

TENTATIVE AGREEMENT

LETTER OF UNDERSTANDING NO. 23 RELATING TO RETRAINING SKILL TRANSITION *(Engineering and Technical Units)*

Employees selected by management to participate in a program of formal training in a field outside their current job family and SMC, which training is conducted or approved by the Company, and employees who at management's request transfer from one major functional area to another for a Company-sponsored skill transition and retraining program, will be assigned a unique SMC upon entering the training program or upon transfer to the new functional area respectively. The trainee shall retain this unique SMC for a period of six months following completion of training or transfer to the new functional area, as the case may be, in order to allow time for the trainee to demonstrate his/her adaptability to the new assignment.

During the period in which the trainee is assigned the unique SMC, he or she will retain the retention rating held at the time of assignment to the unique SMC.

In the event a surplus is declared in the trainee's new assignment and if the trainee's retention rating would cause him or her to be an individual surplus, the trainee will be returned for assignment to an area under his or her last held regular assigned job classification and SMC and the retention rating of record.

Dated: December 2, 200~~8~~⁵

**Society of Professional Engineering
Employees in Aerospace**

The Boeing Company

By _____

By _____

Dated _____

Dated _____