

ARTICLES OF AGREEMENT

Between

THE BOEING COMPANY

and

DISTRICT ~~LODGE~~ NO. 837,
INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE WORKERS,
AFL-CIO

And

INTERNATIONAL ASSOCIATION OF
MACHINISTS AND AEROSPACE
WORKERS, AFL-CIO

Effective ~~25 July 2022~~ 28 July 2025

Expires ~~27 July 2025~~ 22 July 2029

PREAMBLE

THIS AGREEMENT, made and entered into by and between BOEING DEFENSE, SPACE AND SECURITY (BDS) – St. Louis, one of the principal segments of THE BOEING COMPANY, hereinafter referred to as the Company, and DISTRICT ~~LODGE~~-NUMBER 837, INTERNATIONAL ASSOCIATION MACHINISTS AND AEROSPACE WORKERS, AFL-CIO, and the INTERNATIONAL ASSOCIATION OF MACHINISTS AND AEROSPACE WORKERS, AFL-CIO, hereinafter referred to jointly as the Union, abrogates, rescinds, and supersedes all previous Agreements between the parties hereto. This Agreement shall be binding upon the parties hereto and their successors in office.

ARTICLE I - BARGAINING UNIT

District ~~Lodge~~-Number 837, International Association of Machinists and Aerospace Workers, AFL-CIO, is recognized as the sole and exclusive bargaining agent for all employees of BOEING DEFENSE, SPACE AND SECURITY – St. Louis, as certified by the National Labor Relations Board, Case No. 14-

RC-6967, on 10 April 1972, or agreed upon between the Company and the Union to be represented by the Union.

ARTICLE II - PERIOD OF AGREEMENT

Section 1

This Agreement shall become effective on ~~25-28~~ July 202~~5~~² and shall remain in force through ~~227~~July 202~~9~~⁵. This Agreement shall remain in force from year to year thereafter, unless either party shall notify the other, in writing by registered mail, not more than seventy (70) calendar days nor less than sixty (60) days prior to 2~~1~~⁴ July of the year in which contract termination is desired. Unless terminated, this Agreement shall remain in full force and effect from year to year thereafter.

Section 2

Notice shall be served on the Sr. Manager Labor Relations for the Company and the Directing Business Representative for the Union. Notification of opening of the Contract must be accompanied by a written proposal. The party receiving such proposal must submit their written counter-proposal within one (1) week. The first negotiation meeting shall take

place within two (2) weeks of the receipt of notice of contract termination.

Section 3

If proper notice is made of the desire to change this Agreement and agreement on such requested change is not reached by the expiration date (Midnight, 22~~7~~ July 202~~9~~~~5~~), then either party at any time thereafter may terminate this Agreement by giving seven (7) days advance notice to the other no earlier than 22~~7~~ July 202~~9~~~~5~~.

ARTICLE III - RIGHT TO MANAGE PLANT

Subject to the provisions of this Agreement, the Company has and will retain the unquestionable and exclusive right and power to manage the plant and direct the working forces, including the right to hire, suspend, discharge, promote, demote, or transfer its employees for just cause.

ARTICLE IV - WAGES

Section 1

It is agreed that it is the responsibility of classification and to grade employees in

accordance therewith. Should a dispute arise, concerning the exercise of the above responsibility of Management, it shall be treated as a grievance and handled in accordance with Article IX of this Agreement.

Section 2

An employee will advance from the minimum rate applicable to their Labor Grade to the maximum rate in the same Labor Grade automatically at the rate of ~~sixty~~seventy-five cents (~~67~~75¢) per hour effective on the first Friday of the first full pay period beginning each July and January until they reach the top rate of their appropriate Labor Grade. After the application of the July or January increase, if an employee's base rate is ~~sixty~~seventy-four cents (\$0.~~67~~74) or less below the maximum of the base rate of the classification, the amount necessary to reach the maximum will be added to the last increase.

Section 3

If an employee is assigned work in a labor grade rated lower than their labor grade rate, the employee shall retain the higher rate.

Section 4

If an employee for any reason is placed, promoted, changed or assigned to another classification in a higher rated labor grade for a period of twenty (20) working days, the employee shall be paid the higher labor grade rate and classification at the end of twenty (20) working days. Any portion of a day worked shall be counted as a full day. In case of infrequent assignments the days worked will accumulate. Should an employee not merit the higher new classification, the employee will be returned to their previous work.

Section 5

Anyone required to act as a team lead shall be notified by their Supervisor and will receive thereafter two dollars (\$2.00) per hour pay additive above the employee's hourly base rate.

Employees currently receiving lead high pay additives prior to July 24, 2022 will continue to receive the additive until they are no longer acting as a lead. Employees who are involuntarily removed from their lead role by the company and are subsequently reappointed as a lead, will receive lead high pay additive based on the process in effect prior to July 24, 2022 while assigned as a lead. Lead high

additive amounts will be reduced by any and all automatic wage progression increases in accordance with Article IV, Section 2.

Employees appointed as a lead, including those who voluntarily relinquished their lead position, on or after July 24, 2022 shall not receive lead high pay additive and will only be eligible for the lead additive as described in this section 5.

Any appointed leads shall continue as a team lead until notified in writing that they are no longer to act as such.

Section 6

A. Anyone appointed team lead shall be given a list by their Supervisor of those employees assigned to them and such list shall be kept up to date when employees are added to or taken away from such team lead. A copy of this list shall be given to the Shop Steward and a new copy of this list shall be provided to the Shop Steward whenever changes are made. Not more than twenty (20) persons shall be assigned to any one team lead. It is further mutually understood and agreed that it is the prerogative of Management to select one (1) of the twelve (12) most senior employees as team

lead within the labor grade, shift, and department involved. Senior Employee shall mean the employee with the most seniority.

B. Team leads shall not be transferred as a team leads from the shift on which they were appointed.

Section 7

Rates of pay are set out in Schedule "A" which is made a part of this Contract. Job Specifications have been agreed to by the Parties and are made a part of this Contract.

Section 8

A. Affected Employee:

Affected Employee, as used in this wage section, during the initial year of the contract means an employee in the Bargaining Unit and in Active Service (i.e., not on layoff or on leave of absence) on July 28~~5~~, 202~~5~~² and has not terminated employment nor retired prior to the date agreement is reached. In all subsequent years of the contract, Affected Employee, as used in this wage section, means an employee in the Bargaining Unit and in Active Service on the effective date and the

day prior to an effective date of a change. Employees who are on leave of absence on an effective date will have wage changes applied if and when they return to work.

B. Cost of Living Fold-In:

Effective August ~~15~~, 202~~52~~, each employee's COLA in effect on July 2~~74~~, 202~~52~~ will be folded into (made part of) each affected employee's pure base rate.

C. First Year Wage Increase and Structure Adjustments:

Effective August ~~15~~, 202~~52~~, Affected Employees will have their pure base rate increased by 8%, rounded to the nearest whole cent. Any employee who upon receiving a GWI exceeds the maximum of their rate range, the remaining amount will be paid in a lump sum.~~will have their base pay increased by a one-time pay adjustment of two dollars (\$2.00) or the amount necessary to move to the rate range maximum in effect, whichever is less. The rate range maximums will be increased by the same amount provided to employees at maximum rate.~~

Effective August ~~15~~, 202~~52~~, the rate range maximums in Schedule A will be increased by the COLA in effect on July 27~~4~~, 202~~52~~.

D. Second Year General Wage Increase (GWI):

Effective July 17~~21~~, 202~~63~~, the Affected Employee's will have their pure base rate ~~will be~~ increased by 4%, rounded to the nearest whole cent. Any employee who upon receiving a GWI exceeds the maximum of their rate range, the remaining amount will be paid in a lump sum.

Affected Employees who are paid at or above the rate range maximum will receive a 5% lump sum in lieu of any GWI. Lump sums in lieu of GWIs will be calculated based on an employee's pure base rate (excluding additives and shift differential) in effect on date of GWI, multiplied by Lump Sum percentages above, then multiplied by 2,080. The lump sum payment will be paid within thirty (30) calendar days of July 17, 2026.

E. Third Year General Wage Increase (GWI):

Effective July 1~~69~~, 2027~~4~~, the Affected Employee's will have their pure base rate ~~will be~~ increased by ~~4~~3%, rounded to the nearest whole cent. Any employee who upon

receiving a GWI exceeds the maximum of their rate range, the remaining amount will be paid in a lump sum.

Affected Employees who are paid at or above the rate range maximum will receive a 5% lump sum in lieu of any GWI. Lump sums in lieu of GWIs will be calculated based on an employee's pure base rate (excluding additives and shift differential) in effect on date of GWI, multiplied by Lump Sum percentages above, then multiplied by 2,080. The lump sum payment will be paid within thirty (30) calendar days of July 16, 2027.

F. Fourth Year General Wage Increase (GWI):

Effective July 28, 2028, the Affected Employees will have their pure base rate increased by 4%, rounded to the nearest whole cent. Any employee who upon receiving a GWI exceeds the maximum of their rate range, the remaining amount will be paid in a lump sum.

~~F.G. First, Second, and Third~~
~~Year~~ Wage Structure Adjustments for
Schedule A:

The maximum Pure Base Rate of each Labor

Grade rate range will increase in accordance with the above in years 1 and 4. ~~GWI Sections C, D, E above.~~

~~G.H.~~ Plant Chair Pay:

Effective 20 May 1996 the Plant Chair will be paid at the maximum of the Tool and Die Maker Classification.

Section 9 - Cost-Of-Living Allowance

- A. In order to protect the buying power of an hour's work of its employees against changes in consumers' prices, the Company agrees to a Cost-of-Living Allowance, which shall be adjusted, as set forth in Subsection B. of this Section, for changes in the cost of living during the life of this Agreement.
- B. The basis for determining Cost-of-Living Allowance adjustments will be as follows:

The Cost-of-Living Allowance (COLA) will be determined in accordance with changes in the Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) (United States City Average, All Items, 1982-84 = 100), published monthly by the Bureau of Labor Statistics (BLS), United States Department of Labor, and hereinafter

referred to as the “BLS Consumer Price Index.”

C.As a result of the COLA “fold-in” on August 15, 2025, the amount of COLA will be zero cents (\$.00) per hour, after which the following new COLA provisions will continue. Thereafter, adjustments will be made up or down quarterly at the following times:

Price Adjustment	Effective Date Of Adjustment	Based on full .075% Change in Three (3) Month Average CPI-W Index for:
First	19-Aug-22	April, May, June 2022
Second	11-Nov-22	July, August, and September 2022
Third	3-Feb-23	October, November, and December 2022
Fourth	12-May-23	January, February, and March 2023
Fifth	4-Aug-23	April, May, and June 2023
Sixth	10-Nov-23	July, August, and September 2023
Seventh	2-Feb-24	October, November, and December 2023
Eighth	10-May-24	January, February, and March 2024
Ninth	2-Aug-24	April, May, and June 2024
Tenth	8-Nov-24	July, August, and September 2024
Eleventh	14-Feb-25	October, November, and December 2024
Twelfth	9-May-25	January, February, and March 2025

<u>Effective Date of Adjustment</u>	<u>Based on full .075% Change in Three (3) Month Average CPI W index for:</u>
<u>November 7, 2025</u>	<u>July, August, September 2025</u>
<u>January 30, 2026</u>	<u>October, November, December 2025</u>
<u>May 8, 2026</u>	<u>January, February, March 2026</u>
<u>July 31, 2026</u>	<u>April, May, June 2026</u>
<u>November 6, 2026</u>	<u>July, August, September 2026</u>
<u>January 29, 2027</u>	<u>October, November, December 2026</u>
<u>May 7, 2027</u>	<u>January, February, March 2027</u>
<u>July 30, 2027</u>	<u>April, May, June 2027</u>
<u>November 5, 2027</u>	<u>July, August, September 2027</u>
<u>January 28, 2028</u>	<u>October, November, December 2027</u>
<u>May 5, 2028</u>	<u>January, February, March 2028</u>
<u>August 11, 2028</u>	<u>April, May, June 2028</u>
<u>November 3, 2028</u>	<u>July, August, September 2028</u>
<u>January 26, 2029</u>	<u>October, November, December 2028</u>
<u>May 4, 2029</u>	<u>January, February, March 2029</u>

D. The amount of Cost-of-Living Allowance which shall be effective for any three-month period as provided above shall be based on the percent of increase between the three-month average rounded to three decimals and the Peg Point (~~279.472~~312.294 (January, February, March 202~~52~~) or less = \$.00) with one-cent (\$.01) adjustment for each full 0.075% change in the average BLS Consumer Price Index for the appropriate three (3) month period indicated. In no event will a decline in the average of a quarterly period of the BLS Consumer Price Index cause a reduction in the Pure Base Rate.

E. Employees hired or rehired without seniority subsequent to a Cost-of-Living Adjustment date will be entitled to only those additional Cost-of-Living amounts, which become effective subsequent to their date of hire.

F. Employees recalled from layoff status will return at their last Pure Base Rate in the classification plus the same COLA additive they had at the time of layoff; if COLA has been folded in during their layoff status, their last held COLA additive will be folded into their Pure Base Rate upon their return to active status.

G. The amount of any Cost-of-Living Allowance shall be included in computing overtime pay, vacation pay, holiday pay, call-in pay, jury duty/witness duty pay, funeral pay, sick pay, military leave pay and shift premium.

H. No adjustments, retroactive or otherwise, shall be made due to any revision, which may later be made in the published figures of the BLS Consumer Price Index for any base month.

I. The parties to this Agreement agree that the continuance of the Cost-of-Living Allowance is dependent upon the availability of the official monthly BLS Consumer Price Index in its present form and calculated on the same basis as the BLS Consumer Price Index for March 202~~5~~².

ARTICLE V - REGULAR HOURS OF LABOR

Section 1

The regular schedule of hours shall be as follows: First (daylight) Shift: Starting time will be from 5:00 A.M. to 8:30 A.M.; Second Shift: Starting time will be from 2:00 P.M. to 5:00 P.M.; and Third Shift: Starting time will be from 11:00 P.M. to 1:30 A.M., (thirty minutes for lunch) on

Friday, Monday, Tuesday, Wednesday, and Thursday. The lunch period may be staggered due to limited facilities, but shall be within a two (2) hour period.

Section 2

The Company shall assign the initial starting times as stated above, but any subsequent change of starting times shall be in accordance with Section 3 of this Article.

Section 3

If it becomes necessary to change the schedule of hours, except as set forth in Section 1 above, it shall be mutually agreed to between the Company and the Union.

Section 4

A lunch period of thirty (30) minutes will be granted to employees working four (4) hours or more overtime during any one shift. Additionally, employees will be granted a ten (10) minute break between the employee's regular shift and pre and/or post shift overtime of two (2) or more hours.

Section 5

The second shift shall be paid at the rate of one dollar (\$1.00) per hour above the employee's base rate.

Section 6

The third shift shall receive sixty cents (60¢) per hour above the employee's hourly base rate of pay for eight (8) hours but shall work but six (6) hours and thirty (30) minutes for the eight (8) hour's pay.

Section 7

A. Time worked in excess of eight (8) hours on the first or second shift or six (6) hours and thirty (30) minutes on the third shift in any one day during the regular workweek shall be paid for at one and one-half (1-1/2) times the regular rate for a standard shift. Time worked in excess of the regularly scheduled hours in the workweek shall be paid at the rate of time and one-half. Work performed on Saturdays shall be paid for at the rate of time and one-half. Work performed on Sunday shall be paid for at double the regular rate.

B. Any extra pay required under this Contract for Saturdays, Sundays, Holidays, or work

before or after a regular shift, if occurring in a workday of more than eight (8) hours or in a workweek in excess of forty (40) hours, is agreed to be not a different rate of pay based on particular hours but instead a payment in satisfaction of the daily and weekly overtime required by federal laws, rules and regulations.

Section 8

- A. The regular workweek of a Maintenance employee only may be established to consist of any consecutive five (5) days, including if necessary, Saturday or Sunday, and such an employee shall not be paid overtime for work performed in the first five (5) eight (8) hour working days in any workweek so established for the employee. The workday may be divided into three (3) eight (8) hour shifts with a bonus of one dollar (\$1.00) per hour above the employee's base rate for the second shift and the third shift (applies only to Maintenance employees).

The regular workweek of a non-Maintenance employee may also be established to consist of any five (5) consecutive days as stated above in accordance with the following procedure:

1) Management will select the employees to be reassigned to a non-standard workweek and those affected employees will be given the opportunity to vote on accepting such assignment.

2) If the majority of the affected employees voting agree to a non-standard workweek then such non-standard workweek may be implemented for all the affected employees. Management will provide the affected employees with the planned duration of such assignment prior to the vote taking place.

3) If the majority of the affected employees vote not to accept such assignment then management may staff the non-standard workweek with volunteers.

4) Non-Maintenance employees on a non-standard workweek will be paid in accordance with paragraphs C. and D. below.

B. The Company will not work more than a minimum number of Maintenance employees on odd work schedules as it has in the past, but the Company must have adequate maintenance to operate, maintain

and protect the plant and equipment seven (7) days per week, twenty-four (24) hours per day.

- C. Maintenance employees will be paid a bonus of one dollar (\$1.00) per hour for all compensated hours when Saturday and Sunday are part of their regularly scheduled forty (40) hour workweek.
- D. Overtime will be paid only on the sixth or seventh day worked in their regularly scheduled workweek. When overtime is paid, the one dollar (\$1.00) bonus will be paid. (This section applies to Maintenance employees only.)

Section 9

Any person who is required to report for work earlier than their regular scheduled starting time shall be permitted to work their regular schedule of hours. Any person reporting for work at their scheduled starting time shall work eight (8) hours except:

- 1) In case of physical incapacity or shutdown for conditions beyond the control of the Company, an employee will be paid for the hours actually worked.

2) If work is not available and a reasonable effort is not made by the Company to notify the employee previously, making their reporting unnecessary, the employee will be allowed four (4) hours' pay. Radio announcements on Station KMOX, or a message on the Boeing Employee Information Hotline (1-800-899- 6431), or a message on Station KMOX website (www.kmox.com) at least two (2) hours before the start of the shift in question, shall be sufficient previous notice.

Section 10

A minimum of four (4) hours' pay at the prevailing overtime rate will be paid for any emergency work performed outside of their regular scheduled shop hours except in case of a continuation without interruption of work on the employee's regular shift.

Section 11

An employee called in to work on an overtime basis will be paid overtime based on their regular shift rate and will be paid at the rate of time and one-half that regular rate except for call-in work starting on Sundays, when the rate will be double time, or holidays, when the rate will be three (3) times. The overtime rate will

be paid for all hours worked up to the start of their regular shift when the employee's rate will revert to their regular rate for that day. In case of a continuation without interruption of work beyond the employee's regular shift, their shift and/or overtime rate shall be determined by the Contract requirements setting the rate at the time the employee begins work until the start of their next regular scheduled shift.

Section 12

- A. Payday on all shifts shall be on Thursday according to the designated bi-weekly Payroll calendar. Employees will be paid through Thursday of the preceding week, except when circumstances beyond the Company's control makes such practice impossible.
- B. Upon election, payroll checks/stubs will be mailed to the employee's home address listed in Worklife.
- C. Any discrepancies in an employee's paycheck including overtime will be rectified as soon as practicable (normally within 3 business days) after notification to Worklife or Payroll.

D. For employees working in states where mandatory direct deposit is permitted by law, paychecks will be delivered via direct deposit on Thursday of every second week, covering all wages, including overtime, earned through Thursday of the preceding week, except when other circumstances intervening beyond the Company's control make sure practice impossible. For employees working in other states, paychecks shall be delivered via direct deposit on or before Thursday of every second week, or placed in the U.S. mail on or before Tuesday of every second week, covering wages, including overtime, earned through Thursday of the preceding week, except when holidays or circumstances intervening beyond the Company's control make sure practice impossible.

Section 13

All absences and/or tardies shall be reported by the employee to their supervisor or by calling the Boeing Daily Attendance Line (DAL) at 877-483-9594 as soon as possible but no later than prior to the start of the employee's assigned shift. Employees who are going to be absent and fail to call the DAL or notify their supervisor of such absences prior to the start of their shift will be "no call/no show." First occurrence shall

result in a RUP. Second occurrence will result in a CAM. Third occurrence will result in a CAM and one (1) day disciplinary suspension without pay. A fourth occurrence will result in immediate termination for just cause (extenuating circumstances will be considered). All CAMs and RUPs will be deactivated provided the employee is not subsequently issued a CAM for failure to notify supervision for twelve months.

In order to allow for a successful transition to this requirement the parties agree that no RUPs or CAMs will be issued prior to September 1, 2010.

An employee absent three (3) days without notifying their supervisor will be considered to have resigned and automatically will be terminated. Said three (3) day notification period will end at the starting time of the fourth (4th) workday the absent employee would have worked if the employee had been absent. Extenuating circumstances will be considered by the Company.

ARTICLE VI – HOLIDAYS

Section 1

The Holiday Schedule for the term of this Agreement will be as follows:

2022		
Labor Day	Monday	5-September
Thanksgiving Day	Thursday	24-November
Friday following- Thanksgiving Day	Friday	25-November
Winter Break	Friday	23-December
Winter Break	Monday	26-December
Winter Break	Tuesday	27-December
Winter Break	Wednesday	28-December
Winter Break	Thursday	29-December
Winter Break	Friday	30-December
2023		
New Years Day	Monday	2-January
Martin Luther King- Jr. Day	Monday	16-January
Memorial Day	Monday	29-May
Independence Day	Tuesday	4-July
Labor Day	Monday	4-September
Thanksgiving Day	Thursday	23-November
Friday following- Thanksgiving Day	Friday	24-November
Winter Break	Friday	22-December
Winter Break	Monday	25-December
Winter Break	Tuesday	26-December
Winter Break	Wednesday	27-December
Winter Break	Thursday	28-December
Winter Break	Friday	29-December
2024		
New Years Day	Monday	1-January
Martin Luther King- Jr. Day	Monday	15-January

Memorial Day	Monday	27-May
Independence Day	Thursday	4-July
Labor Day	Monday	2-September
Thanksgiving Day	Thursday	28-November
Friday following Thanksgiving Day	Friday	29-November
Winter Break	Tuesday	24-December
Winter Break	Wednesday	25-December
Winter Break	Thursday	26-December
Winter Break	Friday	27-December
Winter Break	Monday	30-December
Winter Break	Tuesday	31-December
2025		
New Years Day	Wednesday	1-January
Martin Luther King- Jr. Day	Monday	20-January
Memorial Day	Monday	26-May
Independence Day	Friday	4-July

2025		
<u>Labor Day</u>	<u>Monday</u>	<u>September 1, 2025</u>
<u>Thanksgiving Day</u>	<u>Thursday</u>	<u>November 27, 2025</u>
<u>Friday following Thanksgiving</u>	<u>Friday</u>	<u>November 28, 2025</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 24, 2025</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 25, 2025</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 26, 2025</u>
<u>Winter Break</u>	<u>Monday</u>	<u>December 29, 2025</u>
<u>Winter Break</u>	<u>Tuesday</u>	<u>December 30, 2025</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 31, 2025</u>
2026		
<u>New Year's Day</u>	<u>Thursday</u>	<u>January 1, 2026</u>
<u>Martin Luther King Jr. Day</u>	<u>Monday</u>	<u>January 19, 2026</u>
<u>Memorial Day</u>	<u>Monday</u>	<u>May 25, 2026</u>
<u>Independence Day</u>	<u>Friday</u>	<u>July 3, 2026</u>

<u>Labor Day</u>	<u>Monday</u>	<u>September 7, 2026</u>
<u>Thanksgiving Day</u>	<u>Thursday</u>	<u>November 26, 2026</u>
<u>Friday following Thanksgiving</u>	<u>Friday</u>	<u>November 27, 2026</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 24, 2026</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 25, 2026</u>
<u>Winter Break</u>	<u>Monday</u>	<u>December 28, 2026</u>
<u>Winter Break</u>	<u>Tuesday</u>	<u>December 29, 2026</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 30, 2026</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 31, 2026</u>
<u>2027</u>		
<u>New Year's Day</u>	<u>Friday</u>	<u>January 1, 2027</u>
<u>Martin Luther King Jr. Day</u>	<u>Monday</u>	<u>January 18, 2027</u>
<u>Memorial Day</u>	<u>Monday</u>	<u>May 31, 2027</u>
<u>Independence Day</u>	<u>Monday</u>	<u>July 5, 2027</u>
<u>Labor Day</u>	<u>Monday</u>	<u>September 6, 2027</u>
<u>Thanksgiving Day</u>	<u>Thursday</u>	<u>November 25, 2027</u>
<u>Friday following Thanksgiving</u>	<u>Friday</u>	<u>November 26, 2027</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 24, 2027</u>
<u>Winter Break</u>	<u>Monday</u>	<u>December 27, 2027</u>
<u>Winter Break</u>	<u>Tuesday</u>	<u>December 28, 2027</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 29, 2027</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 30, 2027</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 31, 2027</u>
<u>2028</u>		
<u>New Year's Day</u>	<u>Monday</u>	<u>January 3, 2028</u>
<u>Martin Luther King Jr. Day</u>	<u>Monday</u>	<u>January 17, 2028</u>
<u>Memorial Day</u>	<u>Monday</u>	<u>May 29, 2028</u>
<u>Independence Day</u>	<u>Tuesday</u>	<u>July 4, 2028</u>
<u>Labor Day</u>	<u>Monday</u>	<u>September 4, 2028</u>
<u>Thanksgiving Day</u>	<u>Thursday</u>	<u>November 23, 2028</u>
<u>Friday following Thanksgiving</u>	<u>Friday</u>	<u>November 24, 2028</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 22, 2028</u>
<u>Winter Break</u>	<u>Monday</u>	<u>December 25, 2028</u>

<u>Winter Break</u>	<u>Tuesday</u>	<u>December 26, 2028</u>
<u>Winter Break</u>	<u>Wednesday</u>	<u>December 27, 2028</u>
<u>Winter Break</u>	<u>Thursday</u>	<u>December 28, 2028</u>
<u>Winter Break</u>	<u>Friday</u>	<u>December 29, 2028</u>
<u>2029</u>		
<u>New Year's Day</u>	<u>Monday</u>	<u>January 1, 2029</u>
<u>Martin Luther King Jr. Day</u>	<u>Monday</u>	<u>January 15, 2029</u>
<u>Memorial Day</u>	<u>Monday</u>	<u>May 28, 2029</u>
<u>Independence Day</u>	<u>Wednesday</u>	<u>July 4, 2029</u>

The floating holidays are designated by the Company and have been determined to be as set forth above. When any of these holidays fall on Sunday, the following Monday will be recognized as the holiday. When any of these holidays fall on Saturday, the preceding Friday will be recognized as the holiday. Veterans Day to be recognized as an “O” day when it falls Monday – Friday.

Section 2

All employees not working on the above-named recognized holidays will be paid straight time therefore; all employees working on the above-named recognized holidays shall be paid double time in addition to the above.

Section 3

All active employees are eligible for holiday pay. In addition, employees are eligible for holiday pay during the first 90 calendar days of a leave of absence (LOA). Employees on an LOA will be eligible for holiday pay if the day following the 90th calendar day is a holiday. Payment will include all holidays through the next company scheduled workday.

Section 4

It is understood and agreed that where more than one premium over the normal rate is payable under this Contract, only the highest single premium rate shall apply, for example: Overtime work done on a specified holiday is paid for at three (3) times the regular schedule rate of pay and not at four and one-half (4-1/2) times the regular scheduled rate.

Section 5

The Company will give employees on a non-standard workweek holidays or holiday pay equivalent to that of other employees

ARTICLE VII - LEAVE OF ABSENCE

Section 1

Leave of absence may be granted to any employee for any reason deemed satisfactory to the Company. Employees will take the necessary steps to initiate a leave of absence when such a leave of absence is foreseeable. Whenever possible, employees will give at least thirty (30) calendar days advanced notification when requesting a leave of absence. A Leave of Absence will generally be initiated by the employee or a person authorized by the employee to make the request through Worklife at 1-866-473-2016 or at the TTY number 1-800-755-6363.

Section 2

A leave for personal reasons may be granted only for a specific reason and for a specific time not exceeding six (6) months except in extreme emergencies with the approval of the

Program/Functional Organization Director or executive level designee not to exceed a total of two (2) years (Twenty-seven (27) months in the case of Peace Corps service).

Section 3

A Medical Leave of absence that is not work related will be granted for a period up to twenty-one (21) weeks if requested through Worklife. This leave may be extended by calling Worklife and requesting an extension of one hundred and nine (109) weeks but not beyond.

Section 4

A Medical Leave of absence because of proven physical disability due to occupational injuries will be granted for a period not to exceed twenty-four (24) months. Such leave may be extended up to a maximum of six (6) additional months by calling Worklife and requesting an extension.

Section 5

An employee given a leave of absence as stated above will not lose seniority accrued at the time of taking such leave, and seniority shall continue to accumulate during said leave.

Section 6

An employee accepting other employment or engaged in business for himself while on leave of absence shall be discharged by the Company unless the Union and the Company have jointly, prior to the commencement of such leave of absence, agreed in writing that it could be done. In the case of leaves for physical disability, an exception can be made by joint agreement between the Company and the Union before the commencement of such work.

Section 7

An employee on an approved leave of absence, who requires an extension of their leave, must contact Boeing Leave Service Center at (866) 473-2016 to request an extension. Such request must be made no later than the first day following the expiration date of their leave. An employee requesting an extension of their leave must follow and comply with the Company's leave policies and procedures. Employees not returning at the beginning of their regular shifts on the work day following the expiration of their leaves of absence who has not submitted an extension request to the Boeing Leave Service Center by the above deadline shall be considered to have quit voluntarily.

Extenuating circumstances will be considered by the Company.

Section 8

If during the term of this Agreement any employee is called into active military service or in time of emergency volunteers in the armed forces of the United States, the leave will be governed by Article XXV (Military Reserve Service Pay).

Section 9

The Selective Training and Service Act of 1940, as amended, and subsequent amendments and regulations of the Selective Service System will govern reinstatement of former employees who have been on military leaves of absence.

Section 10

Seniority shall accumulate while on military leave of absence.

Section 11

An employee who becomes pregnant shall be entitled to a Pregnancy Leave. Leave will commence when employee's Healthcare

provides information deeming it advisable for the employee to discontinue work or the Company's physician deems it medically advisable based on medical information and consultation with the employee's Healthcare Provider. Within six weeks (normal delivery) or eight (8) weeks (C-Section) after termination of pregnancy, the employee will be required to furnish a letter from the employee's Healthcare Provider stating the date the employee will be able to return to work. If the employee is physically unable to return to work as a result of complications, the employee may request an extension of the leave with a statement from the employee's Healthcare Provider. Time away from work will not be counted towards the employee's FMLA entitlement.

Section 12

All employees returning to work must notify Worklife at 1-866-473-2016 or at the TTY number 1-800-755-6363, that they have returned no later than the day of the employee's return.

ARTICLE VIII - BUSINESS REPRESENTATIVE

Section 1

The Company shall provide identification badges so that each business representative can have access during working hours for the purpose of investigating complaints or claims of grievances to the area in which employees are assigned who are within a bargaining unit defined in Article 1 and for which area the employee is an accredited business representative, to the extent government or customer regulations will permit. The business representative may retain the badge affording such access during the period they are so assigned as a business representative.

~~Grand Lodge~~[International](#) representatives will be permitted access during working hours to areas in the Company's facilities where employees in the bargaining units defined in Article 1 hereof are assigned, for the purpose of conducting Union business to the extent government or customer regulations permit.

Access of Union representatives to Company facilities for the purpose of investigating

complaints or claims of grievance on the part of employees or the Union shall be subject to the following:

- A. Upon entering the Plant they shall proceed to the shop or organization they wish to visit, contact the supervisor then present, inform the supervisor of the purpose of their visit and obtain their permission prior to contacting any employee in such shop or organization. Such permission will be granted except where there is a substantial reason for delaying the contact due to safety conditions or the fact that a critical operation is in process.
- B. Business representatives and ~~Grand Lodge~~International representatives granted admittance to the Company's facilities under this Article shall not engage in organizing or campaigning for Union or political office on Company premises. This Section will not be interpreted as preventing business representatives or ~~Grand Lodge~~International representatives from discussing, in non-work areas during non-work periods, matters of Union membership, fees or dues, with employees who are within one of the collective bargaining units described in Article 1 of this Agreement.

C. Union representatives who fail to comply with the provisions of this Article shall forfeit their admittance rights.

Section 2

Upon request, the Sr. Manager Labor Relations will apply promptly for temporary clearance and appropriate escort so that the President-Directing Business Representative, or a Designated Business Representative, may have access to a “closed” area provided clearance can be obtained and access is necessary to investigate an alleged grievance.

ARTICLE IX - DETERMINATION OF DISPUTES

Section 1

EMPLOYEE GRIEVANCE - The term Employee Grievance shall mean any grievance of an employee unless otherwise excluded within this agreement arising out of the interpretation or application of any of the terms of this Agreement or any alleged breach or violation of the terms of this Agreement. Such an Employee Grievance shall be filed

within five (5) working days from the date it was found to exist by an employee or be considered not to exist. The word “filed” shall mean the employee’s first discussion with the supervisor and the Shop Steward.

Section 2

It is the sincere desire of the Company and the Union to settle grievances as quickly as possible. When an employee has an alleged grievance, the employee will talk to their Shop Steward or the Supervisor and discuss their alleged grievance. In all cases, the Shop Steward and the Supervisor involved shall make every effort to resolve the matter on a non-precedent basis. The Supervisor shall give their answer within three (3) working days following the grievance discussion. In the following five (5) working days, the Plant Chair will meet with the Shop Steward and/or management in an effort to resolve the matter on a non-precedent basis. If the Plant Chair feels the complaint is not a valid grievance, they will direct the Shop Steward to so inform the employee and the matter will be considered closed.

Section 3

If the matter cannot be resolved, the Shop Steward and/or Plant Chair within the above eight (8) working days will telephone the appropriate Business Representative to pursue the matter further. If the Business Representative feels the complaint is not a valid grievance, they will direct the Shop Steward and/or Plant Chair to so inform the employee and the matter will be considered closed. If the Business Representative feels the grievance has merit, the Plant Chair will file a Plant Chair complaint log within five (5) working days of receiving the manager's answer.

Section 4

The Union will notify the Company of the Plant Chair complaint log and the Company will respond with a grievance number within five (5) working days of notification from the union. Within five (5) working days after receipt of a grievance number from the Company, the Business Representative will contact the Labor Relations Office to request an informal hearing. An informal hearing of the complaint will be held within thirty (30) working days following this contact unless the matter can be resolved

This informal hearing will be attended by the Labor Relations Specialist or designee, appropriate supervision, the Business Representative, Plant Chair, Shop Steward, and the aggrieved. It is further understood and agreed that the Labor Relations Specialist or designee and the Business Representative will have full authority to make settlements at such informal hearings, and such settlements will be considered non- precedent by both parties. The Labor Relations Specialist or designee will inform the Business Representative in writing their answer to the informal hearing within ten (10) days of the informal hearing. If the matter is not resolved as described above the Business Representative will submit a form which will be called "Statement of Facts and Issues" within five (5) working days following the Labor Relations Specialist or designee answer to the complaint. Upon receipt of the Union's Facts and Issues, the Labor Relations Specialist or designee will submit within five (5) working days the Company's Facts and Issues. This form will be approved and signed by the Business Representative and the Labor Relations Specialist or designee. The matter will not be pursued as a formal written

grievance unless the Statement of Facts and Issues Form is completed. The Statement shall be made an attachment to and remain a part of the formal grievance. The completed Grievance Form must be submitted to the Labor Relations Specialist or designee by the Business Representative within five (5) working days after receipt of the Company's Facts and Issues requesting a meeting between the Directing Business Representative or their designee and the Sr. Manager Labor Relations or their designee to pursue the matter further. The Business Representative shall indicate the provision(s) of the Agreement allegedly violated and include a statement of their reason(s) for requesting this meeting. The time limits mentioned above may be waived by mutual consent of both parties.

Section 5

A meeting on the grievance between the Directing Business Representative or their designee and the Sr. Manager Labor Relations or their designee shall be held within ten (10) working days of receipt of the request for such meeting. The appropriate Business Representative and Human Resource Generalist may also attend. Both parties

attending such meetings shall have full authority to make final and binding settlements. The Sr. Manager Labor Relations or their designee shall render their decision in writing within fifteen (15) working days of the meeting. If the grievance is not settled to the satisfaction of the Directing Business Representative, they may request in writing that the grievance be submitted to arbitration. This request shall be made to the Sr. Manager Labor Relations within fifteen (15) working days after receipt of the Company's written answer.

Section 6

- A. The parties shall first attempt to agree upon an impartial arbitrator. If they cannot agree within five (5) working days, the parties shall jointly request the Federal Mediation and Conciliation Service to submit a list of seven (7) names of possible arbitrators.
- B. After receipt of the panel of arbitrators, the parties shall meet to select the arbitrator. The selection shall be made by the parties striking one person on the panel alternately, with the Company striking first, with the last person remaining to serve as the impartial arbitrator.

C. It is further agreed that when the arbitration hearing date has been established, it can only be changed by agreement between the Union and the Company. Any matter placed in arbitration which has not been scheduled within twelve (12) months of the Sr. Manager Labor Relations request for an arbitration panel shall be considered null and void and the case closed without resolving the merits of the case. This time limit may be extended by mutual agreement of the President-Directing Business Representative and the Sr. Manager Labor Relations.

Section 7

The Company and the Union shall attempt to agree on a Submission to the Arbitrator in advance, signed by both parties and setting forth the specific issue(s) in dispute. The Submission, along with a copy of the grievance and all pertinent correspondence, shall be mailed to the arbitrator at least one (1) week prior to the arbitration hearing date. It is further understood and agreed that neither party shall present factual evidence in an arbitration hearing which has not been made known to the other party prior to the mailing of the joint Submission mentioned above.

Section 8

- A. A reasonable effort will be made to schedule Arbitrations in numerical order; however, discharge cases will be given top priority in all steps of the Grievance procedure, including Arbitrations.
- B. Union grievances, as defined in Article IX, Section 18, shall be scheduled separately.

Section 9

The arbitrator shall meet with the parties as soon as possible after their selection and decide the question in dispute within thirty (30) calendar days from the conclusion of the taking of evidence. The arbitrator's decision shall be binding upon the Company, the Union, and all employees represented by the Union. The arbitrator shall not have the power to add to or subtract from or modify the terms of the Agreement or any Agreement supplemental hereto, nor to establish or change any wage rate.

Section 10

All charges made by the arbitrator shall be approved and borne equally by both parties. Each party shall pay its own witnesses and

representatives for time lost from work for appearance at arbitration hearings.

Section 11

The Union shall furnish Grievance Forms and Statement of Facts and Issues Forms, and such forms shall be used in filing a grievance.

Section 12

A. The Company agrees that whenever the term “Shop Steward” is used herein, it shall designate the Shop Steward for a given area and shift. The Shop Steward will represent all employees in their designated area on their shift, and may process a grievance only concerning matters affecting employees within their designated area. The total number of Shop Stewards shall not exceed that number resulting from the application of a ratio of one (1) Shop Steward per sixty five (65) employees in the bargaining unit. There shall be ~~four (4)~~ five (5) Plant Chair. If the active population of IAMAW represented employees reaches five thousand (5,000) the number of Plant Chair will increase to ~~five (5)~~ six (6). If the active population of IAMAW represented employees reaches seven thousand five hundred (7,500) or more the

number of Plant Chair will further increase to ~~six (6)~~ seven (7) which is the maximum allowable during the term of this Agreement.

B. The Company agrees that all newly hired or departmental Transfers assigned to departments within the IAM Job Classifications will be introduced to the appropriate certified Union Shop Steward within a few days on the shop floor. The Union will keep the Company informed of all certified Shop Stewards. Extenuating circumstances will be considered.

Section 13

If a Steward (or their backup during the Steward's absence) finds it necessary to leave their work to handle a grievance in the plant, the Steward shall secure the permission of their Supervisor before leaving their work and shall advise their Supervisor of their return to work. The Steward and/or Plant Chair shall notify the appropriate Supervisor before entering that Supervisor's area to talk to an employee(s) regarding a grievance. The Steward's handling of a grievance shall be confined to their specific certification and shift.

Section 14

It is intended that Shop Stewards continue to work in the area for which they are certified to provide experience and continuity. An employee while serving as a Shop Steward, shall not be transferred from the area they are designated as long as other employees in the same Labor Grade remain in that area.

Section 15

The Union shall furnish to the Company a complete list of Shop Stewards designated for each area and shift, and no Shop Steward shall be recognized except those so certified. The Union shall notify the Company in writing at least five (5) days in advance of the certification of a Shop Steward. The Company shall notify the Union in writing of the termination of any Steward.

Section 16

In case of a written reprimand, discharge, or a disciplinary suspension of an employee, the Shop Steward shall be present. If the Shop Steward is not available in a discharge case, the appropriate Plant Chair shall be present if they are available. The employee shall be given

the opportunity of filing a grievance before leaving the plant unless, in the Company's judgment, circumstances necessitate their immediate removal from the premises, in which case the Shop Steward shall have the privilege of talking to the employee in a place designated by the Sr. Manager Labor Relations. If a Steward is not present for any reason at the time of a disciplinary suspension, the five (5) day limit for the filing of a grievance shall run for a period of five (5) days from the end of suspension.

Section 17

Corrective Action Memos reflecting disciplinary action will become inactive and unavailable for use by the Company for progressive corrective action provided they have not subsequently been issued a Corrective Action Memo for violation or infraction of any Boeing Standards of Behavior for a maximum period of one (1) year. The Record of Unsatisfactory Performance, used by supervision as a departmental record, will be continued for oral warnings. Records of Unsatisfactory Performance will be retained in departmental records for a maximum of one (1) year, but will not be filed in the employee's Personnel file.

Section 18

UNION GRIEVANCE - The term Union Grievance shall mean any grievance which the Union may have with the Company arising out of the interpretation or application of any of the terms of this Agreement, but excluding grievances involving individual employee discipline cases, upgrading, working out of classification, work performed by supervision, work performed by others, and requests for reclassification. Any subject matter of any grievance that has been presented by an employee under Section 1 of this Article shall not be presented as a Union Grievance. A Union Grievance must be filed within five (5) working days from the date it was found to exist by the Union or be considered not to exist. Union Grievances will be adjusted according to the following procedure:

A Union Grievance shall be presented to the Sr. Manager Labor Relations by the Directing Business Representative and must include a completed Grievance Form, as well as the Statement of Facts and Issues Form with the Union's portion thereof completed, indicating the clause(s) of the Agreement allegedly violated by the Company. A meeting will be held within ten (10) working days following

the Sr. Manager Labor Relations receipt of the Union Grievance. At such meeting the Sr. Manager Labor Relations or their designee will complete the Company's portion of the Statement of Facts and Issues Form and discuss the issues involved therein. The decision of the Sr. Manager Labor Relations or their designee on the issue(s) shall be given to the Union, in writing, within fifteen (15) working days after the meeting described above. If they are dissatisfied with the decision, the Directing Business Representative or the Assistant Directing Business Representative may submit the grievance to arbitration within fifteen (15) working days after receipt of the Company's decision pursuant to Sections 6 through 10 of this Article.

Section 19

In the event ~~a~~the Company's answer or the Union's appeal at any step of the grievance process is not within ~~to a grievance is not appealed within~~ the time limits provided in this Article IX, the grievance will automatically be referred to the succeeding step. ~~case shall be considered as settled on a non-precedent basis. However,~~ Failure by the ~~Company~~Union to timely request arbitration ~~answer a grievance within the time limits provided in pursuant to~~ this Article IX Section 5, shall render the grievance

as closed on a non-precedent basis. The parties may extend any time limit by mutual agreement. ~~permit the grievance to be referred to the succeeding step.~~

ARTICLE X - DISCRIMINATION

Section 1

The parties agree there shall be no discrimination, interference, restraint, or coercion by either party, or by an agent or representative of either party against any employee for Union activities. The employer will not discriminate against any employee selected to serve as a Shop Steward or Safety Committee Representative.

Section 2

The Company and Union agree that the requirements set forth under Title VII of the Civil Rights Act of 1964 and Revised Order No. 4 of the Department of Labor pertaining to race, color, religion, national origin, and sex will be observed by both parties. The Company and the Union further agree that employees will not be discriminated against because of age or physical or mental handicap. This also applies to the qualified disabled veterans and veterans of the Vietnam era.

ARTICLE XI - SENIORITY

Section 1

Seniority as used herein designates an employee's length of service within the bargaining unit covered by this Agreement, the possession of which entitles the employee to certain rights hereinafter provided.

Section 2

A. Seniority shall be by classification. In case of identical seniority dates, the employee with the lower clock number will be the senior employee. In case of identical dates for employees with a seniority date after 24 December 2001, the employee with the lower last four digits of their Social Security Number will be the senior employee. This applies only to new hires on or after 24 December 2001. Effective 01 June 2019, the date of implementation of the Workday System, employees having identical seniority dates, and who are hired after the implementation of Workday, will use the employee's BEMS ID as the tie-breaker.

Section 3 – Layoff

- A. In case of a layoff, all employees in either the Tooling Mechanic, Flight Operations Mechanic, Maintenance Mechanic, Assembly Mechanic, Process Mechanic, Maintenance Generalist, or Support Coordinator job classification will be laid off first before any employee in a job classification in their respective Labor Grade is laid off.
- B. In case of a layoff within a job classification, the sequence of layoffs in the job classification shall be: first, employees transferred in lieu of layoff within the preceding thirty (30) working days; second, by seniority in the job classification as defined in Section 2A above.
- C. During the 2007 negotiations both parties agreed to the creation of the following classifications: Tooling Mechanic, Flight Operations Mechanic, Maintenance Mechanic, Assembly Mechanic, Process Mechanic, Support Coordinator and Maintenance Generalist, with the understanding that these new Classifications would not be populated until all traditional classifications employees within their respective labor grade have been recalled.

Those members on layoff status in the Utility and Munitions labor grade and any future layoffs in traditional classifications will be the first considered for any positions that become available within the new classifications outside of their respective Labor Grade.

Those members whose recall rights expired after the May 2004 agreement will be the second considered for any positions that become available within the new classifications.

Those hired into the new classifications will be surplusd or laid off prior to any other traditional classifications within their respective labor grade being surplusd or laid off.

Any traditional classifications that are laid off shall be recalled to their traditional classification, before any new classifications within their respective labor grade are recalled.

Section 4

A. An employee due to be laid off may apply for available openings through the Company's internal job posting system.

- B. An employee who becomes subject to layoff and who is granted a transfer in lieu of layoff to a different job classification shall be kept on the Seniority List of the job classification from which they were so transferred for sixty (60) months.
- C. An employee who is transferred in lieu of layoff may accept the layoff from their previous classification, instead of the transfer, any time before the employee has worked thirty (30) days after the transfer has been made.
- D. In case of unsatisfactory performance by an employee transferred in lieu of layoff (TILLO), the Company reserves the right to cancel the transfer and layoff the employee from their previous job classification within a period of thirty (30) days actually worked from the date of the transfer.
- E. An employee who is laid off before having worked thirty (30) days in the classification to which they were TILLOed will receive any accrued vacation or sick leave pay for which the employee is eligible at the rate they last received in their previous job classification.

F. In the event of an opening in the employee's original job classification within sixty (60) months, the employee shall be given one opportunity to return to their old job on the basis of their seniority. If an employee who accepts a transfer to another job is recalled by seniority sixty (60) months of original layoff date, must elect within twenty-four (24) hours either to return to their original job or remain on the job to which the employee was transferred. Upon such election the employee's name will be deleted from the seniority list of the classification rejected.

Section 5

All new employees, rehires without seniority or transfers from outside of IAM 837 jurisdiction, shall be regarded as probationary during their first one hundred twenty (120) calendar days of employment. There shall be no responsibility for the reemployment of probationary employees if they are laid off or terminated during this time period. During this period, probationary employees may be laid off or terminated without recourse through Article IX, Determination of Disputes. In the event a probationary employee is absent for work for any reason(s), the period of time which the employee has not been at work shall not count

toward completion of the one hundred and twenty (120) calendar day probationary period.

Section 6

If, in the opinion of Management, they fail to make satisfactory progress, this fact shall be deemed sufficient grounds for immediate dismissal. There shall be no responsibility for the reemployment of probationary employees if they are discharged or laid off during this period. After the required accumulated employment period, the names of such employees shall then be placed on a Seniority List in order of the date of their initial employment in the bargaining unit.

Section 7

The Company shall keep a Seniority List by job classification and whenever the union requests such lists, the Company will make such lists available for inspection. Said Seniority List shall be made available in July 2010 and be revised quarterly during the life of this Agreement. This list may be challenged by the Union within thirty (30) days after each revision; otherwise, it shall be considered correct. In addition, one (1) copy of the Seniority List revised in September and March

will be forwarded to the office of the Directing Business Representative.

Section 8

Laid off employees shall be called back to work in accordance with their seniority. The Company shall notify them by phone and in writing, by mail forwarded to the employee's last known address on the Company's records, and the employee will be required to notify the Company within four (4) working days that they will report back to work on a subsequent Friday, not to exceed twenty-one (21) days from the receipt of the notice to return. Extenuating circumstance shall be considered. Failure to do so will result in automatic loss of seniority and the Company will be relieved of any obligation to reinstate the employee. It is the sole responsibility of the employee to contact Worklife at 1-866-473-2016 (for the hearing impaired TTY number 1-800- 755-6363) to keep the Company properly informed of their address and telephone number.

- A. If at the time of recall from layoff an employee is on medical restrictions and is unable to return to work within recall guidelines, said employee will be allowed to return to work once medical restrictions are removed and

the employee is cleared to return to work by the Company physician or limitations have changed such that management accepts the employee to return to work.

B. If a lower senior employee is recalled to work as a result of an opening created by the situation referenced in paragraph A. above, the employee will be required to notify the Company within four (4) working days that they will report back to work within fourteen (14) days of receipt of this notice. This is recognized as an exception to Article XI, Section 8.

Section 9

Any employee laid off for a continuous period of sixty (60) months shall be dropped from the Seniority List.

Section 10

An employee will accumulate seniority while laid off.

Section 11 – Shift Preference

A. Subject to the Company's right to make any temporary shift transfers to not exceed twenty (20) working days' duration, senior

employees shall have preference for shift assignments as provided below. On temporary shift transfers, at the expiration of the twentieth (20th) working day the employee shall be returned to their original shift except for training purposes for employees in the Maintenance A Labor Grade, this time may be extended up to an additional ten (10) weeks.

B.

- 1) An employee with at least nine (9) months of continuous service may request of their immediate supervisor, in writing, a transfer to another shift which shall be limited to their present job classification and department. The employee shall be permitted, within fifteen (15) working days following the date of their request, to displace the employee having the least amount of seniority on the shift of their preference. The employee who is being displaced shall be given five (5) working days advance notification of displacement.
- 2) Employees who are transferred at the direction of the Company from one shift to another will be given five (5) working days advance notification.

- C. Shift transfer will be made no later than the Monday of the workweek in which the fifteenth (15) working day falls.
- D. No displacement, for shift preference, of or by a probationary employee shall be permitted.
- E. An employee, having once exercised their shift preference rights, will not be permitted to request a change in shifts for a period of nine (9) months from the date of their transfer to the shift of their preference. If an employee is transferred to another shift by the Company, their shift preference rights will be reinstated. If such employee was not the least senior employee on the shift from which the employee was transferred and elects within ten (10) working days to return to that shift, the employee shall not be considered as having exercised their shift preference rights as a result of such return.
- F. The Company shall not be required to make shift transfers exceeding ten percent (10%) (but at least one (1) employee) of those employees in a given job classification, department and shift, who are subject to displacement during any calendar month.

G. Any employee may cancel their request for shift transfer at any time prior to their notification of shift transfer by the Company. Such cancellation must be made in writing to their Supervisor and signed by the requesting employee. Cancellation of a request for shift transfer will prohibit that employee from submitting any further request for shift transfer for six (6) months.

Section 12

An employee who has been or will be transferred from a job classification covered by this Agreement to a supervisory position not within the bargaining unit, and over CBU personnel, will retain previous seniority and will assume such seniority in case the employee returns to the bargaining unit. However, effective 17 May 1993 any employee in a supervisory position and over CBU personnel who is promoted to a third line or higher supervisory position will lose all credited union seniority rights.

- a. ~~Effective 14 June 2010,~~ if an employee accepts a transfer from a job classification covered by this Agreement to a supervisory position not within the bargaining unit, and over CBU personnel, they may be returned at any time within ninety (90) calendar days

to their former CBU classification. The employee will ~~not~~ lose any seniority ~~acquired prior to and~~ accrued during the ninety (90) calendar day period. This provision shall be on a one-time basis.

b. If an employee accepts a temporary supervisory position outside of the bargaining unit, that supervises CBU personnel, such assignment can be for no less than thirty (30) calendar days and no more than six (6) months. Further, upon return of the employee's former CBU classification, such employee cannot accept or be offered any temporary supervisory position for a three (3) month period.

Bargaining unit employees promoted to a temporary supervisory assignment shall not participate in any meeting where CBU employee corrective action is issued or issue any CBU employee corrective action.

Section 13

An employee covered by this Agreement who is elected or appointed to one of the following District 837 Offices: Business Representative, President, Vice President, Financial Secretary, or Treasurer, or becomes a Representative of the ~~Grand Lodge~~International, and leaves the

employ of the Company to serve in this office for full time and full pay will retain previous seniority and accumulate seniority while serving in these positions, for the purpose of reemployment only, provided the employee applies for employment in the bargaining unit immediately.

Section 14

An employee occupying the position referred to in Section 12 of this Article on 1 January 1971 shall be credited with additional seniority as of that date for time spent in such position up to a maximum of five (5) years. Similar seniority credit shall be granted employees attaining such positions between 1 January 1971 and 11 May 1975. Employees attaining such positions after 11 May 1975 shall be credited with additional seniority for time spent in such Positions up to a maximum of four (4) years. Total seniority will be assumed in each of the above instances in case of return to the bargaining unit. Employees attaining such position after 16 May 1993 will only assume previous seniority when returning to the bargaining unit.

Section 15

The Plant Chair certified by the Union to the Company will be the last to be laid off by

seniority while they are officially certified by the Union as such. Shop Stewards will be the last to be laid off by seniority within the job classification while they are officially certified by the Union to the Company as such.

The above language does not insulate Stewards from shift transfers in accordance with Article XI, Section 11. However, when the Union reaches the number of Stewards called for in Article IX, Section 12 we will extend seniority to Shop Stewards for shift preference purposes.

Section 16

With the approval of the Union, a member of this bargaining unit who is appointed an instructor shall accumulate seniority while the employee serves as instructor. An instructor, for the purpose of this understanding, is one whose full-time assignment is in the instruction or teaching of Company or other personnel in a prescribed field of activity. An instructor will not perform supervisory work.

Section 17

With the approval of the Union, a member of this bargaining unit who is temporarily appointed to a salaried position and stationed at vendor or customer facilities, shall accumulate seniority while assigned, providing

the employee maintains their good standing in the Union. The seniority of the individuals mentioned in the above two sections for layoff purposes shall be treated the same as other off-site personnel.

Section 18

In case an employee is returned to their original classification before working thirty (30) days in a position outside the collective bargaining unit, the employee will not lose any seniority acquired prior to and accrued during the thirty (30) working day period.

Section 19

- A. Temporary layoffs shall not exceed ten (10) days in any one (1) year period. Such layoffs shall be deemed necessary for the following reasons only: an act of God, cancellation of contract by the customer without prior notice, or moving of a department. Seniority as defined in Article XI, Sections 2A and 3 shall not apply, providing that the temporary layoff shall affect the entire department.
- B. In order to expedite the moving of a department, as stated above, the Company may stagger the layoff periods, providing

that each employee of the department involved shall be temporarily laid off an equal amount of time. The entire layoff period for the department involved shall not exceed ten (10) days.

- C. If only part of a department is being moved, then that part shall be considered to be a department within the meaning of the above sections.

Section 20

The Company will give at least two hundred forty (240) hours written notice prior to layoff to the employees affected, except when layoffs are caused by termination of a Government or other production contract, temporary layoffs, or to employees who are absent.

Section 21

Separate seniority lists will be maintained at each base. Employees hired at an off-site base shall have seniority at that base, except, if they are transferred to another off-site base, they shall have seniority at both bases. Employees transferred from the St. Louis facility to an off-site base shall have seniority at both places. In event of a layoff, employees will be laid off

by seniority at the place the layoff occurs. However, if employees have seniority at another place, they may exercise that seniority. All employees assigned to or hired at off-site bases in a job classification set forth in Schedule “A” herein will be covered by this Agreement.

ARTICLE XII - VACATIONS

Section 1

~~All employees who have completed one (1) year Company Service will earn two (2) weeks of vacation with eighty (80) hours pay; all employees who have completed ten (10) years Company Service will earn three (3) weeks of vacation with one hundred twenty (120) hours pay; all employees who have completed eighteen (18) years of Company Service will earn four (4) weeks of vacation with one hundred sixty (160) hours pay.~~

Employees will earn vacation as follows:

<u>Years of Service</u>	<u>Annual Vacation Pay Hours</u>
<u>Completion of Probationary Period</u>	<u>40 hours</u>
<u>1 – 3 Years</u>	<u>80 hours</u>
<u>4 – 9 Years</u>	<u>96 hours</u>
<u>10 – 15 Years</u>	<u>136 hours</u>
<u>16+ Years</u>	<u>160 hours</u>

For purposes of this section, Company Service is

defined as an employee's total years of employment at The Boeing Company plus the duration of employment recognized by any predecessor or subsidiary company, subject to Sections 2 through 8.

Upon completion of the Probationary Period,

Award Eligibility Date is one (1) year from date of hire. Award Eligibility Date is subject to change due to break in Company Service time or Sections 2 through 8.

- A. A team lead will be paid their team lead's pay in addition to their base rate.
- B. Night shift employees will be paid their shift bonus in addition to their base rate.

Section 2

Continuous employment shall accumulate during a leave of absence not in excess of four (4) weeks, but shall not accumulate during any part of a leave of absence in excess of four (4) weeks, or during a layoff for lack of work, except that continuous employment for the purpose of calculating vacation pay shall accumulate during a leave of absence for non-occupational disability and FMLA not in excess of thirteen (13) weeks, but shall not accumulate during any part of a leave of absence in excess of thirteen

(13) weeks.

Continuous employment shall accumulate during a leave of absence not in excess of four (4) weeks, but shall not accumulate during any part of a leave of absence in excess of four (4) weeks, or during a layoff for lack of work, except that continuous employment for the purpose of calculating vacation pay shall accumulate during a leave of absence for occupational disability not in excess of twenty-six (26) weeks, but shall not accumulate during any part of a leave of absence in excess of twenty-six (26) weeks.

Section 3

All vacations must be taken before the expiration of twelve (12) months after date vacation is earned. However, up to ten (10) vacation days may be carried over into the succeeding vacation year. Those vacation days carried over must be taken before the expiration of twelve (12) months after the new vacation year anniversary date.

Section 4

Not less than one (1) nor more than two (2) weeks of vacation may be taken at any one time, except for those entitled to three (3) weeks, four

(4) weeks, five (5) weeks, or six (6) weeks, who may take that many at one time. The most senior employee of a classification, shift and department shall be given first choice for one period of their vacation. After all other less senior employees of that classification, shift and department have exercised their first choice, then the most senior employee shall exercise their choice for their second period of vacation. After all other less senior employees of that classification, shift and department have exercised their second choice, then the most senior employee shall exercise their choice for the third period of their vacation. After all other less senior employees of that classification, shift and department have exercised their third choice, then the most senior employee shall exercise their choice for their remaining vacation periods. The Company will permit at least one (1) employee of a given classification in a department to be on vacation at any given time.

Section 5

- A. If a recognized holiday falls within a vacation period the employee shall add one (1) day off with pay to the end of their vacation.
- B. Subject to scheduled operations and the following conditions, employees may schedule

a one (1), two (2), three (3), or four (4) day vacation in a workweek (8, 16, 24, or 32 hours):

- 1) Each request for a one (1) day vacation falling before or after a holiday must be made to the employee's Supervisor at least one (1) working day prior to the start of the day requested. Scheduling of one (1), two (2), three (3), or four (4) day vacations shall not be by seniority but rather shall be on a first come first served basis. One (1), two (2), three (3), or four (4) day vacations, when approved, will be considered as part of the established vacation scheduling percentage by classification and department.
- 2) An employee may request a one (1), two (2), three (3), or four (4) day vacation for the day(s) preceding a holiday, or for the day(s) following a holiday. Each request must be made to the employee's Supervisor prior to the day(s) requested. Such request may be granted if the requested vacation day(s) do not interfere with scheduled operations. If, however, the vacation day(s) is not approved prior to the day(s) requested, vacation pay will not be allowed for any absence on that day. Monday following a Friday, that is a recognized holiday, is to be considered as the day following a holiday; and Friday

preceding a Monday, that is a recognized holiday, is to be considered as the day preceding a holiday.

- 3) Assuming scheduled operations permit, an employee may schedule a one (1) day vacation for a Friday, and another one (1) day vacation the following Monday. No more than four (4) days vacation may be taken consecutively and no more than six (6) days vacation may be taken in any two (2) consecutive workweeks. Friday and Monday are considered consecutive days.
 - 4) No advance pay will be allowed for one (1), two (2), three (3), or four (4) day vacations.
 - 5) An employee who has scheduled a three (3) day Wednesday-Thursday-Friday, Thursday-Friday-Monday, Friday-Monday-Tuesday, Monday-Tuesday-Wednesday, or a two (2) day Thursday-Friday, Friday-Monday, Monday-Tuesday or a one day Friday or Monday vacation, may be asked to work Saturday or Sunday overtime. This procedure is recognized as an exception to Article XXIV, Overtime Guidelines.
- C. For employees eligible for vacation time off as provided for in this Section, supervision shall, production needs permitting, authorize absences, on a two (2) hour basis, to be charged against the employee's remaining

vacation hours, providing that requests by the employee for such time off are received by supervision prior to the requested day off. Vacations in this Section may be taken in two (2) hour increments.

Section 6

All vacations shall be taken at a time when they will not seriously interfere with scheduled operations, and so far as practicable, the Company will schedule all vacations for the period for which employees express a preference, those who have the most seniority being given the first consideration.

Section 7

Vacation pay will not be allowed in lieu of an actual vacation, nor will accumulated vacation or vacation pay be allowed on a pro rata basis except that (a) accumulated vacation and vacation pay, on a daily pro rata basis including the last full day worked, will be allowed to employees with twelve (12) months or more continuous employment who are terminated for any reason and (b) accumulated vacation and vacation pay, on a daily pro rata basis including the last full day worked will be allowed to all employees other than probationary employees, as defined in Article XI hereof, who leave the

Company to and actually do serve in the armed forces of the United States, provided they furnish satisfactory proof of their military service within a period of thirty (30) days after leaving the Company.

Section 8

- A. If an employee with continuous service with the Company is laid off and later reinstated, they will be given credit for the time worked prior to their layoff toward the accumulated time necessary to earn a vacation.
- B. Upon return to work from layoff of less than ninety (90) days, an employee may request the amount of vacation time paid at time of layoff as time off without pay. These absences shall not be considered as absenteeism for purposes of disciplinary action under the Company's attendance policy.

ARTICLE XIII - SAFETY COMMITTEE

Section 1

It is the desire of both parties to this Agreement to communicate and maintain high standards of occupational safety and health in the plants of the Company. Both parties are committed to achieving a safe work environment consistent with an injury-free workplace, and to eliminate, as far as possible, industrial accidents and illnesses. The parties further recognize that efforts directed to achieve a safe and healthy workplace must represent shared responsibility and encourage the involvement of all employees. The Union will appoint one IAM Safety Committee Representative for each building and shift. The Company will assign professional safety/health coverage for each building and shift. They shall be known as the Boeing Plant Safety Committee. A Company Safety Engineer or Industrial Hygienist shall act as Chair of this committee, and the IAM EHS Representative shall act as Co-chair. The Directing Business Representative may assign Business Representatives to the Safety Committee to monitor the Company's safety program.

The Union and Company agree that the advantages of employee safety is in their best interest and is consistent with the workplace environment described in Boeing Ethical Business Conduct Guidelines. Should an employee believe that there is imminent danger due to work required to be performed, the employee should inform the immediate supervisor and/or the responsible site safety manager of a designee. In addition, the employee may contact the Union Steward or Site Safety Committee Representative who will assist in contacting the Site Safety Manager. Work will not continue until the responsible Site Safety Manager or designee makes the final determination concerning the safety of the individual and the work to be performed. In addition, the employee should contact the IAM Safety Committee Representative who will help investigate the complaint.

Section 2

The duty of the Safety Committee is to receive and investigate complaints within the employee's designated building and shift regarding alleged unsafe and unhealthy working conditions. IAM Safety Committee Representative shall make recommendations

for the maintenance of proper standards, and discuss Health and Safety Hazard Reports and other specific safety or health problems or concerns relating to work areas to the IAM/Boeing Safety Committee Chairs, SHEA, Production Operations Safety Council and the Executive SHEA Council. The IAM Safety Committee Representative will be notified and attend all Occupational Injury Incident Review Board meetings.

A contact listing of the responsible Boeing Safety managers or designees and the IAM/Boeing Safety Committee members will be provided to the IAM Safety Committee Representative.

Section 3

The IAM Safety Committee Representative shall receive and investigate complaints within their designated building and shift regarding alleged unsafe and unhealthy working conditions. Proper and modern safety devices shall be provided for all employees working on potentially unsafe and hazardous work. Such devices will be furnished by the Company, and it shall be mandatory for employees to use same. All written hazard

reports will be answered in writing within three (3) working days, whenever possible, but no later than five (5) working days.

Section 4

The Company shall maintain on all full shifts access to an emergency trained attendant to care for its employees in case of accidental injuries or serious illness.

Section 5

A.The Company will continue to furnish personal protective equipment in particular situations where it is now the practice to do so unless circumstances in such situations change, making the use of such personal protective equipment unnecessary.

B.Effective 25 July 2022, one pair of OSHA approved prescription safety glasses including eye examination shall be furnished by the Company every two (2) years. The glasses and exam will be provided on site by a vendor selected by the Company. This benefit will apply only to employees who are required by the Company to wear safety glasses on their job.

C. Effective 25 July 2022, the Company will provide an annual stipend in the net amount of \$125 for OSHA approved safety shoes.

Section 6

An employee serving as IAM Safety Committee Representative shall not at the same time serve as IAM Shop Steward. It is intended that IAM Safety Committee Representative continue to work in the building where they are appointed to provide experience and continuity. However, for reasons of production, it may be necessary at times to transfer them to another building. The Company shall notify the Union in writing five (5) days prior to the transfer of a IAM Safety Committee Representative.

Section 7

When an employee at work requires immediate medical attention by a private medical practitioner or at a hospital due to an industrial injury/illness or exposure to hazardous agents in the work environment, and the employee is not able to provide their own transportation, the Company will provide the transportation to and from the employee's normal work location. If such an employee is returned to their work

location too late to use their normal transportation home, the Company will provide that transportation.

ARTICLE XIV - WAIVER

Section 1

The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent for any future enforcement or waiver of such breach or condition.

ARTICLE XV - BULLETIN BOARDS

Section 1

The Union shall have the right to use designated bulletin boards on the Company property for the purpose of posting notices of Union meetings and other activities which are officially approved by the Union and the Company prior to posting. The Company will act promptly on such notices sent to the Labor Relations Department by the Union.

Section 2

No other notices or distribution of pamphlets, advertising matter or any kind of literature will be permitted in the plant or on Company property excepting matter the distribution of which is protected by Section 7 of the National Labor Relations Act as amended. Violators of this rule shall be subject to immediate disciplinary action up to and including discharge.

ARTICLE XVI - PAYROLL DEDUCTIONS

Section 1

Whenever an employee shall so request in writing to the Union, the Company will deduct from such employee's pay each month dues payable by such employee to the Union in a sum specified by the Union. The Company shall furnish all Union payments via electronic funds transfer process only (Direct Deposit). The Union shall ensure the Company has been provided with a valid bank account and routing number to set up the process. It will be the responsibility of the Union to submit all changes in Bank information to the Company

immediately. The Company shall issue all reports distributed to the Union electronically. Accounts will be established for a focal designated by the Union. It will be the responsibility of the Union to submit all changes in focals to the Company. The Union will notify the Company of any changes in the rate of dues a minimum of thirty (30) days in advance of the effective date during the term of this Agreement. Each such request shall specify that the employee reserves the right to withdraw such request by notice in writing. Such request for deduction of Union dues shall be valid only for the duration of this Agreement. The agreed forms for use of employees in making a request for deduction, as well as form of notice of withdrawal, will be furnished by the Union. Payment and data transfer options and timeframes will be per an agreement between the Company and the Union.

Section 2

Upon receipt of payroll direct deposit authorization from the employee, the Company agrees to make up to four (4) direct deposit(s), as specified by the employee, to the participating financial institution of their

choice in the United States. Direct deposit authorization mechanisms are provided by the Company. The Company shall adhere to all direct deposit provisions and regulations which includes timely transmission of funds and the designated financial institutions.

ARTICLE XVII - SABOTAGE

Section 1

The Union agrees to report to the Company any acts of sabotage or damage to or taking of Company, Government, customer, or any other person's or employee's property, and the Union further agrees if any such acts occur, to use its best efforts in assisting to determine and apprehend the guilty person.

ARTICLE XVIII - UNION SECURITY

Section 1

As a condition of employment all employees subject to the provisions of this Contract shall become and remain members of the Union in good standing. Good standing shall consist only of the payment of dues and initiation fees.

The Company shall be required to terminate an employee for non- membership in the Union only if the Union certifies that membership in the Union was denied or terminated solely

by reason of the employee's failure to tender the periodic dues and initiation fees uniformly required as a condition of acquiring or retaining membership in the Union.

Section 2

New employees shall, before the expiration of their probationary period (one hundred twenty (120) calendar days for all employees) make application for membership.

Section 3

The Union shall indemnify, defend and save the Company harmless against any and all claims, demands, suits or other forms of liability that shall arise out of or by reason of action taken by the Company under Section 1 in reliance upon representation by the Union that an employee may be lawfully discharged under Section 1. Such requests for discharge shall be made by registered mail from the Directing Business Representative (or designee) to the Sr. Manager Labor Relations (or designee).

ARTICLE XIX - DISTRIBUTION OF AGREEMENT

Section 1

The employer agrees to furnish a copy of this Agreement to all present employees within ninety (90) days after receipt of Union's proofread copy and all newly employed persons who come under the terms of this Agreement.

ARTICLE XX - NO STRIKE CLAUSE

Section 1

- A. There shall be no slowdowns, picketing, boycotts, cessation of work, strikes, interference with the business of the Company or other disruptive activities by employees or the Union during the term of this Agreement, and no lockouts by the Company.
- B. Any employee violating this provision shall be subject to whatever disciplinary action may be warranted.

Section 2

The above prohibition on strikes shall not be binding on the Union sixty (60) days after notice has been served on the Company pursuant to Section 8(d) of the National Labor Relations Act as amended when no agreement for a new contract has been reached.

ARTICLE XXI - FUNERAL LEAVE

Section 1

When a death occurs in an employee's immediate family (spouse, parent or step-parent, child or step-child, brother, step-brother, or half-brother, sister, step-sister or half-sister, mother-in-law and father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, grandparent, great-grandparent or grandchild, spouse's grandmother or grandfather, domestic partner, aunt, uncle or documented legal guardian), such employee will be paid eight (8) hours pay at their working rate for a regularly scheduled workday. In addition, an employee will be granted funeral leave for a stillborn child if the employee provides a certificate of fetal

death which has been certified by the attending physician. Funeral leave pay may be allowed from the day of death up to ten (10) calendar days after the funeral or memorial service not to exceed three (3) working days, provided that the employee attends the funeral or memorial service, but no funeral leave pay shall be allowed for any funeral leave day for which holiday, vacation, sick leave, weekly disability or similar payment is paid. All days taken after the date of the funeral or memorial service must be taken consecutively. Written proof satisfactory to the Company (such as a death notice, confirmation from a coroner, undertaker, doctor or hospital) must be submitted by the employee to their supervisor or designee no later than five (5) working days after return to work.

Section 2

Time lost because of funeral leave as listed in Section 1 of this Article shall not be considered as absenteeism for purposes of disciplinary action or adjusting vacation or sick leave anniversary dates.

Section 3

Employees on approved funeral leave the day before or after a scheduled overtime period will not be required to report to work for the extended workweek period.

ARTICLE XXII - JURY/WITNESS DUTY

Section 1

When an employee is required to and actually does serve on jury duty on a regularly scheduled working day, they shall receive eight (8) hours pay at their base rate (plus shift bonus and team lead's pay if applicable). Employees shall receive holiday pay if a holiday occurs while on jury duty. Such payments shall be limited to thirty (30) days in any one calendar year or longer if required by applicable laws. Proof of such services satisfactory to the Company must be given before this section shall apply.

Section 2

When an employee is subpoenaed as a witness in a Federal court, or state court of law in the state in which the employee is working or residing, the employee shall receive eight (8) hours pay at their base rate (plus shift bonus

and team lead's pay, if applicable). Such payment shall be limited to thirty (30) days in any calendar year or longer if required by applicable laws. Proof of such services satisfactory to the Company must be given before this Section applies.

However, an employee will not receive wages under the above provisions if the employee is called as a witness against the Company, or its interests; or is called as a witness on their own behalf in an action in which they are a party; or the employee voluntarily seeks to testify as a witness; or is a witness in a case arising from or limited to their outside employment or outside business activities.

Section 3

Time spent on jury/witness duties is not to be counted as absenteeism for purposes of disciplinary action or adjusting vacation or sick leave anniversary dates.

ARTICLE XXIII - SICK LEAVE

Section 1

All employees will be granted ~~one (1)~~three (3) days of sick leave ~~after~~on their ~~time~~date of hire. Employees who complete one (1) year of Company Service will be granted ~~during the following year, one (1)~~four (4) days of sick leave annually; after the completion of two (2) years of Company Service, ~~three (3)~~five (5) days ~~during the following year~~annually; after the completion of three (3) years of Company Service, six (6) days ~~during the following year~~annually, subject to Sections 2 through 9.

<u>Years of Service</u>	<u>Annual Sick Leave Granted</u>
<u>New Hire</u>	<u>3 days</u>
<u>1 Year</u>	<u>4 days</u>
<u>2 Years</u>	<u>5 days</u>
<u>3 Years</u>	<u>6 days</u>

For purposes of this section, Company Service is defined as an employee's total years of employment at The Boeing Company plus the duration of employment recognized by any predecessor or subsidiary Company, subject to Sections 2 through 9.

Award eligibility date is one (1) year from

date of hire. Award eligibility date is subject to change due to break in Company Service time or Sections 2 through 9.

If federal or state law is enacted that requires more sick days than provided for in this Section 1, the minimal number of legally required sick days shall replace and supersede the terms of Section 1.

Section 2

The sick leave anniversary date for all employees who completed one or more years of continuous employment will be the same as their employment anniversary date, subject to provisions of Sections 3 through 9.

Section 3

Any employee who is absent on their annual earned date for the purpose of sick leave and that absence results in a Leave of Absence or termination will not be eligible to receive their following year's sick leave, determined under Section 2. Otherwise, all employees will be eligible on their annual earned date for their following year's sick leave. For the purposes of this Section only, the term "annual earned date" shall be considered to mean the employee's employment anniversary date (as adjusted in accordance with Sections 6 through 9).

Section 4

Sick leave pay shall be calculated at the employee's working rate at the time the leave is taken. At the end of the second year and at the end of each year thereafter, any unused part of the sick leave allowed each year will be paid to

each employee at their working rate the employee is then earning. Sick leave will be taken and paid in units of one (1) hour increments. An employee who takes a disability leave of absence may receive any sick leave pay for which they are eligible, by making a request through Worklife, for any of the days in question.

Section 5

Sick leave days are considered to be only those days falling within the employee's regular schedule of hours.

Section 6

Continuous employment for sick leave eligibility shall accumulate during a leave of absence not in excess of four (4) weeks, but shall not accumulate during any part of a leave of absence in excess of four (4) weeks, or during a layoff for lack of work, except that continuous employment for the purpose of calculating sick leave eligibility shall accumulate during a leave of absence for non-occupational disability or FMLA not in excess of thirteen (13) weeks, but shall not accumulate during any part of a leave of absence in excess of thirteen (13) weeks.

Continuous employment for sick leave eligibility shall accumulate during a leave of absence not in excess of four (4) weeks, but shall not accumulate during any part of a leave of absence in excess of four (4) weeks, or during a layoff for lack of work, except that continuous employment for the purpose of calculating sick leave eligibility shall accumulate during a leave of absence for occupational disability not in excess of twenty-six (26) weeks, but shall not accumulate during any part of a leave of absence in excess of twenty-six (26) weeks.

Section 7

If an employee with continuous service with the Company is laid off or enters military service and is later reinstated, the employee will be given credit for the time worked prior to their layoff, or military leave, for purposes of computing future sick leave eligibility.

Section 8

Any employee who is terminated for any reason will be granted sick leave pay on a daily pro rata basis including the last full day worked, which the employee has earned but not used, except that the entire unused portion of

sick leave which was earned on their last anniversary date will be granted as sick leave pay to an employee who is retired or laid off for lack of work. An employee, who is granted sick leave pay earned on their last anniversary date, may upon their return from layoff status, request amount granted as time off without pay.

Section 9

Days of sick leave, as defined in Section 1 of this Article, shall not be considered as absenteeism for purposes of disciplinary action or adjusting vacation or sick leave anniversary dates.

Section 10

An employee who has exhausted their sick leave time will be allowed to use up to five (5) days of vacation time in lieu of sick leave during their sick leave anniversary year in one (1) hour increments.

ARTICLE XXIV - OVERTIME

Section 1

It is the desire of the Company to distribute overtime as equally as possible in light of the work to be performed. Both the Union and the Company recognize that the individuals who

perform the work must be qualified for and familiar with the specific work. If these conditions are met, overtime will be distributed as equally as possible within the shift, department, and job classification. Every effort will be made to adjust any unequal distribution of overtime to ninety (90) hours between the maximum and minimum hours of overtime within the shift, department and job classification which may have occurred in any calendar quarter during the next succeeding calendar quarter wherever practicable.

Section 2

The Supervisors and Stewards shall review the overtime record on a monthly basis to see that the above policy is being followed.

Section 3

Overtime shall be distributed in accordance with the guidelines set forth in Supplemental Understanding #[78](#).

ARTICLE XXV - MILITARY RESERVE SERVICE PAY

Section 1

An employee who is called to and performs short-term active duty of ninety (90) calendar days or less, including annual active duty for training, as a member of the United States Armed Forces Reserve or National Guard, shall be paid as provided below for days spent performing such duty provided the employee would not otherwise be on layoff or leave of absence.

For each day of short-term active military duty served on a regularly scheduled working day, the employee shall receive eight (8) hours pay at their base rate plus shift premium and team lead's pay if applicable) less military pay received for that day. Such payments shall be limited to ten (10) working days in any one military fiscal year (i.e., from 1 October through 30 September). Military pay is defined as all military earnings including all allowances except for rations, subsistence, and travel.

In order to receive payment under this Section, an employee must give HR Services prior notice of such military duty and, upon

their return to work, furnish Payroll with a statement of the military pay received for performing such duty.

Any employee having to travel 50 miles or more as measured by Rand McNally Standard Highway Guide for their military duty will be allowed to leave work early for travel time will not be considered as absenteeism for purposes of disciplinary action.

ARTICLE XXVI - GROUP INSURANCE, SAVINGS, AND RETIREMENT INCOME PLANS

Section 1

The parties have agreed that the Company will continue in effect group insurance, retirement, and savings plan benefits as modified by the Company's ~~Best and~~ Final Offer Benefits Proposal Summary dated July ~~15~~22, 2025~~2~~. The Company will advise the Union of any change in the companies which currently administer these plan benefits.

Section 2

The benefits of the foregoing plans will be subject to the provisions of this Agreement except that they will not be subject to the grievance procedure and the arbitration procedure provided in this Agreement.

ARTICLE XXVII - TOTAL AGREEMENT

Section 1

These Articles of Agreement, together with the Job Specifications referred to in Article IV, Section 7, and the supplemental understandings listed in Section 2 below constitute the total agreement between the two parties. All other agreements and understandings (between the Company and this Union only) are rescinded.

Section 2

The following Supplemental Understandings and Contract Supplement "A" on Off-Site Locations, copies of which are attached to this Agreement, shall remain in effect for the life of this Agreement:

1. Understanding regarding No Smoking Policy.
2. Memorandum of Understanding concerning leaves of absences.
3. Letter concerning new methods, materials, and technology dated 27 May 2010.
4. Letter concerning leaves for Union business dated 20 May 2007.
5. Understanding concerning formation of a committee to discuss FMLA, MLOA, and Worklife issues.
- ~~6. Memorandum of Understanding concerning shift preference.~~
- ~~7.~~6. Letter concerning the impact of Federal legislation on our retirement and group insurance benefits dated 10 June 2010.
- ~~8.~~7. Overtime Guidelines.
- ~~9.~~8. Glossary of Terms used in job descriptions dated 10 June 2010.
- ~~10.~~9. Letter concerning Union involvement in discrimination complaints dated 18 May 2004.
- ~~11.~~10. Letter concerning Business Representatives' group insurance dated 10 June 2010.
- ~~12.~~11. Employment Security for the Support Labor Grade personnel.

- ~~13.~~12. Memorandum of Understanding concerning Medical Leave of Absence Return to Work Team.
- ~~14.~~13. Letter concerning drug/alcohol testing program.
- ~~15.~~14. Health Maintenance Organizations (HMO).
- ~~16.~~15. Letter concerning employee's voluntary contributions to District #837 IAMAW - P.A.C. dated 28 April 2010.
- ~~17.~~16. Understanding regarding Point-of-Use Delivery.
- ~~18.~~17. Memorandum of Understanding regarding travel.
- ~~19.~~18. Agreement regarding continuation of certain agreements and MOU's.
- ~~20.~~19. Memorandum of Understanding concerning Performance Sharing Plan.
- ~~21.~~ ~~Memorandum of Agreement for High-Performance Work Organizations.~~
- ~~22.~~20. MDA Employability Plan.
- ~~23.~~21. Offset and Subcontracting Arrangements/Employment Stability Income Continuation Plan
- ~~24.~~22. Joint Committee on Health Care Cost and Quality.

- ~~25.~~23. Memorandum of Agreement concerning the Machinist Custom Choices Worksite Benefits Program.
- ~~26.~~24. Agreement regarding Employment Security.
- ~~27. Letter of Agreement regarding Offsetting Medical Plan Contributions for Certain Retirees.~~
- ~~28.~~25. Safety Trainer Position
- ~~29.~~26. Letter from S. Jacques to R. Smith dated 16 May 2007 regarding layoff process under the Labor Grade Model.
- ~~30.~~27. Letter from S. Jacques to R. Smith dated 16 May 2007 regarding the moving of work currently performed by the Flight Labor Grade.
- ~~31.~~28. Prototype Mechanic Temporary Assignment
- ~~32.~~29. Voluntary Layoff Benefits Program
- ~~33.~~30. Additive Manufacturing
- ~~34.~~31. Remote Site Pay Additive
- ~~35.~~32. Suspension Without Pay Pending Investigation
- ~~36.~~33. Paid Parental Leave
- ~~37.~~34. Merger of Job Classifications
- ~~38.~~35. Second Shift Progression Stabilization
- ~~39. Process Labor Grade Alternative Workweek~~
36. Team Leader Selection

37. Attendance Based Progression

Section 3

If any provision or the enforcement or performance of any provision of this Agreement is or shall at any time be contrary to law, then such provision shall not be applicable or enforced or performed, except to the extent permitted by law. If, at any time thereafter, such provision or its enforcement or performance shall no longer conflict with the law, then it shall be deemed restored in full force and effect. If any provision of this Agreement, or the application of such provision to any person or circumstance shall be held invalid, the remainder of this Agreement, or the application of such provision to other persons or circumstances, shall not be affected thereby.

Signed this date TBD~~12th day of December 2022~~.

THE BOEING COMPANY

JAMES DEWEES

Vice President Air Dominance Manufacturing & Safety

ROBERT JOGA

Director Labor Relations

GARY J. KAMPMEINERT

Senior Manager Labor Relations

ERICA BROWN

Legal

CHAD NICKLAUS

Director of Operations

PATRICIA L. CANADA

Senior Labor Relations Specialist

DARA JONES

Senior Labor Relations Specialist

DISTRICT ~~LODGE~~ NO. 837
INTERNATIONAL
ASSOCIATION OF MACHINISTS AND
AEROSPACE WORKERS, AFL-CIO

THOMAS BOELLING
President Directing Business Rep.

CHRIS ALBIN
Assistant Directing Business Representative

JOHN FITTS
Business Representatives

ROBERT FRITZ
Plant Chair

CHAD STEVENSON
Plant Chair

JASON MILES
Plant Chair

JEREMI WALTON
Plant Chair

SUPPLEMENT 'A'

OFF-SITE LOCATIONS

1. Benefits

The copays for office visits, emergency room, and prescription drugs that are agreed to will remain in effect for remote site HMOs offered by the company during the life of the contract, except where the HMOs no longer offer those copay arrangements as part of their array of products. In those situations where an HMO no longer offers the copay arrangements agreed to by the union and the company, the company will work with the HMO and the union to offer the next lowest copay arrangement.

In Southern California, the copay arrangements in place for HMOs offered to the IAM 725 will be offered to IAM 837 employees in those locations.

2. Off-Site Bases

Employees assigned to off-site bases at the request of the Company will be assigned under the appropriate provisions of the Corporate Travel Manual then in effect. These employees will be informed of the provisions of the Corporate Travel Manual governing their assignment when they are requested to accept such assignments.

Employees assigned permanently to remote facilities may be reclassified to a Field Classification. In no case, however, will an employee be reclassified to a Field Classification when receiving per diem allowances.

Supplemental Understanding #1

The Parties agree that tobacco smoke is a proven health hazard to those who directly ingest it, as well as, to the health of those subjected to an environment where smoking is allowed. Based on these facts, the parties have agreed that smoking will be entirely prohibited at all locations, both inside and outside of all buildings and facilities, at any Company location within the St. Louis Metropolitan area covered by this Collective Bargaining Agreement. In an effort to assist employees who desire to quit smoking, access to a tobacco cessation program via telephonic support, such as Quit for Life, will be made available for duration of contract.

Supplemental Understanding #2

LEAVE OF ABSENCE

MEMORANDUM OF UNDERSTANDING

The Company and the Union have agreed that the following will be the procedure for handling requests for leaves of absence.

1. Request for leave may be made by employee or person authorized by the employee to make request.
2. Employee, or person authorized to make request, will call the Company Leave of Absence desk through Worklife at 1-866-473-2016 (TTY number: 1-800-755-6363), or designee's, as soon as possible; but in any event, not later than 4:00 p.m. CST on the third day of absence.
3. The Company Leave of Absence Office will give employee, or person authorized to make request, a request identification number at the time request for leave of absence is made.
4. The call from the employee, or person making request, will be handled by the Company Leave of Absence Office who will obtain necessary information, including address and phone number. It is the employee's responsibility to provide an address and phone number where

the employee can be contacted during the Leave of Absence.

5. Medical leaves of absences of more than seven (7) calendar days requires medical documentation from the employee's Health Care Provider not later than the fifteenth (15th) calendar day from the date of request for the Leave of Absence.

6. Employees returning from a Medical leave of absence must provide a release statement from the treating physician prior to returning to work. Employees requiring limitations must be evaluated by Medical Services prior to their to return to work.

7. The Company Leave of Absence office will contact the employee by phone, or by mail to advise status of request for leave.

8. All employees returning to work must notify the Company Leave of Absence office by calling Worklife at 1-866-473-2016 (TTY number: 1-800-755-6363) no later than the day of the employee's return.

Supplemental Understanding #3

27 May 2010

Mr. Gordon J. King
President-Directing Business Representative
Aerospace District Lodge No. 837
International Association of Machinists
and Aerospace Workers, AFL-CIO
212 Utz Lane
Hazelwood, Missouri 63042

Dear Mr. King:

This will confirm the understanding reached during the recent contract negotiations concerning the introduction of new technology into plant operations.

Whenever either party becomes aware of significant changes in methods, materials, or technology which might give rise to a question of appropriate work assignments, the Company will discuss the matter with the Union.

Whenever lists of newly purchased machinery are received by Labor Relations, you will be invited to review them in the Labor Relations office. When new machinery is installed or new material is introduced, a tour

to view the new operations will be conducted. If agreement on the proper classification to operate the new machine or equipment is reached, the written agreement will be signed by the Manager Employee Relations and the President-Directing Business Representative of the Union.

When, as a result of the above meeting, an agreement is reached that the new work should be assigned to a specific CBU classification and new technology creates a need for new knowledge and skills, the Company will offer the affected employee the necessary training to acquire such new skills.

Very truly yours,

The Boeing Company

/s/ D. S. Kuhl

Dennis S. Kuhl
Sr. Manager Employee Relations
The Boeing Company

Supplemental Understanding #4

Mr. Richard Smith
President-Directing Business Representative
Aerospace District Lodge No. 837
International Association of Machinists
and Aerospace Workers, AFL-CIO
212 Utz Lane
Hazelwood, Missouri 63042

Dear Mr. Smith:

20 May 2007

You have raised the question concerning the preservation of seniority of Union members who are elected or appointed delegates to the following Union conventions or assignments:

A. I.A.M.A.W. International Convention

Once every four (4) years

B. AFL-CIO State Convention

Once per year

C. I.A.M.A.W. Aerospace Conference

As required

D. I.A.M. Industrial Conference

As required

E. Machinists Leadership School

As required

F. Plant Chairman replacement, Union audit,
Federal and State

investigation, and legislative conferences.

G. Tool and Die Conference

As required

H. Communications Conference

As required

I. Safety Conference

As required

J. IAM Woman's Conference

As required

K. CLUW Conference

As required

L. APRI Conference

As required

M. NAACP Conference

As required

The Company agrees that when absences as indicated above are one (1) week, but not more than two (2) weeks, and therefore would affect the employee's seniority, such provisions will be null and void regarding these situations and the concerned personnel will not lose seniority, Income Plan benefits, or have their vacation or sick leave anniversary dates adjusted

provided such absences have been approved in advance by the Union President-Directing Business Representative and Company Manager Employee Relations. Plant Chairman replacements may exceed the two (2) weeks without loss of any of the above benefits.

In addition, the Company agrees that leaves granted to employee/members of the Union's negotiating committee during contract negotiation periods will not affect the seniority or cause any loss of benefits to those employees.

Special circumstances may occasionally occur wherein the Union may request time off for employees outside the provisions of this Supplemental Understanding. Such requests will be in writing, submitted to the Company at least three (3) calendar days prior to the requested time off.

Yours very truly,

THE BOEING COMPANY

/s/ Dennis S. Kuhl

Dennis S. Kuhl
Sr. Manager Employee Relations
THE BOEING COMPANY

Supplemental Understanding #5

JOINT COMMITTEE

The Parties agree to form a Joint Committee on all practices related to FMLA, MLOA, and Worklife. The Committee will meet quarterly. The purpose of this committee will be to review and make recommendations to improve discrepancies/processes.

Supplemental Understanding #6

MEMORANDUM OF UNDERSTANDING

~~1. For the purpose of shift bump, the parties have agreed to interpret Article XI, Section 11B, in such away that the following classifications may move within their respective departments.~~

~~2. Maintenance Mechanic-All Around, Painter-Maintenance and Pipefitter-Maintenance, Maintenance Worker in Departments T41A, T41B and between departments T42A and T46A. Ref: Memorandum of Agreement "Concerning shift bump overtime for T41A & T42A only dated 16th August 2007, in Supplemental Understanding #20.~~

Supplemental Understanding #~~7~~6

~~25-27~~ July ~~2022~~2025

Mr. Thomas Boelling
President-Directing Business Representative
Aerospace District Lodge No. 837
International Association of Machinists
and Aerospace Workers, AFL-CIO
212 Utz Lane
Hazelwood, Missouri 63042

Dear Mr. Boelling:

This is to confirm the understanding we reached during the recent negotiations concerning public pension and health insurance legislation.

1. Supplemental Understanding #7 dated 31 March 1981 is cancelled with the understanding that, if any applicable governmental legislation or regulations escalate pension or savings plan costs appreciably during the life of the ~~2022~~2025 - ~~2025~~2029 Agreement, this matter will be subject for negotiations upon expiration of this Agreement.

2. It is also agreed that Company health benefits should not duplicate the benefits of public

health insurance programs. It is further agreed that if any applicable legislation is enacted, the Company may implement changes in Company health benefits to effect cost reductions necessary to bring its liability for costs of Company health benefits plus any tax or premium contribution required from the Company by such legislation (or regulations thereunder) to the level in effect immediately prior to the implementation of such legislation.

Very truly yours,

THE BOEING COMPANY

/s/ Robert Joga

Robert Joga
Director - Labor Relations
THE BOEING COMPANY

Supplemental Understanding #~~8~~7

OVERTIME GUIDELINES

NOTE: When a department is on a scheduled extended workweek (in excess of forty (40) hours), only paragraphs 11 and 26 will apply.

1. Overtime is generally necessitated by an emergency and is influenced by weather, availability of parts and extraordinary production requirements. Therefore, overtime cannot always be scheduled accurately in advance. The Company will make a reasonable effort, to notify employees as far in advance as it is possible for it to do so, recognizing that this effort is limited by the nature of the work to be performed and by the difficulty of securing a requisite approval of Company and customer representatives.

2. Recognizing the above difficulties, the Company will inform those employees required to work overtime on the weekend sometime before the end of the shift on Thursday. It must be understood by all parties that this group is subject to upward or downward revisions without notice. In the event of a downward revision in the number of employees, there will be no liability on the Company's part to any of the employees who were scheduled to work and

for whom there had been a change. On Friday, supervision will contact each tentatively scheduled employee (or post a list) to confirm or cancel the overtime. Employees are not to rely on the tentative schedule to determine the overtime arrangement. In the case of an upward revision in the overtime schedule, no charge will be made for the Friday refusal of the weekend overtime.

3. In the event an employee leaves work early on a Friday and said employee was scheduled to work Saturday and/or Sunday overtime, it will be the responsibility of the employee to confirm their overtime assignment with supervision prior to their early departure. If that employee's reason for leaving work early is of such a nature that may prohibit them from working the schedule overtime, then that employee will be removed from the overtime list but will not be charged with overtime worked on the department's overtime record. However, if prior to their early departure, supervision determines that said employee can work the Saturday and/or Sunday overtime and that employee fails to report for said overtime work, then that employee will be charged with a day or days, as the case might be, of overtime worked on the department's overtime record.

4. In the event an employee leaves work early

on a Friday and has been told by supervision, prior to leaving, to report for work on Saturday and/or Sunday and, later, after the early departure of the employee, the overtime is altered downwardly, supervision will make a reasonable effort to contact by telephone that employee to notify them of the overtime change and there will be no liability on the part of the Company to said employee for whom there had been a change.

5. In the event the overtime is altered upwardly after the early departure of an employee on a Friday, then that employee shall have no claim for wages due to them for the overtime worked by another employee.

6. All overtime, during the week as well as on weekends, whether worked or declined, will be charged, except as provided elsewhere in these Guidelines.

7. An employee will not be charged with overtime which was offered and cannot work due to jury duty, vacation or funeral leave.

8. When an employee is transferred into another department or to another shift, the employee will be charged with the average number of hours worked by the appropriate workers of the new department. If a transferred employee

returns to their original department and shift within 14 days, the employee will be charged with the actual number of hours they had plus any hours worked or declined from the transferred department and shift.

9. No employee during a trial period (probationary, transferred in lieu of layoff or assigned to a higher-rated classification) shall work any overtime unless all the employees in their new department, in the classification for which the employee is being considered, have been offered overtime.

10. By close of business on Tuesday the overtime records for the prior week will be available in the Overtime Tracking System (OTS).

11. Prior notice by memo will be issued when a department is placed on an extended workweek. This notice will include the start of the overtime scheduled workweek period as well as the anticipated end of this period. An employee absent on an overtime day when their department is on an overtime scheduled workweek will be charged on the overtime records for overtime missed but not unless the employee shall have at least three (3) days notice of the schedule. Employees placed on an extended mandatory workweek will not work

outside of their assigned department during the extended mandatory workweek and/or hours, unless the receiving department is also on mandatory overtime. Employees will not be required to work more than three (3) consecutive extended mandatory workweeks without a weekend off.

12. An employee on a leave of absence, road trip, or any other absence longer than fourteen (14) calendar days will, upon returning to their department and shift, be charged with the average number of hours in their labor grade, department and shift.

13. Overtime shall be recorded in units of paid hours rather than hours worked. For example, eight (8) hours' work at time and one-half shall be recorded as twelve (12) hours; eight (8) hours' work at double time shall be recorded as sixteen (16) hours.

14. If an employee is offered overtime work in a department other than their own, the employee is to be charged with those hours (whether they work or decline) on the record of their own department.

15. If overtime is asked and subsequently not worked, it will be considered canceled by Supervision.

16. Before requiring employees to work overtime, supervision will first offer that overtime to each employee in the appropriate shift, department, and job Labor Grade. Where it is necessary to draft employees to work, this will be done in reverse seniority order. Drafting is defined as requiring less than the entire department to work overtime. For example, when “drafting” is first required, the least senior employee with the least number of drafts in the appropriate shift, department, and job classification shall be ordered to work. If subsequent drafting is required on that weekend or in the future, additional employees shall be drafted starting with the least senior employee with the least number of drafts (i.e., the second least senior employee with the least number of drafts next, the third least senior employee with the least number of drafts next, etc.) within the appropriate shift, department, and job classification. If an employee is transferred to another department or shift which has had drafting, the transferred employee will be charged with the average number of drafts of that department, shift, and classification. This procedure will resume again when the rotational seniority cycle is completed. Employees are not to be drafted immediately prior to going on vacation. The Company will ~~make reasonable efforts to~~ notify employees being drafted at least 24 hours in advance

unless emergent production situations or safety requirements prevent such advance notice. Management will provide the Shop Steward with a copy of the rotational seniority draft cycle and post such list in the affected department.

17. Several provisions of the Guidelines call for charging employees with the average number of hours worked by others in the same classification, department, and shift. To calculate this average, total the number of hours charged to the other employees and divide by the number of employees. Calculate it to the nearest tenth of an hour.

18. An employee who is required to attend military reserve training on a weekend is not to be offered overtime (or charged) on that weekend, unless all employees in that classification, shift and department are needed. If the reservist falls considerably behind other employees in overtime as a result of his military obligation, this fact may be noted by entering "MR" on the record for any overtime day not offered to them because of their military reserve training.

19. Overtime is to be recorded to the nearest tenth of an hour paid. For example, if an employee works 3.6 hours overtime following

their regular shift during the week, the employee is to be charged with 5.4 hours (1-1/2 x 3.6 hours).

20. A steward is to be permitted a reasonable amount of Company time to maintain a cumulative record of overtime hours for employees they represent.

21. Should supervision determine during the first four hours of a Saturday or Sunday shift that its schedule overtime work will extend into the following shift for more than four (4) hours, the appropriate employees for the following shift will be called in by telephone. The Company will have no liability where the employee does not respond.

22. If an employee declines overtime, and that overtime subsequently is cancelled, the employee will not be charged.

23. Since an employee working up to eight (8) hours on a holiday actually earns only double time in addition to the straight-time pay the employee would receive for not working, the employee is to be charged at the double time rate for the first eight (8) hours, i.e., sixteen (16) hours. If the employee works more than eight (8) hours, the employee is to be charged at the rate of three (3) hours for each hour worked in

excess of eight (8).

24. If overtime is offered to an employee with a pre-approved vacation where a weekend or holiday is being used to extend the vacation, and it is refused, no charge will be made, but if the overtime is worked, it will be charged.

25. Overtime hours accumulated by each employee during the life of the previous agreement will not be reduced to zero. Only the employee with the lowest overtime hours within each shift, department, and job classification will be reduced to zero and each other employee within the same shift, department, and job classification, will be reduced by a like amount.

26. Employees who have scheduled a one (1) day or half day vacation (the Friday prior or the Monday after) prior to being placed on drafted or mandatory overtime will not be required to work the drafted or mandatory overtime. However, an employee who schedules a one (1) day or half day vacation after being placed on drafted or mandatory overtime will be required to work the drafted or mandatory overtime.

27. An employees who is precluded from performing the required overtime assignment due to medical restriction(s) will, upon elimination of the medical restriction(s), union

business, or any other condition lasting 14 calendar days or more which causes the employee not to be available for overtime, will upon elimination of the condition, be charged with the average number of hours in their Labor Grade, if their actual hours worked are lower than that average.

10 June 2010

GLOSSARY OF TERMS IAM JOB CLASSIFICATIONS AIRCRAFT AND MISSILES SYSTEMS – ST. LOUIS

Aircraft	All types of heavier or lighter than air contrivances including guided missiles, projectiles, rockets and space vehicles.
Aircraft Major Assembly	The first principal division of an aircraft such as the forward fuselage, center fuselage, aft fuselage, inner and outer wing, empennage, nose, and in spacecraft such items as radar and rendezvous section, reaction control system section, crew compartment, adapter section and preliminary fit of heat shield.
Aircraft Sub Assembly	Assembled details up to and including the components of a major assembly, but excluding a major assembly.
Angle Compound	Means the angle between the two non-coinciding sides of two oblique angles which are in different planes and have a vertex and one side in common. Making a compound angle usually presents a coordinating tolerance problem since it results from the holding within tolerances of two adjoining component angles.
As Assigned or When Assigned	Indicates the preceding statement may or may not be a requirement of everyone in the classification and Labor Grade depending upon the area of assignment.

As Directed	Means that some determinations connected with the work operation described are usually and normally made by others and are given or made known to the worker directly concerned with the assignment. Use of this term does not mean that the details and determinations involved need be repeated each time an identical or very similar work assignment is made or work operations performed, nor does it preclude use of independent judgment by the worker.
As Required	Means performance of work operations if and when such are necessary, as long as they are within the classification and Labor Grade.
Assembly	A unit containing a group of assembled details and parts.
Contour	Means a curved surface having radii of different lengths all of which lie in parallel planes or the same plane, such planes being perpendicular to the curved surface, or a curved line having radii of different lengths all of which are in the same plane.
Contour, Compound	Means a curved surface having radii of different lengths which lie in non-parallel planes.
Data Input	The use of a device to insert information into a computer system.
Data Retrieval	The use of a device to obtain information from a computer system.
Detail (Noun)	A single part.
Drawing	A graphic reproduction showing detail information to be used in producing of parts or the assembly of parts or sub assemblies. The use of drawings by the employee shall be such that they can secure from the drawing such information necessary to enable

	them to perform the duties for their Labor Grade and classification. Drawings may be referred to by names such as bluelines, blueprints, greenlines, blacklines, redlines or vinylites.
Electronic Components	Such things as vacuum tubes, transistors, tunnel diode and similar or equivalent devices and such things as resistors, condensers, relay coils, transformers and similar or equivalent devices when used in electronic systems.
Electric System	A combination of units, one or more of which contains a vacuum tube or its equivalent.
Electronic	Systems utilizing interrelated devices constructed or working by the methods or principles of electronics.
Electronic Unit Elements:	Any package of components used in an electronics system
A.	<u>DUTIES</u> - Describes the typical operations performed by those of the Labor Grade and classification.
*B.	<u>Education and/or Training Requirements</u> - Describes the knowledge and skills required to perform the duties.
*C.	<u>Experience Required</u> - Describes the time usually required for an employee to be able to perform the duties.
*D.	<u>Occupation or Operation Requirements</u> - Describes the independent action, exercise of judgment, the making of decisions, responsibility, or the amount of planning which the job requires.
* Elements B, C, and D are elements usually required but are not necessarily a requisite to the performance of the duties described above.	
Fabricate	Forming, bending and cutting, normally to make a finished part ready for assembly.
Fixture	Tooling designed to hold, align or coordinate work-pieces for the machining, fabrication, inspection,

	installation, testing, assembly, layout, or other operations.
Layout	Means the making of points and lines which will determine location and/or dimensions
Machine Tool	Non-portable power driven machine used to accomplish operations such as milling, planning, turning, grinding and boring.
Mathematics, Shop	Is that form of mathematics normally used by shop workman in the performance of the duties of their classification and Labor Grade.
Setup	Includes the various necessary physical work operations or steps (other than layout) which must be accomplished before actual fabrication or assembly can proceed. Setup of machines or equipment might include some operations as selecting and positioning proper tooling, positioning and making material secure, and setting speeds, feeds, stroke, travel, pressure, flow, etc.
Shop Practice	Means the generally accepted method of performing a basic, common, or usual operation. It covers the knowledge which is common to the occupation itself. Besides knowledge and ability to use required tools and equipment, it includes knowledge of general safety practices, good housekeeping, and care of equipment.
Specifications	Established procedures and/or standards for work accomplishment.
Such As	Means including but not limited to the items given which are typical examples.
Tools, Hand	Includes those portable tools requiring hand power used by the employees in the performance of duties and tasks of the classification and Labor Grade in which the employee works.
Tools, Power	Portable and non-portable tools powered by utility, normally used by the employees in the performance of duties and tasks of the classification and labor grade in which the employee works.

Supplemental Understanding #109

18 May 2004

Mr. Rick Smith
President-Directing Business Representative
Aerospace District Lodge No. 837
International Association of Machinists &
Aerospace Workers, AFL-CIO
212 Utz Lane
Hazelwood, Missouri 63042

Dear Mr. Smith:

During the recent contract negotiations, you expressed the desire that your Union become more actively involved in the Affirmative Action Program established to further the employment opportunities of employee- members of minority groups. You mentioned specifically that you wanted the Union to participate actively in the investigating and resolving of complaints of discrimination and other complaints such as harassment and disrespect raised by minority employees with the bargaining unit you represent, particularly where no contract violation is alleged and recourse through the grievance procedure is not appropriate. The

Company wholeheartedly accepts your offer to help in this critical area of employee relations.

As you know, the Company has established at St. Louis an Equal Opportunity Department under the guidance of the Manager-Equal Opportunity Programs, Boeing-St. Louis, whose duties include the investigation and resolution of complaints of discrimination. To date, this department has pursued such complaints without regard to Union representation. Beginning 24 May 2004, a new procedure will be instituted for the investigation and resolution of discrimination harassment and disrespect complaints. The Union will designate one of its Business Representatives as a specialist to assist minority employees in the pursuit of their complaints. Any complaints or reports of discriminatory treatment, which are lodged with the Union, will be brought to the attention of the Manager-Equal Opportunity Programs, Boeing-St. Louis, by this Business Representative as well as by the affected employee if the employee so chooses. The Business Representative and the Manager-Equal Opportunity Programs, Boeing-St. Louis, will cooperatively investigate such complaints and exercise their best efforts to effect a satisfactory resolution. It is understood, of course, that where any affected

employee is not satisfied with such resolution, he or she may seek further recourse through any appropriate governmental agency.

It is our hope that this new approach to this vital aspect of employee relations will help all employees realize our mutual objective of equal opportunity and fair play.

Yours very truly,

THE BOEING COMPANY

D.J. Heath

David J. Heath
Sr. Manager Labor Relations
The Boeing Company

Supplemental Understanding #~~11~~10

10 June 2010

Mr. Gordon King
President-Directing Business Representative
Aerospace District Lodge No. 837
International Association of Machinists
and Aerospace Workers, AFL-CIO
212 Utz Lane
Hazelwood, Missouri 63042

Dear Mr. King:

This is to confirm the understanding reached during the recent contract negotiations and updated during the 2010 contract negotiations regarding coverage under our Group Insurance Plan for persons who leave the employ of the Company for full time positions with District 837.

We agreed that, effective the first Monday of the month following ratification of the Company's 8 May 1972 offer:

1. Life Insurance, Accidental Death & Dismemberment, Transition and Bridge benefits will be provided at Company expense until the end of the first full month following termination of Company employment. Thereafter, the Union will compensate the Company for the cost of such benefits, until such time as the person leaves his full time position with District 837.

2. Weekly Disability benefits (Sickness & Accident) will be provided for the duration of his employment with District 837, with the Union to compensate the Company for the cost of such benefits.

3. Health Care and Dental Care benefits will be provided at Company expense for the duration of his employment with District 837. However, any taxes, including excise taxes levied on the Health Care and Dental Care benefits as mandated by federal or state legislation will be the responsibility of District 837.

4. The above benefits will be available only to persons who leave the employ of the Company for full time positions with District 837 as Directing Business Representative, Business Representative or Financial Secretary-Treasurer. No more than 11 persons will be eligible for such benefits at any given time.

5. The Company will advise the Union as to the dates and amounts of contributions required from the Union for the benefits described above.

Yours very truly,

THE BOEING COMPANY

/s/ T.A. Easley

Thomas A. Easley
Director – Labor Relations

Supplemental Understanding #~~12~~-11

EMPLOYMENT SECURITY

The union and company agree that bargaining unit employees in the Support Labor Grade will not be laid off during the term of this agreement. Such employment security is conditional upon non-occurrence of catastrophic changes in the operating environment of the company including natural disasters, cancellation of a major contract or contracts, work stoppages, offsets or reductions in present production quantities or reschedules.

Supplemental Understanding #~~13~~12

It is the objective of both parties to this Agreement to maintain high standards of occupational health and safety and to assist in the recovery and return to work of employees from Medical Leaves of Absence (MLOA). With this in mind the Union and the Company agree to meet as the need arises at the request of either party.

Supplemental Understanding #~~14~~13

AGREEMENT

Effective ~~25-27~~ July ~~2022~~2025, the parties agree that the Drug ~~—and/or~~ Alcohol -Free Workplace Program ~~testing~~ will be administered in accordance with Company PRO 388 dated TBD ~~December 1, 2022~~.

Effective July 25, 2022, employees who have one hundred and twenty (120) days or more of service and who sign a CNM with an effective date of July 25, 2022, or later will only be offered the opportunity to sign a CNM once every five (5) years. The effective date of the five (5) year period starts on the date the employee signs their original CNM (July 25, 2022 or later).

Supplemental Understanding #1514

Where appropriate, the Company agrees to offer Health Maintenance Organizations (HMOs) to employees and their dependents as an alternative to the health care benefits provided by the Point of Service and Out of Network Area plans. For purposes of this letter of understanding, the term “HMO” also includes prepaid dental plans. In order to be offered, or continue to be offered, an HMO must be mutually acceptable to the Company and the Union. In general, the Company’s basis for agreeing to offer, or continue offering HMO plans will be contingent on a review of factors such as network adequacy, size of Boeing population to be served, accreditation status by appropriate organizations, commitment to quality, and cost.

It is the Company’s intent that generally the benefits provided through HMOs will remain in effect for the term of the Agreement. Notwithstanding the foregoing, if at any time, including during the term of the Agreement, the Company determines that a given HMO that is being offered is no longer acceptable to it because the network is not adequate, the size of the Boeing population to be served is too small, it has lost (or is about to lose) accreditation, the Company is

concerned about the HMO's commitment to quality, it becomes too costly, or if a third-party or HMO sponsor terminates the HMO, then the Company may discontinued offering that HMO without the necessity for further negotiation with the Union.

Except in circumstances beyond the Company's control, the Company will provide prior notification to the Union of any HMO plan changes.

Supplemental Understanding #1615

28 April 2010

Mr.. Gordon King
President-Directing Business Representative
Aerospace District Lodge No. 837
International Association of Machinists
and Aerospace Workers, AFL-CIO
212 Utz Lane
Hazelwood, Missouri 63042

Subject: VOLUNTARY POLITICAL
CONTRIBUTIONS

Dear Mr. King:

It is agreed that the following understandings have been reached in connection with the Union's request that the Company make deductions for Voluntary Political Contributions from the paychecks of Company employees represented by the Union. It is also understood that the following is a continuation of Agreement that was put into effect in October 1983.

1. The Union will furnish Payroll an electronic file listing each employee for whom a deduction is to be made from the second (2nd) paycheck in the month. The electronic file will contain the following information: Name, Address, BEMS ID, Date, Amount to be deducted each week. The deduction will be made from the second (2nd) paycheck in the month. The Company will inform the Union when there are deductions that cannot be setup.
2. In the event a deduction cannot be made in any pay period of any month for whatever reason (no earnings, for example), such deduction will not be carried forward to any succeeding pay period.
3. The Company shall provide funds to 837 IAMAW – P.A.C. via the electronic transfer process only (Direct Deposit). The Company shall provide a single check payable to the designee assigned by the Union for M.N.P.L. The IAMAW represents that District #837 IAMAW - P.A.C. and M.N.P.L. is an organization which is in full compliance with the Federal Election Campaign Act. Overpayment to the Union resulting from canceled employee authorizations will be recovered in a subsequent period.

4. The Company will forward to the Union on a monthly basis a computer-generated listing and tape electronically indicating the employee's name, employee's number, and amount deducted for those employees who are participants of the program.
5. The Union will pay the Company for all actual costs including, but not limited to, initial setup and programming costs, all general administration costs, computer and machine time, and all costs associated with the processing of new authorizations, changes, or cancellations. The Union and the Company must agree on these costs prior to the implementation of this program. A separate billing will be made for initial setup, programming, and implementation charges.
6. The amounts set forth in the above paragraph may be increased or decreased by the Company from time to time as experience dictates, upon notice to the Union.
7. Employees who wish to cancel their authorization for payroll deductions will sign a card supplied by the Union for that purpose. Refunds will be the responsibility of the Union.

8. An authorization card will be considered cancelled at time of employment termination for any reason (e.g., quit, layoff, etc.) or when an employee transfers to a job not covered by the Labor Agreement. An employee rehired or reinstated will be required to sign a new authorization card.
9. The Union will indemnify and hold harmless the Corporation from any and all liability or claims arising from administrative error resulting from the deduction provided for in this agreement
10. Upon receipt by the Union of a signed voluntary authorization by an employee on a form approved by the Company, requesting that there be deductions made from his wages, in an amount designated by the employee to be deducted from the second (2nd) paycheck in the month, such deductions will be forwarded to the Union for use by the Guide Dogs of America Committee. The Company will thereafter make such deductions and forward them monthly to the Guide Dogs of America Committee, care of the Union. Such authorization will remain in effect for the duration of this agreement unless earlier cancelled in writing by the employee.

11. Upon receipt by the Union of a signed voluntary authorization by an employee on a form approved by the Company, requesting that there be deductions made from his wages, in an amount designated by the employee to be deducted from the second (2nd) paycheck in the month, such deductions will be forwarded to the Missouri Savings For Tuition (MO\$T). The Company will thereafter make such deductions and forward them monthly to the Missouri Savings For Tuition (MO\$T) account designated by the employee. Such authorizations will remain in effect for the duration of this agreement unless earlier cancelled in writing by the employee.
12. Upon receipt by the Union of a signed voluntary authorization by an employee on a form approved by the Company, requesting that there be deductions made from his/her wages, in an amount designated by the employee to be deducted from the second (2nd) paycheck in the month, such deductions will be forwarded to the Illinois College Tuition Program (Bright Start College Savings). The Company will thereafter make such deductions and forward them monthly to the Bright Start College Savings Program account designated by the employee. Such

authorizations will remain in effect for the duration of this agreement unless earlier cancelled in writing by the employee.

Yours very truly,

THE BOEING COMPANY

/s/ Dennis S. Kuhl

Dennis S. Kuhl
Sr. Manager – Employee Relations
The Boeing Company

**SUBJECT: MATERIALS DELIVERY AND
INVENTORY PROCESS**

The Company and the Union agree that parts, materials, tools, kits, and other goods or products furnished by an internal or external supplier, vendor, contractor, or subcontractor may be delivered or presented to the Company at any location to be designated by the Company, including but not limited to staging areas, parts control areas, materials and tools storage areas, and/or factory locations where parts or assemblies are installed. In addition, internal and external suppliers, vendors, contractors or subcontractors may, at the Company's request, perform inventory transactions, which may include tracking use, disbursement, acquisition, and/or inventory of parts, materials, tools, kits, and other goods or products.

TRAVEL

The Parties agree that the Company will continue to use qualified IAMAW District 837 members to perform work applicable to Phantom Works and other work, which may require travel time away from their normal base of operation. In the event that all such qualified employees refuse travel assignments the Company may use other qualified personnel to fill a specific assignment.

Supplemental Understanding #~~19~~18

During the ~~2022~~2025 Negotiations, the parties agreed that the following agreements and MOU's will remain in full force and effect during the term of this contract period.

1. Patuxent River 9/80 Work Schedule agreed to in 2000.
2. ACLC Instructor Agreement dated 15 April 1997.
3. All LOA Agreements for ~~HPWO Facilitators and~~ Technical Trainers/Instructors.
4. Labor Relations Bulletin No. 42 dated 18 September 1996.
5. Builder Mock-Up and Maintenance Mechanic AA Agreement.
- ~~6. MOU regarding single overtime list for Machinist General and Machinist AA dated 28 July 2003.~~
- ~~7.~~6. Settlement Agreement regarding Discharge in Abeyance dated 19 September 2002.
- ~~8.~~7. Letter from D. Kuhl to R. Smith dated 17 September 2002 regarding Discharge in

Abeyance.

~~9.8. MOU on Pax River start times dated 17 September 2002.~~

~~10.9.~~ Settlement Agreement regarding the use of Subcontractors to perform Furniture Moving and/or Yards & Grounds work dated 16 October 2006.

~~11.10.~~ Settlement Agreement regarding recall from layoff one (1) Maintenance Worker from the current seniority recall list for each current active Maintenance Worker who voluntarily or involuntary terminates their employment from the Company and no layoff of current Housekeepers while subcontractors perform housekeeping work they previously performed dated 15 November 2004.

~~12. Agreement on shift bumping and overtime equalization for new job classifications dated 18 May 2007.~~

~~13. Memorandum of Agreement concerning shift bump and overtime for T41A and T42A only dated 16th August 2007.~~

~~14.11.~~ Unpopulated Job Classifications dated May 11, 2007.

12.MOA – Overtime Out of Balance Agreement
– Revised and Updated 2022

13. Termination of IAM 837 SUP #27 – Offset
Medical Contributions dated July 25, 2024

14. ~~14.~~ MOA - Boeing St. Louis – Building 850
IAM electrical work (2025)

15. MOA – Sunset of the High-Performance Work
Organization dated July 10, 2025

Production Performance Sharing

Plan

The Boeing Company and the Union agree that all Eligible Employees may participate in the St. Louis Production Performance Sharing Plan (hereinafter referred to as the Program) for the duration of this agreement. The parties agree that the Company's success depends upon the ability to increase productivity and grow the business. The Program is designed to encourage and reward improved productivity and efficiency in production at the Saint Louis site, which will result in improved performance and reduced costs.

Employees will be eligible to participate in accordance with the governing provisions of the Program as set forth in the official Program documents. In the event of any conflict between this Letter of Understanding and the official Program documents, the official Program documents will prevail in every case.

~~Supplemental Understanding #21~~

~~MEMORANDUM OF AGREEMENT
FOR
HIGH PERFORMANCE WORK
ORGANIZATIONS
BETWEEN THE BOEING COMPANY AND
INTERNATIONAL ASSOCIATION OF
MACHINISTS
AND
AEROSPACE WORKERS, DISTRICT LODGE
NO. 837~~

~~Mission Statement~~

~~The Boeing Company—St. Louis and the International Association of Machinists and Aerospace Workers (IAMAW) District 837 recognize that in order for the Company to succeed in the future it must optimize utilization of all resources to provide a competitive advantage with affordable, quality products. The Boeing Company and IAMAW agree that success which includes the preservation of jobs to the greatest extent possible, requires management and union working together, and will therefore embark on~~

~~a plan to develop a High Performance Work Organization (HPWO).~~

~~The plan for the HPWO will begin with the formation of an agreed upon number of pilot teams to assess the potential of broader HPWO implementation through the term of the existing Collective Bargaining Agreement.~~

Implementation

~~Management and Union will form a Joint Steering Team responsible for developing team expectations and the attendant support plans for team member/leader selection, initial training, multi-skilled classifications/classification skill crossover, operator verification and non-standard work schedules.~~

~~The parties agree that HPWO team members can cross-over classifications to get the jobs done performed by various members of their specific HPWO team.~~

~~Joint Steering Team's purpose is to provide leadership to help teams succeed.~~

~~Actions affecting the Collective Bargaining Agreement recommended by or for individual teams can be implemented only after joint approval of Boeing and IAMAW.~~

Teams

~~Teams will manage their daily work activities.~~

~~Teams will function by consensus and select team leader (e.g., administration, schedule, training, safety monitor).~~

~~Team leaders will receive a \$0.50 per hour additive.~~

~~Teams will give feedback to management and support resources on cost, quality, schedule, and other team metrics for adjustment consideration to improve accuracy of team performance measures.~~

~~Teams will conduct weekly safety inspections and track resolution of identified issues to closure.~~

~~Teams will determine work schedules within their customer's required delivery schedules.~~

~~Teams will develop key performance characteristics.~~

~~Teams will determine support resources required; empowered to use established budget.~~

~~Teams will determine skill and multi-skill training required.~~

~~Teams will set planning and coordinating of meeting times jointly with the facilitator and management.~~

~~Commitment to HPWO Teams~~

~~Team members displaced as a result of productivity improvements will be referred to Joint Steering Team for reassignment and/or other opportunities.~~

~~Joint Steering Team will develop Employability Training Plan.~~

~~Management will assure that all necessary information related to team performance (costs, schedules, rework, scrap, downtime, etc.) will be available to the team to enable productivity/performance improvements.~~

~~Joint Steering Team will assign expert support (training, facilitators, business management, technical).~~

~~The Company and Union agree that by the end of 1996 there will be 20-40% of CBU population involved and participating in HPWO teams; by the end of 1997, 50-70%; and by the end of 1998, 75-90% or above, if practicable.~~

Initial Training

~~*Team Orientation; *Facilitator Training;
*Interpersonal Skills; *Customer/Business
Focus; *Problem Solving;
*Quality Concepts; *Work Team Theory~~

Team Performance Evaluation

~~Major reviews will be conducted after six months
by Joint Steering Team addressing:~~

~~Internal and Prime Customer Satisfaction~~

~~Metrics/Training/Feedback~~

~~- Cost, Schedule, Safety and Quality~~

~~- Other Customer Inputs~~

~~During the term of this agreement, the Parties
agree to review all aspects of this memorandum
of agreement and to meet and confer on any
changes the Parties jointly agree to implement.
Towards that end, the Union will make
available a representative from the IAM's High
Performance Work Organization (HPWO)
Department who will provide educational
assistance to the Parties.~~

~~Joint Steering Team~~

~~Gordon J. King, Sr. — John Van Gels~~

~~Stephen McDerman — Stephen M. Jacques~~

~~Michael Edwards — Lissa Hollenbeck~~

~~John D. Darity — Kenneth L. Shead~~

~~Frank M. Foeller~~

~~Raymond F. Trautman~~

~~Thomas J. Spiegel~~

MDA EMPLOYABILITY PLAN

Productivity gains will lead to reduced product cost, and this, in turn, will lead to increased sales. Thus, the need for workers should remain constant or even grow. It is our desire to increase sales and expand our workforce because of these gains.

However, in the early stages of implementing High Performance Work Teams, it may become necessary to reduce the size of the workforce because the productivity gains have not yet led to increased sales. In addition, the mix of work may change, causing a reduction in need for some worker classifications and an increase to others.

In either circumstance, it is the intent of the Company to offer assistance to the displaced worker through this employability plan.

I. When productivity gains cause a reduction or shift in the types of workers required, the Company will provide up to one year of training at a maximum cost of \$5,000 to any displaced worker. This training will be skill-based in the areas where we are experiencing a shortage (depleted the pool of

laid-off workers in that classification). The worker will be expected to satisfy all certification requirements of the new position. If a worker cannot qualify for the new work, the employee will be placed on layoff status until there is a need in his current classification.

II. If there are no jobs in the Company for which the displaced worker is qualified, the Company will assist the worker in their search for employment by:

1. maintaining a database of other job opportunities within the local area;
2. providing assistance in the job search process, which includes resume' preparation, letter writing support, etc.
3. providing up to one year of skills training in a field selected by the worker. This training is not to exceed \$5,000 per worker.

Displaced workers laid-off because of productivity gains must take advantage of the benefits offered in this plan within three (3) months of being laid off.

It is agreed and understood that this Supplemental Understanding is intended to apply to active employees on the payroll as of the date of contract ratification.

OFFSET AND SUBCONTRACTING ARRANGEMENTS

The Company and Union agree that an increasingly productive workforce is critical to the continued success of the enterprise and that domestic and international sales represent opportunities for employment growth and stability. The parties also recognize that a variety of business factors, including the Company's ability to secure sales, may require offsets as part of such transactions. While agreeing that Company's ability to enter into offset arrangements is not diminished by this Agreement, the parties agree that the Company and the Union will meet periodically to discuss the status of offset arrangements.

Given these conditions, and in acknowledgment of Company and Union concerns regarding employment stability, the parties agree to meet periodically to discuss the impact of subcontracting on bargaining unit jobs, (except work that has been or will be transferred or assigned into St. Louis Production Operations by other MDC operating units.)

With respect to the subcontracting of work currently performed by bargaining unit employees, the parties recognize that from time to time such subcontracting may be necessary. To enable the Union to suggest competitive alternatives which might allow the retention of work within the bargaining unit, the Company will, at least seventy-five (75) days prior to signing any agreement to subcontract work currently being performed by bargaining unit employees, provide notice to the Union of its plans to subcontract work which would directly result in the displacement of bargaining unit positions. The Company will provide information related to the potential subcontracting other than information it considers to be confidential, proprietary or subject to nondisclosure provisions.

The parties recognize that some subcontracting decisions cannot be disclosed within the seventy-five (75) day period referred to above, due to confidentiality concerns. In such circumstances, the Company will provide the Union as much notice as practicable.

Following notice of specific plans to subcontract work currently performed by bargaining unit employees, the parties shall, upon the request of the Union, meet and discuss the impact on the bargaining unit. The

Company agrees to consider any proposal the Union might make which would result in a materially less costly way to retain such work in the bargaining unit. The Union must present any such proposals within 60 calendar days of receipt of the Company's plans. The parties will meet periodically to review the implementation of any such union proposals accepted by the Company. Should the Union's projected savings not be realized within any ninety (90) day review period during implementation, the Company will have the right to subcontract the work.

Employment Stability Income Continuation Plan

In the event the Company subcontracts work resulting in the displacement of active bargaining unit members, affected eligible employees shall be offered (and elect) a benefit under (a) the MDA Employability Plan or (b) the Income Continuation Plan discussed above. The Employability Plan and the Income Continuation Plan shall exist only during the term of this Agreement. Employees on Company's active payroll who elect the Income Continuation benefit discussed above shall receive severance payments equal to one week's pay (which shall be defined as Base Rate plus COLA) for each year of Company

service up to a maximum of 26 weeks, with medical benefits for an equal amount of time. Income Continuation payments will be made weekly and not in a lump-sum.

Employees who receive Income Continuation for a number of weeks less than their number of service years and who return to employment with MDA, may, if subsequently displaced due to a subcontracting event during the life of this Agreement, draw Income Continuation against the fund of remaining weeks based on their service formula. Acceptance of the Income Continuation Plan shall have no adverse effect on an employee's recall or seniority rights.

It is agreed and understood that this provision is intended to apply to active employees on the payroll as the date of contract ratification.

The parties will meet within sixty days of contract ratification of this Agreement to develop an approach to costing out alternatives. This will include: information needed to perform make/buy analyses; access to value stream mapping tools; and, agreement on activity based costing methods.

HEALTH CARE COMMITTEE

The Company and the Union are committed to ensuring that employees have access to cost effective, quality health care coverage. Because of their ongoing concern about the quality of health care and costs, the parties agree to a Joint Committee on Health Care Costs and Quality. The Committee will have an equal number of representatives, including a co-chair, from each party. When appropriate, health care experts and representatives from the Company's health plans will be invited to attend Committee meetings. Each party may have their benefits consultants and advisors attend Committee meetings. The Committee will meet as called by either party to discuss issues related to the health care program. The Committee also will meet with health care providers to express the parties' interest in obtaining quality health care at affordable prices. Among the topics that the parties will consider and discuss are:

Costs under the health care plans available to IAM members.

Overall plan design, including availability of adequate health care plans in remote

locations. In areas where high quality managed care is not available, covered employees will enjoy the benefits provided under in-network coverage with the health care provider of their choice.

Cost management programs to address specific cost areas, including:

- Disease management of selected high-cost chronic diseases.
- Health risk assessment.
- Catastrophic case management.

Benchmark data from other employers.

Opportunities to work with other employers, unions or other parties interested in obtaining quality health care at affordable prices.

The Company and the Union are committed through these and other initiatives to improve quality and maintain reasonable costs, and they will recognize and endorse contracting decisions with physicians, hospitals and health plans based on compliance with these joint initiatives.

**AGREEMENT BETWEEN THE IAMAW AND
THE BOEING COMPANY**

**SUBJECT: MACHINIST CUSTOM CHOICES
WORKSITE BENEFITS PROGRAM**

This agreement acknowledges that The Boeing Company has agreed to allow the International Association of Machinists and Aerospace Workers to offer the Machinists Custom Choices Worksite Benefits program of supplemental life insurance, long term disability insurance and cancer coverage to its members in the bargaining unit through their designated agent, Employee Benefit Systems, Inc. (EBS). Furthermore, the Parties agree that if any other product from EBS is added as a benefit for other IAM-represented employees of Boeing, then they will meet and confer on adding those products for employees covered by this Agreement. It is understood that all policyholder service will be provided by the underwriter and EBS and that members will be given an opportunity annually to spend up to fifteen minutes with an EBS Counselor at an off-site location during off working hours. This service will begin as soon as practicable. It is understood that the Company is not the plan sponsor and is not responsible for plan administration, enrollment, or communication.

It is further agreed as a condition of offering this payroll deduction service that EBS will comply with Company Payroll administration and procedures that will include the following basic requirements:

Each participating employee will complete a Deduction Authorization card.

Information affecting account activity, including, but not limited to enrollment, policy cancellations, deduction changes, premium rate changes, and other changes affecting the employee deduction amount, must be received by Boeing Payroll by the 20th of the month preceding the month in which the deduction will be effective.

Any deduction amount not collected due to lack of earnings will be the responsibility of EBS. Boeing payroll will not collect amounts in arrears or provide an account reconciliation service.

Deductions will be made from the employee's first paycheck each month.

For information contact: 1-888-521-2900 (Toll free).

Supplemental Understanding #~~26~~-24

AGREEMENT

Employment Security

All Boeing Defense, Space & Security employees covered by the IAM collective bargaining agreement on the active payroll as of May 23, 2004, at the St. Louis facility (including those on an authorized leave) will be provided employment during the duration of the contract unless they voluntarily quit, retire or are dismissed for cause. Such employment security is conditioned on the nonoccurrence of catastrophic changes in the operating environment of the Company, including natural disasters, cancellation of a major contractor contracts, work stoppages, offsets or reductions in present production quantities (detailed below) or reschedules.

F/A-18 E/F/G program at 50 aircraft per year

C-17 program at 15 aircraft per year

F-15 program at 13 per year

Missile programs at current work levels

Phantom Works and other miscellaneous activity at current work levels

Prior to any layoff, the Vice President Production Operations will meet and confer with the President/Directing Business Representative of the Union to discuss the implications of the catastrophic event.

~~Supplemental Understanding #27
IAM 837~~

~~LETTER OF AGREEMENT
OFFSETTING MEDICAL PLAN
CONTRIBUTIONS
FOR CERTAIN RETIREES WHO ARE
SUBJECT TO THE RETIREE MEDICAL
DEFINED DOLLAR MAXIMUMS~~

~~In order to assist certain retirees with medical expenses, the Union has agreed to forgo a certain amount of compensation that otherwise would have been paid during this contract, and the Company has agreed to continue to maintain a fund for retirees with this money.~~

~~Amount Available~~

~~The continued funding of the VEBA during the 2010-2015 Agreement will consist of an amount up to \$0.30 per hour available from COLA that would have been first awarded the 2004-2007 Agreement.~~

~~Retirees Affected~~

~~The funds generated by this agreement will be targeted to that group of retirees who have the greatest level of contributions — retirees not eligible for Medicare, who are subject to the~~

~~Defined Dollar Maximum contribution formula. To the extent possible, the funds will be divided equally among these retirees. Once the retiree is eligible for Medicare, the subsidy would end.~~

~~At the beginning of the year following the year that the monthly premium for at least one of the plans offered to a Medicare-eligible retiree ("retiree only category") exceeds the Defined Dollar Maximum by at least \$20, 10% of the available funds will be targeted to all Medicare retirees who are subject to the Defined Dollar Maximum formula. To the extent possible, the funds will be divided equally among these retirees. The remaining 90% will be targeted in accordance with the immediately preceding paragraph.~~

~~The amounts to be paid to retirees, in aggregate, will be an amount up to the amount generated by the \$0.30 of COLA that will continue to be funded into the VEBA for years 2022 through 2025.~~

Highlights of Process

~~The money generated by this arrangement will be placed into a trust fund known as a VEBA (Voluntary Employee Benefit Association). Those funds will be used to provide the payment relief described above, as well as associated administrative expenses.~~

~~At any point, if the fund does not contain an amount equal to at least three months of future payments, this arrangement will be suspended until such time as there are at least six months of future payments in the fund. If for any reason the funds paid out exceed the amount of funds generated under the formulas described above, the contributions for the affected retirees will be increased to recover the excess payments.~~

~~This arrangement can be terminated at any time by mutual agreement of the Company and the Union. In the event that the arrangement is terminated, any remaining funds in the VEBA will be used for the benefit of the affected retirees. COLA that was otherwise being diverted will be restored as COLA payments to employees on the active payroll as of the effective date of the termination of this arrangement in an amount up to \$0.30 per hour that would have been awarded during the 2004-2007 agreement.~~

~~The Union and Company will meet annually through the established Joint Health Care Committee to review projected retiree health care premiums and funds available through this arrangement.~~

**IAMAW SAFETY REPRESENTATIVE
POSITION**

Mr. Gordon King
President Directing Business Representative
District 837, I.A.M.A.W.
212 Utz Lane
Hazelwood, MO 63042

Dear Gordon:

This confirms our understanding regarding the intent to create an IAM Safety Representative position at the St. Louis site. The individual will be jointly selected by the Union and the Company for the position and given the following compensation, status, and duties:

- a. He/she will retain his/her current job classification title and seniority.
- b. The employee will be paid at the maximum of the Tool and Die Maker classification rate while serving as the IAM Safety Representative and will continue to receive automatic wage progression increases as provided in the Articles of Agreement.
- c. The employee will remain on the overtime list of their "home" department and "loaned" to the EHS Department.

- d. If the IAM Safety Representative is a safety committee member, he/she will resign their safety committee membership.
- e. Placement under this agreement will begin within a month of ratification and continue for the term of the agreement.
- f. The Union Safety Trainer shall be to act as a liaison between HPWO Teams and Safety to provide general safety training and communication as well as IAMAW representative on safety councils and committees as requested by the IAMAW or Company. The IAM Safety Representative shall support EHS in the development, improvement, communication, and deployment of EHS programs, processes and requirements at the direction of EHS management and concurrence with the Union.
- g. The IAM Safety Representative duties include:
 - a. Contact for the Safety committeemen during any complaints.

Please sign below indicating concurrence.

Sincerely,

THE BOEING COMPANY

Dennis S. Kuhl

Sr. Manager Employee Relations

I.A.M.A.W. District 837

Gordon King

President Directing Business Rep.

Supplemental Understanding #2926

Mr. Richard D. Smith
President-Directing Business Representative
Aerospace District Lodge No. 837
International Association of Machinists
and Aerospace Workers, AFL-CIO
212 Utz Lane
Hazelwood, MO 63042

Dear Mr. Smith:

During the 2007 negotiations, both parties agreed that in the event the Company declares a surplus of work, the issuance of layoff notification will be by job classification and labor grade work assignment.

As discussed in negotiations, layoffs will continue to be by seniority within classification as they have in the past. In order to clarify how layoffs are conducted under the Labor Grade Model and to insure that the Company would not layoff totally from one job classification to the detriment of another job classification, the following provides an example of a potential layoff situation.

Example: If a surplus was declared for four MER's and currently it can be identified that two SMAR's are assigned full time (40-hours a week) performing MER work and no MER's are currently assigned full time performing SMAR, the notification for layoff would be two MER's and two SMAR's in order of seniority.

With this in mind, the Union and the Company agree to meet at least 14 calendar days prior to the notification of layoff to review the layoff and facilitate the administration of this process. If the parties cannot agree seven (7) calendar days prior to the layoff notification, the final decision will be up to the VP-Operations.

Sincerely,

Steve Jacques
VP IDS Manufacturing

Supplemental Understanding #~~30~~27

May 16, 2007

Mr. Richard D. Smith
President-Directing Business Representative
Aerospace District Lodge No. 837
International Association of Machinists
and Aerospace Workers, AFL-CIO
212 Utz Lane
Hazelwood, MO 63042

Dear Mr. Smith:

During the 2007 Negotiations between IAMAW District 837 and the Boeing Company IDS-St. Louis, the Company and the Union agree that no Flight Labor Grade will be laid off as a result of moving Installations (e.g. Avionic, Gun, Seat and Engines) that is currently being performed by the Flight Labor Grade job classifications, to other Boeing-St. Louis Buildings.

Any additional movement of work packages will be reviewed by a joint Company and Union committee.

Such Employment Security is conditioned on the non-occurrence of catastrophic changes in the operating environment of the Company, including natural disasters, transfer or cancellation of a major contract or contracts, work stoppages, offsets or reductions in the present production quantities or reschedules.

Prior to any layoff the Vice President Production Operations will confer with the President/Directing Business Representative of the Union to discuss the conditions of the pending layoffs.

Very truly yours

Steve Jacques
VP IDS Manufacturing

Supplemental Understanding #~~31~~-28

Prototype Mechanic Temporary Assignment

During the 2022 negotiations, the parties agreed to modify the provisions around the “Prototype Mechanic” temporary assignment.

Employees supporting Proprietary Programs where security clearances are required may be temporarily reclassified to a Prototype Mechanic assignment.

During their assignment, employees will be displayed on their home job classification seniority list.

If while on assignment one or more of the employees is affected by Article XI – (SENIORITY), Section 3 Layoff they will be notified based on their seniority within their home job classification.

All other sections of Article XI – (SENIORITY) will apply to the employee while they are on assignment. If they are below the maximum rate of their home classification, they will be eligible to receive increases in accordance with Article IV – (WAGES), Section 2. Once an employee progresses to the rate maximum of their home classification they will then begin progressing to the Tooling rate maximum.

At the completion of their assignment and reclassification to their home job classification, the employee will return to the rate of pay held prior to the assignment, including applicable Cost of Living Adjustment (COLA) and General Wage Increase (GWI) increases.

Supplemental Understanding #~~32~~29

**IAM 837 VOLUNTARY LAYOFF
BENEFITS PROGRAM**

February 19, 2014

This Supplemental Understanding is entered into between The Boeing Company and the International Association of Machinists & Aerospace Worker, District 837, regarding a Voluntary Layoff Benefit Program ("Program").

The Company is committed to assisting long-term service employees impacted by layoffs. To that end, the Company shall offer the Program to certain employees, permitting those employees to volunteer for layoff due to a reduction in force. The Company agrees to make the Program available to employees represented by the Union. The Program may be offered by the Company during one or more limited time periods the term of the Agreement, as determined by the Company. This Program will be used only in situations where it makes business sense, as determined by the Company.

Eligibility for the Program:

An employee classified in a job classification that has a declared surplus may request that

they be voluntarily laid off under the Program. For those employees that are eligible, voluntary layoff will be offered in accordance with the Program established by the Company.

The Company will have the sole discretion to determine if the voluntary layoff option will be offered within a classification and to determine the maximum number of employees within each designated classification that may request a voluntary layoff.

Eligible employees must request a voluntary layoff in accordance with the Program established by the Company. If the number of eligible employees requesting the voluntary layoff exceeds the number designated by Management, employees will be selected by seniority.

Any employee whose voluntary layoff request is accepted under the Program agrees to forfeit all seniority recall rights as provided in the Articles of Agreement.

The Company will have the sole discretion to set the employee's layoff date. All attempts will be made to accept an eligible employee's request for voluntary layoff, however, the Company reserves the right to "not accept" an eligible employee's request for voluntary layoff due to business reasons.

Benefits under the Program consist of the following:

- For active employees with twenty five (25) or more years of completed Company Service on the effective date of layoff, 1 week of base pay for each year of completed Company Service on the effective date of layoff, up to a maximum of 26 weeks of base pay. For purposes of this letter, a week of base pay is hourly pure base rate on the effective date of layoff times 40 hours. Pure base rate shall exclude any and all COLA, premiums or additives.

Supplemental Understanding #~~33~~ 30

Memorandum of Understanding

Additive Manufacturing

March 24, 2021

The Boeing Company's St. Louis site ("Boeing") has been utilizing additive manufacturing ("AM") since the late 1980's. In order to better delineate the role of the International Association of Machinist and Aerospace Workers, District Lodge 837 ("Union") represented employees and salaried non-bargaining unit employees, Boeing and the Union (collectively referred to as the "Parties") agree to the following terms and conditions:

With the growth of additive manufacturing, Boeing and the Union agree that there are four buckets into which additive manufacturing can currently fall:

Special Tooling

For Special Conceptual Development Tooling Additive Manufacturing until the work becomes more defined, the work is normally performed by non-union employees. At the point where the work becomes more a design tool, the non-bargaining unit will then execute the full design and release of the certified production process and 3D printer programming wherein, union represented employees (CBU) will then execute work order per instruction, retrieve the pre-sliced file from the database, load it onto the machine, and prep the machine with material, prep the machine with material and hit run, as well as perform all post-print work. Post print work is defined as; removing support materials, reaming holes to size, and adding all identification required to the part per the work order. Union represented employees (CBU) will additionally inspect per the requirements outlined in the work order, and potentially move the tool from tooling to the appropriate shop per the instructions within the work order as well, in accordance with standard practice.

Development Tool

Up front Development Tool 3D printer programming is performed by Non-Bargaining Unit employees, with the majority of the operations of the 3D printers and post-print work also being performed by Non-Bargaining Unit employees.

Production Parts

All up-front 3D pre-print programming is performed by Non-bargaining Unit employees. Union Represented employees retrieve the pre-sliced file from the database, load it onto the machine, and prep the machine with material and hit run, as well as perform all inspections and post-print work. Post-print work is defined as removing support materials, reaming holes to size, adding any details required to the part per the work order and drawing in accordance with standard practice.

Research and Development

All up-front 3D pre-print programming as well as the operation of the 3D printer and post-print work is performed by Non-

Bargaining Unit employees in accordance with standard practice. In accordance with past custom and practice, all pre-printer operations and programming is and shall remain salaried non-bargaining unit work, regardless of which category the work falls into.

Any future changes to procedures for additive manufacturing will be discussed with Union and agreed upon prior to implementation.

This Agreement will become effective on March 24, 2021.

Patricia Canada
The Boeing Company
Labor Relations Specialist

Earl Schuessler
President, IAM 837

Supplemental Understanding #34

31

Memorandum of Agreement

Remote Site Pay Additive

This Memorandum of Agreement (hereafter referred to as “Agreement”) is entered into by and between, the International Association of Machinists, Local 837 (hereafter referred to as “Union”) and Boeing – St. Louis (hereafter referred to as “Company”) to enable the company to implement temporary pay additives within certain classifications at its remote sites when market conditions warrant. Therefore, the Company and the Union agree as follows:

1. Temporary pay additives currently being paid to employees at Pax River and China Lake will continue for the life of the CBA. ~~These employees are identified by their BEMS ID in Exhibit “A”, attached to this Agreement.~~
2. The Parties further agree that the Company may, in its discretion, introduce

pay additives at any remote site location to address market conditions related to hiring and retention upon providing written notice to the Union.

This Agreement will expire with the current CBA.

Gary Kampmeinert
The Boeing Company
Senior Manager, Labor Relations

Thomas A. Boelling
IAMAW District 837
President, Directing
Business Rep.

Location	Job Code	BEMS ID
USA - China Lake, CA	D3110A-RG	321800
USA - China Lake, CA	D3110A-RG	2153406
USA - China Lake, CA	D3110A-RG	2164742
USA - China Lake, CA	D3110A-RG	2141935
USA - Patuxent River, MD	D3110A-RG	3040601
USA - Patuxent River, MD	D3110A-RG	3117468
USA - Patuxent River, MD	D3110A-RG	3119207
USA - Patuxent River, MD	D3110A-RG	3166844
USA - Patuxent River, MD	D3110A-RG	3237166
USA - Patuxent River, MD	D3110A-RG	3237476
USA - China Lake, CA	D3110A-RG	3252243
USA - China Lake, CA	D3110A-RG	3290669
USA - Patuxent River, MD	D3110A-RG	3298269
USA - Patuxent River, MD	D3110A-RG	3303439
USA - China Lake, CA	D3110A-RG	3314052
USA - Patuxent River, MD	D3110A-RG	3318763
USA - China Lake, CA	D3110A-RG	3326061

USA - China Lake, CA	D3110A-RG	3321154
USA - Patuxent River, MD	D3110A-RG	3334635
USA - China Lake, CA	D3110A-RG	3337804
USA - China Lake, CA	D3110A-RG	3339583
USA - China Lake, CA	D3110A-RG	3341497
USA - China Lake, CA	D3110A-RG	3338556
USA - China Lake, CA	D3110A-RG	3341187
USA - China Lake, CA	D3110A-RG	3354325
USA - China Lake, CA	D3110A-RG	3350566
USA - Patuxent River, MD	D3110A-RG	3377375
USA - Patuxent River, MD	D3110A-RG	3378782
USA - Patuxent River, MD	D3110A-RG	3382470
USA - China Lake, CA	D3110A-RG	3388138
USA - China Lake, CA	D3110A-RG	3408207
USA - China Lake, CA	D3110A-RG	3411345
USA - China Lake, CA	D3110A-RG	3421557
USA - China Lake, CA	D3110A-RG	3420396
USA - Patuxent River, MD	D3110A-RG	3432761

USA - Patuxent River, MD	D3110A-RG	3434715
USA - China Lake, CA	D3110A-RG	3431481
USA - China Lake, CA	D3110A-RG	3435895
USA - China Lake, CA	D3110A-RG	3443021
USA - China Lake, CA	D3110A-RG	3454933
USA - Patuxent River, MD	D3110A-RG	3463108
USA - China Lake, CA	D3110A-RG	3473980
USA - China Lake, CA	D3110A-RG	3478871

Supplemental Understanding #3532

Suspension Without Pay Pending Investigation

This Supplemental Understanding (hereafter referred to as "Agreement") is entered into by and between the International Association of Machinists, Local 837 (hereafter referred to as "'Union") and Boeing - St. Louis (hereafter referred to as "Company") regarding suspensions without pay pending investigations.

When an employee is suspended without pay pending investigation, the company will endeavor to complete the investigation within sixty (60) working days. If the investigation exceeds sixty (60) working days it will convert to a paid suspension on the sixty-first (61st) day of the suspension.

Notwithstanding the foregoing, the parties recognize there are circumstances that could necessitate the company needing longer than 60 working days to complete its

investigation. Includes:

- Investigations with Regulatory or Legal implications:

Unavailability of witnesses:

- Non-cooperation by the subject of the investigation:
- Circumstances beyond the company's control that delay the investigation

Under such circumstances, it may take the company longer than 60 working days to complete its investigation. However, the suspension will continue to be without pay. In this situation, the Company will notify the Union before the end of 60 working days of the reason for the delay and the projected time needed to complete the investigation. The Company shall still make reasonable efforts to complete the investigation in the most expeditious manner.

Relating to Paid Parental Leave

The Company will extend the Paid Parental Leave benefit to IAM 837-represented employees effective November 1, 2022. This benefit will be available for births, adoptions, surrogacy, or foster placements that occur on or after November 1, 2022. Eligibility, use, and other terms and conditions for this benefit will be governed by Company policy and procedure (currently, PRO-6929 and the Leaves of Absence Policy Handbook), as modified from time-to-time by the Company. Those terms and conditions currently include, but are not limited to, the following:

Paid Parental Leave is available to eligible employees to take a leave absence for bonding with their newborn child, for adoption, surrogacy, or for placement of a foster child ("bonding leave"). Paid Parental Leave is not available for any other purpose.

Paid Parental Leave must be completed within one year of the birth, adoption, surrogacy or foster placement.

Paid Parental Leave must be taken in one-workweek increments, up to a maximum of twelve workweeks per event and per

calendar year. Multiple births count as a single event. Fostering and then adopting the same child counts as a single event. Fostering and/or adopting multiple children at the same time counts as a single event.

For employees who are eligible for any city, state, or federal bonding leave (including FMLA), to the extent permitted by law:

- Paid Parental Leave will run concurrently with such city, state, or federal bonding leave;
- Benefit payments for Paid Parental Leave will be offset by the amount of any city, state, or federal bonding leave benefits; and
- Vacation and sick leave may not be used to supplement city, state or federal paid bonding leave benefits.

If an employee takes Paid Parental Leave during a week that includes one or more paid holiday, the employee will forfeit Paid Parental Leave for such days and receive holiday pay instead.

Employees must provide 30 days' advance notice for Paid Parental Leave if the need for the leave is foreseeable. If the need is not foreseeable, the employee must request the leave within two days after the leave starts.

Merger of Traditional Job Classifications

During the 2022 negotiations, the Parties agreed to revise the Labor Grade classification model by merging the traditional job classifications outlined in 2007 under the Labor Grade into one job classification for each Labor Grade. All employees being reclassified from the traditional classifications will maintain their seniority date.

The following traditional classifications will be combined with the non-traditional job classifications in the current Labor Grade structure as follows:

Employees in the Inspector-Metrology, Inspector-Tool & Die, Tool & Die Maker, Machinist – All Around, Builder – Mock-Up & Tooling, Machinist- General, Welder – Tooling and Heat Treater – Tool Room classifications will be reclassified into the Tooling Mechanic job classification.

Employees in the Inspector – Aircraft, Mechanic – Electrical & Electronics, and Mechanic – Flight classifications will be reclassified into the Flight Operations Mechanic job classification.

Employees in the Mechanic – Machine

Repair, Maintenance Mechanic – All Around, Pipefitter – Maintenance, Mechanic Automotive and Painter-Maintenance Classifications will be reclassified into the Maintenance Mechanic A job classification.

Employees in the Inspector – Assembly, Subassembler – Precision, Mechanic – Aircraft Production, Mechanic – Electrical & Radio and Sheet Metal Assembler & Riveter Classifications will be reclassified into the Assembly Mechanic job classification.

Employees in the Welder – Production, Sheet Metal Fabricator, Painter – Sign, Mechanic – Tube & Cable, Painter – Spray, Plater Precision, Operator – Chemical Processor, Operator – Nameplate Processing and Machine & Hand Sewer classifications will be reclassified into the Process Mechanic job classification.

Employees in the Production Material Coordinator, Crater & Packer and Material Handler – Specialist classifications will be reclassified into the Support Coordinator job classification.

Employees in the Garage Attendant, Maintenance Worker and Housekeeper classifications will be reclassified into the Maintenance Mechanic B job classification.

The Munitions Mechanic and Utility Labor Grade are not impacted by this revision.

Job Descriptions for these Labor Grades will be defined in the Factory Job Description as agreed to by the Company and the union.

Higher rated Labor Grades may perform work falling within a lower Labor Grades, unless there are employees on layoff status in the lower labor grade where the work is to be performed, then the work will not exceed ninety (90) calendar days.

Manufacturing Self Examination/Operator Verification (MSE/OV) will be implemented plant wide. An operator that is unable to pass the required certifications to be MSE/OV certified will be given a second chance to do so. Any employee failing the second chance will be required to meet with a special review board, which will review the employee's circumstances. The special review board will determine the next appropriate action.

Employees assigned to and performing a work statement that requires a Manufacturing Self Examination (MSE) will receive fifty cents (\$0.50) per hour pay additive above their hourly base rate.

Overtime will be assigned in accordance with Article XXIV and distributed as equally as possible by classification, department and shift. Where the majority of the work (more than half

of the overtime worked) to be performed, during an overtime period, can be identified as belonging to a particular classification, then that classification would perform the work.

The Company will provide the required training to those who are to perform duties outside of their previous traditional classification.

The terms Labor Grade and associated job classifications may be used interchangeably throughout the Agreement.

Supplemental Understanding #~~38~~

35 Memorandum Of Agreement

Second Shift Progression

Stabilization

This Memorandum of Agreement (“Agreement”) is entered into by and between the International Association of Machinists, Local 837 (“Union”) and Boeing – St. Louis (“Company”) to help facilitate the stabilization of the workforce assigned to Second Shift (“2nd Shift”) at St. Louis facilities covered by the CBA. This program will be designed to help address the hiring and stabilization of skills and experience on second shift. Therefore, the parties agree as follows:

- ~~1. The Company will implement a stabilization program for 2nd Shift employees no later than October 1, 2022 with the following parameters:~~

~~The program period will run from August 1, 2022 through July 31, 2023 and will provide all Active 2nd Shift employees with payments totaling up to \$3,000 as follows:~~

~~\$750 upon completion of the period from August 1, 2022 through~~

~~October 31, 2022~~

~~\$750 upon completion of the
period from November 1, 2022
through January 31, 2023~~

~~\$1500 upon completion of the period
from February 1, 2023 through July
31, 2023;~~

- ~~2. Additional terms and conditions of the
program, including proration rules, will be
determined by the Company in its
discretion.~~

~~This Agreement will become effective upon the
signature of the parties below and remain in
effect until July 31, 2023 unless otherwise agreed
to by the parties.~~

On July 28, 2025, employees who are currently assigned
to and have previously completed 12 continuous months
of service on second shift, shall receive a pure base rate
increase of seventy-five cents (\$0.75) per hour effective
on August 1, 2025.

After July 28, 2025, for every 12 continuous months
completed by an employee on second shift, they will
receive an additional seventy-five cent (\$0.75) pure base
rate increase. If the increase will cause an employee to
exceed the maximum rate, they will only receive the
amount necessary to reach the maximum rate.

Employees already at the maximum rate of their job classification will receive a seventy-five cent (\$0.75) pay additive in addition to their second shift differential per Article V, Section 5.

Pure base rate increases earned under this Agreement will be retained even if an employee transfers to a different shift.

Employees returning to work, from an approved leave of absence (LOA) and who meet the above criteria, will be eligible for the pure base rate increase, upon their return to work.

~~Gary Kampmeier~~ Robert Joga
~~Senior Manager~~ Director – Labor Relations
Boeing Labor Relations

~~Tom~~ Thomas Boelling
President & Directing
Business Rep.
IAMAW 837 District 837

Supplemental Understanding #39

LETTER OF UNDERSTANDING

PROCESS LABOR GRADE 10 HOURS/4-DAY ALTERNATIVE WORKWEEK TEMPORARY PILOT PROGRAM

This Agreement (hereafter referred to as “Agreement”) is entered into by and between the International Association of Machinists, Local 837 (hereafter referred to as “IAM”) and Boeing – St. Louis (hereafter referred to as “Company”) regarding the implementation of a pilot Temporary Alternative Workweek (hereafter referred to as “TAW” for employees represented by the IAM. The parties agree that the pilot will last one year from the time when the Company initially implements a TAW schedule. The parties agree that this Letter of Understanding expires at the end of this contract unless an extension is mutually agreed upon. In order to accomplish this the Company and the IAM agree to the following terms and conditions:

1. The use of a “TAW” is limited to those employees in the Process Mechanic job classification.
2. The Company may implement a “TAW” by providing the IAM thirty (30) calendar days’ notice.

3. Identified IAM represented employees will be placed onto the “TAW” based on business needs. The Company at the time of notice will provide a list of employees, departments or organizations of employees scheduled to move to a “TAW”.
 - a. If after implementation of this Agreement the Company determines it requires an employee, department or organization to revert to a 5/40 schedule, they may do so by providing thirty (30) calendar days notice.
4. A “TAW” may consist of the following hourly schedules:
 - a. A 4/10 work schedule will consist of four consecutive days within a Monday through Friday workweek. For each of the four scheduled work days of 10 hours, those hours shall be paid at the employee’s calculated straight time hourly rate.
5. Employees on the “TAW” schedule will be on their own separate overtime list in accordance with Article XXIV of the Collective Bargaining Agreement. Employees moved to an “TAW” schedule will carry their overtime hours with them for balancing purposes.

6. The designated start time for each scheduled shift shall follow language of Article V, Section 1.

a. Overtime shall follow Article V, Section 7, and overtime rates will be paid as follows:

4/10 - Overtime worked on non-regularly scheduled days (Monday, Friday, and Saturday) shall be paid at the rate of time and one-half. Any overtime worked on Sunday will be paid at double the regular rate. Time worked in excess of the ("TAW") regular scheduled daily hours will be paid at a rate of one and one-half (1-1/2) times their straight time rate.

All hours worked on a holiday will be paid at double time, in addition to receiving holiday pay at straight time.

When two or more types of overtime or premium compensation are applicable to the same hours of work, only the higher rates of compensation shall be paid. In no case shall overtime or premium compensation be duplicated or compounded.

Overtime Scheduling:

- a. Existing provisions of the contract apply.

7. Vacation and Sick Leave:

- a. Full-day vacation or sick leave must be used in accordance with the hours scheduled in the employee's ETS baseline work schedule for the day(s) taken. For partial vacation day(s), employees will be charged and paid for the number of schedule vacation hours taken.
- b. All other provisions of the contract apply.
- c. There is no change to how vacation and sick leave are awarded.

8. Holidays:

- a. For regular scheduled work days that fall on the Martin Luther King Jr., Memorial Day, Independence Day, and Labor Day holidays, employees will receive holiday pay based on their regular scheduled hours.

- b. Should the Martin Luther King Jr., Memorial Day, Independence Day, and Labor Day holidays occur on an employee's scheduled off day, the employee will either be paid eight hours of pay at their regular rate or be allowed to recognize the holiday on a scheduled day of work immediately before or after the holiday.
- c. Employees will revert to a 5/40 work schedule for the entire pay periods containing the Thanksgiving holidays through the end of Winter Break in January each year.
- d. The Company reserves the right to maintain the "TAW" schedule during this break period should payroll and timekeeping systems make it feasible to do so.

9. All other paid absences.

- a. All other paid absences, including jury duty, witness pay, military leave, and bereavement, will be granted under current policy and contractual guidelines and will be paid in accordance of the employee's "TAW" schedule.

LETTER OF UNDERSTANDING

Team Leader Selection

The parties recognize that certain work groups may benefit from the designation of an employee as a team leader for the purpose of creating and maintaining a team environment and coordinating operational issues. In recognition of the concerns expressed by the union over the selection of team leaders, the company will select team leads through an open posting process effective October 1, 2022.

Once an opening is identified a posting will be placed in the impacted department for a minimum of five working days and interested candidates will need to notify the appropriate manager of their interest via email by the closing date identified on the posting.

Interviews will be completed by members of management and may include a member of Human Resources. The interview will assess the candidate's leadership attributes, technical skills and knowledge of operations processes.

Should questions exist regarding the team lead selection, union leadership may request a meeting with operations management to discuss the reasons for the selection and bring forward any concerns.

The Company and Union will meet annually to review the effectiveness of this process. The selection process outlined above is the exclusive procedure for selecting a team lead and is not subject to the grievance / arbitration procedure.

Supplemental Understanding #37

Attendance Based Progression

This Memorandum of Agreement (hereafter referred to as “Agreement”) is entered into by and between, the International Association of Machinist, Local 837 (hereafter referred to as “Union”) and Boeing – St. Louis (hereafter referred to as “Company”) as follows:

As of the date of contract ratification, employees who have maintained less than 2.0 points under the St. Louis Attendance Policy for Collective Bargaining Unit Employees (“Attendance Policy”) for the past 12 months will receive a pure base rate increase of fifty cents (\$0.50) per hour (“Attendance Progression”), or a fifty cents (\$0.50) per hour pay additive (“Attendance Additive”) for those at max rates with less than 2 points during the same period.

Employees with 2.0 points or greater on the date of contract ratification, will not be eligible for the Attendance Progression or Attendance Additive. However, these employees will become eligible to receive the Attendance Progression or Attendance Additive if they accrue no additional points (i.e. no additional tardies or absences) under the Attendance Policy between the ratification date and January 30, 2026. The Attendance Progression or Attendance Additive will be

effective January 30, 2026.

Starting on August 1, 2026, employees will receive Attendance Progressions each year upon their Sick Leave Anniversary date (“SLA”), if they have less than 2.0 points under the Attendance Policy for the past twelve (12) months. Similarly, employees at the max rate of their job classification will receive or maintain the Attendance Additive each year upon their SLA if they have less than 2.0 points under the Attendance Policy for the past twelve (12) months. The Attendance Additive is not cumulative year over year and will not exceed a total of fifty cents (\$0.50) per hour.

This Attendance Progression or Attendance Additive will take effect at the beginning of the first pay period of the month following the employee’s SLA.

If receiving an Attendance Progression under this agreement will cause an employee to exceed the max rate for their classification, they will only receive the amount necessary to reach the max rate.

Employees returning to work, from an approved leave of absence (LOA) and have less than 2.0 points between their SLA years, will be eligible for the Attendance Progression or pay additive upon their return.

SCHEDULE A-**LABOR GRADE MODEL****Effective August 5, 2022**

Labor Grade	Classification	From	To
Tooling	Tooling Mechanic	\$21.00	\$44.59
Flight	Flight Operations Mechanic	\$21.00	\$43.59
Maint-A	Maintenance Mechanic-A	\$20.00	\$43.01
Assembly	Assembly Mechanic	\$19.00	\$42.86
Process	Process Mechanic	\$18.00	\$42.64
Munitions	Munitions	\$18.00	\$37.00
Support	Support Coordinator	\$17.00	\$41.57
Utility	Worker—Utility	\$17.00	\$37.35
Maint-B	Maintenance Mechanic-B	\$17.00	\$28.80

SCHEDULE A-

LABOR GRADE MODEL

Effective July 21, 2023

Labor Grade	Classification	From	To
Tooling	Tooling Mechanic	\$21.00	\$46.37
Flight	Flight Operations Mechanic	\$21.00	\$45.33
Maint-A	Maintenance Mechanic-A	\$20.00	\$44.73
Assembly	Assembly Mechanic	\$19.00	\$44.57
Process	Process Mechanic	\$18.00	\$44.35
Munitions	Munitions	\$18.00	\$38.48
Support	Support Coordinator	\$17.00	\$43.23
Utility	Worker-Utility	\$17.00	\$38.84
Maint-B	Maintenance Mechanic-B	\$17.00	\$29.95

SCHEDULE A			
LABOR GRADE MODEL			
Effective July 19, 2024 <u>August 1, 2025</u>			
Labor Grade	Classification	From	To
Tooling	Tooling Mechanic	\$21.00 <u>\$27.00</u>	\$47.76 <u>\$53.27</u>
Flight	Flight Operations Mechanic	\$21.00 <u>\$27.00</u>	\$46.69 <u>\$52.11</u>
Maint A	Maintenance Mechanic A	\$20.00 <u>\$26.00</u>	\$46.07 <u>\$51.44</u>
Assembly	Assembly Mechanic	\$19.00 <u>\$24.00</u>	\$45.91 <u>\$51.27</u>
Process	Process Mechanic	\$18.00 <u>\$22.00</u>	\$45.68 <u>\$51.02</u>
Munitions	Munitions	\$18.00 <u>\$22.00</u>	\$39.63 <u>\$44.49</u>
Support	Support Coordinator	\$17.00 <u>\$21.00</u>	\$44.53 <u>\$49.78</u>
Utility	Worker - Utility	\$17.00 <u>\$21.00</u>	\$40.01 <u>\$44.90</u>
Maint B	Maintenance Mechanic B	\$17.00 <u>\$21.00</u>	\$30.85 <u>\$35.00</u>

SCHEDULE A

LABOR GRADE MODEL

Effective July 28, 2028

<u>Labor Grade</u>	<u>Classification</u>	<u>From</u>	<u>To</u>
<u>Tooling</u>	<u>Tooling Mechanic</u>	<u>\$27.00</u>	<u>\$55.40</u>
<u>Flight</u>	<u>Flight Operations Mechanic</u>	<u>\$27.00</u>	<u>\$54.19</u>
<u>Maint A</u>	<u>Maintenance Mechanic A</u>	<u>\$26.00</u>	<u>\$53.50</u>
<u>Assembly</u>	<u>Assembly Mechanic</u>	<u>\$24.00</u>	<u>\$53.32</u>
<u>Process</u>	<u>Process Mechanic</u>	<u>\$22.00</u>	<u>\$53.06</u>
<u>Munitions</u>	<u>Munitions</u>	<u>\$22.00</u>	<u>\$46.27</u>
<u>Support</u>	<u>Support Coordinator</u>	<u>\$21.00</u>	<u>\$51.77</u>
<u>Utility</u>	<u>Worker - Utility</u>	<u>\$21.00</u>	<u>\$46.70</u>
<u>Maint B</u>	<u>Maintenance Mechanic B</u>	<u>\$21.00</u>	<u>\$36.40</u>