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Director
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The Boeing Company
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March 23, 2014

VIA Email and U.S. Mail

Richard Plunkett
Dir Of Strategic Development
SPEEA IFPTE Local 2001
15205 52nd Avenue S
Seattle, WA 98188



**Re: LETTER OF UNDERSTANDING NO. # 4 REVISED
PROGRAM DEVIATION – PILOT SEPARATION ALLOWANCE**

Dear Rich,

In an attempt to address some apparent confusion over the terms of the Pilot Separation Allowance available pursuant to LOU No. 4, and to help minimize any lack of mutual understanding going forward, the Company agrees to the following:

The terms of this letter will supersede and replace LOU #4 dated May 20, 2013 as ratified with the Collective Bargaining Agreement between The Boeing Company and the Society of Professional Engineering Employees in Aerospace, Pilot Instructors Unit (SPEEA-SPIU).

The Boeing Company generally provides allowances and premiums for assignments and relocations within the U.S. (Domestic Assignments), and from one country to another (International Assignments). For purposes of this LOU, travel for less than 30 days is defined as "Business Travel"; travel for 30 days or longer is defined as a "Short-term Assignment", and both are further defined as requiring at least one overnight stay.

As in the Company Plan, where applicable, Hardship and Danger Premiums will also be included. Hardship Premiums compensate those on international assignments where the cultural, social, political, physical, or health environments are identified as significantly different from those of the home country, and applies only to designated locations. Danger Premiums compensate for those on international assignments in host locations designated as extraordinarily dangerous to the assignee and family.

Since airline customer requirements result in Instructor Pilots of Boeing Commercial Airplanes (BCA) experiencing a number of separate trips

during the year, The Company Business Travel and Relocations plans apply with the following exceptions:

1. Basic Allowances are effective for assignments that include 30 consecutive days of travel (Short-term Assignment). Allowances are defined as 15% of pay for International Travel, and 10% for Domestic Travel. Assignment and/or Business Travel involving different host locations will be compensated at the individual host location rates.
2. The counting of days begins on the day of departure from the Puget Sound area and ends on the day of return. Should two assignments or travel occur within 5 days of each other, the days in between the travel will count towards the 30 day Basic Allowance requirement only. Travel allowances will not be paid for the actual gaps in travel, or for Personal Days taken in conjunction with Assignment or Business Travel.
3. Any cumulative actual travel, including Business Travel, but not including 'gaps' as defined in paragraph 2. above, exceeding 45 days in a calendar year will be paid according to Basic Allowance rates.



Please sign below acknowledging the Union's agreement with the above terms.

Sincerely,

A handwritten signature in black ink, appearing to read "Thomas Easley".

Thomas Easley

Richard Plunkett
Dir Of Strategic Development
SPEEA IFPTE Local 2001

Dated: _____