

**2008 IAM Negotiations
Questions & Answers for Boeing employees**

WORK SCHEDULES AND ASSIGNMENTS

Q. Can nonstriking employees be required to work overtime?

A. Yes. However, managers will attempt to meet overtime requirements on a voluntary basis among employees. In the event there are insufficient volunteers to meet the requirements, managers may require the employees to work overtime.

Q. Can management change employee work schedules?

A. Yes. Management has responsibility and authority to set employee work schedules to meet business requirements.

Q. How much notice is required before management changes an employee's work schedule?

A. No prior notice is required. However, management will attempt to provide as much notice as possible.

Q. What is the company's policy regarding alternative work schedules and telecommuting during a strike?

A. Striking employees are not eligible for alternative work schedules or telecommuting.

For nonstriking bargaining unit employees, the use of alternative work schedules or telecommuting will be considered on a case-by-case basis and requires the approval of management.

Q. What if employees are delayed in getting to work due to temporary road blocks or mass picketing caused by strike activity?

A. All salaried employees reporting to work late because of traffic or plant access problems directly attributable to strike activity (traffic slowdowns, blocked access) should account for their lost time by flexible redistribution of hours. When that is not possible, they should record their time as regular hours worked charged to the overhead job number for their organization or a special job number set up by their finance organization.

Hourly union employees reporting to work late due to the circumstances described above, with mutual agreement from their manager, may account for their lost time by adjusting the start and end times for that day's shift. When that is not possible, they will record their time as regular hours worked.

This time will be recorded through normal timekeeping processes. Managers should ensure that only late arrivals caused directly by reported strike incidents are recorded as paid time under provisions of this instruction.

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Q. Will the procedures for filling openings continue to apply to union employees who report to work?

A. Yes, to the extent practical.

Q. Can salaried non-union employees perform the work of a union employee and does it have to be voluntary?

A. Salaried non-union employees may be assigned to temporarily perform the work of striking employees. We would prefer that this will be done on a voluntary basis.

Management does have the right to require non-union employees to be temporarily assigned to perform the work of striking employees. However, the law allows a non-union employee to refuse to perform “struck work” and thereby join the strike. In that case they would join the strikers and would have the same legal protections as the striking employees.

Consequently, before directing a non-union employee to perform the work of a represented employee as a temporary assignment, management should carefully consider the possible consequences, including the possibility that the employee may decide to join the strike.

The company is leaving this decision in the hands of local management. There will be business situations where it is appropriate for management to apply this requirement. The company trusts this will be done on an as-needed basis using good management judgment.

This communication is focused on non-union salaried employees. This does not include management employees. We can require the assignment of management to temporarily perform the work of striking employees. Managers who refuse to be assigned would be subject to corrective action.

Q. Could SPEEA employees be assigned to work IAM employees’ jobs?

A. Salaried and hourly employees represented by other bargaining agreements will not be assigned to IAM unit jobs unless specifically approved by Employee Relations prior to the assignment. In instances where such assignments are deemed to be appropriate, these union employees must volunteer to perform the IAM unit jobs.

Q. Does a strike affect the classification of union employees who continue working?

A. It may affect the classification of union employees who decide to continue working and are assigned work that is different from their current job classifications. Reclassification of union employees will follow existing procedures for job titles and rates of pay.

Q. Will Boeing replace striking employees?

A. Any decisions to replace striking workers will be made given consideration for the law, the business situation, and relationships with our striking employees. Such a decision will not be made lightly.

Q. If a union employee starts a project and there is a work stoppage, can a vendor complete the job?

A. Yes.

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Q. May a non-union job offer be made to a union employee during a strike?

A. Non union internal offers to striking unit employees may be extended during the work stoppage provided that the application process began prior to the work stoppage.

Q. Can an employee work for other companies, including consulting firms, while honoring a strike?

A. Yes. However, normal rules apply regarding conflict of interest.