

**TENTATIVE AGREEMENT**

***Engineering and Technical Units***

**COLLECTIVE BARGAINING AGREEMENT**

**Between**

**THE BOEING COMPANY**

**and**

**SOCIETY of PROFESSIONAL ENGINEERING**

**EMPLOYEES in AEROSPACE**

This Agreement is executed this ~~21st~~ \_\_\_\_\_ day of ~~March~~ \_\_\_\_\_, 200~~86~~, effective December 2, 200~~85~~, by and between The Boeing Company, a Delaware corporation having its principal place of business in Seattle, Washington (the "Company"), and Society of Professional Engineering Employees in Aerospace ("SPEEA" or the "Union"). The Union is the bargaining agent for the collective bargaining units described in Article 1 and the parties intend that this Agreement apply separately and respectively to each unit as if a separate Agreement had been executed as to each.

This agreement is a reflection of the parties' commitment to these shared values:

To maintain a respectful, cooperative relationship.

To work together to further the mutual success of both parties: positioning Boeing for continued competitive success in the marketplace while enabling SPEEA to best represent and serve its members.

To resolve issues, to the greatest extent possible, through a collaborative process, marked by open communication and respect for each other's interests.

**Society of Professional Engineering  
Employees in Aerospace**

**The Boeing Company**

By \_\_\_\_\_

By \_\_\_\_\_

Dated \_\_\_\_\_

Dated \_\_\_\_\_