

# TENTATIVE AGREEMENT

## ~~LETTER OF UNDERSTANDING NO. 3 RELATING TO JOINT COMPANY-UNION DRUG AND ALCOHOL DEPENDENCY PROGRAM (Engineering and Technical Units)~~

~~The Company and the Union agree to continue the Joint Alcohol and Drug Dependency Program as an integral part of the Company's drug- and alcohol-free workplace objectives. As part of that program, the parties agree to continue a Joint Advisory Committee to:~~

- ~~—Review the drug and alcohol segments of the Employee Assistance Program on a regular basis, and~~
- ~~—Make recommendations on enhancing the effectiveness of those segments.~~

~~This advisory committee will be composed of two (2) Company representatives (including the Employee Assistance Program Administrator) and two (2) Union officials.~~

~~The parties further agree that their activities in support of Alcoholics Anonymous have been successful and that those activities will include other self-help groups, such as Narcotics Anonymous and Cocaine Anonymous. In addition to the current support provided, the Company and the Union will publicize the efforts of these self-help groups.~~

~~Dated December 2, 2005~~

**Society of Professional Engineering  
Employees in Aerospace**

**The Boeing Company**

By \_\_\_\_\_

By \_\_\_\_\_

Dated \_\_\_\_\_

Dated \_\_\_\_\_