

**LETTER OF UNDERSTANDING NO. XX
RELATED TO THREAT OF VIOLENCE ~~SUSPENSIONS~~**

In Threat of Violence (TOV) cases, where an employee is removed from the workplace, the company commits that the subject employee will not be without pay for more than ~~three-two~~ (23) calendar weeks.

Should the investigation/evaluation period extend beyond the ~~three-two~~ (23) calendar week period, the employee will be paid at their normal base rate for such time.

The company retains the right to administer corrective action if appropriate. Time in no-pay status shall not normally exceed the corrective action period.

The Company remains committed to work with the Union in an effort to mitigate minimize the amount of time employees would be off work without pay during the investigative/evaluation period. Accordingly, the company commits to notify SPEEA within 24 hours of a member being ~~suspended~~ removed from the workplace for a TOV case.

Dated: December 2, 2008

**Society of Professional Engineering
Employees in Aerospace**

The Boeing Company

By _____

By _____

Dated _____

Dated _____