

TENTATIVE AGREEMENT

LETTER OF UNDERSTANDING NO. 10 RELATING TO EMPLOYMENT STABILIZATION, OUTSOURCING AND USE OF NON-BOEING LABOR

(Engineering and Technical Units)

The parties recognize that the foundation of a strong, competitive Company is in the stability and core capability of a Boeing direct engineering and technical workforce. ~~†~~The best assurance of employment stability is the continued development of the SPEEA-represented workforce security and that an effective employment stabilization process must be balanced with the legitimate need for flexibility to successfully compete in a global market.

The parties also agree that development opportunities such as lead roles, challenging technical assignments, and workforce development programs (knowledge transfer) for the Boeing workforce are key to retaining the capability to envision and implement future products.

To ensure the statement of work commitments are met and to mitigate fluctuations in Boeing direct employment, assistance from a variety of technical resources may be necessary.

Stability of the technical workforce remains a long term objective and will be accomplished through workforce development activities (e.g. Career Roadmaps, function specific training, and rotation programs), strategic staffing decisions, and continuous and active engagement of all employees.

To foster our commitment for active engagement, ~~†~~the parties have agreed to enhance the employment stabilization process through the Joint Company/Union Workforce Committee to discuss and provide relevant, necessary information on a variety of workforce-related subjects, such as skills inventory management, the Performance Management process, employment forecasts, current and future business and its influence on staffing strategies, and the job posting and transfer process, workforce education, and new skills development training related to future skills and competencies. The committee will meet no less than quarterly.

The Company and Union also agrees to the following:

The Joint Company/Union Workforce Partnership Leadership Committee, including the respective leaders of Engineering for all Major Organizations, agrees to will meet not less than twice annually with the Joint Workforce Committee to focus on issues relating to current and future business and their influence on staffing strategies, employment security and assignment of personnel including employment/skills forecasting.

The Company approaches these meetings with the belief that it is in the best interest of our employees, Boeing, and the Union for our employees and the Union to be informed about the Company's general business strategies regarding the use of Non-Boeing labor and subcontracting that may affect bargaining unit employees, and for the Company to hear and consider the ideas of our employees and the Union about the same. Accordingly, in these meetings, the Company will discuss issues as noted above, as well as related subjects of mutual interest with the Union. will provide the Union with an overview of Company policies and plans for future subcontracting and offloading that affects bargaining unit employees. Where practicable, the Company will provide advance notice to the Union of significant subcontracting decisions involving work performed by bargaining unit employees.

These discussions will include a review of significant changes to subcontracting that the Company is considering that may affect bargaining unit employees. The Union will be given a reasonable opportunity to bring employees and staff (normally five or less in total, unless otherwise agreed) to these meetings to participate and to provide input during these discussions. In addition, it is the Company's desire to continue this dialogue outside of these meetings as necessary.

The parties recognize that a variety of circumstances, including but not limited to, the emergent or competition sensitive nature of a requirement, may limit or prevent these discussions. The Union recognizes that the Company will move forward with these subcontracting and related decisions about the use of Non-Boeing labor, and that the Company's actions will be final and not be subject to Article 3.

With regard to the use of Non-Boeing Labor, the Company will respect and adhere to international labor standards, as expressed in The Boeing Company Code of Basic Working Conditions and Human Rights.

In summary, the parties recommit to providing for a short term and long term balance between the Company's need to successfully compete in a global economy and employees' expectations of employment security.

Dated: December 2, ~~2005~~2008

**Society of Professional Engineering
Employees in Aerospace**

The Boeing Company

By _____

By _____

Dated _____

Dated _____