

MEMORANDUM OF AGREEMENT

SPEEA and The Boeing Company hereby enter into this agreement in order to resolve their dispute over allowing members who are not officials of SPEEA time away from work that is charged to SPEEA time. The use of SPEEA time by SPEEA officials is governed by the terms of the collective bargaining agreements.

1. SPEEA represented employees will be granted SPEEA time away from work under the conditions set forth below.
 - a. SPEEA time charged for non-SPEEA officials shall be limited to negotiations, legal proceedings (including arbitrations), union governance and union related political activity.
 - b. A request to have a member released on SPEEA time will be made by the member to his/her manager and notice of the request will also be provided to a person designated by the Company's Employee Relations department. Notice to the Manager and Employee Relations representative will be given at least ten (10) days in advance of the time off if reasonably possible, or as soon as possible if ten days notice is not reasonably possible.
 - c. After receiving notice, Boeing may still deny the time away from work if the absence unreasonably interferes with business operations. Under this circumstance, Boeing will advise the requesting employee of the denial of his/her request.
 - d. Any requests under this agreement will be limited to ten (10) employees at any time.

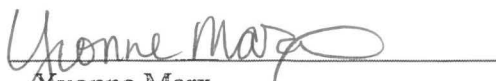
Dated this 18th day of ~~April~~^{May}, 2015

SPEEA



Ryan Rule

THE BOEING COMPANY



Yvonne Marx