

### Side Letter Regarding Voluntary Layoff

This side letter will apply only to employees in the Wichita Unit as described in section 1.1(b) of the parties; collective bargaining agreement.

Subject to management approval, employees in the Wichita Unit may request voluntary layoff out of seniority order when a surplus is declared in their job title. Employees who request and are approved for voluntary layoff will have all seniority under Article 14 and all recall rights under Article 22 canceled. Employees must submit a written Request for Voluntary Layoff through their manager to the Hourly Workforce Administrator within two (2) workdays of the surplus declaration.

Employees granted a voluntary layoff pursuant to this Letter of Understanding will be eligible for layoff benefits if they meet the eligibility criteria set forth in Section 23.2 Notwithstanding Section 23.3, such eligible employee's maximum lump sum benefit shall not exceed thirteen (13) weeks of pay.

In the event that more employees in a particular job classification in a shop request voluntary layoff than can be accommodated, selection shall be made based on seniority. Except as expressly provided for herein, employees approved for voluntary layoff will be coded as a layoff and will be regarded for all Company purposes as laid off employees (including reporting to state employment security departments). The Union will be advised of all employees who are approved for voluntary layoff.

The terms of this letter are effective immediately, and expire on December 31, 2009.

Dated this 15<sup>th</sup> day of December, 2008.

INTERNATIONAL ASSOCIATION OF  
MACHINISTS AND AEROSPACE WORKERS,  
AFL-CIO, DISTRICT LODGE 70

THE BOEING COMPANY

By Michael E. Burleigh

By Joyce Rempel