

TENTATIVE AGREEMENT

~~LETTER OF UNDERSTANDING NO. 31 RELATING TO PROMOTIONS AND SALARY ADJUSTMENTS (Engineering Units)~~

~~For each review period below, the Company will spend at least one half of one percent (.5%) of the total unit salaries as of the computation date of the review period on either adjustments in salary accompanied by a change in classification (promotion); or adjustments in salary outside of the annual salary review (Out of Sequence Selective Adjustment) or any combination of the two. In the event less than .5% is spent during the review period, the delta between the actual expenditure and .5% will be added to the next salary adjustment fund. The minimum promotion increase will be \$3,000.~~

~~There will be no selective adjustments or in-line promotions outside the competitive job selection process during the period scheduled by the Company for salary review (typically January 1 through mid-April).~~

Review Period	Start Date	Computation Date	End Date
One	December 2, 2005	February 3, 2006	December 31, 2006
Two	January 1, 2007	February 2, 2007	December 31, 2007
Three	January 1, 2008	February 1, 2008	December 1, 2008

~~Dated: December 2, 2005~~

**Society of Professional Engineering
Employees in Aerospace**

The Boeing Company

By _____

By _____