

Best and Final Offer
August 28, 2008

TENTATIVE AGREEMENT

LETTER OF UNDERSTANDING NO. 9

SUBJECT: CORPORATE JOBS

The Company shall establish and maintain Corporate job codes for all job classifications covered by the parties' Collective Bargaining Agreement of this date. The Corporate job codes shall be used in the ~~Seattle-Renton~~Puget Sound, Wichita and Portland Units represented by the IAM. A Job List - Existing Jobs will be prepared, effective September ~~24, 2005-2008~~ showing the Corporate job code and title for each job classification and will indicate the jobs that are authorized as of that date for use in each of the respective units.

The Job List will also show the corresponding Wichita code for each job authorized as of that date for use in that unit. The Wichita job code will be used for all employee transactions, records, and reports in that unit. The Corporate job code will be shown in the upper right hand area of Wichita job descriptions and the corresponding Wichita job code will be shown in the lower right hand area of Wichita job descriptions.

It is understood that, as a result of the Company's sole right to organize work and determine job duties, work may be organized so that between units similar work functions and activities will be designated by different titles and descriptions.

It is also understood that the Company in organizing a new work activity, may install in a particular unit those Corporate jobs, authorized for another unit, that describe the work to be performed.

Dated: September 4, 2008