

AIR SCOOP

UNITED AEROSPACE WORKERS LOCAL 148

Bulletin No.: 148-2010-069

June 7, 2010

VOTE JUNE 9TH, 2010

Negotiations are never easy. We believe as a Union that we walked off the job for the right reason - Medical and Pension. At a point, however, the Union has to weigh the gains of staying on strike verses coming to a resolution. Employee's need to remember neither side ever gets everything they are asking for. With that said, we believe we were able to secure a contract that actually got better than the 'Best and Final Offer' last presented. In the 17 week strike in 1983, the employee's came back to the same contract or worse. Ours got better.

This Union was able to get the company to move off the 3% medical premium increase in 2014 to 1% premium. That is huge. Your medical is frozen for almost the first 4 years of this 5 year agreement. Once again, your medical is frozen (Co-pays, prescriptions, etc...) for almost the first 4 years of this agreement. The new prescription medical costs and co-pays do not go into effect until January of 2014. A big concern also was the 'no maximum' on the out-of-pocket costs on the brand non-formulary prescriptions. The company changed the 'no maximum' to a cap. That is what we wanted and were able to achieve it.

We also hear the pension was an issue. The company raised their initial offer from \$79.00 dollars to \$81.00 dollars.

The Voluntary Layoff is included in this contract. It is like a severance package. For any employee who wants to retire with 30, 40 or 50 years they can now with a lump sum of either 26, 31 or 36 weeks pay. If you are planning on retiring anyway, this is phenomenal. We put new language in this attachment to include seniority and language that guarantees your medical. This severance package is better than what salary gets.

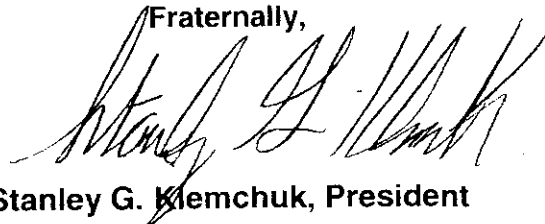
We were able to change the current language as to employee's who quit the company. They are now entitled to any pro-rated vacation pay when they leave. That's the right thing to do and we got it changed.

Family Group language was modified when it comes to recalls.

We believe this is the best offer that we were going to get. We did take some losses as well. We lost Medicare B in 2014. We lost some elected and appointed officials as well. Recall rights changed from 7 years recall to 6 years recall for new hires.

As President, I am recommending this contract.

Fraternally,

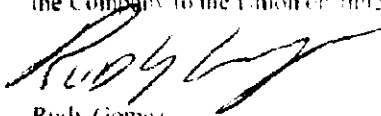


Stanley G. Klemchuk, President

June 4, 2010

Dear Members of the UAW Bargaining Team:

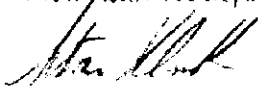
By signing below, you agree that you support and will recommend to the membership that they ratify The Boeing Company's revised offer for a new 58 month collective bargaining agreement that was presented by the Company to the Union on June 4, 2010, a copy of which is attached.



Rudy Gomez
International Representative
UAW Aerospace Department



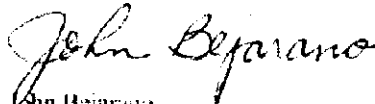
Dean Zvork
International Representative
UAW Region 5



Stan Klemetuk
President UAW 118



Bill Scheltz
Chairperson - Bargaining Committee



John Dejarano
Co-Chairperson - Bargaining Committee



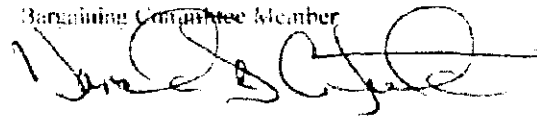
Robert Dejarano
Bargaining Committee Member

Eshana Williams
Bargaining Committee Member

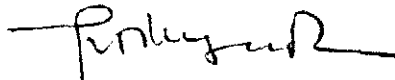


L.A. Carter
Bargaining Committee Member

Donald Coffield
Bargaining Committee Member



Hoi Nguyen
Bargaining Committee Member



★ 7 out of 8 negotiating team signed this document to recommend the contract.

UAW Local 148
2010 Contract Information

Duration: 58 months

Wages: \$4,000.00 Lump Sum

0% GWI 1st yr

3% GWI 2nd yr

3% GWI 3rd yr

3% GWI 4th yr

3% GWI 5th yr

Pension: Increased to \$81.00 per year of service

Cola: \$1.38 fold in

Holidays: Retained our 12 Holidays

Voluntary Layoff Benefits Program:

An employee classified in a job classification that has been declared surplus may request that he or she be voluntarily laid off under the Plan. For those employees that are eligible, voluntary layoff will be offered in **seniority order** accordance with the Plan established by the Company.

Benefits under the Plan consist of the following:

For active employees with **fifty or more years** of completed Company Service on the effective date of layoff, **36 weeks of base pay:**

For active employees with **forty but less than fifty years** of completed Company Service on the effective date of layoff, **31 weeks of base pay:**

For active employees with **thirty but less than forty years** of completed Company Service on the effective date of layoff, **26 weeks of base pay:**

An eligible employee's signature on a waiver and release on a form provided by the Company is required and any benefit under the Plan will be paid as a single lump sum payment within **thirty days after the expiration of any legally required waiting period that is set out in the release and waiver.** 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 of additives.

UAW Local 148
2010 Contact Information

Non- Economics

Section 3- Meetings to Discuss Relationship

PARA: 208

Added: the Production Operations Director and the appropriate Integrated Process Team (IPT) Director.

Para: 420

- (b) Number of District Stewards: The Union shall be entitled to one (1) District Steward for each **three** hundred (300) employees on the active payroll in the Bargaining Unit. If the 3/36 VWW workweek population reaches **three** hundred (300) employees or more, Article IV, Section 2(d) will apply.

Section 4- Bargaining Committeepersons

- (a) the Bargaining Unit population is less than 1,000 employees and five (5) Bargaining Committeepersons if the population is more than 1,000 employees.

Section 8- Representation During Overtime: Company Deleted

Section 9- Safety Representative:

- (a) Company proposes 1 safety representative

Section 10- Seniority Representative

- (a) Company proposes 1 seniority representative

Section 11- Benefits/Medical Leave of Absence Representative

The Company proposes 1 benefits representative and eliminates the Leave of Absence Representative.

Article IX

Section 4- Automatic Wage Increases

Added New Language: Para: 923

- (f) Employees returning to their former classification from: a) authorized leave of absence, b) recalled to their former classification, c) being placed in lieu of layoff into their former classification will return at their last Pure Base Rates in the classification plus the same Cost-of-Living-Adjustments, General Wage increases, Job classification rate adjustments, and Automatic Wage Increases which they would have received had they remained in the classification to which they are returning.

Job Combinations

<u>Current</u>		<u>New</u>	
K7K Plastic Fabricator & Assembler K7E Painter Aircraft	F13/f10 F12/F09	k7k Composite Assembler & Painter	F13/09
<u>Current</u>		<u>New</u>	
J5U Tooling Inspector J5T Inspector Test Equipment	F17 F16	J5U Tooling Inspector	F17/F16
<u>Current</u>		<u>New</u>	
K7J Plaster & Plastic Tool Maker J2N Block Jig & Template Maker	F17/F13 F12	K7J Plastic, Jig & Template Maker	F17/F12
<u>Current</u>		<u>New</u>	
R2B Material Requirements Planner S3A Release Planner R2K File Clerk/Messenger	T10/T08 T06/T03 T01	R2B Material Requirements Planner	T10/T01

For each classification, employees being paid below the rate range maximum upon ratification will continue to advance to the maximum through automatic wage progression.

Article XII

Para: 1227

Section 4- Pro Rata Vacation Pay

- (1) Added Voluntarily quits

Attachment # 25

Added new language:

At the Commencement of any quarter, employees on the equalization list not credited with overtime in the previous quarter shall be considered for overtime prior to considering employees on the list who were credited with overtime in the previous quarter.

Attachment # 63

Added new language:

The Company agrees to maintain the current ratio/percentage of employees by classification, within reason, in the event of any layoff or recall, and share the ratio/percentage numbers with the Chairperson of the Bargaining Committee.