

**LETTER OF UNDERSTANDING NO. 11**

**SUBJECT: OVERTIME**

It is understood that the authority of the Company to require overtime work, established by Section 6.10 of the Collective Bargaining Agreement, is necessary for business planning and meeting operational objectives. The parties recognize, however, that the exercise of this authority may affect employee productivity.

Accordingly, the Company and the Union agree, subject to the exceptions noted below, that the authority conferred by Section 6.10 of the Agreement shall hereinafter be limited as follows. No employee shall be required, and need not be permitted, to work overtime in excess of the following limits:

**Quarterly Limit**

- The limit shall be one hundred twenty-eight (128) overtime hours in any budget quarter;

**Weekend Limit**

- The limit shall be two (2) consecutive weekends;
- Employees who have worked two (2) consecutive weekends may volunteer to work overtime on the following weekend;
- Overtime work on either a Saturday and a Sunday, or on a Saturday or a Sunday, shall constitute a weekend worked;
- The limit for overtime on a Saturday or a Sunday shall be eight (8) hours.

**Holidays**

- All overtime on a holiday as set forth in Section 7.1 of the parties' Collective Bargaining Agreement or on the weekend which immediately precedes a Monday holiday or immediately follows a Friday holiday shall be voluntary.

All overtime in excess of the above limits shall be strictly on a voluntary basis and no employee shall suffer retribution for his/her refusal or failure to volunteer. An employee may be required to perform overtime work beyond the above limits where necessary for delivery of an airplane which is on the field, for customer-requested emergency repair of delivered products, or for Government DX or Government DO rated orders. In addition, an employee may be required to perform overtime on a holiday or on the weekend

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which immediately precedes a Monday holiday or immediately follows a Friday holiday where necessary for facilities maintenance.

The Company will brief the Union semi-annually of its anticipated program scheduling and its forecasted overtime requirements.

Dated: September 4, 2008