

1                                   **LETTER OF UNDERSTANDING NO. 31**

2                   **SUBJECT: STUDENT DEVELOPMENT AND TECH PREP**  
3                                   **STUDENTS**

4       The Boeing Company in 1993 started a comprehensive program for high  
5       school students leading to a Manufacturing Technology Associate Degree  
6       from ten (10) Puget Sound, Portland area, and Wichita community or  
7       technical colleges. This degree program encompasses ten (10) core  
8       competencies which have been validated and verified by 177 manufacturing  
9       companies including The Boeing Company's Puget Sound and Portland  
10      sites. The purpose of this Letter of Understanding is to provide agreement  
11      between Boeing and the IAM concerning the on-site internship for these  
12      college students.

13           1. The students' status will be as follows:

- 14                   (a) Students will be placed in the internship through an outside  
15                   agency, which will be their employer. The internship will last  
16                   ~~a maximum of eight (8) weeks~~for no more than 90 days.  
17                   (b) During their assignment, students will perform production  
18                   work and maintenance under the guidance of one (1) or more  
19                   IAM-represented employees.  
20                   (c) The cognizant IAM-represented employees and their  
21                   supervisors will make recommendations regarding Boeing's  
22                   hiring of students after the internship concludes.  
23                   (d) Students will be required to donate \$28.00 to "Guide Dogs of  
24                   America" during this internship. Such contribution will be by  
25                   payroll deduction during the first month of employment.  
26                   (e) The number of students participating in the "job shadowing"  
27                   portion of the Program will not exceed ninety (90) students  
28                   each year. These students will not replace IAM-represented  
29                   employees or prevent IAM-represented employees from being  
30                   recalled from layoff.

31           2. The student's work schedule will be Monday through Friday on  
32                   either first or second shift, not to exceed forty (40) hours per week.

33           3. The students will be paid at the rate of ~~\$9.50-16.28, as well as in~~  
34                   accordance with any specified minimum wage laws; whichever is  
35                   higher, per hour during their first summer year within the Program.  
36                   Rate of pay per hour during the second year of the Program will  
37                   be and \$10.50-17.25 per hour during their second summer and  
38                   \$18.25 in their third year of the Program or post-graduation.  
39                   Technical or Community College student(s) will be paid \$18.25 for

their first year, and \$19.25 for their second year in the Program.  
Any minimum wage laws will be adhered to should minimum rates  
exceed these specified amounts.

4. The students are not Boeing employees and thus will not be eligible for any benefits, including but not limited to medical and dental coverage and vacation and sick leave credits, described in the parties' Agreement.
5. The parties agree to meet and discuss any concerns that may arise during the course of this Program with the local Directing Business Representative. The provisions of Article 19 of the CBA will not apply to any dispute arising out of this Letter of Understanding.
6. Two hours of a new student's internship shall be devoted to safety education and orientation provided by the local Health and Safety Institute Site Committee. This education and orientation shall include but not be limited to personal protective equipment use, emergency evacuation, shelter-in-place procedures and machine guarding.

Dated: ~~November 2, 2008~~ September 13, 2024