

TENTATIVE AGREEMENT

**ARTICLE 20
QUALITY THROUGH TRAINING**

Section 20.1 Mutual Objective.

The Union and Company agree that it is to their mutual benefit, in a competitive global economy and environment of rapid technological innovation and change, to work together to improve the quality of worklife and productivity. The parties, utilizing participative principles, will offer a diverse range of opportunities for training, retraining, and personal growth to enhance employee development and satisfaction and support increased market share and improved economic performance of the Company.

Section 20.2 IAM/Boeing Quality Through Training Program.

20.2(a) Purpose. It is the intent of the parties to develop and implement a wide variety of mutually agreeable training, education, and learning programs and services as well as support for other joint activities. These activities will include efforts to ensure Union and management representatives are trained in participative, cooperative techniques and concepts. Therefore, the IAM/Boeing Quality Through Training Program (QTTP) exists to support the parties' mutual objectives and will target training: (1) for employees who may be impacted or their job duties and responsibilities affected by technology changes and/or job combinations; (2) for employees who wish to meet their individual career/personal development goals; (3) for laid-off employees to enable them to become better qualified for employment within or outside the Company; (4) ~~for employees who are involved in High Performance Work Organizations (HPWO) as directed by the National Governing Board; and (5)~~ to enhance employee workplace knowledge and skills (academic, employability, occupational and technical).

20.2(b) IAM/Boeing Joint Programs National Governing Board and Executive Directors. General direction and guidance of the IAM/Boeing Quality Through Training Program (QTTP) shall be the responsibility of the IAM/Boeing Joint Programs National Governing Board (Governing Board) as described in the parties' Letter of Understanding No. 26, entitled Administration of Joint Programs, and the parties' Letter of Understanding No. 18, entitled Expenditure of Funds Under Article 16 and Article 20. The Governing Board's responsibilities also include determining the extent to which funding should be expended on paid time training for employees who may be impacted by technology changes and job combinations. Oversight of day-to-day operations of QTTP and coordination of QTTP administrative staff activities, as directed by the Governing Board, shall be the responsibility of the IAM/Boeing Joint Programs Executive Directors as described in the parties' Letter of Understanding No. 26.

20.2(c) IAM / Boeing Quality Through Training Program (QTTP) Administrative Staff. In support of the QTTP purpose as outlined in Section 20.2(a), the staff will

be responsible for developing, recommending, and implementing training programs which may be site specific or program wide. The IAM/Boeing Quality Through Training Program (QTTP) Administrative Staff is described in the parties' Letter of Understanding No. 26, Sections C and D.

20.2(d) Training Programs. QTTP, by working together with line organizations, Union representatives, and subject matter experts, will identify education, training and retraining needs to support IAM bargaining unit employees. QTTP will design, develop and implement training, education and learning strategies to support those needs by working closely with the appropriate organizations both within and outside the Company. Program activities may include: (1) identifying areas of skills which will be required by the Company in the future and develop courses to provide those skills; (2) establishing education and training programs so that participants can become aware of growth opportunities, identify their career/personal development goals and create action plans to reach those goals; (3) developing criteria for selecting candidates for training; (4) establishing criteria to determine successful completion of the courses; (5) developing a system to record successful completion for future consideration. The recommended training programs will be developed, to the extent feasible, to be compatible with the Company's existing training programs. In order to accomplish these activities the QTTP staff will: (1) make decisions regarding training delivery systems/processes (e.g., technical schools, community colleges, home study programs, in-plant skill centers, Employee Development Resource Centers, etc.); (2) evaluate the effectiveness of such training programs and courses and the delivery systems utilized; (3) develop communication programs to inform active and laid-off employees about the availability and purpose of the training programs and encourage employees to participate in and successfully complete the available training; and (4) investigate the availability of state and federal funds which could be used to augment training, placement, relocation and support services for active and laid-off workers. In addition to developing training programs for laid-off employees to enable them to become better qualified for employment by the Company, the staff also will consider special programs to assist laid-off employees in career advising and job placement for non-Boeing jobs.

20.2(e) Apprenticeship. As approved by the National Governing Board, QTTP will support Apprenticeship programs. IAM/Boeing Apprenticeship programs in Kansas, Washington and Oregon will be under the direction of the Joint Apprenticeship Committees and administered by QTTP.

20.2(f) Expenditure of Funds. The Company will provide the necessary funds in support of the IAM/Boeing Quality Through Training Program's activities which may include tuition, facilities, staff administration, communications, equipment, materials, on-hour training and such other expenses as may be agreed to by the Governing Board. The details of such funding are described in the parties' Letter of Understanding No. 18, entitled Expenditure of Funds Under Article 16 and Article 20.

20.2(g) Disputes. Disputes concerning QTTP or its operation or the selection of candidates may be referred by the Joint Programs Executive Directors to the

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Governing Board for final resolution. No matter involving QTTP will be subject to the grievance and arbitration procedure of Article 19 of this Agreement.

Section 20.3 Tuition Fees.

The payment of tuition/fees (to the extent such payment is not available from a governmental agency) will be provided for an employee who voluntarily participates in a course or training program approved by QTTP.

20.3(a) Participation under the provision of this Section 20.3 shall be subject to the following:

20.3(a)(1) Application for such participation shall be made on forms provided by QTTP or the Company and shall be in accordance with applicable guidelines.

20.3(a)(2) Reimbursement shall under no circumstance be considered as compensation to the employee or as part of wage or wages by the Company, except as required by law.

20.3(a)(3) Employees eligible for educational funding from a government agency must apply for and utilize those resources prior to being eligible for funding under Education Assistance.