

# Memoranda of Agreement

Effective September 13, 2024

**MEMODRANDUM OF AGREEMENT**  
**SUBJECT: MINIMUM RATE ADJUSTMENTS**

If, after the application of the Cost of Living Adjustment set forth in Section 6.2(b) and the General Wage Increase set forth in Section 6.3(b)(1), the employee's base rate is below the new minimum rate in his or her labor grade, the employee's base rate will be further increased to the new minimum rate.

Dated: September 13, 2024

**MEMODRANDUM OF AGREEMENT**  
**JOINT PROGRAMS**  
**SUBJECT: Apprentice Labor Grade Study**

The Company and Union agree to form a joint committee to evaluate the potential addition of new apprenticeship programs in both Puget Sound and Portland representing skills in labor grades 6 and 7.

This evaluation will be completed within one (1) year of contract ratification. If the Company determines a new program is warranted, implementation will follow the normal process.

Dated: September 13, 2024

**MEMODRANDUM OF AGREEMENT  
JOINT PROGRAMS  
SUBJECT: ERT Steering Committee Job Review**

The Company and union agree that the ERT Steering Committee (“Committee”) will be tasked to review jobs by skill team that were formerly, but are not currently, part of the ERT system. During this review, the Committee will discuss the reason for job removal and amount of time out of the process. If the reason for job removal was due to lack of adequate training, the Committee will review potential training opportunities and determine whether to recommend to the Company returning a job to ERT.

This review will be completed within eighteen (18) months of contract ratification.

Dated: September 13, 2024

**MEMODRANDUM OF AGREEMENT**  
**JOINT PROGRAMS**  
**SUBJECT: Automated External Defibrillators (AEDs)**

Joint Programs will engage with various stakeholders to explore where AEDs can enhance our safe work environment. Stakeholders include, but are not limited to, Boeing Security/Fire and other local organizations as determined by the Company. Joint Programs will engage Stakeholders to study issues including locations for AEDs, maintenance of equipment and a required audit process.

Dated: September 13, 2024

**MEMODRANDUM OF AGREEMENT**  
**SUBJECT: ADDITIVE MANUFACTURING**

The Company agrees to perform a job evaluation of the current work statement assigned to employees utilizing 3D printers (or other additive manufacturing devices) in the Production and Maintenance environment to determine the labor grade and whether additional job classifications or revisions of existing job classifications, in accordance with Article 13, are appropriate.

This evaluation will be completed within 120 days of contract ratification.

Dated: September 13, 2024

**MEMORANDUM OF AGREEMENT**  
**SUBJECT: FLIGHTLINES**

The Company and IAM have come together to agree upon areas of responsibility for statements of work to ensure proper classifications of employees performing Aviation Maintenance Technician or Aviation Maintenance Technician Inspector (AMT/AMTI/97109) work duties. The following summarizes what has been mutually agreed upon:

- Location of the aircraft does not define the work. AMT/AMTI's will be responsible for all planned and unique work consisting of maintenance, preventative maintenance, alterations, fueling, pre-flight, troubleshooting, post flight, intermediate, and delivery operations once the airplane preparation begins for the pre-flight and delivery process. In the case of a lack of available skilled resources, management reserves the right to upgrade other qualified individuals to perform the work.
- Traveled work is defined as factory work that has not been completed when the plane is scheduled to move to the field location. The parties agree that traveled work is the responsibility of the organization from which the work originates, and therefore, the work is aligned to the factory job classifications.
- Defects identified through flight squawks, in flight pickups, or customer walk items are the primary responsibility of the AMT/AMTI. Exceptions include vinyl repair or supplier warranty items. In some cases, management may feel the need for subject matter expert input for critical rework. In those instances, unless work is actually performed by the SME, they would remain in their original job classification.
- Jacking and towing responsibilities performed on the field will remain within the AMT/AMTI statement of work once the airplane preparation begins for the pre-flight and delivery process. For Seattle Delivery Center only, the dedicated tow team currently established will continue to complete 737 MAX storage and reactivation activities, anticipated to be completed by December 31, 2025. The Company agrees to notify the Union should these activities not be completed by the above date and further support is necessary. This team will have a AMT/AMTI designated in the role of tow team lead per BPI-6237.
- Factory employees will continue to have the ability to perform the movement of planes from the factory to fuel docks, stalls or hangars as they currently do today when the plane is still under factory oversight; or as a part of the preservation crew responsibilities.

- Work performed after the airplane is ticketed will be the primary responsibility of the AMT/AMTI. All work performed will be accomplished by, or under the direct supervision of, employees in the Boeing Repair Station. In some cases, subject matter experts may be required to support traveled factory work consistent with that of their regular job description. In these cases, no upgrade would be required unless they are functioning as an AMT/AMTI working across multiple job boundaries, or the work performed is the result of a defect identified on customer walk or flight squawk as noted above.

The parties agree that this agreement is applicable to all flight line locations in the bargaining unit.

Dated: September 13, 2024