

# TENTATIVE AGREEMENT

## LETTER OF UNDERSTANDING NO. 27 RELATING TO JOINT COMMITMENT ON EMPLOYMENT SECURITY *(Engineering and Technical Units)*

Reductions in employment in Commercial Airplanes have been very painful for everyone involved. The negative effects on both morale and productivity have been substantial. This, along with uncertain economic conditions, has resulted in a great deal of focus on both job security and our future.

SPEEA and the Company understand the impact these issues have had on employees, their careers and Boeing's overall performance. Therefore, we have developed constructive approaches to address them. The foundation of our company's success is the technical workforce, and it is clear that business success starts with commitment to people first. This commitment must be demonstrated by our actions, and our agreement to form a real partnership was an important step forward.

As we know, job security is enhanced by preparing ourselves to compete more effectively in a dynamic, global marketplace. SPEEA and the Company are jointly committed to a number of critical initiatives where we will work together for the mutual success of employees, SPEEA and Boeing. These include:

- Breakthrough improvements in productivity and morale through effective utilization
- Retention and transfer of key knowledge
- Exploring more effective ways to link compensation to productivity
- Improved approaches to increase stabilization of employment levels
- Life-long learning as an investment in our knowledge and skills and an avenue for retraining

As we define and implement these key initiatives, our desire is that we use attrition whenever practical to accomplish any further reductions in employment and avoid layoffs in the future. We are committed to exploring new and innovative approaches to employment transitions. Due to the cyclical nature of our business, it is difficult to predict and control conditions that affect employment levels. Therefore, to the extent practical, the Company will provide job transition support and services to the technical workforce affected by employment reductions through, but not limited to, the following:

- Skills retraining (Ed Wells Partnership)
- Career Transition Services
- Career Counseling
- Resume preparation

Boeing Enterprise Staffing System (BESS)  
Intellectual capital management  
Skills management through Process Councils and Skill Teams  
Partnerships with local educational institutions  
Financial counseling  
Medical benefits continuation  
Income benefits continuation

We will continue programs for knowledge retention and transfer and skill retraining to support employees as Boeing transitions over time. We have committed additional funds to the Ed Wells Partnership. We will also commit to continued discussions in our Joint Workforce Committee on these important topics.

Lastly, we will continue to work together to build a positive and successful future for our company and our team.

Nothing in this Letter of Understanding will be subject to the grievance and arbitration procedure of Article 3.

Dated: December 2, 200~~8~~<sup>5</sup>

**Society of Professional Engineering  
Employees in Aerospace**

**The Boeing Company**

By \_\_\_\_\_

By \_\_\_\_\_

Dated \_\_\_\_\_

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