

TENTATIVE AGREEMENT

LETTER OF UNDERSTANDING NO. 31

SUBJECT: TECH PREP STUDENTS

The Boeing Company in 1993 started a comprehensive program for high school students leading to a Manufacturing Technology Associate Degree from ten (10) Puget Sound, Portland area, and Wichita community or technical colleges. This degree program encompasses ten (10) core competencies which have been validated and verified by 177 manufacturing companies including The Boeing Company's Puget Sound and Portland sites. The purpose of this Letter of Understanding is to provide agreement between Boeing and the IAM concerning the on-site internship for these college students.

1. The students' status will be as follows:
 - (a) Students will be placed in the internship through an outside agency, which will be their employer. The internship will last a maximum of eight (8) weeks.
 - (b) During their assignment, students will perform production work and maintenance under the guidance of one (1) or more IAM-represented employees.
 - (c) The cognizant IAM-represented employees and their supervisors will make recommendations regarding Boeing's hiring of students after the internship concludes.
 - (d) Students will be required to donate \$28.00 to "Guide Dogs of America" during this internship. Such contribution will be by payroll deduction during the first month of employment.
 - (e) The number of students participating in the "job shadowing" portion of the Program will not exceed ninety (90) students each year. These students will not replace IAM-represented employees or prevent IAM-represented employees from being recalled from layoff.
2. The student's work schedule will be Monday through Friday on either first or second shift, not to exceed forty (40) hours per week.
3. The students will be paid at the rate of \$~~89~~.50 per hour during their first summer and \$~~910~~.50 per hour during their second summer.

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4. The students are not Boeing employees and thus will not be eligible for any benefits, including but not limited to medical and dental coverage and vacation and sick leave credits, described in the parties' Agreement.
5. The parties agree to meet and discuss any concerns that may arise during the course of this Program with the local Directing Business Representative.
6. Two hours of a new student's internship shall be devoted to safety education and orientation provided by the local Health and Safety Institute Site Committee. This education and orientation shall include but not be limited to personal protective equipment use, emergency evacuation, shelter-in-place procedures and machine guarding.

Dated: September 4, 2008