


**LETTER OF UNDERSTANDING
RELATING TO TEMPORARY MILITARY LEAVE
(Engineering and Technical Units)**

The parties agree to revise the provisions in their current collective bargaining agreement to incorporate the Company's decision to pay eligible employees their full salary while they are participating in two-week annual training exercises for the military reserves and National Guard in accordance with the Company's Leave of Absence Policy Handbook. This shall become effective January 1, 2019.

This change does not change the existing agreement between the parties with respect to payments to be made in accordance with additional special duty under Military U.S. Code Title 10 or mobilized by the applicable state agencies.

Dated: December 17, 2018

**Society of Professional Engineering
Employees in Aerospace**

By 
Dated December 17, 2018

The Boeing Company

By 
Dated December 17, 2018