

**TENTATIVE AGREEMENT**

**LETTER OF UNDERSTANDING NO. 20**

**Subject: NC/CNC/ADAPTIVE COMPUTER SYSTEMS  
AND COMPUTER AIDED WORK STATIONS**

The Company and Union agree to the identification and clarification of the below terms and descriptions as applicable to all Corporate Jobs as identified in Article 13 of the parties' Collective Bargaining Agreement:

**A. NC/CNC and Operator Adjustments**

1. Numerically Controlled/Computer Numerically Controlled (NC/CNC) or other adaptive computer system machine controls are synonymous and will be used as such in all existing job classifications, and shall be incorporated as such into all existing and future job classifications as appropriate.
2. Operators may make adjustments to existing machine control programs similar and in comparable technical complexity as those required to manually provide machine instruction such that machines optimally perform the identified machine tasks.
3. Such tasks as described above will not be used or considered as justification for grade adjustment but are inclusive of current grade level identification.

**B.** Computer aided/assisted work stations such as those using PC's, computer terminals linked to main frame systems, CATIA or any and/or all subsequent integrated computer assisted technology systems, which are used to accomplish currently assigned or similar work assignments, shall not be used as justification for revision of grade level, but are considered tools and devices assisting the individual to accomplish assigned tasks. The actual duties and tasks accomplished by the individual as a composite in comparison to the classification guides and representative jobs will be the basis for grade designation as identified in Article 13 as applied in the Collective Bargaining Agreement.

**C.** Such terms will be incorporated into revised or new job descriptions and/or incorporated into the classification guides and/or Glossary of Terms and Phrases within the Collective Bargaining Agreement or a combination of the above.

Dated: September 4, 2008