

1                                   **LETTER OF UNDERSTANDING NO. 40**

2                   **SUBJECT: JOINT UNION/BOEING ~~COUNCIL~~EXECUTIVE**  
3                                   **COMMITTEES**

4           The Company and the Union seek to foster a collaborative relationship that  
5           improves communication, transparency, and mutual understanding of the  
6           issues impacting the long-term success of the Company and its IAM  
7           workforce. The Union acknowledges the Company's responsibility to make  
8           strategic decisions that ensure its long-term financial health and  
9           competitiveness. The Company acknowledges the significant contributions  
10          and valuable perspectives of the Union and its members to the success of the  
11          Company. In consideration of the foregoing, and in addition to the Joint  
12          Council, the parties agree to the following:

13           **Boeing Board of Directors – Aerospace Safety Engagement**

14           The Company will commit to providing an annual meeting with the  
15           Directing Business Representative/President(s) of IAM 751 and W24 and  
16           Boeing's Aerospace Safety Standing Committee Chair to discuss safety  
17           related issues or concerns.

18           **Senior Executive Labor-Management Committee ("SELMC")**

19           The SELMC shall be established and meet semiannually to review and  
20           discuss key elements of the business and workforce. Both parties agree to  
21           open collaboration, exchange of ideas, and candid dialogue with the mutual  
22           goal of improving the competitive position of the Company, fostering the  
23           relationship between the Company and the IAM, and working to maintain  
24           and develop the workforce.

25           The SELMC will focus on matters relating to the Company's strategic  
26           direction, including market and competition; changes in the external  
27           environment impacting the Company; future product and production system  
28           development; Quality Management System and Safety Management  
29           System.

30           Participants in this forum will include the CEO of the Company, BCA CEO,  
31           BCA Vice President of Product Development, BCA Vice President of  
32           Airplane Programs, BCA Vice President of Manufacturing and Safety, BCA  
33           Vice President of Quality, BCA Vice President of Government Operations,  
34           Vice President of Labor Relations, and Directing Business  
35           Representatives/President(s) of IAM 751 and W24.

36           **Joint Council**

37           A Joint Union/Boeing Council ("Joint Council") shall include Directing  
38           Business Representatives/President(s) of IAM 751 and W24 and

representatives from Boeing Leadership, including Vice President of Fabrication, Vice President of Manufacturing and Safety, Vice President of Quality, Labor Relations, and Human Resources.

The Company and the Union will meet, on a monthly basis, to review and discuss key elements of the business and workforce including market and competition; performance including quality, safety, productivity, schedule and cost; QMS Advisory Board and Inspection Management Board-related issues; production rate changes; product development and implications to the workforce; work transfer; workforce development and training initiatives; strengthening commitment and relationship to surrounding community; and overtime; ~~and change in the external environment impacting the Company.~~ In reviewing productivity, the parties will also assess areas such as employee engagement/involvement, the job classification system, multiple machine operation, and the ability to utilize non-Boeing labor for certain types of work. The Company will also provide a quarterly report identifying percentages of bargaining unit employees by racial or ethnicity groupings.

#### **Production Rate Changes**

The Company agrees to notify the Union as soon as practicable of significant production rate adjustments and to provide a summary of the proposed rate adjustment plans prior to implementation.

#### **Confidentiality for Information Provided Through Committees**

Through its contact with the Aerospace Safety Standing Committee, the Senior Executive Labor-Management Committee, and Joint Council, the Union will be provided non-public confidential and/or proprietary information ("Confidential Information"). The Union agrees that any documents the Company determines are Confidential Information shall be used only for the purpose of the Union's representation of employees. Confidential Information shall be kept confidential by the Union and shall not be disclosed to any person except those persons who are determined in the Union's judgment to have a strict need-to-know, such as Union representatives and individuals who are the Union's legal advisors. In the event of any concern over the mislabeling of certain documents as confidential and/or proprietary, the parties will work cooperatively to resolve that concern. Excluding the above, the Union will keep all such information confidential and not disclose any Boeing confidential and/or proprietary information to anyone or any outside entity provided through these committees. The Union will take every precaution to safeguard such information from inadvertent disclosure.

Dated: ~~December 7, 2014~~ September 13, 2024