

ARTICLES OF AGREEMENT

Between

THE BOEING COMPANY

and

**DISTRICT LODGE NO. 837,
INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE
WORKERS, AFL-CIO**

and

**INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE
WORKERS, AFL-CIO**

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Effective 21 May 2007

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PREAMBLE

THIS AGREEMENT, made and entered into by and between INTEGRATED DEFENSE SYSTEMS – St. Louis, a component of the McDonnell Douglas Corporation (MDC), a wholly owned subsidiary of THE BOEING COMPANY, hereinafter referred to as the Company, and DISTRICT LODGE NUMBER 837, INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO, and the INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO, hereinafter referred to jointly as the Union, abrogates, rescinds, and supersedes all previous Agreements between the parties hereto. This Agreement shall be binding upon the parties hereto and their successors in office.

ARTICLE I - BARGAINING UNIT

District Lodge Number 837, International Association of Machinists and Aerospace Workers, AFL-CIO, is recognized as the sole and exclusive bargaining agent for all employees of INTEGRATED DEFENSE SYSTEMS – St. Louis, as certified by the National Labor Relations Board, Case No. 14-RC-6967, on 10 April 1972, or agreed upon between the Company and the Union to be represented by the Union.

ARTICLE II - PERIOD OF AGREEMENT

Section 1

This Agreement shall become effective on 21 May 2007 and shall remain in force through 13 June 2010 . This Agreement shall remain in force from year to year thereafter, unless either party shall notify the other, in writing by registered mail, not more than seventy (70) calendar days nor less than sixty (60) days prior to 13 June of the year in which contract termination is desired. Unless terminated, this Agreement shall remain in full force and effect from year to year thereafter.

1 **Section 2**

2 Notice shall be served on the Sr Manager Employee Relations for
3 the Company and the Directing Business Representative for the
4 Union. Notification of opening of the Contract must be accompanied
5 by a written proposal. The party receiving such proposal must submit
6 his written counter-proposal within one (1) week. The first negotiation
7 meeting shall take place within two (2) weeks of the receipt of notice
8 of contract termination.

9 **Section 3**

10 If proper notice is made of the desire to change this Agreement
11 and agreement on such requested change is not reached by the
12 expiration date (Midnight, 13 June 2010), then either party at any time
13 thereafter may terminate this Agreement by giving seven (7) days
14 advance notice to the other no earlier than 14 June 2010.

15 **ARTICLE III - RIGHT TO MANAGE PLANT**

16 Subject to the provisions of this Agreement, the Company has and
17 will retain the unquestionable and exclusive right and power to
18 manage the plant and direct the working forces, including the right to
19 hire, suspend, discharge, promote, demote, or transfer its employees
20 for just cause.

21 **ARTICLE IV - WAGES**

22 **Section 1**

23 It is agreed that it is the responsibility of Management to determine
24 the basis of classification and to grade employees in accordance
25 therewith. Should a dispute arise, concerning the exercise of the
26 above responsibility of Management, it shall be treated as a
27 grievance and handled in accordance with Article IX of this
28 Agreement.

29 **Section 2**

30 An employee will advance from the minimum rate applicable to his
31 Labor Grade to the maximum rate in the same Labor Grade
32 automatically at the rate of forty-five cents (45¢) per hour effective on
33 the first Friday of the first full pay period beginning each July and
34 January until they reach the top rate of their appropriate Labor Grade.

1 **Section 3**

2 If an employee is assigned work in a labor grade rated lower than
3 his labor grade rate, he shall retain the higher rate.

4 **Section 4**

5 A. If an employee for any reason is placed, promoted, changed or
6 assigned to another classification in a higher rated labor grade for
7 a period of twenty (20) working days, he shall be paid the higher
8 labor grade rate and classification at the end of twenty (20)
9 working days. Any portion of a day worked shall be counted as a
10 full day. In case of infrequent assignments the days worked will
11 accumulate. Should an employee not merit the higher new
12 classification, he will be returned to his previous work.

13 B. If an employee accepts a transfer to another classification within
14 his labor grade, he may decide at any time before he has worked
15 twenty (20) days in the new classification to return to his former
16 classification. In case of unsatisfactory performance by the
17 employee, the Company reserves the right to return the employee
18 to his former classification at any time before he has worked
19 twenty (20) days in his new classification. Overtime days will be
20 included in the number of days provided the employee works a
21 minimum of eight (8) hours (for first and second shift) or six and
22 one-half (6.5) hours for third shift.

23 **Section 5**

24 Anyone required to act as a leadman shall be notified in writing by
25 his Foreman after one week's trial as such and will receive thereafter
26 one dollar (\$1.00) per hour above the highest paid man assigned to
27 him or one dollar (\$1.00) per hour above his labor grade rate,
28 whichever is higher, and will be subject to automatic increases
29 otherwise provided herein, and will continue as leadman until notified
30 in writing that he is no longer to act as such.

31 **Section 6**

32 A. Anyone appointed leadman shall be given a list by his Foreman of
33 those men assigned to him and such list shall be kept up to date
34 when employees are added to or taken away from such leadman.
35 A copy of this list shall be given to the Shop Steward and a new
36 copy of this list shall be provided to the Shop Steward whenever
37 changes are made. Not more than twelve (12) persons shall be
38 assigned to any one leadman. It is further mutually understood

1 and agreed that it is the prerogative of Management to select one
2 (1) of the twelve (12) most senior employees as leadman within
3 the labor grade, shift, and department involved. Senior Employee
4 shall mean the employee with the most seniority.

5 B. Leadman shall not be transferred as leadman from the shift on
6 which they were appointed.

7 C. When a leadman is appointed over several different labor grades,
8 he shall be appointed from the highest labor grade, except that on
9 short-term road trips, the most senior employee in the predominant
10 labor grade will be appointed leadman.

11 **Section 7**

12 Rates of pay are set out in Schedule "A" which is made a part of
13 this Contract. Job Specifications have been agreed to by the
14 Parties and are made a part of this Contract.

15 **Section 8**

16 A. Affected Employee:

17 Affected Employee, as used in this wage section, during the initial
18 year of the contract means an employee in the Bargaining Unit
19 and in Active Service (i.e., not on layoff or on leave of absence) on
20 21 May 2007 and has not terminated employment nor retired prior
21 to the date agreement is reached. In all subsequent years of the
22 contract, Affected Employee, as used in this wage section, means
23 an employee in the Bargaining Unit and in Active Service on the
24 effective date and the day prior to an effective date of a change.
25 Employees who are on leave of absence on an effective date will
26 have wage changes applied if and when they return to work.

27 B. Cost of Living Fold-In:

28 Each employee's COLA in effect on May 20, 2007, plus an
29 additional \$0.14/hr COLA Traveler will be folded into (made part
30 of) each affected employee's pure base rate on May 25, 2007 after
31 the application of a 4% GWI on May 25, 2007.

33 C. First Year Wage Structure Adjustments:

34 Rate range maximums will be increased by the \$0.80 COLA plus
35 the \$0.14 COLA Traveler amount in effect on 20 May 2007, as set
36 forth in Schedule "A" and a 4% GWI effective May 25, 2007.

1 D. First Year Lump Sum Wage Payment (LSWP):

2 \$2,500 lump sum payment paid June 7, 2007 to each employee
3 on the active payroll or on an approved leave of absence of 90
4 days or less on date of ratification.

5
6 E. First Year General Wage Increase (GWI):

7 Effective May 25, 2007, the Affected Employee's pure base rate
8 will be increased by 4%, rounded to the nearest whole cent.
9 Affected Employees working in the Maintenance B or Utility
10 Worker labor grades and who are paid above the rate range
11 maximum will receive a 4% lump sum in lieu of any GWI.

12
13 COLA fold-in on May 25, 2007 will be folded into the base rate
14 after the application of a 4% GWI on May 25, 2007.

15
16 F. Second Year Lump Sum Wage Payment (LSWP):

17 \$2,500 lump sum payment paid May 22, 2008 to each employee
18 on the active payroll or on an approved leave of absence of 90
19 days or less from May 15, 2008.

20
21 G. Third Year General Wage Increase (GWI):

22 Effective May 29, 2009, the Affected Employee's pure base rate
23 will be increased by 3%, rounded to the nearest whole cent.
24 Affected Employees working in the Maintenance B or Utility
25 Worker labor grades and who are paid above the rate range
26 maximum will receive a 3% lump sum in lieu of any GWI.

27
28 H. First and Third Year Wage Structure Adjustments:

29 The maximum Pure Base Rate of each Labor Grade rate range
30 will be increased in accordance with GWI Sections E and G above.

31 .
32 I. Plant Chairman Pay:

33 Effective 20 May 1996 the Plant Chairmen will be paid at the
34 maximum of the Tool and Die Maker Classification.

35 **Section 9 - Cost-Of-Living Allowance**

36 A. In order to protect the buying power of an hour's work of its
37 employees against changes in consumers' prices, the Company

1 agrees to a Cost-of-Living Allowance, which shall be adjusted, as
2 set forth in Subsection B. of this Section, for changes in the cost of
3 living during the life of this Agreement.

4 B. The basis for determining Cost-of-Living Allowance adjustments
5 will be as follows:

6 The Cost-of-Living Allowance (COLA) will be determined in
7 accordance with changes in the Consumer Price Index for Urban
8 Wage Earners and Clerical Workers (CPI-W) (United States City
9 Average, All Items, 1982-84 = 100), published monthly by the
10 Bureau of Labor Statistics (BLS), United States Department of
11 Labor, and hereinafter referred to as the "BLS Consumer Price
12 Index."

13 C. The amount of the Cost-of-Living Allowance shall be as set forth in
14 this Subsection. The Cost-of-Living Allowance for the period
15 21 May 2007 to 27 July 2007 shall be zero cents (\$.00) per hour.
16 Thereafter, adjustments will be made up or down quarterly at the
17 following times:

<u>Price Adjustment</u>	<u>Effective Date Of Adjustment</u>	<u>Based on full .075% Change in Three (3) Month Average CPI-W Index for:</u>
First	27 July 2007	April, May, and June 2007
Second	02 November 2007	July, August, and September 2007
Third	25 January 2008	October, November, and December 2007
Fourth	02 May 2008	January, February, and March 2008
Fifth	25 July 2008	April, May, and June 2008
Sixth	14 November 2008	July, August, and September 2008
Seventh	23 January 2009	October, November, and December 2008
Eighth	01 May 2009	January, February, and March 2009
Ninth	24 July 2009	April, May, and June 2009
Tenth	13 November 2009	July, August, and September 2009
Eleventh	22 January 2010	October, November, and December 2009
Twelveth (and last)	14 May 2010	January, February, and March 2010

- 1 D. The amount of Cost-of-Living Allowance which shall be effective
2 for any three-month period as provided above, and subject to the
3 provisions of Supplemental Understanding #29, shall be based on
4 the percent of increase between the three-month average and the
5 Peg Point (198.9 or less = \$.00) with one-cent (\$.01) adjustment
6 for each full 0.075% change in the average BLS Consumer Price
7 Index for the appropriate three (3) month period indicated. In no
8 event will a decline in the average of a quarterly period of the BLS
9 Consumer Price Index cause a reduction in the Pure Base Rate.
- 10 E. Employees hired or rehired without seniority subsequent to a Cost-
11 of-Living Adjustment date will be entitled to only those additional
12 Cost-of-Living amounts, which become effective subsequent to
13 their date of hire.
- 14 F. Employees recalled from layoff status will return at their last Pure
15 Base Rate in the classification plus the same COLA additive they
16 had at the time of layoff; if COLA has been folded in during their
17 layoff status, their last held COLA additive will be folded into their
18 Pure Base Rate upon their return to active status.
- 19 G. The amount of any Cost-of-Living Allowance shall be included in
20 computing overtime pay, vacation pay, holiday pay, call-in pay,
21 jury duty/witness duty pay, funeral pay, sick pay, military leave pay
22 and shift premium.
- 23 H. No adjustments, retroactive or otherwise, shall be made due to
24 any revision, which may later be made in the published figures of
25 the BLS Consumer Price Index for any base month.
- 26 I. The parties to this Agreement agree that the continuance of the
27 Cost-of-Living Allowance is dependent upon the availability of the
28 official monthly BLS Consumer Price Index in its present form and
29 calculated on the same basis as the BLS Consumer Price Index
30 for March 2007.

31 **ARTICLE V - REGULAR HOURS OF LABOR**

32 **Section 1**

33 The regular schedule of hours shall be as follows: First (daylight)
34 Shift: Starting time will be from 6:00 A.M. to 8:30 A.M.; Second Shift:
35 Starting time will be from 2:30 P.M. to 5:00 P.M.; and Third Shift:
36 Starting time will be from 11:00 P.M. to 1:30 A.M., (thirty minutes for
37 lunch) on Friday, Monday, Tuesday, Wednesday, and Thursday. The

1 lunch period may be staggered due to limited facilities, but shall be
2 within a two (2) hour period.

3 **Section 2**

4 The Company shall assign the initial starting times as stated
5 above, but any subsequent change of starting times shall be in
6 accordance with Section 3 of this Article.

7 **Section 3**

8 If it becomes necessary to change the schedule of hours, except
9 as set forth in Section 1 above, it shall be mutually agreed to between
10 the Company and the Union.

11 **Section 4**

12 A lunch period of thirty (30) minutes will be granted to employees
13 working four (4) hours or more overtime during any one shift.
14 Additionally, employees will be granted a ten (10) minute break
15 between the employee's regular shift and pre and/or post shift
16 overtime of two (2) or more hours.

17 **Section 5**

18 The second shift shall be paid at the rate of sixty cents (60¢) per
19 hour above the employee's base rate.

20 **Section 6**

21 The third shift shall receive sixty cents (60¢) per hour above the
22 employee's hourly base rate of pay for eight (8) hours but shall work
23 but six (6) hours and thirty (30) minutes for the eight (8) hour's pay.

24 **Section 7**

25 A. Time worked in excess of eight (8) hours on the first or second
26 shift or six (6) hours and thirty (30) minutes on the third shift in any
27 one day during the regular workweek shall be paid for at one and
28 one-half (1-1/2) times the regular rate for a standard shift. Time
29 worked in excess of the regularly scheduled hours in the
30 workweek shall be paid at the rate of time and one-half. Work
31 performed on Saturdays shall be paid for at the rate of time and
32 one-half. Work performed on Sunday shall be paid for at double
33 the regular rate.

34 B. Any extra pay required under this Contract for Saturdays,
35 Sundays, Holidays, or work before or after a regular shift, if
36 occurring in a workday of more than eight (8) hours or in a
37 workweek in excess of forty (40) hours, is agreed to be not a

1 different rate of pay based on particular hours but instead a
2 payment in satisfaction of the daily and weekly overtime required
3 by federal laws, rules and regulations.

4 **Section 8**

5 A. The regular workweek of a Maintenance employee only may be
6 established to consist of any consecutive five (5) days, including if
7 necessary, Saturday or Sunday, and such an employee shall not
8 be paid overtime for work performed in the first five (5) eight (8)
9 hour working days in any workweek so established for him. The
10 workday may be divided into three (3) eight (8) hour shifts with a
11 bonus of one dollar (\$1.00) per hour above the employee's base
12 rate for the second shift and the third shift (applies only to
13 Maintenance employees).

14 The regular workweek of a non-Maintenance employee may also
15 be established to consist of any five (5) consecutive days as
16 stated above in accordance with the following procedure:

- 17 1) Management will select the employees to be reassigned to a
18 non-standard workweek and those affected employees will be
19 given the opportunity to vote on accepting such assignment.
- 20 2) If the majority of the affected employees voting agree to a non-
21 standard workweek then such non-standard workweek may be
22 implemented for all the affected employees. Management will
23 provide the affected employees with the planned duration of
24 such assignment prior to the vote taking place.
- 25 3) If the majority of the affected employees vote not to accept
26 such assignment then management may staff the non-standard
27 workweek with volunteers.
- 28 4) Non-Maintenance employees on a non-standard workweek will
29 be paid in accordance with paragraphs C. and D. below.

30 B. The Company will not work more than a minimum number of
31 Maintenance employees on odd work schedules as it has in the
32 past, but the Company must have adequate maintenance to
33 operate, maintain and protect the plant and equipment seven (7)
34 days per week, twenty-four (24) hours per day.

35 C. Maintenance employees will be paid a bonus of one dollar (\$1.00)
36 per hour for all compensated hours when Saturday and Sunday
37 are part of their regularly scheduled forty (40) hour workweek.

1 D. Overtime will be paid only on the sixth or seventh day worked in
2 their regularly scheduled workweek. When overtime is paid, the
3 one dollar (\$1.00) bonus will be paid. (This section applies to
4 Maintenance employees only.)

5 **Section 9**

6 Any person who is required to report for work earlier than his
7 regular scheduled starting time shall be permitted to work his regular
8 schedule of hours. Any person reporting for work at his scheduled
9 starting time shall work eight (8) hours except:

- 10 1) In case of physical incapacity or shutdown for conditions beyond
11 the control of the Company, he will be paid for the hours actually
12 worked.
- 13 2) If work is not available and a reasonable effort is not made by the
14 Company to notify him previously, making his reporting
15 unnecessary, he will be allowed four (4) hours' pay. Radio
16 announcements on Station KMOX, or a message on the Boeing
17 Employee Information Hotline (1-800-899-6431), or a message on
18 Station KMOX website (www.kmox.com) at least two (2) hours
19 before the start of the shift in question, shall be sufficient previous
20 notice.

21 **Section 10**

22 A minimum of four (4) hours' pay at the prevailing overtime rate
23 will be paid for any emergency work performed outside of his regular
24 scheduled shop hours except in case of a continuation without
25 interruption of work on the employee's regular shift.

26 **Section 11**

27 An employee called in to work on an overtime basis will be paid
28 overtime based on his regular shift rate and will be paid at the rate of
29 time and one-half that regular rate except for call-in work starting on
30 Sundays, when the rate will be double time, or holidays, when the
31 rate will be three (3) times. The overtime rate will be paid for all
32 hours worked up to the start of his regular shift when his rate will
33 revert to his regular rate for that day. In case of a continuation
34 without interruption of work beyond the employee's regular shift, his
35 shift and/or overtime rate shall be determined by the Contract
36 requirements setting the rate at the time he begins work until the start
37 of his next regular scheduled shift.

1 **Section 12**

2 A. Payday on all shifts shall be on Thursday according to the
3 designated bi-weekly Payroll calendar. Employees will be paid
4 through Thursday of the preceding week, except when
5 circumstances beyond the Company's control makes such practice
6 impossible.

7 B. Payroll checks/stubs will be mailed to the employee's home
8 address listed in the Company's TotalAccess database.

9 C. Any discrepancies in an employee's paycheck will be rectified as
10 soon as practicable after notification to supervision.

11 **Section 13**

12 **An employee absent three (3) days without notifying the**
13 **Employee Records section of the Company will be considered to**
14 **have resigned and automatically will be terminated. Said three**
15 **(3) day notification period will end at the starting time of the**
16 **fourth (4th) workday the absent employee would have worked if**
17 **he had not been absent. Extenuating circumstances will be**
18 **considered by the Company.**

19 **ARTICLE VI - HOLIDAYS**

20 **Section 1**

21 The holiday schedule during the term of this Agreement will be as
22 follows:
23

2007 – 2008

Memorial Day	Monday	28 May 2007
Independence Day	Wednesday	04 July 2007
Labor Day	Monday	03 September 2007
Thanksgiving Day	Thursday	22 November 2007
Day After Thanksgiving Day	Friday	23 November 2007
Christmas Shutdown	Monday	24 December 2007
Christmas Shutdown	Tuesday	25 December 2007
Christmas Shutdown	Wednesday	26 December 2007
Christmas Shutdown	Thursday	27 December 2007
Christmas Shutdown	Friday	28 December 2007
Christmas Shutdown	Monday	31 December 2007

2007 – 2008

New Year's Day	Tuesday	01 January 2008
Martin Luther King, Jr. Day	Monday	21 January 2008

1

2008 – 2009

Memorial Day	Monday	26 May 2008
Independence Day	Friday	04 July 2008
Labor Day	Monday	01 September 2008
Thanksgiving Day	Thursday	27 November 2008
Day After Thanksgiving Day	Friday	28 November 2008
Christmas Shutdown	Wednesday	24 December 2008
Christmas Shutdown	Thursday	25 December 2008
Christmas Shutdown	Friday	26 December 2008
Christmas Shutdown	Monday	29 December 2008
Christmas Shutdown	Tuesday	30 December 2008
Christmas Shutdown	Wednesday	31 December 2008
New Year's Day	Thursday	01 January 2009
Martin Luther King Jr. Day	Monday	19 January 2009

2

2009 – 2010

Memorial Day	Monday	25 May 2009
Independence Day	Friday	03 July 2009
Labor Day	Monday	07 September 2009
Thanksgiving Day	Thursday	26 November 2009
Day After Thanksgiving Day	Friday	27 November 2009
Christmas Shutdown	Thursday	24 December 2009
Christmas Shutdown	Friday	25 December 2009
Christmas Shutdown	Monday	28 December 2009
Christmas Shutdown	Tuesday	29 December 2009
Christmas Shutdown	Wednesday	30 December 2009
Christmas Shutdown	Thursday	31 December 2009
New Year's Day	Friday	01 January 2010
Martin Luther King, Jr. Day	Monday	18 January 2010
Memorial Day	Monday	31 May 2010

3 The floating holidays are designated by the Company and have
4 been determined to be as set forth above. When any of these
5 holidays fall on Sunday, the following Monday will be recognized as

1 the holiday. When any of these holidays fall on Saturday, the
2 preceding Friday will be recognized as the holiday.

3 **Section 2**

4 All employees not working on the above-named recognized
5 holidays will be paid straight time therefore; all employees working on
6 the above-named recognized holidays shall be paid double time in
7 addition to the above.

8 **Section 3**

9 All active employees are eligible for holiday pay. In addition,
10 employees are eligible for holiday pay during the first 90 calendar
11 days of a leave of absence (LOA). Employees on an LOA will be
12 eligible for holiday pay if the day following the 90th calendar day is a
13 holiday. Payment will include all holidays through the next company
14 scheduled workday.

15 **Section 4**

16 Any employee instructed to work on a recognized holiday shall not
17 be paid if he does not work unless he has a reasonable excuse,
18 which is acceptable to the Company.

19 **Section 5**

20 It is understood and agreed that where more than one premium
21 over the normal rate is payable under this Contract, only the highest
22 single premium rate shall apply, for example: Overtime work done on
23 a specified holiday is paid for at three (3) times the regular schedule
24 rate of pay and not at four and one-half (4-1/2) times the regular
25 scheduled rate.

26 **Section 6**

27 The Company will give employees on a non-standard workweek
28 holidays or holiday pay equivalent to that of other employees.

29 **ARTICLE VII - LEAVE OF ABSENCE**

30 **Section 1**

31 Leave of absence may be granted to any employee for any reason
32 deemed satisfactory to the Company. Employees will take the
33 necessary steps to initiate a leave of absence when such a leave of
34 absence is foreseeable. Whenever possible, employees will give at
35 least thirty (30) calendar days advanced notification when requesting

1 a leave of absence. A Leave of Absence will generally be initiated by
2 the employee or a person authorized by the employee to make the
3 request through TotalAccess at 1-866-473-2016 or at the TTY
4 number 1-800-755-6363.

5 **Section 2**

6 A leave for personal reasons may be granted only for a specific
7 reason and for a specific time not exceeding six (6) months except in
8 extreme emergencies with the approval of the Program/Functional
9 Organization Director or executive level designee not to exceed a
10 total of two (2) years (Twenty-seven (27) months in the case of Peace
11 Corps service).

12 **Section 3**

13 A Medical Leave of absence that is not work related will be
14 granted for a period up to twenty-one (21) weeks if requested through
15 TotalAccess. This leave may be extended by calling TotalAccess
16 and requesting an extension of one hundred and nine (109) weeks
17 but not beyond.

18 **Section 4**

19 A Medical Leave of absence because of proven physical disability
20 due to occupational injuries will be granted for a period not to exceed
21 twenty-four (24) months. Such leave may be extended up to a
22 maximum of six (6) additional months by calling TotalAccess and
23 requesting an extension.

24 **Section 5**

25 An employee given a leave of absence as stated above will not
26 lose seniority accrued at the time of taking such leave, and seniority
27 shall continue to accumulate during said leave.

28 **Section 6**

29 An employee accepting other employment or engaged in business
30 for himself while on leave of absence shall be discharged by the
31 Company unless the Union and the Company have jointly, prior to the
32 commencement of such leave of absence, agreed in writing that it
33 could be done. In the case of leaves for physical disability, an
34 exception can be made by joint agreement between the Company
35 and the Union before the commencement of such work.

1 **Section 7**

2 Employees not returning at the beginning of their regular shifts on
3 the work day following the expiration of their leaves of absence shall
4 be considered to have quit voluntarily. Extenuating circumstances
5 will be considered by the Company.

6 **Section 8**

7 If during the term of this Agreement any employee is called into
8 active military service or in time of emergency volunteers in the
9 armed forces of the United States, the leave will be governed by
10 Article XXVI (Military Reserve Service Pay).

11 **Section 9**

12 The Selective Training and Service Act of 1940, as amended, and
13 subsequent amendments and regulations of the Selective Service
14 System will govern reinstatement of former employees who have
15 been on military leaves of absence.

16 **Section 10**

17 Seniority shall accumulate while on military leave of absence.

18 **Section 11**

19 An employee who becomes pregnant shall be entitled to a
20 Pregnancy Leave. Leave will commence when employee's
21 Healthcare Provider provides information deeming it advisable for her
22 to discontinue work or the Company's physician deems it medically
23 advisable based on medical information and consultation with her
24 Healthcare Provider. Within six weeks (normal delivery) or eight (8)
25 weeks (C-Section) after termination of pregnancy, she will be
26 required to furnish a letter from her Healthcare Provider stating the
27 date she will be able to return to work. If she is physically unable to
28 return to work as a result of complications, she may request an
29 extension of the leave with a statement from her Healthcare Provider.
30 Time away from work will not be counted towards the employee's
31 FMLA entitlement.

32 **Section 12**

33 All employees returning to work must notify TotalAccess at 1-866-
34 473-2016 or at the TTY number 1-800-755-6363, that they have
35 returned no later than the day of his/her return.

1 **ARTICLE VIII - BUSINESS REPRESENTATIVE**

2 **Section 1**

3 The Company shall provide identification badges so that each
4 business representative can have access during working hours for
5 the purpose of investigating complaints or claims of grievances to the
6 area in which employees are assigned who are within a bargaining
7 unit defined in Article 1 and for which area he is an accredited
8 business representative, to the extent government or customer
9 regulations will permit. The business representative may retain the
10 badge affording such access during the period he is so assigned as a
11 business representative.

12 Grand Lodge representatives will be permitted access during
13 working hours to areas in the Company's facilities where employees
14 in the bargaining units defined in Article 1 hereof are assigned, for the
15 purpose of conducting Union business to the extent government or
16 customer regulations permit.

17 Access of Union representatives to Company facilities for the
18 purpose of investigating complaints or claims of grievance on the part
19 of employees or the Union shall be subject to the following:

20 A. Upon entering the Plant they shall proceed to the shop or
21 organization they wish to visit, contact the supervisor then
22 present, inform him of the purpose of their visit and obtain his
23 permission prior to contacting any employee in such shop or
24 organization. Such permission will be granted except where there
25 is a substantial reason for delaying the contact due to safety
26 conditions or the fact that a critical operation is in process.

27 B. Business representatives and Grand Lodge representatives
28 granted admittance to the Company's facilities under this Article
29 shall not engage in organizing or campaigning for Union or
30 political office on Company premises. This Section will not be
31 interpreted as preventing business representatives or Grand
32 Lodge representatives from discussing, in non-work areas during
33 non-work periods, matters of Union membership, fees or dues,
34 with employees who are within one of the collective bargaining
35 units described in Article 1 of this Agreement.

36 C. Union representatives who fail to comply with the provisions of
37 this Article shall forfeit their admittance rights.

1 **Section 2**

2 Upon request, the Sr Manager Employee Relations will apply
3 promptly for temporary clearance and appropriate escort so that the
4 President-Directing Business Representative, or a Designated
5 Business Representative, may have access to a “closed” area
6 provided clearance can be obtained and access is necessary to
7 investigate an alleged grievance.

8 **ARTICLE IX - DETERMINATION OF**
9 **DISPUTES**

10 **Section 1**

11 EMPLOYEE GRIEVANCE - The term Employee Grievance shall
12 mean any grievance of an employee arising out of the interpretation
13 or application of any of the terms of this Agreement or any alleged
14 breach or violation of the terms of this Agreement. Such an
15 Employee Grievance shall be filed within five (5) working days from
16 the date it was found to exist by an employee or be considered not to
17 exist. The word “filed” shall mean the employee’s first discussion with
18 the supervisor and the Shop Steward.

19 **Section 2**

20 It is the sincere desire of the Company and the Union to settle
21 grievances as quickly as possible. When an employee has an
22 alleged grievance, he will talk to his Shop Steward or the Foreman
23 and discuss his alleged grievance. In all cases, the Shop Steward
24 and the Foreman involved shall make every effort to resolve the
25 matter on a non-precedent basis. The Foreman shall give his answer
26 within three (3) working days following the grievance discussion. In
27 the following five (5) working days, the Plant Chairman may meet with
28 the Shop Steward or Foreman in an effort to resolve the matter on a
29 non-precedent basis. If the Plant Chairman feels the complaint is not
30 a valid grievance, he will direct the Shop Steward to so inform the
31 employee and the matter will be considered closed.

32 **Section 3**

33 If the matter cannot be resolved, the Shop Steward and/or Plant
34 Chairman within the above eight (8) working days will telephone the
35 appropriate Business Representative to pursue the matter further. If
36 the Business Representative feels the complaint is not a valid

1 grievance, he will direct the Shop Steward and/or Plant Chairman to
2 so inform the employee and the matter will be considered closed.

3 **Section 4**

4 If the Business Representative feels the matter should be pursued
5 further, he will contact the Employee Relations Office within five (5)
6 working days following receipt of the Foreman's answer. An informal
7 hearing of the complaint will be held within thirty (30) working days
8 following this contact unless the matter can be resolved. This
9 informal hearing will be attended by the Employee Relations
10 Specialist or designee, appropriate supervision, the Business
11 Representative, Plant Chairman, Shop Steward, and the aggrieved.
12 It is further understood and agreed that the Employee Relations
13 Specialist or designee and the Business Representative will have full
14 authority to make settlements at such informal hearings, and such
15 settlements will be considered non-precedent by both parties. If the
16 matter is not resolved on a verbal basis as described above the
17 Business Representative will submit a form which will be called
18 "Statement of Facts and Issues" within five (5) working days following
19 the Employee Relations Specialist or designee answer to the
20 complaint. Upon receipt of the Union's Facts and Issues, the
21 Employee Relations Specialist or designee will submit within five (5)
22 working days the Company's Facts and Issues. This form will be
23 approved and signed by the Business Representative and the
24 Employee Relations Specialist or designee. The matter will not be
25 pursued as a formal written grievance unless the Statement of Facts
26 and Issues Form is completed. The Statement shall be made an
27 attachment to and remain a part of the formal grievance. The
28 completed Grievance Form must be submitted to the Employee
29 Relations Specialist or designee by the Business Representative
30 within five (5) working days after receipt of the Company's Facts and
31 Issues requesting a meeting between the Directing Business
32 Representative or his designee and the Manager Employee Relations
33 or his designee to pursue the matter further. The Business
34 Representative shall indicate the provision(s) of the Agreement
35 allegedly violated and include a statement of his reason(s) for
36 requesting this meeting. The time limits mentioned above may be
37 waived by mutual consent of both parties.

38 **Section 5**

39 A meeting on the grievance between the Directing Business
40 Representative or his designee and the Manager Employee Relations

1 or his designee shall be held within ten (10) working days of receipt of
2 the request for such meeting. The appropriate Business
3 Representative and Human Resource Generalist may also attend.
4 Both parties attending such meetings shall have full authority to make
5 final and binding settlements. The Manager Employee Relations or
6 his designee shall render his decision in writing within fifteen (15)
7 working days of the meeting. If the grievance is not settled to the
8 satisfaction of the Directing Business Representative, he may request
9 in writing that the grievance be submitted to arbitration. This request
10 shall be made to the Manager Employee Relations within fifteen (15)
11 working days after receipt of the Company's written answer.

12 **Section 6**

13 A. The parties shall first attempt to agree upon an impartial arbitrator.
14 If they cannot agree within five (5) working days, the parties shall
15 jointly request the Federal Mediation and Conciliation Service to
16 submit a list of five (5) names of possible arbitrators.

17 B. After receipt of the panel of arbitrators, the parties shall meet to
18 select the arbitrator. The parties shall, by concurrent written ballot,
19 each strike two names from the panel. If this leaves three names
20 on the panel, the parties shall, by concurrent written ballot, each
21 strike one additional name from the panel. When only two names
22 remain, the parties shall, by concurrent written ballot, each strike
23 one additional name from the panel. If one name remains, that
24 person shall be the arbitrator. If the last ballot eliminates both
25 remaining names, the parties shall choose between these two by
26 lot.

27 C. The President-Directing Business Representative and the
28 Manager Employee Relations shall meet at least once per month
29 to schedule arbitrations and establish arbitration hearing dates. It
30 is further agreed that when the arbitration hearing date has been
31 established, it can only be changed by agreement between the
32 Union and the Company. Any matter placed in arbitration which
33 has not been scheduled within twelve (12) months of the Manager
34 Employee Relations request for an arbitration panel shall be
35 considered null and void and the case closed without resolving the
36 merits of the case. This time limit may be extended by mutual
37 agreement of the President-Directing Business Representative
38 and the Manager Employee Relations.

1 **Section 7**

2 The Company and the Union shall attempt to agree on a
3 Submission to the Arbitrator in advance, signed by both parties and
4 setting forth the specific issue(s) in dispute. The Submission, along
5 with a copy of the grievance and all pertinent correspondence, shall
6 be mailed to the arbitrator at least one (1) week prior to the arbitration
7 hearing date. It is further understood and agreed that neither party
8 shall present factual evidence in an arbitration hearing which has not
9 been made known to the other party prior to the mailing of the joint
10 Submission mentioned above.

11 **Section 8**

12 A. A reasonable effort will be made to schedule Arbitrations in
13 numerical order; however, discharge cases will be given top
14 priority in all steps of the Grievance procedure, including
15 Arbitrations.

16 B. Union grievances, as defined in Article IX, Section 18, shall be
17 scheduled separately.

18 **Section 9**

19 The arbitrator shall meet with the parties as soon as possible after
20 his selection and decide the question in dispute within thirty (30)
21 calendar days from the conclusion of the taking of evidence. The
22 arbitrator's decision shall be binding upon the Company, the Union,
23 and all employees represented by the Union. The arbitrator shall not
24 have the power to add to or subtract from or modify the terms of the
25 Agreement or any Agreement supplemental hereto, nor to establish
26 or change any wage rate.

27 **Section 10**

28 All charges made by the arbitrator shall be approved and borne
29 equally by both parties. Each party shall pay its own witnesses and
30 representatives for time lost from work for appearance at arbitration
31 hearings.

32 **Section 11**

33 The Union shall furnish Grievance Forms and Statement of Facts
34 and Issues Forms, and such forms shall be used in filing a grievance.

35 **Section 12**

36 A. The Company agrees that whenever the term "Shop Steward" is
37 used herein, it shall designate the Shop Steward for a given area

1 and shift. The Shop Steward will represent all employees in his
2 designated area on his shift, and may process a grievance only
3 concerning matters affecting employees within his designated
4 area. The total number of Shop Stewards shall not exceed that
5 number resulting from the application of a ratio of one (1) Shop
6 Steward per seventy-five (75) employees in the bargaining unit.
7 There shall be four (4) Plant Chairmen. If the active population of
8 IAMAW represented employees reaches 7,500 the number of
9 Plant Chairmen will increase to five (5). If the active population of
10 IAMAW represented employees reaches 9,000 or more the
11 number of Plant Chairmen will further increase to six (6) which is
12 the maximum allowable during the term of this Agreement.

13 B. The Company agrees that all newly hired or departmental
14 transfers assigned to departments within the IAM Job
15 Classifications will be introduced to the appropriate certified Union
16 Shop Steward within a few days on the shop floor. The Union will
17 keep the Company informed of all certified Shop Stewards.
18 Extenuating circumstances will be considered.

19 **Section 13**

20 If a Steward (or his/her backup during the Steward's absence)
21 finds it necessary to leave his work to handle a grievance in the plant,
22 he shall secure the permission of his Foreman or Supervisor before
23 leaving his work and shall advise his Foreman or Supervisor of his
24 return to work. The Steward and/or Plant Chairman shall notify the
25 appropriate Foreman or Supervisor before entering that Supervisor's
26 area to talk to an employee(s) regarding a grievance. The Steward's
27 handling of a grievance shall be confined to his specific certification
28 and shift.

29 **Section 14**

30 It is intended that Shop Stewards continue to work in the area for
31 which they are certified to provide experience and continuity. An
32 employee while serving as a Shop Steward, shall not be transferred
33 from the area he/she has been designated as long as other
34 employees in the same Labor Grade remain in that area.

35 **Section 15**

36 The Union shall furnish to the Company a complete list of Shop
37 Stewards designated for each area and shift, and no Shop Steward
38 shall be recognized except those so certified. The Union shall notify
39 the Company in writing at least five (5) days in advance of the

1 certification of a Shop Steward. The Company shall notify the Union
2 in writing of the termination of any Steward.

3 **Section 16**

4 In case of a written reprimand, discharge, or a disciplinary
5 suspension of an employee, the Shop Steward shall be present. If
6 the Shop Steward is not available in a discharge case, the
7 appropriate Plant Chairman shall be present if he is available. The
8 employee shall be given the opportunity of filing a grievance before
9 leaving the plant unless, in the Company's judgment, circumstances
10 necessitate his immediate removal from the premises, in which case
11 the Shop Steward shall have the privilege of talking to the employee
12 in a place designated by the Manager Employee Relations. If a
13 Steward is not present for any reason at the time of a disciplinary
14 suspension, the five (5) day limit for the filing of a grievance shall run
15 for a period of five (5) days from the end of suspension.

16 **Section 17**

17 Corrective Action Memos reflecting disciplinary action will be
18 removed, upon written request of the employee, from the employee's
19 Personnel file provided he is not subsequently issued a Corrective
20 Action Memo for violation or infraction of any Boeing Standards of
21 Behavior for a maximum period of two (2) years. The Record of
22 Unsatisfactory Performance, used by supervision as a departmental
23 record, will be continued for oral warnings. Records of Unsatisfactory
24 Performance will be retained in departmental records for a maximum
25 of two (2) years, but will not be filed in the employee's Personnel file.

26 **Section 18**

27 UNION GRIEVANCE - The term Union Grievance shall mean any
28 grievance which the Union may have with the Company arising out of
29 the interpretation or application of any of the terms of this Agreement,
30 but excluding grievances involving individual employee discipline
31 cases, upgrading, working out of classification, work performed by
32 supervision, work performed by others, and requests for
33 reclassification. Any subject matter of any grievance that has been
34 presented by an employee under Section 1 of this Article shall not be
35 presented as a Union Grievance. A Union Grievance must be filed
36 within five (5) working days from the date it was found to exist by the
37 Union or be considered not to exist. Union Grievances will be
38 adjusted according to the following procedure:

1 A Union Grievance shall be presented to the Manager Employee
2 Relations by the Directing Business Representative and must include
3 a completed Grievance Form, as well as the Statement of Facts and
4 Issues Form with the Union's portion thereof completed, indicating
5 the clause(s) of the Agreement allegedly violated by the Company. A
6 meeting will be held within ten (10) working days following the
7 Manager Employee Relations receipt of the Union Grievance. At
8 such meeting the Manager Employee Relations or his designee will
9 complete the Company's portion of the Statement of Facts and
10 Issues Form and discuss the issues involved therein. The decision of
11 the Manager Employee Relations or his designee on the issue(s)
12 shall be given to the Union, in writing, within fifteen (15) working days
13 after the meeting described above. If he is dissatisfied with the
14 decision, the Directing Business Representative or the Assistant
15 Directing Business Representative may submit the grievance to
16 arbitration within fifteen (15) working days after receipt of the
17 Company's decision pursuant to Sections 6 through 10 of this Article.

18 **Section 19**

19 In the event a Company's answer to a grievance is not appealed
20 within the time limits provided in this Article IX, the case shall be
21 considered as settled on a non-precedent basis. Failure by the
22 Company to answer a grievance within the time limits provided in this
23 Article IX shall permit the grievance to be referred to the succeeding
24 step.

25 **ARTICLE X - DISCRIMINATION**

26 **Section 1**

27 The parties agree there shall be no discrimination, interference,
28 restraint, or coercion by either party, or by an agent or representative
29 of either party against any employee for Union activities. The
30 employer will not discriminate against any employee selected to
31 serve as a Shop Steward or Safety Committeeman.

32 **Section 2**

33 The Company and Union agree that the requirements set forth
34 under Title VII of the Civil Rights Act of 1964 and Revised Order No.
35 4 of the Department of Labor pertaining to race, color, religion,
36 national origin, and sex will be observed by both parties. The
37 Company and the Union further agree that employees will not be

1 discriminated against because of age or physical or mental handicap.
2 This also applies to the qualified disabled veterans and veterans of
3 the Vietnam era.

4 **Section 3**

5 The words “he,” “his,” “him,” “her”, “she” and “leadman,” as used in
6 this Agreement, refer to both male and female employees.

7 **ARTICLE XI - SENIORITY**

8 **Section 1**

9 Seniority as used herein designates an employee’s length of
10 service within the bargaining unit covered by this Agreement, the
11 possession of which entitles him to certain rights hereinafter provided.

12 **Section 2**

13 A. Seniority shall be by classification. In case of identical seniority
14 dates, the employee with the lower clock number will be the senior
15 employee. In case of identical dates for employees with a
16 seniority date after 24 December 2001, the employee with the
17 lower last four digits of their Social Security Number will be the
18 senior employee. This applies only to new hires on or after 24
19 December 2001.

20 B. New hires, as well as employees who transfer from non-union
21 positions may be required to attend some type of training to
22 perform work covered under the Articles of Agreement, e.g.,
23 vestibule, prior to beginning their probationary period. Seniority
24 dates for employees who complete their probationary period, as
25 defined in Section 5 of this Article, will be the date he/she began
26 training. It is understood that these employees will not be covered
27 by the terms and conditions of the Articles of Agreement during
28 their training period. It is recognized that this is an exception to
29 the definition of seniority under Section 1 of this Article.

30 **Section 3 – Layoff**

31 A. In case of a layoff, all employees in either the Tooling Mechanic,
32 Flight Operations Mechanic, Maintenance Mechanic, Assembly
33 Mechanic, Process Mechanic, Maintenance Generalist, or
34 Support Coordinator job classification will be laid off first before
35 any employee in a job classification in their respective Labor
36 Grade is laid off.

1 B. In case of a layoff within a job classification, the sequence of
2 layoffs in the job classification shall be: first, employees
3 transferred in lieu of layoff within the preceding thirty (30) working
4 days; second, by seniority in the job classification as defined in
5 Section 2A above.

6 C. During the 2007 negotiations both parties agreed to the creation
7 of the following classifications: Tooling Mechanic, Flight
8 Operations Mechanic, Maintenance Mechanic, Assembly
9 Mechanic, Process Mechanic, Support Coordinator and
10 Maintenance Generalist, with the understanding that these new
11 classifications would not be populated until all traditional
12 classifications employees within their respective labor grade
13 have been recalled.

14 • Those members on layoff status in the Utility and Munitions
15 labor grade and any future layoffs in traditional classifications
16 will be the first considered for any positions that become
17 available within the new classifications outside of their
18 respective Labor Grade.

19 • Those members whose recall rights expired after the May 2004
20 agreement will be the second considered for any positions that
21 become available within the new classifications.

22 • Those hired into the new classifications will be surplusd or laid
23 off prior to any other traditional classifications within their
24 respective labor grade being surplusd or laid off.

25 • Any traditional classifications that are laid off shall be recalled
26 to their traditional classification, before any new classifications
27 within their respective labor grade are recalled.

28

29 **Section 4**

30 A. An employee due to be laid off may apply for available openings
31 through the internal job posting system (BESS-Boeing Enterprise
32 Staffing System).

33 B. An employee who becomes subject to layoff and who is granted a
34 transfer in lieu of layoff to a different job classification shall be kept
35 on the Seniority List of the job classification from which he was so
36 transferred for sixty (60) months.

37 C. An employee who is transferred in lieu of layoff may accept the
38 layoff from his previous classification, instead of the transfer, any

1 time before he has worked thirty (30) days after the transfer has
2 been made.

3 D. In case of unsatisfactory performance by an employee transferred
4 in lieu of layoff, the Company reserves the right to cancel the
5 transfer and layoff the employee from his previous job
6 classification within a period of thirty (30) days actually worked
7 from the date of the transfer.

8 E. An employee who is laid off before having worked thirty (30) days
9 in the classification to which he was TILLOed will receive any
10 accrued vacation or sick leave pay for which he is eligible at the
11 rate he last received in his previous job classification.

12 F. In the event of an opening in his original job classification within
13 sixty (60) months, he shall be given one opportunity to return to his
14 old job on the basis of his seniority. If an employee who accepts a
15 transfer to another job is recalled by seniority sixty (60) months of
16 original layoff date, he must elect within twenty-four (24) hours
17 either to return to his original job or remain on the job to which he
18 was transferred. Upon such election, his name will be deleted
19 from the seniority list of the classification he rejects.

20 **Section 5**

21 All new employees will be considered on probation for a period of
22 forty (40) working days from the date of initial employment in the
23 bargaining unit. Overtime days will be included in the number of
24 probationary period days provided the employee works a minimum of
25 eight (8) hours (for first and second shift) or six and one-half (6.5)
26 hours for third shift.

27 **Section 6**

28 If, in the opinion of Management, they fail to make satisfactory
29 progress, this fact shall be deemed sufficient grounds for immediate
30 dismissal. There shall be no responsibility for the reemployment of
31 probationary employees if they are discharged or laid off during this
32 period. After the required accumulated employment period, the
33 names of such employees shall then be placed on a Seniority List in
34 order of the date of their initial employment in the bargaining unit.

35 **Section 7**

36 The Company shall keep a Seniority List by job classification and
37 whenever the union requests such lists, the Company will make such
38 lists available for inspection. Said Seniority List shall be made

1 available in July 2007 and be revised quarterly during the life of this
2 Agreement. This list may be challenged by the Union within thirty
3 (30) days after each revision; otherwise, it shall be considered
4 correct. In addition, one (1) copy of the Seniority List revised in
5 September and March will be forwarded to the office of the Directing
6 Business Representative.

7 **Section 8**

8 Laid off employees shall be called back to work in accordance with
9 their seniority. The Company shall notify them in writing, by mail
10 forwarded to the employee's last known address on the Company's
11 records, and the employee will be required to notify the Company
12 within four (4) working days that he will report back to work on a
13 subsequent Friday, not to exceed twenty-one (21) days from the
14 receipt of the notice to return. Extenuating circumstance shall be
15 considered. Failure to do so will result in automatic loss of seniority
16 and the Company will be relieved of any obligation to reinstate the
17 employee. It is the sole responsibility of the employee to contact
18 TotalAccess at 1-866-473-2016 (for the hearing impaired TTY
19 number 1-800-755-6363) to keep the Company properly informed of
20 his address and telephone number.

21 A. If at the time of recall from layoff an employee is on medical
22 restrictions and is unable to return to work within recall
23 guidelines, said employee will be allowed to return to work
24 once medical restrictions are removed and the employee is
25 cleared to return to work by the Company physician or
26 limitations have changed such that management accepts the
27 employee to return to work.

28 B. If a lower senior employee is recalled to work as a result of
29 an opening created by the situation referenced in paragraph
30 A. above, he/she will be required to notify the Company
31 within four (4) working days that he/she will report back to
32 work within fourteen (14) days of receipt of this notice. This
33 is recognized as an exception to Article XI, Section 8. If
34 he/she is subsequently laid off as a result of a return to work
35 of the employee referenced in paragraph A. above, the
36 Company will not be required to provide a layoff notice as
37 referenced in Article XI, Section 21.

1 **Section 9**

2 Any employee laid off for a continuous period of sixty (60) months
3 shall be dropped from the Seniority List.

4 **Section 10**

5 An employee will accumulate seniority while laid off.

6 **Section 11 – Shift Preference**

7 A. Subject to the Company's right to make any temporary shift
8 transfers to not exceed twenty (20) working days' duration, senior
9 employees shall have preference for shift assignments as provided
10 below. On temporary shift transfers, at the expiration of the
11 twentieth (20th) working day the employee shall be returned to his
12 original shift except for training purposes for employees in the
13 Maintenance A Labor Grade, this time may be extended up to an
14 additional ten (10) weeks.

15 B.

16 1) An employee with at least nine (9) months of continuous
17 service may request of his immediate supervisor, in writing, a
18 transfer to another shift which shall be limited to his present job
19 classification and department. He shall be permitted, within
20 fifteen (15) working days following the date of his request, to
21 displace the employee having the least amount of seniority on
22 the shift of his preference. The employee who is being
23 displaced shall be given five (5) working days advance
24 notification of displacement.

25 2) Employees who are transferred at the direction of the Company
26 from one shift to another will be given five (5) working days
27 advance notification.

28 C. Shift transfer will be made no later than the Monday of the
29 workweek in which the fifteenth (15) working day falls.

30 D. No displacement, for shift preference, of or by a probationary
31 employee shall be permitted.

32 E. An employee, having once exercised his shift preference rights,
33 will not be permitted to request a change in shifts for a period of
34 twelve (12) months from the date of his transfer to the shift of his
35 preference. If an employee is transferred to another shift by the
36 Company, his shift preference rights will be reinstated. If such
37 employee was not the least senior employee on the shift from

1 which he was transferred and he elects within ten (10) working
2 days to return to that shift, he shall not be considered as having
3 exercised his shift preference rights as a result of such return.

4 F. The Company shall not be required to make shift transfers
5 exceeding ten percent (10%) (but at least one (1) employee) of
6 those employees in a given job classification, department and
7 shift, who are subject to displacement during any calendar month.

8 G. Any employee may cancel his request for shift transfer at any time
9 prior to his notification of shift transfer by the Company. Such
10 cancellation must be made in writing to his Foreman and signed by
11 the requesting employee. Cancellation of a request for shift
12 transfer will prohibit that employee from submitting any further
13 request for shift transfer for six (6) months.

14 **Section 12**

15 An employee who has been or will be transferred from a job
16 classification covered by this Agreement to a supervisory position not
17 within the bargaining unit, and over CBU personnel, will retain
18 previous seniority and will assume such seniority in case he returns
19 to the bargaining unit. However, effective 17 May 1993 any
20 employee in a supervisory position and over CBU personnel who is
21 promoted to a third line or higher supervisory position will lose all
22 credited union seniority rights.

23 **Section 13**

24 An employee covered by this Agreement who is elected or appointed
25 to one of the following District 837 Offices: Business Representative,
26 President, Vice President, Financial Secretary, or Treasurer, or
27 becomes a Representative of the Grand Lodge, and leaves the
28 employ of the Company to serve in this office for full time and full pay
29 will retain previous seniority and accumulate seniority while serving in
30 these positions, for the purpose of reemployment only, provided he
31 applies for employment in the bargaining unit immediately.

32 **Section 14**

33 An employee occupying the position referred to in Section 12 of
34 this Article on 1 January 1971 shall be credited with additional
35 seniority as of that date for time spent in such position up to a
36 maximum of five (5) years. Similar seniority credit shall be granted
37 employees attaining such positions between 1 January 1971 and 11
38 May 1975. Employees attaining such positions after 11 May 1975

1 shall be credited with additional seniority for time spent in such
2 positions up to a maximum of four (4) years. Total seniority will be
3 assumed in each of the above instances in case of return to the
4 bargaining unit. Employees attaining such position after 16 May 1993
5 will only assume previous seniority when returning to the bargaining
6 unit.

7 **Section 15**

8 The Plant Chairmen certified by the Union to the Company will be
9 the last to be laid off by seniority while they are officially certified by
10 the Union as such. Shop Stewards will be the last to be laid off by
11 seniority within the job classification while they are officially certified
12 by the Union to the Company as such.

13 The above language does not insulate Stewards from shift
14 transfers in accordance with Article XI, Section 11. However, when
15 the Union reaches the number of Stewards called for in Article IX,
16 Section 12 we will extend seniority to Shop Stewards for shift
17 preference purposes.

18 **Section 16**

19 With the approval of the Union, a member of this bargaining unit
20 who is appointed an instructor shall accumulate seniority while he
21 serves as instructor. An instructor, for the purpose of this
22 understanding, is one whose full-time assignment is in the instruction
23 or teaching of Company or other personnel in a prescribed field of
24 activity. An instructor will not perform supervisory work.

25 **Section 17**

26 With the approval of the Union, a member of this bargaining unit
27 who is temporarily appointed to a salaried position and stationed at
28 vendor or customer facilities, shall accumulate seniority while he is
29 assigned, providing he maintains his good standing in the Union. The
30 seniority of the individuals mentioned in the above two sections for
31 layoff purposes shall be treated the same as other off-site personnel.

32 **Section 18**

33 In case an employee is returned to his original classification before
34 he has worked thirty (30) days in a position outside the collective
35 bargaining unit, he will not lose any seniority acquired prior to and
36 accrued during the thirty (30) working day period.

1 **Section 19**

2 A. Temporary layoffs shall not exceed ten (10) days in any one (1)
3 year period. Such layoffs shall be deemed necessary for the
4 following reasons only: an act of God, cancellation of contract by
5 the customer without prior notice, or moving of a department.
6 Seniority as defined in Article XI, Sections 2A and 3 shall not
7 apply, providing that the temporary layoff shall affect the entire
8 department.

9 B. In order to expedite the moving of a department, as stated above,
10 the Company may stagger the layoff periods, providing that each
11 employee of the department involved shall be temporarily laid off
12 an equal amount of time. The entire layoff period for the
13 department involved shall not exceed ten (10) days.

14 C. If only part of a department is being moved, then that part shall be
15 considered to be a department within the meaning of the above
16 sections.

17 **Section 20**

18 A separate classification for seniority purposes will be established
19 for each of the apprentice programs, i.e., Machinists-All Around and
20 Tool & Die Makers. The above apprentice programs shall be
21 indentured. Any employee who, in the unanimous opinion of the
22 Apprenticeship Administration Committee, does not progress
23 satisfactorily at any time during his apprenticeship will be returned to
24 his former job. Also, an employee with good reason will be permitted
25 to return to his former job at his request during the time of his
26 apprenticeship. Seniority in another classification held by the
27 employee at the time he enters the program will be held in reserve
28 until the employee leaves or completes the apprenticeship program.
29 Upon completion of the program, the employee shall carry into his
30 Journeyman classification any seniority he has in reserve, plus the
31 seniority he has accumulated while in the program. In the event of
32 layoff in an apprenticeship classification, the employee with the least
33 amount of time spent in the program shall be laid off first. If more
34 than one (1) employee has the same amount of time in the program,
35 the employee with the least amount of Company seniority shall be
36 laid off first. Utilizing total Company seniority, apprentices may be
37 moved back to their former or another classification at time of layoff,
38 subject to contract provisions.

1 **Section 21**

2 The Company will give at least two hundred forty (240) hours
3 written notice prior to layoff to the employees affected, except when
4 layoffs are caused by termination of a Government or other
5 production contract, temporary layoffs, or to employees who are
6 absent.

7 **Section 22**

8 Separate seniority lists will be maintained at each base.
9 Employees hired at an off-site base shall have seniority at that base,
10 except, if they are transferred to another off-site base, they shall have
11 seniority at both bases. Employees transferred from the St. Louis
12 facility to an off-site base shall have seniority at both places. In event
13 of a layoff, employees will be laid off by seniority at the place the
14 layoff occurs. However, if employees have seniority at another place,
15 they may exercise that seniority. All employees assigned to or hired
16 at off-site bases in a job classification set forth in Schedule "A" herein
17 will be covered by this Agreement.

18 **ARTICLE XII - VACATIONS**

19 **Section 1**

20 All employees who have completed one (1) year Company Service
21 will earn two (2) weeks of vacation with eighty (80) hours pay; all
22 employees who have completed ten (10) years Company Service will
23 earn three (3) weeks of vacation with one hundred twenty (120) hours
24 pay; all employees who have completed eighteen (18) years of
25 Company Service will earn four (4) weeks of vacation with one
26 hundred sixty (160) hours pay.

27 For purposes of this section, Company Service is defined as an
28 employee's total years of employment at The Boeing Company plus
29 the duration of employment recognized by any predecessor or
30 subsidiary company, subject to Sections 2 through 8.

31 Award Eligibility Date is one (1) year from date of hire. Award
32 Eligibility Date is subject to change due to break in Company Service
33 time or Sections 2 through 8.

34 A. A leadman will be paid his leadman's pay in addition to his base
35 rate.

1 B. Night shift employees will be paid their shift bonus in addition to
2 their base rate.

3 **Section 2**

4 Continuous employment shall accumulate during a leave of
5 absence not in excess of four (4) weeks, but shall not accumulate
6 during any part of a leave of absence in excess of four (4) weeks, or
7 during a layoff for lack of work, except that continuous employment
8 for the purpose of calculating vacation pay shall accumulate during a
9 leave of absence for non-occupational disability and FMLA not in
10 excess of thirteen (13) weeks, but shall not accumulate during any
11 part of a leave of absence in excess of thirteen (13) weeks.

12 Continuous employment shall accumulate during a leave of
13 absence not in excess of four (4) weeks, but shall not accumulate
14 during any part of a leave of absence in excess of four (4) weeks, or
15 during a layoff for lack of work, except that continuous employment
16 for the purpose of calculating vacation pay shall accumulate during a
17 leave of absence for occupational disability not in excess of twenty-
18 six (26) weeks, but shall not accumulate during any part of a leave of
19 absence in excess of twenty-six (26) weeks.

20 **Section 3**

21 All vacations must be taken before the expiration of twelve (12)
22 months after date vacation is earned. However, up to ten (10)
23 vacation days may be carried over into the succeeding vacation year.
24 Those vacation days carried over must be taken before the expiration
25 of twelve (12) months after the new vacation year anniversary date.

26 **Section 4**

27 Not less than one (1) nor more than two (2) weeks of vacation may
28 be taken at any one time, except for those entitled to three (3) weeks,
29 four (4) weeks, five (5) weeks, or six (6) weeks, who may take that
30 many at one time. The most senior employee of a classification, shift
31 and department shall be given first choice for one period of his
32 vacation. After all other less senior employees of that classification,
33 shift and department have exercised their first choice, then the most
34 senior employee shall exercise his choice for his second period of
35 vacation. After all other less senior employees of that classification,
36 shift and department have exercised their second choice, then the
37 most senior employee shall exercise his choice for the third period of
38 his vacation. After all other less senior employees of that
39 classification, shift and department have exercised their third choice,

1 then the most senior employee shall exercise his choice for his
2 remaining vacation periods. The Company will permit at least one (1)
3 employee of a given classification in a department to be on vacation
4 at any given time.

5 **Section 5**

6 A. If a recognized holiday falls within a vacation period the employee
7 shall add one (1) day off with pay to the end of his vacation.

8 B. Subject to scheduled operations and the following conditions,
9 employees may schedule a one (1), two (2) or three (3) day
10 vacation in a workweek (8 or 16 hours or 24 hours):

11 1) Each request for a one (1) day vacation falling on a Friday or a
12 Monday or falling before or after a holiday must be made in
13 writing (electronic or hard copy) to the employee's Foreman or
14 Supervisor at least one (1) working day prior to the start of the
15 day requested. Requests for two (2) or three (3) consecutive
16 day vacations must be made in writing (electronic or hard copy)
17 to the employee's Foreman or Supervisor at least two (2)
18 working days prior to the start of the days requested.
19 Scheduling of one (1), two (2) or three (3) day vacations shall
20 not be by seniority but rather shall be on a first come first
21 served basis. One (1), two (2) or three (3) day vacations, when
22 approved, will be considered as part of the established vacation
23 scheduling percentage by classification and department.

24 2) An employee may request a one (1), two (2) or three (3) day
25 vacation for the day(s) preceding a holiday, or for the day(s)
26 following a holiday. Each request must be made to the
27 employee's Foreman or Supervisor prior to the day(s)
28 requested. Such request may be granted if the requested
29 vacation day(s) do not interfere with scheduled operations. If,
30 however, the vacation day(s) is not approved prior to the day(s)
31 requested, vacation pay will not be allowed for any absence on
32 that day. Monday following a Friday, that is a recognized
33 holiday, is to be considered as the day following a holiday; and
34 Friday preceding a Monday, that is a recognized holiday, is to
35 be considered as the day preceding a holiday.

36 3) Assuming scheduled operations permit, an employee may
37 schedule a one (1) day vacation for a Friday, and another one
38 (1) day vacation the following Monday. No more than three (3)
39 days vacation may be taken consecutively and no more than

1 five (5) days vacation may be taken in any two (2) consecutive
2 workweeks. Friday and Monday are considered consecutive
3 days.

4 4) No advance pay will be allowed for one (1), two (2), or three (3)
5 day vacations.

6 5) An employee who has scheduled a three (3) day Wednesday-
7 Thursday-Friday, Thursday-Friday-Monday, Friday-Monday-
8 Tuesday, Monday-Tuesday-Wednesday, or a two (2) day
9 Thursday-Friday, Friday-Monday, Monday-Tuesday or a one
10 day Friday or Monday vacation, may be asked to work Saturday
11 or Sunday overtime. This procedure is recognized as an
12 exception to Article XXV, Overtime Guidelines.

13 C. For employees eligible for vacation time off as provided for in this
14 Section, supervision shall, production needs permitting, authorize
15 absences, on a four (4) hour basis, to be charged against the
16 employee's remaining vacation hours, providing that requests by
17 the employee for such time off are received by supervision two (2)
18 working days prior to the requested day off. Vacations in this
19 Section may be taken in four (4) hour increments up to a maximum
20 of five (5) days in any one (1) anniversary year.

21 **Section 6**

22 All vacations shall be taken at a time when they will not seriously
23 interfere with scheduled operations, and so far as practicable, the
24 Company will schedule all vacations for the period for which
25 employees express a preference, those who have the most seniority
26 being given the first consideration.

27 **Section 7**

28 Vacation pay will not be allowed in lieu of an actual vacation, nor
29 will accumulated vacation or vacation pay be allowed on a pro rata
30 basis except that (a) accumulated vacation and vacation pay, on a
31 daily pro rata basis including the last full day worked, will be allowed
32 to employees with twelve (12) months or more continuous
33 employment who are terminated for any reason and (b) accumulated
34 vacation and vacation pay, on a daily pro rata basis including the last
35 full day worked will be allowed to all employees other than
36 probationary employees, as defined in Article XI hereof, who leave
37 the Company to and actually do serve in the armed forces of the
38 United States, provided they furnish satisfactory proof of their military
39 service within a period of thirty (30) days after leaving the Company.

1 **Section 8**

2 A. If an employee with continuous service with the Company is laid
3 off and later reinstated, he will be given credit for the time worked
4 prior to his layoff toward the accumulated time necessary to earn a
5 vacation.

6 B. Upon return to work from layoff of less than ninety (90) days, an
7 employee may request the amount of vacation time paid at time of
8 layoff as time off without pay. These absences shall not be
9 considered as absenteeism for purposes of disciplinary action
10 under the Company's attendance policy.

11 **ARTICLE XIII - SAFETY COMMITTEE**

12 **Section 1**

13 It is the desire of both parties to this Agreement to communicate
14 and maintain high standards of occupational safety and health in the
15 plants of the Company. Both parties are committed to achieving a
16 safe work environment consistent with an injury-free workplace, and
17 to eliminate, as far as possible, industrial accidents and illnesses.
18 The parties further recognize that efforts directed to achieve a safe
19 and healthy workplace must represent shared responsibility and
20 encourage the involvement of all employees. The Union will appoint
21 one IAM Safety Committeeman for each building and shift. The
22 Company will assign professional safety/health coverage for each
23 building and shift. They shall be known as the Boeing Plant Safety
24 Committee. A Company Safety Engineer or Industrial Hygienist shall
25 act as Chairman of this committee, and the IAM Safety Trainer shall
26 act as Co-chairman. The Directing Business Representative may
27 assign Business Representatives to the Safety Committee to monitor
28 the Company's safety program.

29 The Union and Company agree that the advantages of employee
30 safety is in their best interest and is consistent with the workplace
31 environment described in Boeing Ethical Business Conduct
32 Guidelines. When an employee has concerns that imminent danger
33 may be present in the assignment of work to be performed, the
34 employee will immediately notify his/her supervisor. In addition, the
35 employee should contact the IAM Safety Committeeman who will
36 help investigate the complaint.

1 **Section 2**

2 The duty of the Safety Committee is to receive and investigate
3 complaints within his/her designated building and shift regarding
4 alleged unsafe and unhealthy working conditions. IAM Safety
5 Committeeman shall make recommendations for the maintenance of
6 proper standards, and discuss Health and Safety Hazard Reports and
7 other specific safety or health problems or concerns relating to work
8 areas to the IAM/Boeing Safety Committee Chairs, SHEA, Production
9 Operations Safety Council and the Executive SHEA Council. The
10 IAM Safety Committeeman will be notified and attend all
11 Occupational Injury Incident Review Board meetings.

12 A contact listing of the responsible Boeing Safety managers or
13 designees and the IAM/Boeing Safety Committee members will be
14 provided to the IAM Safety Committeeman.

15 **Section 3**

16 The IAM Safety Committeeman shall receive and investigate
17 complaints within his/her designated building and shift regarding
18 alleged unsafe and unhealthy working conditions. Proper and modern
19 safety devices shall be provided for all employees working on
20 potentially unsafe and hazardous work. Such devices will be
21 furnished by the Company, and it shall be mandatory for employees
22 to use same. All written hazard reports will be answered in writing
23 within three (3) working days, whenever possible, but no later than
24 five (5) working days.

25 **Section 4**

26 The Company shall maintain on all full shifts access to an
27 emergency trained attendant to care for its employees in case of
28 accidental injuries or serious illness.

29 **Section 5**

- 30 A. The Company will continue to furnish personal protective
31 equipment in particular situations where it is now the practice to do
32 so unless circumstances in such situations change, making the
33 use of such personal protective equipment unnecessary.
- 34 B. One pair of OSHA approved prescription safety glasses including
35 eye examination shall be furnished by the Company for the life of
36 the contract. The glasses and exam will be provided on site by a
37 vendor selected by the Company. This benefit will apply only to

1 employees who are required by the Company to wear safety
2 glasses on their job.

3 **Section 6**

4 An employee serving as IAM Safety Committeeman shall not at
5 the same time serve as IAM Shop Steward. It is intended that IAM
6 Safety Committeeman continue to work in the building where they are
7 appointed to provide experience and continuity. However, for
8 reasons of production, it may be necessary at times to transfer them
9 to another building. The Company shall notify the Union in writing
10 five (5) days prior to the transfer of a IAM Safety Committeeman.

11 **ARTICLE XIV - WAIVER**

12 **Section 1**

13 The waiver of any breach or condition of this Agreement by either
14 party shall not constitute a precedent for any future enforcement or
15 waiver of such breach or condition.

16 **ARTICLE XV - BULLETIN BOARDS**

17 **Section 1**

18 The Union shall have the right to use designated bulletin boards
19 on the Company property for the purpose of posting notices of Union
20 meetings and other activities which are officially approved by the
21 Union and the Company prior to posting. The Company will act
22 promptly on such notices sent to the Labor Relations Department by
23 the Union.

24 **Section 2**

25 No other notices or distribution of pamphlets, advertising matter or
26 any kind of literature will be permitted in the plant or on Company
27 property excepting matter the distribution of which is protected by
28 Section 7 of the National Labor Relations Act as amended. Violators
29 of this rule shall be subject to immediate disciplinary action up to and
30 including discharge.

1 **ARTICLE XVI - PAYROLL DEDUCTIONS**

2 **Section 1**

3 Whenever an employee shall so request in writing, the Company
4 will deduct from such employee's pay each month dues payable by
5 such employee to the Union in a sum specified by the Union. The
6 Union will promptly notify the Company of any changes in the rate of
7 dues during the term of this Agreement. Each such request shall
8 specify that the employee reserves the right to withdraw such request
9 by notice in writing. Such request for deduction of Union dues shall
10 be valid only for the duration of this Agreement. The agreed forms for
11 use of employees in making a request for deduction, as well as form
12 of notice of withdrawal, will be furnished by the Union.

13 **Section 2**

14 Upon receipt of payroll direct deposit authorization from the
15 employee, the Company agrees to make up to four (4) direct
16 deposit(s), as specified by the employee, to the participating financial
17 institution of their choice in the United States. Direct deposit
18 authorization mechanisms are provided by the Company. The
19 Company shall adhere to all direct deposit provisions and regulations
20 which includes timely transmission of funds and the designated
21 financial institutions.

22 **ARTICLE XVII - SABOTAGE**

23 **Section 1**

24 The Union agrees to report to the Company any acts of sabotage
25 or damage to or taking of Company, Government, customer, or any
26 other person's or employee's property, and the Union further agrees if
27 any such acts occur, to use its best efforts in assisting to determine
28 and apprehend the guilty person.

29 **ARTICLE XVIII - UNION SECURITY**

30 **Section 1**

31 As a condition of employment all employees subject to the
32 provisions of this Contract shall become and remain members of the

1 Union in good standing. Good standing shall consist only of the
2 payment of dues and initiation fees.

3 The Company shall be required to terminate an employee for non-
4 membership in the Union only if the Union certifies that membership
5 in the Union was denied or terminated solely by reason of the
6 employee's failure to tender the periodic dues and initiation fees
7 uniformly required as a condition of acquiring or retaining
8 membership in the Union.

9 **Section 2**

10 New employees shall, before the expiration of their probationary
11 period (forty (40) working days for all employees) make application
12 for membership. Overtime days will be included in the number of
13 probationary period days provided the employee works a minimum of
14 eight (8) hours (for first and second shift) or six and one-half (6.5)
15 hours for third shift.

16 **Section 3**

17 The Union shall indemnify, defend and save the Company
18 harmless against any and all claims, demands, suits or other forms of
19 liability that shall arise out of or by reason of action taken by the
20 Company under Section 1 in reliance upon representation by the
21 Union that an employee may be lawfully discharged under Section 1.
22 Such requests for discharge shall be made by registered mail from
23 the Directing Business Representative (or his designee) to the
24 Manager Employee Relations (or his designee).

25 **ARTICLE XIX - DISTRIBUTION OF** 26 **AGREEMENT**

27 **Section 1**

28 The employer agrees to furnish a copy of this Agreement to all
29 present employees and all newly employed persons who come under
30 the terms of this Agreement.

1 **ARTICLE XX - NO STRIKE CLAUSE**

2 **Section 1**

3 A. There shall be no slowdowns, picketing, boycotts, cessation of
4 work, strikes, interference with the business of the Company or
5 other disruptive activities by employees or the Union during the
6 term of this Agreement, and no lockouts by the Company.

7 B. Any employee violating this provision shall be subject to whatever
8 disciplinary action may be warranted.

9 **Section 2**

10 The above prohibition on strikes shall not be binding on the Union
11 sixty (60) days after notice has been served on the Company
12 pursuant to Section 8(d) of the National Labor Relations Act as
13 amended when no agreement for a new contract has been reached.

14 **ARTICLE XXI - FUNERAL LEAVE**

15 **Section 1**

16 When a death occurs in an employee's immediate family (spouse,
17 parent or step-parent, child or step-child, brother, step-brother, or
18 half-brother, sister, step-sister, or half-sister, mother-in-law and
19 father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-
20 law, grandparent, great-grandparent or grandchild, spouse's
21 grandmother or grandfather), such employee will be paid eight (8)
22 hours pay at his working rate for a regularly scheduled workday. In
23 addition, an employee will be granted funeral leave for a stillborn child
24 if the employee provides a certificate of fetal death which has been
25 certified by the attending physician. Funeral leave pay may be
26 allowed from the day of death up to ten (10) calendar days after the
27 funeral or memorial service not to exceed three (3) working days,
28 provided that the employee attends the funeral or memorial service,
29 but no funeral leave pay shall be allowed for any funeral leave day for
30 which holiday, vacation, sick leave, weekly disability or similar
31 payment is paid. All days taken after the date of the funeral or
32 memorial service must be taken consecutively. Written proof
33 satisfactory to the Company (such as a death notice, confirmation
34 from a coroner, undertaker, doctor or hospital) must be submitted by

1 the employee to his/her supervisor or designee no later than five (5)
2 working days after return to work.

3 **Section 2**

4 Time lost because of funeral leave as listed in Section 1 of this
5 Article shall not be considered as absenteeism for purposes of
6 disciplinary action or adjusting vacation or sick leave anniversary
7 dates.

8 **Section 3**

9 Employees on approved funeral leave the day before or after a
10 scheduled overtime period will not be required to report to work for
11 the extended workweek period.

12 **ARTICLE XXII - JURY/WITNESS DUTY**

13 **Section 1**

14 When an employee is required to and actually does serve on jury
15 duty on a regularly scheduled working day, he shall receive eight (8)
16 hours pay at his base rate (plus shift bonus and leadman's pay if
17 applicable). Employees shall receive holiday pay if a holiday occurs
18 while on jury duty. Such payments shall be limited to thirty (30) days
19 in any one calendar year or longer if required by applicable laws.
20 Proof of such services satisfactory to the Company must be given
21 before this section shall apply.

22 **Section 2**

23 When an employee is subpoenaed as a witness in a Federal court,
24 or state court of law in the state in which he is working or residing, he
25 shall receive eight (8) hours pay at his base rate (plus shift bonus and
26 leadman's pay, if applicable). Such payment shall be limited to thirty
27 (30) days in any calendar year or longer if required by applicable
28 laws. Proof of such services satisfactory to the Company must be
29 given before this Section applies.

30 However, an employee will not receive wages under the above
31 provisions if he is called as a witness against the Company, or its
32 interests; or is called as a witness on his own behalf in an action in
33 which he is a party; or he voluntarily seeks to testify as a witness; or
34 is a witness in a case arising from or limited to his outside
35 employment or outside business activities.

1 **Section 3**

2 Time spent on jury/witness duties is not to be counted as
3 absenteeism for purposes of disciplinary action or adjusting vacation
4 or sick leave anniversary dates.

5 **ARTICLE XXIII - SICK LEAVE**

6 **Section 1**

7 All employees who complete one (1) year of Company Service will
8 be granted during the following year, one (1) day of sick leave; after
9 the completion of two (2) years of Company Service, three (3) days
10 during the following year; after the completion of three (3) years of
11 Company Service, six (6) days during the following year, subject to
12 Sections 2 through 9.

13 For purposes of this section, Company Service is defined as an
14 employee's total years of employment at The Boeing Company plus
15 the duration of employment recognized by any predecessor or
16 subsidiary Company, subject to Sections 2 through 9.

17 Award eligibility date is one (1) year from date of hire. Award
18 eligibility date is subject to change due to break in Company Service
19 time or Sections 2 through 9.

20 **Section 2**

21 The sick leave anniversary date for all employees who completed
22 one or more years of continuous employment will be the same as
23 their employment anniversary date, subject to provisions of Sections
24 3 through 9.

25 **Section 3**

26 Any employee who is absent on his annual earned date for the
27 purpose of sick leave and that absence results in a Leave of Absence
28 or termination will not be eligible to receive his following year's sick
29 leave, determined under Section 2. Otherwise, all employees will be
30 eligible on their annual earned date for their following year's sick
31 leave. For the purposes of this Section only, the term "annual earned
32 date" shall be considered to mean the employee's employment
33 anniversary date (as adjusted in accordance with Sections 6 through
34 9).

1 **Section 4**

2 Sick leave pay shall be calculated at the employee's working rate
3 at the time the leave is taken. At the end of the second year and at
4 the end of each year thereafter, any unused part of the sick leave
5 allowed each year will be paid to each employee at his working rate
6 he is then earning. Sick leave will be taken and paid only in units of
7 one (1) full day, two (2) hour increments, four (4) hour increments, or
8 eight (8) hour increments. An employee who takes a disability leave
9 of absence may receive any sick leave pay for which he is eligible, by
10 making a request through TotalAccess, for any of the days in
11 question.

12 **Section 5**

13 Sick leave days are considered to be only those days falling within
14 the employee's regular schedule of hours.

15 **Section 6**

16 Continuous employment for sick leave eligibility shall accumulate
17 during a leave of absence not in excess of four (4) weeks, but shall
18 not accumulate during any part of a leave of absence in excess of
19 four (4) weeks, or during a layoff for lack of work, except that
20 continuous employment for the purpose of calculating sick leave
21 eligibility shall accumulate during a leave of absence for non-
22 occupational disability or FMLA not in excess of thirteen (13) weeks,
23 but shall not accumulate during any part of a leave of absence in
24 excess of thirteen (13) weeks.

25 Continuous employment for sick leave eligibility shall accumulate
26 during a leave of absence not in excess of four (4) weeks, but shall
27 not accumulate during any part of a leave of absence in excess of
28 four (4) weeks, or during a layoff for lack of work, except that
29 continuous employment for the purpose of calculating sick leave
30 eligibility shall accumulate during a leave of absence for occupational
31 disability not in excess of twenty-six (26) weeks, but shall not
32 accumulate during any part of a leave of absence in excess of
33 twenty-six (26) weeks.

34 **Section 7**

35 If an employee with continuous service with the Company is laid
36 off or enters military service and is later reinstated, he will be given
37 credit for the time worked prior to his layoff, or military leave, for
38 purposes of computing future sick leave eligibility.

1 **Section 8**

2 Any employee who is terminated for any reason will be granted
3 sick leave pay on a daily pro rata basis including the last full day
4 worked, which he has earned but not used, except that the entire
5 unused portion of sick leave which was earned on his last
6 anniversary date will be granted as sick leave pay to an employee
7 who is retired or laid off for lack of work. An employee, who is
8 granted sick leave pay earned on his last anniversary date, may upon
9 his return from layoff status, request amount granted as time off
10 without pay.

11 **Section 9**

12 Days of sick leave, as defined in Section 1 of this Article, shall not
13 be considered as absenteeism for purposes of disciplinary action or
14 adjusting vacation or sick leave anniversary dates.

15 **ARTICLE XXIV - AGREEMENT FOR**
16 **SUPPLEMENTAL LAYOFF BENEFITS**

17 **Section 1**

18 The provisions of Article XXIV of the Articles of Agreement
19 between the parties dated 8 November 1965 were terminated on 7
20 April 1969. Employees who were covered by such article on 3
21 November 1968 and who thereafter qualify as eligible employees
22 under such article shall have the rights provided under such article
23 calculated as to amount and qualifying service up to 7 April 1969 and
24 not beyond. Such rights and the liability of the Company shall
25 continue until (a) the termination of this Agreement or (b) the
26 termination of any covered employee's employment for any reason
27 other than layoff as defined in Section 1b of such Article XXIV,
28 whichever event shall first occur. (Benefits under the Boeing
29 Company Voluntary Investment Plan, St. Louis, shall not disqualify an
30 employee from receiving benefits under said Article XXIV.)

31 **ARTICLE XXV - OVERTIME**

32 **Section 1**

33 It is the desire of the Company to distribute overtime as equally as
34 possible in light of the work to be performed. Both the Union and the

1 Company recognize that the individuals who perform the work must
2 be qualified for and familiar with the specific work. If these conditions
3 are met, overtime will be distributed as equally as possible within the
4 shift, department, and job classification. Every effort will be made to
5 adjust any unequal distribution of overtime to ninety (90) hours
6 between the maximum and minimum hours of overtime within the
7 shift, department and job classification which may have occurred in
8 any calendar quarter during the next succeeding calendar quarter
9 wherever practicable.

10 **Section 2**

11 The Supervisors and Stewards shall review the overtime record on
12 a monthly basis to see that the above policy is being followed.

13 **Section 3**

14 Overtime shall be distributed in accordance with the guidelines set
15 forth in Supplemental Understanding #8.

16 **ARTICLE XXVI - MILITARY RESERVE** 17 **SERVICE PAY**

18 **Section 1**

19 An employee who is called to and performs short-term active duty
20 of ninety (90) calendar days or less, including annual active duty for
21 training, as a member of the United States Armed Forces Reserve or
22 National Guard, shall be paid as provided below for days spent
23 performing such duty provided the employee would not otherwise be
24 on layoff or leave of absence.

25 For each day of short-term active military duty served on a
26 regularly scheduled working day, the employee shall receive eight (8)
27 hours pay at his base rate (plus shift premium and leadman's pay if
28 applicable) less military pay received for that day. Such payments
29 shall be limited to ten (10) working days in any one military fiscal year
30 (i.e., from 1 October through 30 September). Military pay is defined
31 as all military earnings including all allowances except for rations,
32 subsistence, and travel.

33 In order to receive payment under this Section, an employee must
34 give HR Services prior notice of such military duty and, upon his
35 return to work, furnish Payroll with a statement of the military pay
36 received for performing such duty.

1 Any employee having to travel 350 miles or more as measured by
2 Rand McNally Standard Highway Guide for his or her military duty will
3 be allowed to leave work early for travel time will not be considered
4 as absenteeism for purposes of disciplinary action.

5 **ARTICLE XXVII - GROUP INSURANCE,** 6 **SAVINGS, AND RETIREMENT INCOME** 7 **PLANS**

8 **Section 1**

9 The parties have agreed that the Company will continue in effect
10 group insurance, retirement, and savings plan benefits as modified by
11 the Company's proposal dated May 16, 2007. The Company will
12 advise the Union of any change in the companies which currently
13 administer these plan benefits.

14 **Section 2**

15 The benefits of the foregoing plans will be subject to the provisions
16 of this Agreement except that they will not be subject to the grievance
17 procedure and the arbitration procedure provided in this Agreement.

18 **ARTICLE XXVIII - TOTAL AGREEMENT**

19 **Section 1**

20 These Articles of Agreement, together with the Job Specifications
21 referred to in Article IV, Section 7, and the supplemental
22 understandings listed in Section 2 below, constitute the total
23 agreement between the two parties. All other agreements and
24 understandings (between the Company and this Union only) are
25 rescinded.

26 **Section 2**

27 The following Supplemental Understandings and Contract
28 Supplement "A" on Off-Site Locations, copies of which are attached
29 to this Agreement, shall remain in effect for the life of this Agreement:

- 30 1. Understanding regarding No Smoking Policy.
- 31 2. Memorandum of Understanding concerning leaves of absences.

- 1 3. Letter concerning new methods, materials, and technology dated
2 4 May 1984.
- 3 4. Letter concerning leaves for Union business dated 20 May 2007.
- 4 5. Understanding concerning formation of a committee to discuss
5 FMLA, MLOA, and TotalAccess issues.
- 6 6. Memorandum of Understanding concerning shift preference.
- 7 7. Letter concerning the impact of Federal legislation on our
8 retirement and group insurance benefits dated 21 May 2007.
- 9 8. Overtime Guidelines.
- 10 9. Glossary of Terms used in job descriptions dated 30 May 2001.
- 11 10. Letter concerning Union involvement in discrimination complaints
12 dated 18 May 2004.
- 13 11. Letter concerning Business Representatives' group insurance
14 dated 8 May 1972.
- 15 12. Employment Security for the Support Labor Grade personnel.
- 16 13. Memorandum of Understanding concerning Medical Leave of
17 Absence Return to Work Team.
- 18 14. Letter concerning drug/alcohol testing program.
- 19 15. Health Maintenance Organizations (HMO).
- 20 16. Participation in ShareValue Trust Program.
- 21 17. Letter concerning employee's voluntary contributions to District
22 #837 IAMAW - P.A.C. dated 20 May 2007.
- 23 18. Understanding regarding Point-of-Use Delivery.
- 24 19. Memorandum of Understanding regarding travel.
- 25 20. Agreement regarding continuation of certain agreements and
26 MOU's.
- 27 21. Memorandum of Understanding concerning Performance
28 Sharing Plan.
- 29 22. Memorandum of Agreement for High Performance Work
30 Organizations.
- 31 23. MDA Employability Plan.
- 32 24. Offset and Subcontracting Arrangements/Employment Stability
33 Income Continuation Plan

- 1 25. Joint Committee on Health Care Cost and Quality.
- 2 26. Memorandum of Agreement on the Labor Grade Model.
- 3 27. Memorandum of Agreement concerning the Machinist Custom
- 4 Choices Worksite Benefits Program.
- 5 28. Agreement regarding Employment Security.
- 6 29. Letter of Agreement regarding Offsetting Medical Plan
- 7 Contributions for Certain Retirees.
- 8 30. Safety Trainer Position

9 **Section 3**

10 If any provision or the enforcement or performance of any
11 provision of this Agreement is or shall at any time be contrary to law,
12 then such provision shall not be applicable or enforced or performed,
13 except to the extent permitted by law. If, at any time thereafter, such
14 provision or its enforcement or performance shall no longer conflict
15 with the law, then it shall be deemed restored in full force and effect.
16 If any provision of this Agreement, or the application of such provision
17 to any person or circumstance shall be held invalid, the remainder of
18 this Agreement, or the application of such provision to other persons
19 or circumstances, shall not be affected thereby.

20 Signed this _____ day of July 2007

21 **THE BOEING COMPANY**

22 STEPHEN M. JACQUES
23 Vice President IDS Manufacturing

24 THOMAS A. EASLEY
25 Director Labor Relations

26 DENNIS S. KUHL
27 Sr Manager Employee Relations

1 MATTHEW J. AUBUCHON
2 HR Director Global Strike Systems

3 STEVEN M. GILL
4 Director Site Services St. Louis

5 DANIEL J. SCHELL
6 Director Assembly & Delivery Operations

7 ANTHONY L. HAM
8 Director F15 & T45 Forward Fuselage

9 CHRISTOPHER B. RUDOLPH
10 Director Quality Global Strike Systems

11 BRIAN E. NICHOLS
12 Employee Relations Specialist

13 SARAH G. DUNCAN
14 Employee Relations Specialist

15 KENNETH L. HEININGER
16 Legal

17 MARK F. MALTENFORT
18 Director Finance

1 **INTERNATIONAL ASSOCIATION OF MACHINISTS**
2 **AND AEROSPACE WORKERS, AFL-CIO**

3 MARK BLONDIN
4 Overall IAM/Boeing Coordinator

5 **DISTRICT LODGE NO. 837, INTERNATIONAL**
6 **ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS,**
7 **AFL-CIO**

8 RICHARD D. SMITH
9 President Directing Business Representative

10 GORDON J. KING, SR.
11 Assistant Directing Business Representative

12 MICHAEL EDWARDS
13 Business Representative

14 STEPHEN MCDERMAN
15 Business Representative

16 SAMUEL L. DAVISON
17 Plant Chairman

18 ROGER W. SMITH
19 Plant Chairman

1 EARL E. SCHUESSLER
2 Plant Chairman

3 BILL J. BROCK
4 President, Local Lodge 837-A

5 JOHN (DEWITT) DARITY
6 President, Local Lodge 837-B

7 MARK HANKLEY
8 IAM Negotiator Lodge 837-A

9 TERENCE K. WALLS
10 IAM Negotiator Lodge 837-B

1
2

SUPPLEMENT 'A'

OFF-SITE LOCATIONS

3

1. Benefits

4 The copays for office visits, emergency room, and prescription
5 drugs that are agreed to will remain in effect for remote site HMOs
6 offered by the company during the life of the contract, except where
7 the HMOs no longer offer those copay arrangements as part of their
8 array of products. In those situations where an HMO no longer offers
9 the copay arrangements agreed to by the union and the company,
10 the company will work with the HMO and the union to offer the next
11 lowest copay arrangement.

12 In Southern California, the copay arrangements in place for
13 HMOs offered to the IAM 725 will be offered to IAM 837 employees in
14 those locations.

15

2. Off-Site Bases

16 Employees assigned to off-site bases at the request of the
17 Company will be assigned under the appropriate provisions of the
18 Corporate Travel Manual then in effect. These employees will be
19 informed of the provisions of the Corporate Travel Manual governing
20 their assignment when they are requested to accept such
21 assignments.

22 Employees assigned permanently to remote facilities may be
23 reclassified to a Field Classification. In no case, however, will an
24 employee be reclassified to a Field Classification when receiving per
25 diem allowances.

Supplemental Understanding #1

The Parties agree that tobacco smoke is a proven health hazard to those who directly ingest it, as well as, to the health of those subjected to an environment where smoking is allowed. Based on these facts, the parties have agreed to enter into an agreement that will aid employees who wish to quit smoking, while providing a healthier environment for all employees. To accomplish this goal the parties have agreed to the following understandings:

1. By no later than May 21, 2008, smoking will be entirely prohibited at all locations, both inside and outside of all buildings and facilities, at any Company location within the St. Louis Metropolitan area covered by this Collective Bargaining Agreement.
2. In an effort to assist employees who desire to quit smoking, access to smoking cessation classes will be made available for duration of contract.

1 **Supplemental Understanding #2**
2 **LEAVE OF ABSENCE**

3 **MEMORANDUM OF UNDERSTANDING**

4 The Company and the Union have agreed that the following will be
5 the procedure for handling requests for leaves of absence.

- 6 1. Request for leave may be made by employee or person
7 authorized by the employee to make request.
- 8 2. Employee, or person authorized to make request, will call the
9 Company Leave of Absence desk through TotalAccess at 1-866-
10 473-2016 (TTY number: 1-800-755-6363), or designee's, as soon
11 as possible; but in any event, not later than 4:00 p.m. CST on the
12 third day of absence.
- 13 3. The Company Leave of Absence Office will give employee, or
14 person authorized to make request, a request identification
15 number at the time request for leave of absence is made.
- 16 4. The call from the employee, or person making request, will be
17 handled by the Company Leave of Absence Office who will obtain
18 necessary information, including address and phone number. It is
19 the employee's responsibility to provide an address and phone
20 number where he can be contacted during the Leave of Absence.
- 21 5. Medical leaves of absences of more than seven (7) calendar days
22 requires medical documentation from the employee's Health Care
23 Provider not later than the fifteenth (15th) calendar day from the
24 date of request for the Leave of Absence.
- 25 6. Employees returning from a Medical leave of absence must
26 provide a release statement from the treating physician prior to
27 returning to work. Employees requiring limitations must be
28 evaluated by Medical Services prior to their return to work.
- 29 7. The Company Leave of Absence office will contact the employee
30 by phone or by mail to advise status of request for leave.
- 31 8. All employees returning to work must notify the Company Leave of
32 Absence office by calling TotalAccess at 1-866-473-2016 (TTY
33 number: 1-800-755-6363) no later than the day of his/her return.

Supplemental Understanding #3

16 May 2007

Mr. Richard D. Smith
President-Directing Business Representative
Aerospace District Lodge No. 837
International Association of Machinists
and Aerospace Workers, AFL-CIO
212 Utz Lane
Hazelwood, Missouri 63042

Dear Mr. Smith:

This will confirm the understanding reached during the recent contract negotiations concerning the introduction of new technology into plant operations.

Whenever either party becomes aware of significant changes in methods, materials, or technology which might give rise to a question of appropriate work assignments, the Company will be willing to discuss the matter with the Union.

Whenever lists of newly purchased machinery are received by Labor Relations, you will be invited to review them in the Labor Relations office. When new machinery is installed or new material is introduced, a tour to view the new operations will be conducted. If agreement on the proper classification to operate the new machine or equipment is reached, the written agreement will be signed by the Manager Employee Relations and the President-Directing Business Representative of the Union.

When, as a result of the above meeting, an agreement is reached that the new work should be assigned to a specific CBU classification and new technology creates a need for new knowledge and skills, the Company will offer the affected employee the necessary training to acquire such new skills.

Very truly yours,

The Boeing Company

/s/ D. S. Kuhl

Dennis S. Kuhl
Sr. Manager Employee Relations
The Boeing Company

Supplemental Understanding #4

20 May 2007

Mr. Richard Smith
President-Directing Business Representative
Aerospace District Lodge No. 837
International Association of Machinists
and Aerospace Workers, AFL-CIO
212 Utz Lane
Hazelwood, Missouri 63042

Dear Mr. Smith:

You have raised the question concerning the preservation of seniority of Union members who are elected or appointed delegates to the following Union conventions or assignments:

A. I.A.M.A.W. International Convention

Once every four (4) years

B. AFL-CIO State Convention

Once per year

C. I.A.M.A.W. Aerospace Conference

As required

D. I.A.M. Industrial Conference

As required

E. Machinists Leadership School

As required

F. Plant Chairman replacement, Union audit, Federal and State investigation, and legislative conferences.

G. Tool and Die Conference

As required

H. Communications Conference

As required

I. Safety Conference

As required

J. IAM Woman's Conference

- 1 As required
- 2 K. CLUW Conference
- 3 As required
- 4 L. APRI Conference
- 5 As required
- 6 M. NAACP Conference
- 7 As required

8

9 The Company agrees that when absences as indicated above are
10 one (1) week, but not more than two (2) weeks, and therefore would
11 affect the employee's seniority, such provisions will be null and void
12 regarding these situations and the concerned personnel will not lose
13 seniority, Income Plan benefits, or have their vacation or sick leave
14 anniversary dates adjusted provided such absences have been
15 approved in advance by the Union President-Directing Business
16 Representative and Company Manager Employee Relations. Plant
17 Chairman replacements may exceed the two (2) weeks without loss
18 of any of the above benefits.

19 In addition, the Company agrees that leaves granted to
20 employee/members of the Union's negotiating committee during
21 contract negotiation periods will not affect the seniority or cause any
22 loss of benefits to those employees.

23 Special circumstances may occasionally occur wherein the Union
24 may request time off for employees outside the provisions of this
25 Supplemental Understanding. Such requests will be in writing,
26 submitted to the Company at least three (3) calendar days prior to the
27 requested time off.

28 Yours very truly,

29 **THE BOEING COMPANY**

30 /s/ Dennis S. Kuhl

31 Dennis S. Kuhl
32 Sr. Manager Employee Relations
33 THE BOEING COMPANY

Supplemental Understanding #5

JOINT COMMITTEE

The Parties agree to form a Joint Committee on all practices related to FMLA, MLOA, and TotalAccess. The Committee will consist of (3 Company/3 Union) which will meet at the request of either party. The purpose of this committee will be to review and make recommendations to improve discrepancies/processes.

Supplemental Understanding #6

MEMORANDUM OF UNDERSTANDING

1. For the purpose of shift bump, the parties have agreed to interpret Article XI, Section 11B, in such a way that the following classifications may move within their respective departments.
2. Maintenance Mechanic-All Around, Painter-Maintenance and Pipefitter-Maintenance, Maintenance Worker in Departments T41A, T41B and between departments T42A and T46A.

Supplemental Understanding #7

21 May 2007

Mr. Richard D. Smith
President-Directing Business Representative
Aerospace District Lodge No. 837
International Association of Machinists
and Aerospace Workers, AFL-CIO
212 Utz Lane
Hazelwood, Missouri 63042

Dear Mr. Smith:

This is to confirm the understanding we reached during the recent negotiations concerning public pension and health insurance legislation.

1. Supplemental Understanding #7 dated 31 March 1981 is cancelled with the understanding that, if any applicable governmental legislation or regulations escalate pension or savings plan costs appreciably during the life of the 2007-2010 Agreement, this matter will be subject for negotiations upon expiration of this Agreement.
2. It is also agreed that Company health benefits should not duplicate the benefits of public health insurance programs. It is further agreed that if any applicable legislation is enacted, the Company may implement changes in Company health benefits to effect cost reductions necessary to bring its liability for costs of Company health benefits plus any tax or premium contribution required from the Company by such legislation (or regulations thereunder) to the level in effect immediately prior to the implementation of such legislation.

Very truly yours,

THE BOEING COMPANY

/s/ Thomas A. Easley

Thomas A. Easley
Director - Labor Relations
THE BOEING COMPANY

Supplemental Understanding #8

OVERTIME GUIDELINES

NOTE: When a department is on a scheduled extended workweek (in excess of forty (40) hours), only paragraphs 13, 30 and 31 will apply.

1. Overtime is generally necessitated by an emergency and is influenced by weather, availability of parts and extraordinary production requirements and, therefore, cannot be scheduled accurately in advance. The Company is willing, however, to make an effort to notify as far in advance as it is possible for it to do so, recognizing that this effort is limited by the nature of the work to be performed and by the difficulty of securing a requisite approval of Company and customer representatives.
2. Recognizing the above difficulties, the Company will inform those employees required to work overtime on the weekend sometime before the end of the shift on Thursday. It must be understood by all parties that this group is subject to upward or downward revisions without notice. In the event of a downward revision in the number of employees, there will be no liability on the Company's part to any of the employees who were scheduled to work and for whom there had been a change. On Friday, supervision will contact each tentatively scheduled employee (or post a list) to confirm or cancel the overtime. Employees are not to rely on the tentative schedule to determine the overtime arrangement. In the case of an upward revision in the overtime schedule, no charge will be made for the Friday refusal of the weekend overtime.
3. Overtime is not usually firm until the end of the employee's shift on Friday. Any employee absent the entire day on a Friday, regardless of said employee's reason for being absent, shall not work Saturday and/or Sunday overtime under any circumstances nor be charged therefor. Any employee who has been confirmed to work Saturday and Sunday of the same weekend and who, however, does not report for work on Saturday, will be charged for Saturday and will not be allowed to work that Sunday, nor be charged for Sunday, regardless of said employee's reason for his Saturday absence.

- 1 4. Any employee who is tardy (four (4) hours or less) on a Friday
2 will be permitted to work Saturday and/or Sunday overtime, if
3 scheduled.
- 4 5. In the event an employee leaves work early on a Friday and said
5 employee was scheduled to work Saturday and/or Sunday
6 overtime, it will be the responsibility of the employee to confirm
7 his overtime assignment with supervision prior to his early
8 departure. If that employee's reason for leaving work early is of
9 such a nature that may prohibit him from working the schedule
10 overtime, then that employee will be removed from the overtime
11 list but will not be charged with overtime worked on the
12 department's overtime record. However, if prior to his early
13 departure, supervision determines that said employee can work
14 the Saturday and/or Sunday overtime and that employee fails to
15 report for said overtime work, then that employee will be charged
16 with a day or days, as the case might be, of overtime worked on
17 the department's overtime record.
- 18 6. In the event an employee leaves work early on a Friday and has
19 been told by supervision, prior to leaving, to report for work on
20 Saturday and/or Sunday and, later, after the early departure of
21 the employee, the overtime is altered downwardly, supervision
22 will make a reasonable effort to contact by telegraph that
23 employee to notify him of the overtime change and there will be
24 no liability on the part of the Company to said employee for
25 whom there had been a change.
- 26 7. In the event the overtime is altered upwardly after the early
27 departure of an employee on a Friday, then that employee shall
28 have no claim for wages due him for the overtime worked by
29 another employee.
- 30 8. All overtime, during the week as well as on weekends, whether
31 worked or declined, will be charged, except as provided
32 elsewhere in these Guidelines.
- 33 9. An employee will not be charged with overtime which he is
34 offered and cannot work due to jury duty, vacation or funeral
35 leave.
- 36 10. When an employee is transferred into another department or to
37 another shift, he will be charged with the average number of
38 hours worked by the appropriate workers of the new department.
39 If a transferred employee returns to his original department and

1 shift within 30 days, he will be charged with the actual number of
2 hours he had there if that number is higher than the average of
3 that department and shift.

4 11. No employee during a trial period (probationary, transferred in
5 lieu of layoff or assigned to a higher-rated classification) shall
6 work any overtime unless all the employees in his new
7 department, in the classification for which he is being considered,
8 have been offered overtime.

9 12. On Monday or Tuesday, each Steward shall be given a list of the
10 employees within his certification who have worked overtime or
11 been charged for overtime during the preceding week.

12 13. Prior notice by memo will be issued when a department is placed
13 on an extended workweek. This notice will include the start of
14 the overtime scheduled workweek period as well as the
15 anticipated end of this period. An employee absent on an
16 overtime day when his department is on an overtime scheduled
17 workweek will be charged on the overtime records for overtime
18 missed but not unless he shall have at least three (3) days notice
19 of the schedule.

20 14. An employee who is absent on a leave longer than thirty (30)
21 days will, upon returning to his department and shift, be charged
22 with the average number of hours worked by others in his
23 classification, if his actual hours worked are lower than that
24 average.

25 15. An employee who is gone on a road trip longer than one (1)
26 week will, upon returning to his department and shift, be charged
27 with the average number of hours worked by others in his
28 classification, shift and department if his actual hours worked
29 prior to going on the trip are lower than that average. Employees
30 who are higher than the average number of hours worked by
31 others in the department, shift, classification, will be charged with
32 the average number of hours worked by employees in his
33 classification, shift, and department, while the employee was on
34 the road trip.

35 16. Upon the request of the Directing Business Representative, the
36 administration of these guidelines and the distribution of overtime
37 will be reviewed by the Labor Relations Department, Supervision
38 of the Company division concerned, and the Directing Business
39 Representative or his designee.

- 1 17. Overtime shall be recorded in units of paid hours rather than
2 hours worked. For example, eight (8) hours' work at time and
3 one-half shall be recorded as twelve (12) hours; eight (8) hours'
4 work at double time shall be recorded as sixteen (16) hours.
- 5 18. If an employee is offered overtime work in a department other
6 than his own, he is to be charged with those hours (whether he
7 works or declines) on the record of his own department.
- 8 19. Whenever the number of overtime hours offered differs from the
9 number of hours actually worked, an employee who declines
10 overtime is to be charged with the number of paid hours he was
11 offered. Supervision is to exercise its best judgment in
12 estimating realistically the number of hours' work which will be
13 needed. The employee who works is, of course, to be charged
14 with the number of paid hours actually worked.
- 15 20. Before requiring employees to work overtime, supervision will
16 first offer that overtime to each employee in the appropriate shift,
17 department, and job classification. Where it is necessary to draft
18 employees to work, this will be done in reverse seniority order.
19 For example, when "drafting" is first required, the least senior
20 employee with the least number of drafts in the appropriate shift,
21 department, and job classification shall be ordered to work. If
22 subsequent drafting is required on that weekend or in the future,
23 additional employees shall be drafted starting with the least
24 senior man with the least number of drafts (i.e., the second least
25 senior employee with the least number of drafts next, the third
26 least senior employee with the least number of drafts next, etc.)
27 within the appropriate shift, department, and job classification. If
28 an employee is transferred to another department or shift which
29 has had drafting, the transferred employee will be charged with
30 the average number of drafts of that department, shift, and
31 classification. This procedure will resume again when the
32 rotational seniority cycle is completed. Employees are not to be
33 drafted immediately prior to going on vacation.
- 34 21. Several provisions of the Guidelines call for charging employees
35 with the average number of hours worked by others in the same
36 classification, department, and shift. To calculate this average,
37 total the number of hours charged to the other employees and
38 divide by the number of employees. Calculate it to the nearest
39 tenth of an hour.

- 1 22. An employee who is required to attend military reserve training
2 on a weekend is not to be offered overtime (or charged) on that
3 weekend, unless all employees in that classification, shift and
4 department are needed. If the reservist falls considerably behind
5 other employees in overtime as a result of his military obligation,
6 this fact may be noted by entering "MR" on the record for any
7 overtime day not offered to him because of his military reserve
8 training.
- 9 23. Overtime is to be recorded to the nearest tenth of an hour paid.
10 For example, if an employee works 3.6 hours overtime following
11 his regular shift during the week, he is to be charged with 5.4
12 hours (1-1/2 x 3.6 hours).
- 13 24. A steward is to be permitted a reasonable amount of Company
14 time to maintain a cumulative record of overtime hours for
15 employees he represents. To minimize the amount of time
16 required for this activity, supervision may furnish the steward with
17 a xerox copy of the appropriate Overtime Distribution Record so
18 that he need not prepare a duplicate record of his own. If this is
19 done, the steward is to be allowed reasonable time to check this
20 xerox copy for accuracy.
- 21 25. Should supervision determine during the first four hours of a
22 Saturday or Sunday shift that its schedule overtime work will
23 extend into the following shift for four or more hours, the
24 appropriate employees for the following shift will be called in by
25 telephone.
- 26 26. An employee who, on Thursday, declines weekend overtime and
27 subsequently is absent on Friday, will be charged with the hours
28 offered unless the weekend overtime is cancelled.
- 29 27. If an employee declines overtime, and that overtime
30 subsequently is cancelled, he will not be charged.
- 31 28. Since an employee working up to eight (8) hours on a holiday
32 actually earns only double time in addition to the straight-time
33 pay he would receive for not working, he is to be charged at the
34 double time rate for the first eight (8) hours, i.e., sixteen (16)
35 hours. If he works more than eight (8) hours, he is to be charged
36 at the rate of three (3) hours for each hour worked in excess of
37 eight (8).
- 38 29. Overtime is not to be offered to an employee immediately prior to
39 going on vacation, during his vacation or following his vacation,

1 unless all other employees in his department, shift, and
2 classification have been asked. If overtime is offered under
3 these conditions and it is refused, no charge will be made, but if
4 the overtime is worked, it will be charged.

5 30. An employee scheduled for vacation will be required to work on
6 the Saturday of the workweek prior to the workweek in which his
7 vacation begins. Such an employee will not be asked, nor
8 allowed to volunteer, to work overtime on any Saturday that
9 occurs during his scheduled vacation period.

10 31. Overtime shall not be recorded on the appropriate "Overtime
11 Distribution Record" during those workweeks when a department
12 is on a scheduled extended workweek (in excess of 40 hours);
13 e.g., when a department is placed on a scheduled extended
14 workweek of 48 hours for 4 consecutive weeks, we will freeze
15 each employee's overtime record at the number of overtime
16 hours worked through the last day of the workweek prior to the
17 Monday the department commences the 48-hour workweek
18 schedule. If Sunday overtime is worked however, it will be
19 recorded. We will unfreeze the individual employee's record of
20 hours worked and again begin our normal overtime recording
21 with the first work day following the above 4 weeks.

22 32. Overtime hours accumulated by each employee during the life of
23 the previous agreement will not be reduced to zero. Only the
24 employee with the lowest overtime hours within each shift,
25 department, and job classification will be reduced to zero and
26 each other employee within the same shift, department, and job
27 classification, will be reduced by a like amount.

28 33. Employees who have scheduled a one (1) day vacation prior to
29 being drafted for overtime will not be required to work the
30 overtime for which he was drafted. However, an employee who
31 takes a one (1) day vacation after being drafted for overtime will
32 still be required to work the overtime for which he was drafted.

Supplemental Understanding #9

30 May 2001

GLOSSARY OF TERMS IAM JOB CLASSIFICATIONS AIRCRAFT AND MISSILES SYSTEMS - ST. LOUIS

- Aircraft - All types of heavier or lighter than air contrivances including guided missiles, projectiles, rockets and space vehicles.
- Aircraft Major Assembly - The first principal division of an aircraft such as the forward fuselage, center fuselage, aft fuselage, inner and outer wing, empennage, nose, and in spacecraft such items as radar and rendezvous section, reaction control system section, crew compartment, adapter section and preliminary fit of heat shield.
- Aircraft Sub Assembly - Assembled details up to and including the components of a major assembly, but excluding a major assembly.
- Angle, Compound - Means the angle between the two non-coinciding sides of two oblique angles which are in different planes and have a vertex and one side in common. Making a compound angle usually presents a coordinating tolerance problem since it results from the holding within tolerances of two adjoining component angles.
- As Assigned or When Assigned - Indicates the preceding statement may or may not be a requirement of everyone in the classification depending upon the area of assignment.
- As Directed - Means that some determinations connected with the work operation described are usually and normally made by others and are given or made known to the worker directly concerned with the assignment. Use of this term does not mean that the details and determinations involved need be repeated each time an identical or very similar work assignment is made or work operations performed, nor does it

preclude use of independent judgment by the worker.

- As Required - Means performance of work operations if and when such are necessary, as long as they are within the classification.
- Assembly - A unit containing a group of assembled details and parts.
- Contour - Means a curved surface having radii of different lengths all of which lie in parallel planes or the same plane, such planes being perpendicular to the curved surface, or a curved line having radii of different lengths all of which are in the same plane.
- Contour, Compound - Means a curved surface having radii of different lengths which lie in non-parallel planes.
- Detail (Noun) - A single part.
- Drawing - A graphic reproduction showing detail information to be used in producing of parts or the assembly of parts or sub assemblies. The use of drawings by the employee shall be such that he can secure from the drawing such information necessary to enable him to perform the duties for his classification. Drawings may be referred to by names such as bluelines, blueprints, greenlines, blacklines, redlines or vinylites.
- Electronic Components - Such things as vacuum tubes, transistors, tunnel diodes and similar or equivalent devices and such things as resistors, condensers, relay coils, transformers and similar or equivalent devices when used in electronic systems.
- Electric System - A combination of units, one or more of which contains a vacuum tube or its equivalent.
- Electronic Unit - Any package of components used in an electronic system.
- Elements:
- A. - Duties - Describes the typical operations performed by those of the classification.
- *B. - Education and/or Training Requirements - Describes the knowledge and skills required to perform the duties.

- *C. - Experience Required - Describes the time usually required for an employee to be able to perform the duties.
 - *D. - Occupation or Operation Requirements - Describes the independent action, exercise of judgment, the making of decisions, responsibility, or the amount of planning which the job requires.
- * Elements B, C, and D are elements usually required but are not necessarily a requisite to the performance of the duties described above.
- Fabricate - Forming, bending and cutting, normally to make a finished part ready for assembly.
 - Fixture - Tooling designed to hold, align or coordinate work-pieces for the machining, fabrication, inspection, installation, testing, assembly, layout, or other operations.
 - Layout - Means the making of points and lines which will determine location and/or dimensions.
 - Machine Tool - Non-portable power driven machine used to accomplish operations such as milling, planing, turning, grinding and boring.
 - Mathematics, Shop - Is that form of mathematics normally used by shop workman in the performance of the duties of his classification.
 - Setup - Includes the various necessary physical work operations or steps (other than layout) which must be accomplished before actual fabrication or assembly can proceed. Setup of machines or equipment might include some operations as selecting and positioning proper tooling, positioning and making material secure, and setting speeds, feeds, stroke, travel, pressure, flow, etc.
 - Shop Practice - Means the generally accepted method of performing a basic, common, or usual operation. It covers the knowledge which is common to the occupation itself. Besides knowledge and ability to use required tools and equipment, it includes knowledge of general safety practices, good housekeeping, and care of equipment.

- Specifications - Established procedures and/or standards for work accomplishment.
- Such As - Means including but not limited to the items given which are typical examples.
- Tools, Hand - Includes those portable tools requiring hand power used by the workman in the performance of duties and tasks of the classification in which he works.
- Tools, Power - Portable and non-portable tools powered by utility, normally used by the workman in the performance of duties and tasks of the classification in which he works.

Supplemental Understanding #10

18 May 2004

Mr. Rick Smith
President-Directing Business Representative
Aerospace District Lodge No. 837
International Association of Machinists &
Aerospace Workers, AFL-CIO
212 Utz Lane
Hazelwood, Missouri 63042

Dear Mr. Smith:

During the recent contract negotiations, you expressed the desire that your Union become more actively involved in the Affirmative Action Program established to further the employment opportunities of employee-members of minority groups. You mentioned specifically that you wanted the Union to participate actively in the investigating and resolving of complaints of discrimination and other complaints such as harassment and disrespect raised by minority employees within the bargaining unit you represent, particularly where no contract violation is alleged and recourse through the grievance procedure is not appropriate. The Company wholeheartedly accepts your offer to help in this critical area of employee relations.

As you know, the Company has established at St. Louis an Equal Opportunity Department under the guidance of the Manager-Equal Opportunity Programs, Boeing-St. Louis, whose duties include the investigation and resolution of complaints of discrimination. To date, this department has pursued such complaints without regard to Union representation. Beginning 24 May 2004, a new procedure will be instituted for the investigation and resolution of discrimination harassment and disrespect complaints. The Union will designate one of its Business Representatives as a specialist to assist minority employees in the pursuit of their complaints. Any complaints or reports of discriminatory treatment, which are lodged with the Union, will be brought to the attention of the Manager-Equal Opportunity Programs, Boeing-St. Louis, by this Business Representative as well as by the affected employee if the employee so chooses. The Business Representative and the Manager-Equal Opportunity Programs, Boeing-St. Louis, will cooperatively investigate such complaints and exercise their best efforts to effect a satisfactory

1 resolution. It is understood, of course, that where any affected
2 employee is not satisfied with such resolution, he or she may seek
3 further recourse through any appropriate governmental agency.

4 It is our hope that this new approach to this vital aspect of
5 employee relations will help all employees realize our mutual
6 objective of equal opportunity and fair play.

7 Yours very truly,

8 THE BOEING COMPANY

9 D.J. Heath

10 David J. Heath
11 Sr. Manager Labor Relations
12 The Boeing Company

Supplemental Understanding #11

8 May 1972

Mr. Cosimo "Gus" Troia
President-Directing Business Representative
Aerospace District Lodge No. 837
International Association of Machinists
and Aerospace Workers, AFL-CIO
212 Utz Lane
Hazelwood, Missouri 63042

Dear Mr. Troia:

This is to confirm the understanding reached during the recent contract negotiations regarding coverage under our Group Insurance Plan for persons who leave the employ of the Company for full time positions with District 837.

We agreed that, effective the first Monday of the month following ratification of the Company's 8 May 1972 offer:

1. Life Insurance, Accidental Death & Dismemberment, Transition and Bridge benefits will be provided at Company expense until the end of the first full month following termination of Company employment. Thereafter, the Union will compensate the Company for the cost of such benefits, until such time as the person leaves his full time position with District 837.
2. Weekly Disability benefits (Sickness & Accident) will be provided for the duration of his employment with District 837, with the Union to compensate the Company for the cost of such benefits.
3. Health Care and Dental Care benefits will be provided at Company expense for the duration of his employment with District 837.
4. The above benefits will be available only to persons who leave the employ of the Company for full time positions with District 837 as Directing Business Representative, Business Representative or Financial Secretary-Treasurer. No more than 11 persons will be eligible for such benefits at any given time.
5. The Company will advise the Union as to the dates and amounts of contributions required from the Union for the benefits described above.

Yours very truly,

MCDONNELL AIRCRAFT COMPANY

/s/ N. Molinarro

N. Molinarro

Vice President-Personnel

Supplemental Understanding #12

EMPLOYMENT SECURITY

The union and company agree that bargaining unit employees in the Support Labor Grade will not be laid off during the term of this agreement. Such employment security is conditional upon non-occurrence of catastrophic changes in the operating environment of the company including natural disasters, cancellation of a major contract or contracts, work stoppages, offsets or reductions in present production quantities or reschedules.

Supplemental Understanding #13

1

2 It is the objective of both parties to this Agreement to maintain high
3 standards of occupational health and safety and to assist in the
4 recovery and return to work of employees from Medical Leaves of
5 Absence (MLOA). With this in mind the Union and the Company
6 agree to meet within sixty (60) days after the signing of the Articles of
7 Agreement to develop a program addressing the return to work from
8 MLOA of IAMAW represented employees who possess temporary
9 Medical limitations.

Supplemental Understanding #14

AGREEMENT

Effective 21 May 2007, the parties agree that the Drug and/or Alcohol testing will be administered in accordance with PRO 388 dated 14 March 2007 and the CNM in effect during the 2004-2007 Collective Bargaining Agreement.

Supplemental Understanding #15

1

2 Where appropriate, the Company agrees to offer Health Maintenance
3 Organizations (HMOs) to employees, retirees and their dependents
4 as an alternative to the health care benefits provided by the Point of
5 Service and Out of Network Area plans. For purposes of this letter of
6 understanding, the term "HMO" also includes prepaid dental plans.

7 In order to be offered, or continue to be offered, an HMO must be
8 mutually acceptable to the Company and the Union. In general, the
9 Company's basis for agreeing to offer, or continue offering HMO
10 plans will be contingent on a review of factors such as network
11 adequacy, size of Boeing population to be served, accreditation
12 status by appropriate organizations, commitment to quality, and cost.

Supplemental Understanding #16

Participation in ShareValue Trust

The Boeing Company and the Union agree that all eligible represented employees may participate in the Boeing ShareValue Program (also known as the ShareValue Trust) for the duration of this agreement. The parties agree that the Company's success depends upon the ability to return long-term value to its shareholders. The intent of this program is to help inform employees about what makes a business run and produces shareholder value, and to allow employees to share in the results of their efforts to increase shareholder value.

Employees will be eligible to participate in accordance with the governing provisions of the ShareValue Program as set forth in the official Program documents. In the event of any conflict between this Supplemental Agreement and the official ShareValue Program documents, the official ShareValue Program documents will prevail in every case.

Eligible participants will proportionally share in a ShareValue Trust distribution based on the number of months they were eligible to participate during any investment period falling within the term of this agreement or any preceding agreement that provided for their participation in the ShareValue Program.

Supplemental Understanding #17

20 May 2007

Mr. Richard D. Smith
President-Directing Business Representative
Aerospace District Lodge No. 837
International Association of Machinists
and Aerospace Workers, AFL-CIO
212 Utz Lane
Hazelwood, Missouri 63042

Subject: VOLUNTARY POLITICAL CONTRIBUTIONS

Dear Mr. Smith:

It is agreed that the following understandings have been reached in connection with the Union's request that the Company make deductions for Voluntary Political Contributions from the paychecks of Company employees represented by the Union. It is also understood that the following is a continuation of Agreement that was put into effect in October 1983.

1. The Union will furnish Payroll an authorization card for each employee for whom a deduction is to be made. The card will be signed by each employee containing the following information:
Name, Address, BEMS ID, Signature, Date, Amount to be deducted each week. However, upon implementation of BPS Payroll the amount will be deducted from the first paycheck in the month. Cards that cannot be processed will be returned to the Union for correction.
2. In the event a deduction cannot be made in any pay period of any month for whatever reason (no earnings, for example), such deduction will not be carried forward to any succeeding pay period.
3. The Company will issue a single check payable to the District #837 IAMAW - P.A.C. and M.N.P.L. for deductions made in the preceding month. The IAMAW represents that District #837 IAMAW - P.A.C. and M.N.P.L. is an organization which is in full compliance with the Federal Election Campaign Act. Overpayment to the Union resulting from canceled employee authorizations will be recovered in a subsequent period.
4. The Company will forward to the Union on a monthly basis a computer-generated listing and tape indicating the employee's name, employee's number, and amount deducted for those employees who are participants of the program.
5. The Union will pay the Company for all actual costs including, but not limited to, initial setup and programming costs, all general

1 administration costs, computer and machine time, and all costs
2 associated with the processing of new authorizations, changes, or
3 cancellations. The Union and the Company must agree on these costs
4 prior to the implementation of this program. A separate billing will be
5 made for initial setup, programming, and implementation charges.

6 6. The amounts set forth in the above paragraph may be increased or
7 decreased by the Company from time to time as experience dictates,
8 upon notice to the Union.

9 7. Employees who wish to cancel their authorization for payroll deductions
10 will sign a card supplied by the Union for that purpose. Refunds will be
11 the responsibility of the Union.

12 8. An authorization card will be considered cancelled at time of
13 employment termination for any reason (e.g., quit, layoff, etc.) or when
14 an employee transfers to a job not covered by the Labor Agreement.
15 An employee rehired or reinstated will be required to sign a new
16 authorization card.

17 9. The Union will indemnify and hold harmless the Corporation from any
18 and all liability or claims arising from administrative error resulting from
19 the deduction provided for in this agreement.

20 10. Upon receipt by the Company of a signed voluntary authorization by an
21 employee on a form approved by the Company, requesting that there
22 be deductions made from his wages, in a weekly amount designated by
23 the employee, such deductions will be forwarded to the Union for use
24 by the Guide Dogs of America Committee. The Company will thereafter
25 make such deductions and forward them monthly to the Guide Dogs of
26 America Committee, care of the Union. Such authorization will remain
27 in effect for the duration of this agreement unless earlier cancelled in
28 writing by the employee.

29 11. Upon receipt by the Company of a signed voluntary authorization by an
30 employee on a form approved by the Company, requesting that there
31 be deductions made from his wages, in a weekly amount designated by
32 the employee, such deductions will be forwarded to the Missouri
33 Savings For Tuition (MO\$T). The Company will thereafter make such
34 deductions and forward them bi-weekly to the Missouri Savings For
35 Tuition (MO\$T) account designated by the employee. Such
36 authorization will remain in effect for the duration of this agreement
37 unless earlier cancelled in writing by the employee.

38 12. Upon receipt by the Company of a signed voluntary authorization by an
39 employee on a form approved by the Company, requesting that there
40 be deductions made from his/her wages, in a weekly amount
41 designated by the employee, such deductions will be forwarded to the
42 Illinois College Tuition Program (Bright Start College Savings). The

1 Company will thereafter make such deductions and forward them bi-
2 weekly to the Bright Start College Savings Program account designated
3 by the employee. Such authorization will remain in effect for the
4 duration of this agreement unless the employee cancels deduction
5 authorization in writing.

6 Yours very truly,

7 **THE BOEING COMPANY**

8 /s/ Dennis S. Kuhl

9 Dennis S. Kuhl
10 Sr. Manager – Employee Relations
11 The Boeing Company

Supplemental Understanding #18

SUBJECT: MATERIALS DELIVERY AND INVENTORY PROCESS

The Company and the Union agree that parts, materials, tools, kits, and other goods or products furnished by an internal or external supplier, vendor, contractor, or subcontractor may be delivered or presented to the Company at any location to be designated by the Company, including but not limited to staging areas, parts control areas, materials and tools storage areas, and/or factory locations where parts or assemblies are installed. In addition, internal and external suppliers, vendors, contractors or subcontractors may, at the Company's request, perform inventory transactions, which may include tracking use, disbursement, acquisition, and/or inventory of parts, materials, tools, kits, and other goods or products.

Supplemental Understanding #19

TRAVEL

The Parties agree that the Company will continue to use qualified IAMAW District 837 members to perform work applicable to Phantom Works and other work, which may require travel time away from their normal base of operation. In the event that all such qualified employees refuse travel assignments the Company may use other qualified personnel to fill a specific assignment.

Supplemental Understanding #20

During the 2007 Negotiations, the parties agreed that the following agreements and MOU's will remain in full force and effect during the term of this contract period.

1. Patuxent River 9/80 Work Schedule agreed to in 2000.
2. ACLC Instructor Agreement dated 15 April 1997.
3. All LOA Agreements for HPWO Facilitators and Technical Trainers/Instructors.
4. Labor Relations Bulletin No. 42 dated 18 September 1996.
5. Builder Mock-Up and Maintenance Mechanic AA Agreement.
6. MOU regarding MTS-2 Engineering Labs & Support Plan work dated 14 February 2004.
7. MOU regarding single overtime list for Machinist General and Machinist AA dated 28 July 2003.
8. Settlement Agreement regarding Discharge in Abeyance dated 19 September 2002.
9. Letter from D. Kuhl to R. Smith dated 17 September 2002 regarding Discharge in Abeyance.
10. MOU on Pax River start times dated 17 September 2002.
11. Settlement Agreement regarding the use of Subcontractors to perform Furniture Moving and/or Yards & Grounds work dated 16 October 2006.
12. Settlement Agreement regarding recall from layoff one (1) Maintenance Worker from the current seniority recall list for each current active Maintenance Worker who voluntarily or involuntary terminates their employment from the Company and no layoff of current Housekeepers while subcontractors perform housekeeping work they previously performed dated 15 November 2004.
13. Letter from S. Jacques to R. Smith dated 16 May 2007 regarding layoff process under the Labor Grade Model.
14. Letter from S. Jacques to R. Smith dated 16 May 2007 regarding the moving of work currently performed by the Flight Labor Grade.
15. Letter from S. Jacques to R. Smith dated 16 May 2007 regarding recalls in the Flight Labor Grade.
16. Agreement on shift bumping and overtime equalization for new job classifications dated 18 May 2007

Supplemental Understanding #21

Performance Sharing Plan

The Parties agree to establish a Performance Sharing Plan that would provide a mechanism through which bargaining unit employees can materially benefit from improvements such as product quality, efficiencies, etc. in production process. The parties agree that the Performance Sharing Plan shall be established through a consensus of both parties within 60 days of ratification of this Agreement.

1 **Supplemental Understanding #22**
2 **MEMORANDUM OF AGREEMENT**
3 **FOR**
4 **HIGH PERFORMANCE WORK**
5 **ORGANIZATIONS**
6 **BETWEEN THE BOEING COMPANY AND**
7 **INTERNATIONAL ASSOCIATION OF**
8 **MACHINISTS**
9 **AND**
10 **AEROSPACE WORKERS, DISTRICT LODGE**
11 **NO. 837**

12 **Mission Statement**

13 The Boeing Company – St. Louis and the International Association
14 of Machinists and Aerospace Workers (IAMAW) District 837
15 recognize that in order for the Company to succeed in the future it
16 must optimize utilization of all resources to provide a competitive
17 advantage with affordable, quality products. The Boeing Company
18 and IAMAW agree that success which includes the preservation of
19 jobs to the greatest extent possible, requires management and union
20 working together, and will therefore embark on a plan to develop a
21 High Performance Work Organization (HPWO).

22 The plan for the HPWO will begin with the formation of an agreed
23 upon number of pilot teams to assess the potential of broader HPWO
24 implementation through the term of the existing Collective Bargaining
25 Agreement.

Implementation

- Management and Union will form a Joint Steering Team responsible for developing team expectations and the attendant support plans for team member/leader selection, initial training, multi-skilled classifications/classification skill crossover, operator verification and non-standard work schedules.
- The parties agree that HPWO team members can cross-over classifications to get the jobs done performed by various members of their specific HPWO team.
- Joint Steering Team's purpose is to provide leadership to help teams succeed.
- Actions affecting the Collective Bargaining Agreement recommended by or for individual teams can be implemented only after joint approval of Boeing and IAMAW.

Teams

- Teams will manage their daily work activities.
- Teams will function by consensus/select team leader and coordinators (e.g., administration, schedule, training, safety monitor).
- Team leaders will receive a \$0.50 per hour additive.
- Teams will define safety, quality, schedule and performance characteristics based on their internal customer's (i.e., next assembly user) requirements/specifications consistent with the prime customer's contractual requirements.
- Teams will conduct weekly safety inspections and track resolution of identified issues to closure.
- Teams will determine work schedules within their customer's required delivery schedules.
- Teams will develop key performance characteristics.
- Teams will determine support resources required; empowered to use established budget.
- Teams will determine skill and multi-skill training required.
- Teams will set planning and coordinating of meeting times jointly with the facilitator and management.

Commitment to HPWO Teams

- Team members displaced as a result of productivity improvements will be referred to Joint Steering Team for reassignment and/or other opportunities.
- Joint Steering Team will develop Employability Training Plan.
- Management will assure that all necessary information related to team performance (costs, schedules, rework, scrap, downtime, etc.) will be available to the team to enable productivity/performance improvements.
- Joint Steering Team will assign expert support (training, facilitators, business management, technical).
- The Company and Union agree that by the end of 1996 there will be 20-40% of CBU population involved and participating in HPWO teams; by the end of 1997, 50-70%; and by the end of 1998, 75-90% or above, if practicable.

Initial Training

- *Team Orientation; *Facilitator Training; *Interpersonal Skills; *Customer/Business Focus; *Problem Solving;
- *Quality Concepts; *Work Team Theory

Team Performance Evaluation

Major reviews will be conducted after six months by Joint Steering Team addressing:

Internal and Prime Customer Satisfaction

Metrics/Training/Feedback

- Cost, Schedule, Safety and Quality
- Other Customer Inputs

During the term of this agreement, the Parties agree to review all aspects of this memorandum of agreement and to meet and confer on any changes the Parties jointly agree to implement. Towards that end, the Union will make available a representative from the IAM's High Performance Work Organization (HPWO) Department who will provide educational assistance to the Parties.

Joint Steering Team

Richard D. Smith

John Van Gels

Gordon J. King, Sr.

Stephen M. Jacques

Stephen McDerman

Lissa Hollenbeck

Michael Edwards

Kenneth L. Shead

John D. Darity

Frank M. Foeller

Raymond F. Trautman

Thomas J. Spiegel

Supplemental Understanding #23

MDA EMPLOYABILITY PLAN

Productivity gains will lead to reduced product cost, and this, in turn, will lead to increased sales. Thus, the need for workers should remain constant or even grow. It is our desire to increase sales and expand our workforce because of these gains.

However, in the early stages of implementing High Performance Work Teams, it may become necessary to reduce the size of the workforce because the productivity gains have not yet led to increased sales. In addition, the mix of work may change, causing a reduction in need for some worker classifications and an increase to others.

In either circumstance, it is the intent of the Company to offer assistance to the displaced worker through this employability plan.

- I. When productivity gains cause a reduction or shift in the types of workers required, the Company will provide up to one year of training at a maximum cost of \$5,000 to any displaced worker. This training will be skill-based in the areas where we are experiencing a shortage (depleted the pool of laid-off workers in that classification). The worker will be expected to satisfy all certification requirements of the new position. If a worker cannot qualify for the new work, he will be placed on layoff status until there is a need in his current classification.
- II. If there are no jobs in the Company for which the displaced worker is qualified, the Company will assist the worker in his search for employment by:
 1. maintaining a database of other job opportunities within the local area;
 2. providing assistance in the job search process, which includes resume' preparation, letter writing support, etc.
 3. providing up to one year of skills training in a field selected by the worker. This training is not to exceed \$5,000 per worker.

Displaced workers laid-off because of productivity gains must take advantage of the benefits offered in this plan within three (3) months of being laid off.

It is agreed and understood that this Supplemental Understanding is intended to apply to active employees on the payroll as of the date of contract ratification.

Supplemental Understanding #24

OFFSET AND SUBCONTRACTING ARRANGEMENTS

The Company and Union agree that an increasingly productive workforce is critical to the continued success of the enterprise and that domestic and international sales represent opportunities for employment growth and stability. The parties also recognize that a variety of business factors, including the Company's ability to secure sales, may require offsets as part of such transactions. While agreeing that Company's ability to enter into offset arrangements is not diminished by this Agreement, the parties agree that the Company and the Union will meet periodically to discuss the status of offset arrangements.

Given these conditions, and in acknowledgment of Company and Union concerns regarding employment stability, the parties agree to meet periodically to discuss the impact of subcontracting on bargaining unit jobs, (except work that has been or will be transferred or assigned into St. Louis Production Operations by other MDC operating units.)

With respect to the subcontracting of work currently performed by bargaining unit employees, the parties recognize that from time to time such subcontracting may be necessary. To enable the Union to suggest competitive alternatives which might allow the retention of work within the bargaining unit, the Company will, at least seventy-five (75) days prior to signing any agreement to subcontract work currently being performed by bargaining unit employees, provide notice to the Union of its plans to subcontract work which would directly result in the displacement of bargaining unit positions. The Company will provide information related to the potential subcontracting other than information it considers to be confidential, proprietary or subject to nondisclosure provisions.

The parties recognize that some subcontracting decisions cannot be disclosed within the seventy-five (75) day period referred to above, due to confidentiality concerns. In such circumstances, the Company will provide the Union as much notice as practicable.

Following notice of specific plans to subcontract work currently performed by bargaining unit employees, the parties shall, upon the request of the Union, meet and discuss the impact on the bargaining

1 unit. The Company agrees to consider any proposal the Union might
2 make which would result in a materially less costly way to retain such
3 work in the bargaining unit. The Union must present any such
4 proposals within 60 calendar days of receipt of the Company's plans.
5 The parties will meet periodically to review the implementation of any
6 such union proposals accepted by the Company. Should the Union's
7 projected savings not be realized within any ninety (90) day review
8 period during implementation, the Company will have the right to
9 subcontract the work.

10 **Employment Stability Income** 11 **Continuation Plan**

12 In the event the Company subcontracts work resulting in the
13 displacement of active bargaining unit members, affected eligible
14 employees shall be offered (and elect) a benefit under (a) the MDA
15 Employability Plan or (b) the Income Continuation Plan discussed
16 above. The Employability Plan and the Income Continuation Plan
17 shall exist only during the term of this Agreement. Employees on
18 Company's active payroll who elect the Income Continuation benefit
19 discussed above shall receive severance payments equal to one
20 week's pay (which shall be defined as Base Rate plus COLA) for
21 each year of Company service up to a maximum of 26 weeks, with
22 medical benefits for an equal amount of time. Income Continuation
23 payments will be made weekly and not in a lump-sum. Employees
24 who receive Income Continuation for a number of weeks less than
25 their number of service years and who return to employment with
26 MDA, may, if subsequently displaced due to a subcontracting event
27 during the life of this Agreement, draw Income Continuation against
28 the fund of remaining weeks based on their service formula.
29 Acceptance of the Income Continuation Plan shall have no adverse
30 effect on an employee's recall or seniority rights.

31 It is agreed and understood that this provision is intended to apply
32 to active employees on the payroll as the date of contract ratification.

33 The parties will meet within sixty days of contract ratification of this
34 Agreement to develop an approach to costing out alternatives. This
35 will include: information needed to perform make/buy analyses;
36 access to value stream mapping tools; and, agreement on activity
37 based costing methods.

Supplemental Understanding #25

HEALTH CARE COMMITTEE

The Company and the Union are committed to ensuring that employees have access to cost effective, quality health care coverage. Because of their ongoing concern about the quality of health care and costs, the parties agree to a Joint Committee on Health Care Costs and Quality. The Committee will have an equal number of representatives, including a co-chair, from each party. When appropriate, health care experts and representatives from the Company's health plans will be invited to attend Committee meetings. Each party may have their benefits consultants and advisors attend Committee meetings. The Committee will meet at least twice each year to discuss issues related to the health care program. The Committee also will meet with health care providers to express the parties' interest in obtaining quality health care at affordable prices. Among the topics that the parties will consider and discuss are:

- Costs under the HMO, POS and indemnity plans available to IAM members.
- Overall plan design, including availability of adequate health care plans in remote locations. In areas where high quality managed care is not available, covered employees will enjoy the benefits provided under in-network coverage with the health care provider of their choice.
- Cost management programs to address specific cost areas, including:
 - Disease management of selected high-cost chronic diseases.
 - Targeted health risk assessment.
 - Catastrophic case management.
- Measurement tools for evaluating health plans, including accreditation from a nationally recognized group such as the National Committee for Quality Assurance (NCQA) or the Foundation for Accountability (FACCT). The Parties agree that no change in managed care providers or benefit levels will occur without review and approval by the Committee.
- Benchmark data from other employers.

- 1 ▪ Provider performance reporting (Quality Scorecards) of
2 standardized quality measures drawn from NCQA, Joint
3 Commission on Accreditation of Healthcare Organizations
4 (JCAHO) and Peer Review Organizations (PRO).
- 5 ▪ Opportunities to work with other employers, unions or other
6 parties interested in obtaining quality health care at
7 affordable prices.
- 8 ▪ The Company and the Union also will undertake initiatives to
9 expand health care plan accountability for quality. Among
10 these initiatives will be joint efforts in pursuit of provider
11 programs focused on specific high-yield quality innovations
12 shown to substantially improve patient safety:
 - 13 ○ **Computerized physician order entry.** Physicians
14 will be required to enter prescriptions into a hospital
15 database to screen for inappropriate medications and
16 dosages and avoid potential adverse drug
17 reactions/interactions.
 - 18 ○ **Evidence- based hospital referral.** Physicians will be
19 required, where practical, to guide patients to facilities
20 with superior outcomes (linked to significantly lower
21 patient mortality).
 - 22 ○ **Closed ICU physician staffing.** Where available,
23 only ICU physicians will provide medical care in these
24 units, using their particular expertise in critical care.

25 The Company and the Union are committed through these and
26 other initiatives to improve quality and maintain reasonable costs, and
27 they will recognize and endorse contracting decisions with
28 physicians, hospitals and health plans based on compliance with
29 these joint initiatives.

1 **Supplemental Understanding #26**
2 **MEMORANDUM OF AGREEMENT**
3 **ON THE**
4 **LABOR GRADE**

5 During the 2007 negotiations, the Parties agreed to a new Labor
6 Grade classification model. The model features nine Labor Grades
7 wherein each Labor Grade contains one or more classification. An
8 employee's classification will be maintained for purposes of
9 layoff/recall, overtime distribution, vacation scheduling and shift
10 bumps. An employee will be allowed to progress through automatic
11 wage progression to the top of the rate range agreed to for the Labor
12 Grade in which his classification resides. An employee within a
13 Labor Grade, notwithstanding his classification, may perform work of
14 any classification contained therein and the company will provide
15 training if necessary to perform the duties of those other
16 classifications. Higher rated Labor Grades may additionally perform
17 work falling within a lower rated Labor Grade. All employees will be
18 expected to perform general duties such as moving parts, clean-up,
19 on-the-job training and cross training, and perform general shop
20 duties as assigned. This flexibility may be utilized during an
21 employee's normal workweek as well as on overtime and shall not be
22 diminished due to layoff in any classification.

23 Manufacturing Self Examination/Operator Verification (MSE/OV)
24 will be implemented plant wide. An operator that is unable to pass
25 the required certifications to be MSE/OV certified will be given a
26 second chance to do so. Any employee failing the second chance
27 will be required to meet with a special review board, which will review
28 the employee's circumstances. The special review board will
29 determine the next appropriate action.

30 Overtime will be assigned in accordance with Article XXV and
31 distributed as equally as possible by classification, department and
32 shift. Where the majority of the work (more than half of the overtime
33 worked) to be performed, during an overtime period, can be identified
34 as belonging to a particular classification, then that classification
35 would perform the work.

36 The parties recognize that some on-the-job-training and/or specific
37 training may be required in order to utilize the flexibility inherent in
38 this new Labor Grade Model. All such training decisions deemed

1 necessary will reside with management. An employee that is unable
2 to pass cross-training necessary to effectively utilize them within a
3 Labor Grade will be given a second chance to do so. Any employee
4 failing the second chance will be required to meet with a special
5 review board, which will review the employee's circumstances. The
6 special review board will determine the next appropriate action.

7 The parties agree that the following job classifications: Tooling
8 Mechanic, Flight Operations Mechanic, Maintenance Mechanic,
9 Assembly Mechanic, Process Mechanic, Maintenance Generalist in
10 Schedule "A" will be used for new hires, rehires, downgrades,
11 promotions, TILLOS or THRILLOS on or after June 1, 2007 subject to
12 the provisions of Article XI, Section 3. Job Descriptions for these job
13 classifications will encompass the job descriptions of all the job
14 classifications within their respective labor grade.

Supplemental Understanding #27

AGREEMENT BETWEEN THE IAMAW AND THE BOEING COMPANY

SUBJECT: MACHINIST CUSTOM CHOICES WORKSITE BENEFITS PROGRAM

This agreement acknowledges that The Boeing Company has agreed to allow the International Association of Machinists and Aerospace Workers to offer the Machinists Custom Choices Worksite Benefits program of supplemental life insurance, long term disability insurance and cancer coverage to its members in the bargaining unit through their designated agent, Employee Benefit Systems, Inc. (EBS). Furthermore, the Parties agree that if any other product from EBS is added as a benefit for other IAM-represented employees of Boeing, then they will meet and confer on adding those products for employees covered by this Agreement. It is understood that all policyholder service will be provided by the underwriter and EBS and that members will be given an opportunity annually to spend up to fifteen minutes with an EBS Counselor at the worksite during normal working hours. This service will begin as soon as practicable. It is understood that the Company is not the plan sponsor and is not responsible for plan administration, enrollment, or communication.

It is further agreed as a condition of offering this payroll deduction service that EBS will comply with Company Payroll administration and procedures that will include the following basic requirements:

Each participating employee will complete a Deduction Authorization card that contains the employee's name, social security number, deduction name(s) or type(s), employee signature, and date.

Information affecting account activity, including, but not limited to enrollment, policy cancellations, deduction changes, premium rate changes, and other changes affecting the employee deduction amount, must be received by Boeing Payroll by the 20th of the month preceding the month in which the deduction will be effective.

Any deduction amount not collected due to lack of earnings will be the responsibility of EBS. Boeing payroll will not collect amounts in arrears or provide an account reconciliation service.

Deductions will be made from the employee's first paycheck each month.

Supplemental Understanding #28

AGREEMENT

Employment Security

All employees covered by the IAM collective bargaining agreement on the active payroll as of May 23, 2004, at the St. Louis facility (including those on an authorized leave) will be provided employment during the duration of the contract unless they voluntarily quit, retire or are dismissed for cause. Such employment security is conditioned on the nonoccurrence of catastrophic changes in the operating environment of the Company, including natural disasters, cancellation of a major contract or contracts, work stoppages, offsets or reductions in present production quantities (detailed below) or reschedules.

- F/A-18 E/F program at 42 aircraft per year
- C-17 program at 15 aircraft per year
- T45 program at 8 aircraft per year
- F-15 program at 12 per year
- Missile programs at current work levels
- Advance Systems and other miscellaneous activity at current work levels.

Prior to any layoff, the Vice President Production Operations will meet and confer with the President/Directing Business Representative of the Union to discuss the implications of the catastrophic event.

Supplemental Understanding #29

IAM 837

LETTER OF AGREEMENT OFFSETTING MEDICAL PLAN CONTRIBUTIONS FOR CERTAIN RETIREES WHO ARE SUBJECT TO THE RETIREE MEDICAL DEFINED DOLLAR MAXIMUMS

In order to assist certain retirees with medical expenses, the Union has agreed to forgo a certain amount of compensation that otherwise would have been paid during this contract, and the Company has agreed to continue to maintain a fund for retirees with this money.

Amount Available

- The continued funding of the VEBA during the 2007-2010 Agreement will consist of an amount up to \$0.30 per hour available from COLA that would have been first awarded the 2004-2007 Agreement.

Retirees Affected

The funds generated by this agreement will be targeted to that group of retirees who have the greatest level of contributions – retirees not eligible for Medicare, who are subject to the Defined Dollar Maximum contribution formula. To the extent possible, the funds will be divided equally among these retirees. Once the retiree is eligible for Medicare, the subsidy would end.

At the beginning of the year following the year that the monthly premium for at least one of the plans offered to a Medicare-eligible retiree (“retiree only category”) exceeds the Defined Dollar Maximum by at least \$20, 10% of the available funds will be targeted to all Medicare retirees who are subject to the Defined Dollar Maximum formula. To the extent possible, the funds will be divided equally among these retirees. The remaining 90% will be targeted in accordance with the immediately preceding paragraph.

The amounts to be paid to retirees, in aggregate, will be an amount up to the amount generated by the \$0.30 of COLA that will continue to be funded into the VEBA for years 2007 through 2010.

1 Highlights of Process

2 The money generated by this arrangement will be placed into a trust
3 fund known as a VEBA (Voluntary Employee Benefit Association).
4 Those funds will be used to provide the payment relief described
5 above, as well as associated administrative expenses.

6 At any point, if the fund does not contain an amount equal to at least
7 three months of future payments, this arrangement will be suspended
8 until such time as there are at least six months of future payments in
9 the fund. If for any reason the funds paid out exceed the amount of
10 funds generated under the formulas described above, the
11 contributions for the affected retirees will be increased to recover the
12 excess payments.

13 This arrangement can be terminated at any time by mutual
14 agreement of the Company and the Union. In the event that the
15 arrangement is terminated, any remaining funds in the VEBA will be
16 used for the benefit of the affected retirees. COLA that was
17 otherwise being diverted will be restored as COLA payments to
18 employees on the active payroll as of the effective date of the
19 termination of this arrangement in an amount up to \$0.30 per hour
20 that would have been awarded during the 2004-2007 agreement.

21 The Union and Company will meet annually through the established
22 Joint Health Care Committee to review projected retiree health care
23 premiums and funds available through this arrangement.

Supplemental Understanding #30

Safety Trainer Position

21 May 2007

Mr. Richard D. Smith
President Directing Business Representative
District 837, I.A.M.A.W.
212 Utz Lane
Hazelwood, MO 63042

Dear Rick:

This confirms our understanding regarding the Integrated Defense Systems intent to create a Union Safety Trainer position at the St. Louis site. The individual will be jointly selected by the Union and the Company for the Safety Trainer position and given the following compensation, status, and duties:

- a. He/she will retain his/her current job classification title and seniority.
- b. The employee will be paid at the maximum of the Tool and Die Maker classification rate while serving as a Safety Trainer and will continue to receive automatic wage progression increases as provided in the Articles of Agreement.
- c. The employee will remain on the overtime list of their "home" department and "loaned" to the Safety Department.
- d. If the Safety Trainer is a safety committee member, he/she will resign their safety committee membership.
- e. Placement under this agreement will begin within a month of ratification and continue for the term of the agreement.
- f. The Union Safety Trainer shall be to act as a liaison between HPWO Teams and Safety to provide general safety training and communication as well as IAMAW representative on safety councils and committees as requested by the IAMAW or Company.
- g. The Union and the Company will meet within sixty (60) days of ratification and discuss other duties, which the Safety Trainer may conduct.
- h. The IAMAW Safety Trainers duties include:
 - a. Contact for the Safety committeemen during any complaints.

Please sign below indicating concurrence.

Sincerely,

THE BOEING COMPANY

I.A.M.A.W. District 837

Thomas A. Easley
Director - Labor Relations

Richard D. Smith
President Directing Business Rep.

SCHEDULE A			
LABOR GRADE MODEL			
Effective 25 May 2007			
Labor Grade	Classification	From	To
TOOLING		\$16.00	\$32.24
	Tooling Mechanic		
	Inspector - Metrology		
	Inspector - Tool & Die		
	Tool & Die Maker		
	Machinist - All Around		
	Builder Mock Up & Tooling		
	Machinist - General		
	Welder - Tooling		
	Heat Treater - Tool Room		
FLIGHT		\$16.00	\$31.37
	Flight Operations Mechanic		
	Inspector - Aircraft		
	Mechanic - Electrical & Electronics		
	Mechanic - Flight		
MAINT A		\$15.00	\$30.88
	Maintenance Mechanic		
	Mechanic - Machine Repair		
	Maintenance Mechanic - All Around		
	Pipefitter- Maintenance		
	Mechanic - Automotive		
	Painter - Maintenance		
ASSEMBLY		\$12.00	\$30.74
	Assembly Mechanic		
	Inspector - Assembly		
	Subassembler - Precision		
	Mechanic - Aircraft Production		
	Mechanic - Electrical & Radio		
	Sheet Metal Assembler & Riveter		
PROCESS		\$12.00	\$30.56
	Process Mechanic		
	Welder - Production		
	Sheet Metal Fabricator		
	Painter - Sign		
	Mechanic - Tube & Cable		
	Painter - Spray		
	Plater Precision		
	Operator - Chemical Processor		
	Operator - Nameplate Processing		
	Machine & Hand Sewer		

Labor Grade	Classification	From	To
SUPPORT		\$11.00	\$29.64
	Support Coordinator		
	Production Material Coordinator		
	Crater & Packer		
	Material Handler - Specialist		
UTILITY	Worker – Utility	\$11.00	\$25.99
MUNITIONS	Mechanic – Munitions		\$21.81
MAINT B		\$11.00	\$18.62
	Maintenance Generalist		
	Garage Attendant		
	Maintenance Worker		
	Housekeeper		
Rates Effective 25 May 2007			
Field Grade Classifications		From	To
BUILDER – Mock Up & Tooling – Field Grade		\$19.23	\$32.82
INSPECTOR – Aircraft – Field Grade		\$16.00	\$31.94
MECHANIC – Field Grade			
Aircraft Production – Field Grade		\$18.30	\$31.31
Electrical & Electronics – Field Grade		\$16.00	\$31.94
Electrical & Radio – Field Grade		\$18.30	\$31.31
Flight – Field Grade			\$31.94
SHEET METAL ASSEMBLER & RIVETER – Field Grade		\$16.00	\$31.31

SCHEDULE A			
LABOR GRADE MODEL			
Effective 29 May 2009			
Labor Grade	Classification	From	To
TOOLING		\$16.00	\$33.21
	Tooling Mechanic		
	Inspector - Metrology		
	Inspector - Tool & Die		
	Tool & Die Maker		
	Machinist - All Around		
	Builder Mock Up & Tooling		
	Machinist - General		
	Welder - Tooling		
	Heat Treater - Tool Room		
FLIGHT		\$16.00	\$32.31
	Flight Operations Mechanic		
	Inspector - Aircraft		
	Mechanic - Electrical & Electronics		
	Mechanic - Flight		
MAINT A		\$15.00	\$31.81
	Maintenance Mechanic		
	Mechanic - Machine Repair		
	Maintenance Mechanic - All Around		
	Pipefitter- Maintenance		
	Mechanic - Automotive		
	Painter - Maintenance		
ASSEMBLY		\$12.00	\$31.66
	Assembly Mechanic		
	Inspector - Assembly		
	Subassembler - Precision		
	Mechanic - Aircraft Production		
	Mechanic - Electrical & Radio		
	Sheet Metal Assembler & Riveter		
PROCESS		\$12.00	\$31.48
	Process Mechanic		
	Welder - Production		
	Sheet Metal Fabricator		
	Painter - Sign		
	Mechanic - Tube & Cable		
	Painter - Spray		
	Plater Precision		
	Operator - Chemical Processor		
	Operator - Nameplate Processing		
	Machine & Hand Sewer		

1
2

Labor Grade	Classification	From	To
SUPPORT		\$11.00	\$30.53
	Support Coordinator		
	Production Material Coordinator		
	Crater & Packer		
	Material Handler - Specialist		
UTILITY	Worker – Utility	\$11.00	\$26.77
MUNITIONS	Mechanic – Munitions		\$22.46
MAINT B		\$11.00	\$19.18
	Maintenance Generalist		
	Garage Attendant		
	Maintenance Worker		
	Housekeeper		
Rates Effective 29 May 2009			
Field Grade Classifications		From	To
BUILDER – Mock up & Tooling – Field Grade		\$19.23	\$33.80
INSPECTOR – Aircraft – Field Grade		\$16.00	\$32.90
MECHANIC – Field Grade			
Aircraft Production – Field Grade		\$18.30	\$32.25
Electrical & Electronics – Field Grade		\$16.00	\$32.90
Electrical & Radio – Field Grade		\$18.30	\$32.25
Flight – Field Grade			\$32.90
SHEET METAL ASSEMBLER & RIVETER – Field Grade		\$16.00	\$32.25

3

2007

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JANUARY							JULY						
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7	8	9	10	11	12	13	8	9	10	11	12	13	14
14	15	16	17	18	19	20	15	16	17	18	19	20	21
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FEBRUARY							AUGUST						
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MARCH							SEPTEMBER						
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APRIL							OCTOBER						
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MAY							NOVEMBER						
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JUNE							DECEMBER						
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2008

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JANUARY						
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FEBRUARY						
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AUGUST						
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MARCH						
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SEPTEMBER						
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2009

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JANUARY						
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JULY						
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5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

S	M	T	W	T	F	S
FEBRUARY						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

S	M	T	W	T	F	S
AUGUST						
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

S	M	T	W	T	F	S
MARCH						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

S	M	T	W	T	F	S
SEPTEMBER						
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

S	M	T	W	T	F	S
APRIL						
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

S	M	T	W	T	F	S
OCTOBER						
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

S	M	T	W	T	F	S
MAY						
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

S	M	T	W	T	F	S
NOVEMBER						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

S	M	T	W	T	F	S
JUNE						
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

S	M	T	W	T	F	S
DECEMBER						
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

2010

S	M	T	W	T	F	S
JANUARY						
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

S	M	T	W	T	F	S
JULY						
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

S	M	T	W	T	F	S
FEBRUARY						
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28						

S	M	T	W	T	F	S
AUGUST						
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

S	M	T	W	T	F	S
MARCH						
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

S	M	T	W	T	F	S
SEPTEMBER						
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

S	M	T	W	T	F	S
APRIL						
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

S	M	T	W	T	F	S
OCTOBER						
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

S	M	T	W	T	F	S
MAY						
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

S	M	T	W	T	F	S
NOVEMBER						
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

S	M	T	W	T	F	S
JUNE						
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

S	M	T	W	T	F	S
DECEMBER						
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	