit elections and your pay statement will be mailed to your address of record. Final pay is processed in the next available bi-weekly cycle following your termination date being recorded by Human Resources.
- State Law - The exception to the above are select states that require the final paycheck on the last day of employment or shortly thereafter. The final paycheck is sent via Federal Express to your home address of record. You are not required to sign for the delivery. Applicable states are as follows:
  - Paid on last day: CA and OR (voluntary and involuntary), HI, IL, MA, MI, MN, MO, NV, (involuntary only)
  - Paid in 1 day: CO, CT, DC, UT (involuntary only)
  - Paid within 6 days Texas (involuntary only)
  - Paid within 7 day Arizona (involuntary only)

All slides available on the Career Transition Service web site

# Payroll

## Final Paycheck

- For states requiring delivery on the last day of employment: CA and OR (voluntary or involuntary), HI, IL, MA, MI, MN, MO, NV, (involuntary only). The Employee and Manager will receive an email two days prior to the last day of employment with instructions to:
  - Complete information that Payroll needs to create the final paycheck
  - Complete ETS so proper labor charging is recorded
  - The check will be cut the day before your last day of employment for home delivery on your last day.
- For state requiring day after termination date delivery: CO, CT, DC, UT (involuntary only)
  - The Employee, and Manager will receive an email the day before the last day of employment with instructions to :
  - Complete and sign your ETS on last day so proper labor charging is recorded and Payroll can create your final paycheck. The check will be cut on your last day of employment for next day delivery.

All slides available on the Career Transition Service web site

# Payroll

## Final Paycheck

- State law requiring last day delivery: CA, HI, IL, MA, MI, MN, MO, NV, OR
  - An email will be sent to the Employee and Manager two days prior to last day of work. (Example email for term date 9/25/20):
- Email sent by payroll on Wednesday 9/23/20 with these instructions:
  1. On Thursday 9/24/20, by 8:00am Pacific:
    - a. Complete your ETS through Thursday 9/24/20, and sign off week ending 9/24/20
    - b. Complete the grid below with your forecasted time for Friday, 9/25/20 so the hours can be included on your final paycheck.
    - c. Employee - 1) Select “Reply All” (grid is now accessible)  
2) Fill in the Hours below and select “Send”.
    - d. Manager – Select “Reply All” to approve the hours.
  2. On Friday 9/25/20:
    - a. Your last day of employment, enter your hours into ETS and sign for manager approval.

All slides available on the Career Transition Service web site

# Payroll

- Your Layoff Benefit Payments will also follow your Direct Deposit elections with the following exception:
  - (CA Only - you must re-enroll in direct deposit one week after your termination date through the Worklife portal at <https://www.boeing.com/employee-and-retiree.page#/retirees> – Depending on the termination date and timing of layoff benefit payments, you may receive a paper check for your first layoff benefit payment)
- Everyone's Direct Deposit will be retained for 420 days following your termination date for any further payments such as MIP and PBI.
- Everyone will have access to the though Worklife to make changes/additions during the 420 day post termination period.

All slides available on the Career Transition Service web site

# Payroll

- **Payroll Deductions:**
- All normal deductions will be deducted from your final check unless cancelled by you at least one week prior to your separation from the company. This is for voluntary deductions such as the Boeing Health Club.
- **Salaried PTO Balance Payouts**
  - Vacation/PTO balance – All vacation/PTO balance accrued through your last day of employment will be paid out on your final paycheck.
  - Sick leave balance -One half of unused sick leave balance is paid to employees who are retirement eligible (PRO 6652) at a maximum of \$40.00 per hour.
  - Upon termination half of your current sick leave account is dropped and half transfers to your unused account. You are paid for half of that unused balance.
  - Any prefunded account balance is dropped.
  - You can view the itemized account balances in Worklife.
  - If rehired within 5 years some dropped balances may be restored.

All slides available on the Career Transition Service web site

# Payroll

- **In accordance with Federal Guidelines all supplemental payments which include, Lump Sum layoff benefit payment & any Vacation & eligible Sick leave balance payouts are all taxed at the flat rate of:**

- |                                |       |               |
|--------------------------------|-------|---------------|
| • Federal Tax                  | 22.0% |               |
| • State Tax                    |       | If applicable |
| • Social Security/Medicare Tax | 7.65% |               |

All slides available on the Career Transition Service web site



# Payroll

- **Layoff Benefits**

- If you have elected the layoff benefit:

- **Income Continuation**

Paid to you **by** the second regular payday following the date of layoff

These payments will be made every other week on your regular scheduled payday until the benefit payout is complete

These checks are taxed at your current Federal withholding election, plus other applicable taxes and garnishments if any.

- **Lump Sum Option (Lump Sum is the only option for VLO)**

This will be paid to you **by** the second regular payday following the date of layoff

This check is taxed at the Federal supplemental rate, plus other applicable taxes

All slides available on the Career Transition Service web site

# Payroll

- **Other Information**
  - Once separated you can no longer contribute to savings (401K), so layoff benefit pay cannot be directed there
  - Your layoff benefit pay must be reported on your W2 earnings in the tax year issued
    - Social Security is 6.2% on the retirement portion that carries a \$137,700. maximum for 2020
    - Medicare is 1.45% is and has no maximum
  - Week of pay = The hourly base rate of pay, plus any applicable cost of living adjustments, (excluding shift differentials or other premiums), multiplied by the number of normally scheduled part-time or full-time hours in a work week, up to a maximum of 40.0 hours.

All slides available on the Career Transition Service web site

# Payroll

## Payroll Calendar

### Payroll

All slides available on the Career Transition Service web site

# Payroll

- **W-2 Forms**
  - Mailed in January
    - You will receive a paper copy mailed to your last known address
    - Keep your address current for any future mailings & communication from the Boeing Company

All slides available on the Career Transition Service web site

# Payroll

Worklife– Toll Free  
1-866-473-2016

*and*

Worklife from home:

<https://www.boeing.com/employee-and-retiree.page#/retirees>

Your password is available within the Boeing Internal Worklife website

All slides available on the Career Transition Service web site

# Employee Assistance Program and Solutions for Living

All slides available on the Career Transition Service web site

# Agenda

- What is the Employee Assistance Program (EAP) and Solutions for Living?
- What kind of problems are addressed by the EAP and Solutions for Living?
- How does it work?
- How to reach the EAP and Solutions for Living.

All slides available on the Career Transition Service web site

# What is EAP and Solutions for Living?

- EAP offers confidential counseling, information, and guidance for employees and their dependents
- Licensed mental health professionals available 24/7 by phone
- Assessment, referral, up to 6 sessions, per issues, per person, per calendar year
- Support and resources for career and life transitions
- Solutions for Living offers resources and referrals to assist with a wide range of needs including childcare, elder care, educational and convenience services

All slides available on the Career Transition Service web site



# Problems addressed by the EAP and Solutions for Living

## **Emotional issues/mental health concerns**

- Stress and anxiety
- Depression
- Grief and loss
- Retirement, career and other life transitions

## **Relationship Issues**

- Blended families
- Marital/couples issues
- Parenting concerns
- Domestic violence
- Childcare/elder care concerns

## **Substance use**

## **Legal and/or financial concerns**

All slides available on the Career Transition Service web site

# How does the EAP work?

- Confidential
- 1-6 sessions for employees and their household members per problem per year
- Brief solution-oriented assistance and assessment/referral
- Access via Toll-free 24/7 phone number
- Online Resources
- EAP offices are located in larger Boeing U.S. locations
- Network of affiliate providers near you

All slides available on the Career Transition Service web site

# How does Solutions for Life Work?

## **Care Services**

Resources and verified referrals for child care and adult elder care

## **Educational services**

Preschools, public and private schools, tutors and test preparation, financing and continuing education

## **Parenting and Growing Family Services**

Information on parenting, adoption, pregnancy, returning to work

## **Convenience Services**

Home maintenance and repair, pet care, relocation, community volunteering and more

All slides available on the Career Transition Service web site

# How to reach EAP and Solutions for Living

- Contact EAP (24 hours per day, 7 days per week)

866-719-5788

[achievesolutions.net/boeing](https://achievesolutions.net/boeing)

- Call or go online for counseling, resources, and information
- Access topical articles
- Obtain child and elder care referrals
- And much more

All slides available on the Career Transition Service web site

# Legal and Financial Solutions

## 866-719-5788 Option 3



### Legal and Financial Solutions

A service provided for Boeing employees



#### Free legal and financial consultation at your fingertips

The Boeing Company has contracted with ValueOptions® to provide legal and financial solutions for Boeing employees. This service gives you easy and convenient access to thousands of lawyers, and telephonic access to certified public accountants, certified financial planners and budget specialists with just a phone call.

If you need legal assistance, you are referred to an individual attorney in your area who is experienced in general law and able to explain legal issues in easy-to-understand terms.

You are also entitled to a complimentary consultation of up to 30 minutes with a certified public accountant, financial planner, budget specialist or licensed securities broker. The financial counselors provide telephonic counseling for issues including debt problems, retirement planning, family budgeting and other personal financial issues.

We all need legal or financial advice from time to time. And getting it is as easy as making a phone call. To learn more or to use the service, call **866-719-5788** and choose option 3.

#### Legal and Financial Solutions can help

- Divorce
- Child custody and visitation
- Restraining and protective orders
- Adoption and guardianship
- Bankruptcy
- Tax issues
- Foreclosures
- Repossessions
- Evictions
- Landlord and tenant disputes
- Real estate
- Consumer complaints
- Small claims court
- Retirement planning
- Wills and trusts
- Estate planning and probate
- Auto-related matters
- Traffic violations
- Identity theft
- Education funds

#### Restrictions

Legal and Financial Solutions can help you with virtually any legal situation except the following:

- Employment issues – Advice will not be given on disputes between employees and employers.
- Corporate law – The service is not a substitute for corporate counsel.
- Second opinions – Advice will not be given on how another lawyer is handling a legal situation.
- Third-party callers – Individuals cannot seek advice to help someone else.
- Investments – Advice will be provided for investment strategies, but not for specific investments.

**Well Being**  
Choose well. Live well.


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# EAP Online Resources


## achievesolutions.net/boeing

[EAP 866-719-5788](#) [Contact Us](#) [Select Language](#) [Welcome, Guest](#) [Login](#) [Search](#)

 This is a Boeing Total Rewards Partner

A Beacon Health Options website.


[Home](#) [Find Services](#) [Topics](#) [Resources](#) [Quick Links](#) [My Site](#)



### Coronavirus (COVID-19) Resources

The recent appearance of coronavirus in the U.S. has created public concern, and for some, feelings of fear and anxiety.

[MORE](#)



### STRESS MANAGEMENT

Stress is how the brain and body respond to anything you sense to be a threat to your well-being. This "stressor" could be an event, situation, or change. Learn more about the effects of

[Contact Us](#) | [About Services](#) | [Site Info](#) | [Terms](#) | [Privacy](#) | [Glossary](#) | [Download Acrobat Reader](#)

All slides available on the Career Transition Service web site

# Career Transition Services (CTS)

All slides available on the Career Transition Service web site

# Career Transition Services are delivered virtually for all US based locations

## **CTS Website has information on;**

- Layoff briefing schedule, Resume Writing & Interviewing Techniques Workshop schedule, external jobs page, and a variety of additional resources.

## **Layoff Briefings include;**

- Layoff Benefits, Insurance, 401K/Pension, Payroll, EAP, CTS, Rehire Consideration, WorkSource / One Stop, General Unemployment Insurance
- The resume and interview workshop is designed to be available via WebEx. Sessions last 1.5 hours

All slides available on the Career Transition Service web site



# Career Transition Services

If you are on an Involuntary Layoff or have been accepted to a Voluntary Layoff **never** self terminate in Worklife.

All slides available on the Career Transition Service web site

# **Workforce Innovation and Opportunity Act (WIOA) & Unemployment Insurance (UI) General Information**

All slides available on the Career Transition Service web site

# Workforce Innovation and Opportunity Act

## What is it?

Public and privately funded programs and resources in a One Stop location designed to put the workforce back to work with the skills necessary to compete in the local job market.

## The Goal...

To help you find and retain employment

Identify then eliminate/manage the barriers that prevent employment

All slides available on the Career Transition Service web site

# WIOA

## Your local resource for:

- Job Search Tools
  - Job Postings
  - Job Fairs
  - Resume Assistance
  - Skill Building Resources
  - Career Interests & Skills Assessments
  - Labor Market Information
  - Training Resources
- Computer/Internet Access
  - Job Searching
  - Online Applications
  - Resume Creation
  - Cover Letters & Thank You Letters
  - Fax/Phone/Copier
  - Application/Resume submission
  - Job Inquiries
- Resume Services
  - Reviews & Critiques
  - One-on-One Assistance
- Possible Group Workshops
  - Computers & Microsoft Applications
  - Resume
  - Interviewing
  - Job Search
  - Others

All slides available on the Career Transition Service web site

# WIOA

## Possible Workforce Center Partners and/or Programs

Unemployment representatives  
 Workforce Innovation and Opportunity  
 Investment Act Programs (Adult,  
 Dislocated Worker, Youth)  
 Vocational Rehabilitation  
 Veterans Services and Representatives  
 Job Corps  
 Senior Services

## One-Stop Partners Required by Title I of the Workforce Investment Act

(The list below is the required partners, but centers can add additional if they choose. And not all those listed may be housed in the same facility- they are just required to partner. )

[Adults](#)

[Dislocated Workers](#)

[Youth](#)

[Adult Education](#)

[Postsecondary Vocational Education](#)

[Vocational Rehabilitation](#)

## One-Stop Partners Required by Title I of the Workforce Investment Act – Con't

[Title V of the Older Americans Act](#)

[Trade Adjustment Assistance](#)

[Veterans Employment and Training Programs](#)

[Community Services Block Grant](#)

[Employment and training activities by the](#)

[Department of Housing and Urban](#)

[Development](#)

[Unemployment Insurance](#)

[Job Corps](#)

[Bureau of Apprenticeship and Training](#)

## Additional Partners

Other human resources program partners that may participate in the one-stop

[Transportation](#)

[TANF](#)

[USDA Food Stamp Employment and Training Programs](#)

All slides available on the Career Transition Service web site

# WIOA

## First Step:

- Visit your local Workforce Center to access all services and programs available to Dislocated Workers
- Bring proof of the following with you:
  - Age
  - Authorization to Work in the United States
  - Layoff Letter or Eligibility of UI Benefits or a copy of your work history printed from Worklife showing your layoff
  - DD-214 (veterans)
  - Additional documentation may be required based on your state or region

## Keep the following in mind...

- **Stay with your employer until laid off**
  - If you quit before your layoff date you may not be eligible for all programs, you could still be eligible for some
  - Training opportunities vary state to state so be sure to consult with your local office regarding training opportunities

All slides available on the Career Transition Service web site

# Trade Adjustment Act (TAA) Information

Employees leaving Boeing between May 5, 2019 and June 23, 2022 will be notified by their state unemployment division of their eligibility in the TAA program. Those employees must then apply for individual eligibility and services with the American Job Centers (WorkSource & Rapid Response). To find the nearest American Job Center visit [www.servicelocator.org](http://www.servicelocator.org) or call 1-888-US2-JOBS or 1-877-889-5627 (TTY).

WA & OR Petition #**95914**

All other US States Petition #**95935** (may be followed by an alpha character)

All slides available on the Career Transition Service web site

## BENEFITS AND SERVICES

If a worker is a member of a worker group certified by DOL, that worker may be eligible to receive the following benefits and services at a local American Job Center:

<b>Employment and Case Management Services:</b>	Skills assessments, individual employment plans, career counseling, supportive services, and information on training, labor markets, and more (through TAA or other American Job Center programs).
<b>Training:</b>	Classroom training, on the-job training, customized training designed to meet the needs of a specific employer or group of employers, apprenticeship programs, and more.
<b>Trade Readjustment Allowances (TRA):</b>	Income support available in the form of weekly cash payments to workers who are enrolled in a full-time training course and have exhausted their unemployment insurance.
<b>Job Search Allowance:</b>	Reimbursement for costs of seeking employment outside of the worker's commuting area.
<b>Relocation Allowance:</b>	Reimbursement for relocation costs for employment outside of the worker's commuting area.
<b>Alternative Trade Adjustment Assistance (ATAA) and Reemployment Trade Adjustment Assistance (RTAA):</b>	A wage subsidy for up to two years that is available to reemployed older workers and covers a portion of the difference between a worker's new wage and their old wage (up to a specified maximum amount).



# UI General Information

- Employer paid tax, employees don't contribute and is paid based on the state where the work was done
- Rules are State by State on all details
- All have a web site
- Able, Available, and Actively seeking work
- The claim is open for a full year although the weeks of benefits are somewhere between 16 and 26 usually
- All require weekly reporting, weeks go from Sunday to Saturday
- Do not quit, get fired or refuse work
- Use the first 4 of the last 5 completed quarters of earning to determine weekly amount
- Do not use the term VLO or voluntary, only say Layoff because your skill was declared in surplus and Boeing did reserve the right to refuse a volunteer, which left the final decision about layoff with the company (the term voluntary is only an internal Boeing term)

All slides available on the Career Transition Service web site

# Unemployment Insurance and WIOA Services

## Contacts:

Any State: 877-872-5627 [www.servicelocator.org](http://www.servicelocator.org)

When asked by the UI office for the Boeing address;  
The Boeing Company, PO Box 3707, Seattle WA 98124

Alabama	<a href="http://labor.alabama.gov/uc/">http://labor.alabama.gov/uc/</a>
Arizona	<a href="http://www.azui.com">www.azui.com</a>
California	<a href="http://www.edd.ca.gov">www.edd.ca.gov</a>
Colorado	<a href="https://myui.coworkforce.com/">https://myui.coworkforce.com/</a>
Florida	<a href="http://www.fluidnow.com">www.fluidnow.com</a> or <a href="http://www.floridajobs.org">www.floridajobs.org</a>
Georgia	<a href="http://www.dol.state.ga.us/js/">http://www.dol.state.ga.us/js/</a>
Illinois	<a href="http://www.ides.illinois.gov/">http://www.ides.illinois.gov/</a>
Kansas	<a href="http://www.getkansasbenefits.gov">www.getkansasbenefits.gov</a>
Maryland	<a href="https://www.dllr.state.md.us/employment/uibenefits.shtml">https://www.dllr.state.md.us/employment/uibenefits.shtml</a>
Missouri	<a href="http://www.labor.mo.gov">www.labor.mo.gov</a>
Montana	<a href="http://uid.dli.mt.gov/">http://uid.dli.mt.gov/</a>

All slides available on the Career Transition Service web site

# Unemployment Insurance and WIOA Services – Continued

## Contacts:

N Carolina	<a href="http://www.ncesc1.com/individual/webInitialClaims/applyBegin.asp">http://www.ncesc1.com/individual/webInitialClaims/applyBegin.asp</a>
New Mexico	<a href="http://www.dws.state.nm.us/UnemploymentInsurance/UITaxClaimsSystem/NMWorkforceConnectionUISystem">http://www.dws.state.nm.us/UnemploymentInsurance/UITaxClaimsSystem/NMWorkforceConnectionUISystem</a>
Ohio	<a href="https://unemployment.ohio.gov/PublicSelfServiceChoice.html">https://unemployment.ohio.gov/PublicSelfServiceChoice.html</a>
Oklahoma	<a href="https://unemployment.state.ok.us/">https://unemployment.state.ok.us/</a>
Oregon	<a href="http://www.workinginoregon.org">www.workinginoregon.org</a>
Pennsylvania	<a href="http://www.uc.pa.gov">www.uc.pa.gov</a>
S Carolina	<a href="http://www.sces.org">www.sces.org</a>
Texas	<a href="http://www.texasworkforce.org">www.texasworkforce.org</a>
Utah	<a href="https://jobs.utah.gov/ui/InitialClaims/welcome.aspx">https://jobs.utah.gov/ui/InitialClaims/welcome.aspx</a>
Virginia	<a href="http://www.vec.virginia.gov/unemployed">http://www.vec.virginia.gov/unemployed</a>
Washington	<a href="https://esd.wa.gov/unemployment">https://esd.wa.gov/unemployment</a>

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