

TENTATIVE AGREEMENT

LETTER OF UNDERSTANDING NO. 11 RELATING TO PERFORMANCE REMEDIAL ACTION

(Engineering and Technical Units)

In an effort to assist all employees in reaching their full potential, a process has been adopted to identify and constructively address performance deficiencies and/or an insufficient level of skills, knowledge, and abilities necessary for current assignments.

This program includes:

Notifying the employee of the performance deficiency through issuance of a Notice of Remedial Action form (NORA).

Notifying the employee of the skills, knowledge and abilities necessary for current assignments.

Developing a clear and cogent program for the employee to correct the performance deficiency and/or acquire the necessary skills, knowledge, and abilities.

- ~~– Providing the Union with a copy of the proposed action in a timely manner through the Company Union Relations Organization.~~

Prior to issuance to the employee the proposed NORA shall be forwarded to the appropriate Employee Relations focal for review with the Union. Such review will include a discussion about the performance criteria identified in the NORA to be utilized by the Company in assessing the employee's ability to satisfy the NORA requirements and resolve the performance deficiencies.

Employees will be provided a minimum of 30 calendar days (excluding any paid holidays) to improve their performance and meet the requirements of the NORA.

The manager or their designee will be available to participate in follow-up meetings with the employee, and the Union representative when requested and available, to provide status on progress.

When the manager concludes that the employee has failed to achieve the minimally acceptable performance for their classification the manager will communicate that conclusion to the appropriate Employee Relations representative to jointly determine what action will be taken. Such action may include discharge or reclassification when appropriate.

~~Performance criteria which may be utilized by the Company to identify potential performance deficiencies and/or an insufficient level of skills, knowledge and abilities shall be reviewed and agreed upon jointly by the Company and the Union.~~

In accordance with the general objectives stated in Article 8, the Union and the Company agree that employees who are identified as having performance deficiencies or inability to acquire the necessary skills, knowledge, and abilities, may be terminated or, at the Company's option, may be declared surplus to the needs of the Company and placed on layoff in accordance with the layoff provisions of Article 8, irrespective of their retention rating. Employees laid off according to those provisions will retain all rights they may have under Article 3.

~~Receipt of a notice pursuant to this process shall not preclude an employee from seeking other employment within the Company, for which he or she is qualified, through the Boeing job posting process.~~

Dated: December 2, ~~2005~~2008

**Society of Professional Engineering
Employees in Aerospace**

The Boeing Company

By _____

By _____

Dated _____

Dated _____