

TENTATIVE AGREEMENT

LETTER OF UNDERSTANDING NO. 5

**SUBJECT: ESTABLISHMENT OF JOBS TO COVER NEW,
SUBSTANTIALLY CHANGED, OR COMBINED WORK FUNCTIONS**

The purpose of this Letter is to set forth the procedure to be followed when the Company determines it is necessary to combine jobs or establish a job or jobs to describe new or substantially changed work functions in accordance with the provisions of Article 13 of the Collective Bargaining Agreement of this date.

1. Company representatives identified with the appropriate unit (as defined in Section 1.1 of the Agreement) will prepare job descriptions and discuss such descriptions with Union representatives of the appropriate unit as provided in Section 13.5. In the event it is necessary to assign employees to the new or substantially changed work functions prior to the establishment of the job or jobs, Section 13.6 will apply.
2. The Company's Corporate Vice President, Compensation will transmit a draft copy of the proposed job or jobs to the Union representative designated by the International Association of Machinists and Aerospace Workers, AFL-CIO, to receive such information.
3. Following transmittal of the proposed job or jobs to the designated Union representative, the job or jobs will be established by written notification from a Company representative to a Union representative identified with the unit where the job or jobs are to be established.
4. Union inquiries or grievances as provided for in Article 13 will be received and processed by Company and Union representatives identified with the particular collective bargaining unit defined in Section 1.1 of the Agreement in which the job or jobs have been established.
5. The Company agrees to train affected employees to perform any newly defined tasks when it is determined training is needed. Preference will be given to senior employees when possible.

Dated: September 4, 2008