

TENTATIVE AGREEMENT

Technical Unit

ARTICLE 22 JOB CLASSIFICATIONS

Section 22.1 Authorized Job Classifications. Each job classification listed in Appendix A shall, for the period of this Agreement, remain in effect, subject to revisions as provided in 22.4, unless made inactive by mutual agreement of the Union and the Company.

Section 22.2 Definition of Job Classification. A job classification is defined by occupation, job family, and level codes as identified within the Company's Salaried Job Classification (SJC) system.

Section 22.3 Application and Intent of Job Descriptions.

22.3(a) Occupations are the broadest categories of work. Job families describe the organization of tasks. Level descriptions guides identify various levels of responsibility within the job family. Each job classification is linked to Skills Management Codes (SMCs) within the SJC system. SMCs identify unique knowledge, skills, abilities, and environments within the job family.

22.3(b) Each occupation code, job family code, level code and SMC is defined by a unique description as identified within the SJC system.

22.3(c) An employee may perform some of the work of a higher level and/or some of the work of a lower level in the performance of the work assignment. It is not anticipated that any employee will perform all the duties set forth in the job description. Any work assignment may include:

22.3(c)(1) Teaching, instructing, leading or providing assistance to others.

22.3(c)(2) The use of equipment to facilitate the work assignment.

22.3(c)(3) The submission of completed work or any portion thereof for checking or approval.

22.3(c)(4) The reporting of any work impairment such as errors in materials, processes, equipment, etc.

Section 22.4 New or Revised Job Family, Level Guides, and SMC Descriptions. If, after the effective date of this Agreement, the Company or the Union determines that no existing job family, level guide or SMC description appropriately covers a new or reorganized work assignment, either party may initiate a request for evaluation and review through the Company's SJC Maintenance Process. The Union will participate as

a voting member on the Company's SJC team in the identification, evaluation, and review of all proposed changes to job family descriptions and level guides for SJC job classifications listed in Appendix A and their associated SMC descriptions. The Company will implement changes (1) by revising or deleting an existing job family, level guide, and/or SMC description; or (2) by developing a new job classification code, with supporting descriptions, which will be incorporated into Appendix A through the issuance of an installation memo; or (3) the Company will establish a Temporary Job Classification and/or SMC in accordance with 22.4(b).

22.4(a) Union Challenges of Level(s) for New or Revised Level Guides. In the event the Union disagrees with the number or description of level(s) of a new or revised job level guide it must, within thirty (30) calendar days from the date the new or revised job level guide is forwarded by the Company, challenge the level, setting forth in writing the reasons why the Union disagrees. Otherwise, the level guide as determined by the Company will stand.

22.4(a)(1) If the Union challenges a new or revised level guide, the Company's Director of Compensation and Benefits, and his/her appointees, and Union representatives shall meet within forty-five (45) calendar days of the request for the purpose of attempting to reach agreement as to the appropriate level guide. Disagreements between the Union and the Company shall be resolved exclusively on the basis of the level guide assigned as a result of the Company's application of 22.4. A Union challenge shall in no way prevent or delay the Company from assigning personnel to the job classification involved in the challenge.

22.4(a)(2) If the Union challenges a new or revised level as submitted by the Company, and it is determined that the level is not correct, the Company will pay each employee involved at a rate that is within the range of the corrected level, for the time in which the employee has performed the duties of the corrected level.

22.4(b) Temporary Job Family, Level, or SMC. A temporary job family, level, or SMC may be established by the Company for new or revised work for which no current job family, level, or SMC is applicable and which requires a period of time to stabilize job duties. This period will not exceed ninety (90) days unless extended by mutual agreement. The Union will be notified of the effective date and approximate duration. Employees will be assigned to such new work at not less than their current levels until the job family and level is made permanent. If the temporary job family code or level is made permanent at a higher level than the levels of the assigned employees, these employees will be paid within the range of the higher level for the time assigned to the work covered by the permanent job family or level. Effective upon and after the Company's determination that a temporary job family and/or level has become permanent, the provisions of 22.4 shall apply.

Section 22.5 Individual Employee Job Classification.

22.5(a) It is a mutual objective of the Union and the Company that the job classification of each employee be an accurate and timely reflection of the work

assigned; however, the Company shall retain the exclusive right to reassign employees as necessary to meet work requirements, and employees shall comply with such reassignments notwithstanding the employees' job classifications of record at the time. If the Company determines, by reference to the applicable job family description, that an employee's level is higher than is appropriate for the work to which the employee is assigned, the Company may permit the employee to continue in the same assignment without reclassification for whatever period of time the Company elects; or the Company may add to the employee's current assignment or reassign the employee to other work for which the employee's level is appropriate; or, within the limitations stipulated in this Article 22, the Company may reclassify the employee to the level that the Company deems appropriate for the work assigned.

22.5(b) Because an employee may be assigned work at a level lower than the employee's current level without being reclassified to the lower level, the levels or work assignments of individuals other than the employee shall not be introduced or regarded as pertinent evidence for the purposes of 3.6(a), unless by mutual agreement of the parties.

22.5(c) Temporary promotions to a higher level will be made by management to accommodate short-term assignments anticipated to last more than thirty but not exceeding ninety continuous calendar days, or for such period longer than ninety continuous calendar days as may be designated by mutual agreement between the Company and the Union. Temporary promotions will be distinguished from other promotions in the Company's records systems, and for the purposes of 8.1(b), 8.2, and 8.3, an employee in such status shall be considered as still being in the job classification from which the temporary promotion occurred.

22.5(d) Employees may be reclassified to a higher level irrespective of their assigned retention rating.

22.5(e) Challenges Concerning Individual Employee's Job Family, Level, or SMC. An individual employee may request a review of his or her job classification or level based on the contention the work assigned by the Company differs from the job classification or SMC to the extent and in such a manner as to warrant reclassifying the employee to a different existing job classification or SMC. Employees will attempt to resolve their classification first by discussion with first-line management. In the absence of a resolution mutually agreeable to both management and the employee, the following steps will be utilized in the review process:

22.5(e)(1) If the employee contends that a classification or level issue still exists, he or she along with his or her Union Representative will notify the Skill Team Manager to request a review.

22.5(e)(2) The Skill Team Manager will meet with the employee and the Union Representative to fully discuss the employee's issue in an effort to reach mutual resolution.

22.5(e)(3) If the employee and Union Representative do not agree with the Skill Team decision, the Skill Team Manager, the appropriate Human Resources

Representative and the Union Representative will meet to resolve the matter by a majority decision.

Section 22.6 Reclassification to a Lower Level. The Company may alter employee work assignments or reassign employees to lower-level work for which the Company deems they are qualified, and effect commensurate reclassification to lower level, either as required to comply with the layoff procedure described in 8.3 or to accomplish reorganizations of work deemed by the Company to be necessitated by changing business conditions. When suitable work adjustments or employee reassignments are determined impracticable by the Company, misclassifications shall constitute surpluses as defined in 8.1(a)(4) and shall be resolved in accordance with Article 8. Reclassifications to lower levels shall be subject to the limitations set forth in 22.6(a)(1) through 22.6(a)(9). Additionally, the limitations set forth in 22.6(b) shall apply to in-place reclassifications to lower levels, i.e., cases in which the assignment an employee is performing is altered such as to remove that portion of the assignment that previously justified the higher level.

22.6(a) Conditions Applicable to Reclassifications to Lower Levels.

22.6(a)(1) No employee in Level 2 or B and above shall be reclassified to a lower level so long as there are in the same job classification within the same Major Organization any employees in a lower retention rating whose retention in that job classification has not resulted from application of exceptions specified in 8.3(d)(1). These provisions shall likewise apply to employees in Level 1 or A, except they shall apply only within the principal subordinate organization or program to which the employee is assigned.

22.6(a)(2) Within the same job code, no employee shall in any one transaction be reclassified to a level lower than the next authorized level.

22.6(a)(3) No employee shall receive more than one (1) reclassification to a lower level during any period of twelve (12) consecutive months of continuous employment, unless as an option to layoff under the provisions of 8.3(d)(1).

22.6(a)(4) Employees shall be permitted to elect layoff in lieu of reclassification to lower level. Employees rejecting reclassification to lower level will be subject to layoff effective two (2) calendar weeks from the date of the reclassification offer, irrespective of the layoff notice provisions of 8.3.

22.6(a)(5) All reclassification to lower level offers shall be stated in writing on forms provided by the Company, reviewed and approved by the Company, and then provided to the affected employee at least two weeks prior to the effective date.

22.6(a)(6) Employees reclassified to a lower level while on the active payroll shall have priority rights to open positions as described in 8.2(e)(2).

22.6(a)(7) The reclassified employee's work assignment shall be consistent with the applicable job family description and responsibility level guide.

22.6(a)(8) The Company will strive to minimize reclassifications to lower levels in the handling of workforce surpluses and employee reassignments, consistent with the provisions of Article 8; however, the determination of business conditions necessitating reclassifications to lower levels shall continue to be made exclusively by the Company, and shall not be subject to the grievance and arbitration procedure of Article 3.

22.6(a)(9) If, subsequent to a reclassification to a lower level, an employee is assigned to work for which a higher level is appropriate as determined by reference to applicable job family descriptions and responsibility guides, the employee shall be reclassified to the higher level in accordance with 22.5.

22.6(b) Additional Condition Applicable to In-Place Reclassifications to Lower Levels Only.

22.6(b)(1) In-place reclassifications to lower levels shall not occur into the lowest authorized level of any job classification for which the lowest authorized level is Level 1 or A if at least three (3) levels are authorized for that job classification. The attached Appendix A, subject to revisions as provided in 22.4, shall be the exclusive reference for determining which levels are authorized.

22.6(b)(2) If an in-place reclassification to a lower level offer is made as a result of the removal of a portion of the assignment which previously justified the higher level, the employee and manager will define the revised assignment closing out the Performance Management plan and initiating a new plan in conjunction with the reclassification offer.

22.6(c) Employee Preference for Reclassification to a Lower Level. The Company may, at its sole discretion, effect the reclassification to a lower level of any employee who expresses a preference for reclassification as an alternative to transfer or to discharge for a documented record of unacceptable performance. The provisions of 22.6(a)(1) through 22.6(a)(6), 22.6(a)(9), 22.6(b) and 8.2(e)(2) shall not apply to such cases.

Section 22.7 The provisions of 22.4, 22.5, and 22.6 are not subject to the grievance and arbitration procedures of Article 3.

**Society of Professional Engineering
Employees in Aerospace**

The Boeing Company

By _____

By _____

Dated _____

Dated _____