

**TENTATIVE AGREEMENT**

**LETTER OF UNDERSTANDING NO. 10**

**SUBJECT: CORPORATE JOBS COMMITTEE**

The purpose of this Letter is to define the objectives of the joint Union/Company Corporate Jobs Committee.

1. The Corporate Jobs Committee shall consist of not more than six (6) representatives appointed in writing by the Union's Corporate Coordinator and not more than six (6) representatives appointed in writing by the Company's Vice President of Union Relations. This Committee may be comprised of representatives from the Puget Sound, Wichita, and Portland Primary Locations. The Union and the Company will each appoint a chair of its group. Recognizing that recommendations by the Committee can have a significant impact on the job classification structure throughout all Primary Locations, it is expected that appointed members of the Committee are to participate fully in all Committee activities as defined by the respective chairs.
2. The Committee shall, as determined jointly by its chairs, study the job classification system established by Article 13 of the parties' Collective Bargaining Agreement in order to maintain the integrity of the system and to develop and implement plans for change that will provide job enhancement, employment security and productivity improvements. Such activities may include but are not limited to:
  - Developing innovative job structure proposals.
  - Deactivating zero or minimally populated jobs.
  - Combining jobs by placing similar work in similar job classifications.
  - Developing new jobs and revisions to existing jobs to accurately reflect organization of tasks.
  - Establishing like classifications and titles for all locations covered by the Agreement where work responsibilities are the same.
3. If a Committee member is required to visit a Primary Location to fulfill a Corporate Jobs Committee commitment, the appropriate Committee members shall be notified and participate as appropriate in any business involving that visit.
4. The Committee shall report to the Union and the Company on the job classification system, together with the suggestions of the Committee members for changes thereto. The results of the Committee's work will be available to the Union and the Company to facilitate future negotiations.

Best and Final Offer  
August 28, 2008

5. The chairs may, from time to time, jointly recommend the adoption by the Union and the Company of changes in the job classification system. Such recommendations, however, shall be wholly advisory and shall not reopen the Collective Bargaining Agreement or affect Article 2 thereof.
6. To create a proper environment for the Committee's work, the Committee's proceedings shall not be used as the basis for, nor as evidence in, any proceedings under Article 19 of the parties' Collective Bargaining Agreement.
7. The Committee shall function through the life of the Bargaining Agreement.
8. The Union and the Company chairs will establish the Committee meeting locations, schedules, and procedures. The Union and the Company shall bear the expenses of their respective Committee members and shall share equally in all other costs incurred by the Committee.

Dated: September 4, 2008