

Memorandum of Agreement
Corporate Jobs Committee
2024 Negotiations

Subject: New Job for Helper Manufacturing A

Agreement: The IAM/Boeing Corporate Jobs Committee has reached agreement to create a new job classification in the C32xx job family of a C3203 Helper Manufacturing A. The job description will be effective upon contract ratification.

Initial staffing of this new job will be from employees currently assigned to the C3201 who perform work described in the new job description without regard to seniority. After the initial staffing the C3203 will be staffed following normal processes outlined in Article 22.1(b).

The employees who are upgraded during this initial staffing and are currently at the maximum rate of the C3201, will be taken to the maximum rate of the new C3203 upon upgrade. Additionally, any upgraded employee still in progression will maintain their current progression counter upon upgrade.

Agreement date: September 13, 2024

Standard Factory Job Description

Code: C3203

Grade: 03

Job Title: Helper Manufacturing A

Determining Duties and Responsibilities:

As assigned, perform various duties to help other employees in the performance of their work and/or work alone to perform the following duties:

In conformance with quality requirements and specifications, use production illustrations, specifications, and blueprints to derive measurements and other related information necessary to part mark, and transfer layout locations of temporary protective materials, such as masking tape, to prepare parts for Anodizing, Etching, and Paint applications.

Associated Duties and Responsibilities:

1. Use various computing software necessary to accomplish the work assignment.
2. Use precision measuring instruments, such as calipers, as necessary to accomplish work assignments.
3. Obtain and maintain any certifications and qualifications as required.
4. Use shop arithmetic including decimals and fractions.
5. Prepare surfaces for proper adhesion.

Effective Date: September 13, 2024

Memorandum of Agreement
Corporate Jobs Committee
2024 Negotiations

Subject: New Job for Strategic Support Rework Mechanic

Agreement: The IAM/Boeing Corporate Jobs Committee has reached agreement to create a new job classification for the Strategic Support Rework Mechanic Job Code 33606. The job code and description will be effective upon contract ratification.

Initial staffing of this new job classification will be from those employees currently assigned to the SST organization performing the full work statement as described in the new job.

The employees who are upgraded during this initial staffing and are currently at the maximum rate of their current job classification, will be taken to the maximum rate of the new 33606 upon upgrade. Additionally, any upgraded employee still in progression will maintain their current progression counter upon upgrade.

Agreement date: September 13, 2024

Standard Factory Job Description

Code: 33606

Grade: 06

Job Title: Strategic Support Rework Mechanic

Determining Duties and Responsibilities:

Assigned to a Strategic Support Team (SST) organization*, perform complex rework and repair on a variety of parts and assemblies, structural installations, and mechanical systems, including plumbing and cable installations. Interpret blueprints, work orders, rejection tags, documents, and other Engineering information to accomplish work assignment. Perform work where specific methods and job sequences may not be provided. May include performing work within closed areas of the wing/horizontal stabilizer after upper and lower panels have been joined. Perform pickup and rework, incorporate changes and functional checks on work normally installed or assembled by employees of comparable or lower classification.

Definition of Terms:

* Organization chartered primarily for the purpose of rework and repair on any BCA aircraft platform, including applicable BDS programs, at their assigned site.

Associated Duties and Responsibilities:

1. Complete work assignment with or without the aid of jigs, fixtures, templates and patterns.
2. Locate, layout, drill holes and install fasteners of structural parts and/or assemblies in metals, composites and composite/titanium stack-up using tools such as jig drill templates (JDTs)/ drill jigs (DJs), locating jigs (LJs), mylars and precision measuring equipment per engineering requirements and specifications in order to join subassemblies for major structure.
3. Use of a variety of hand and machine tools, including precision alignment, drilling and test equipment. manual and automated/numerical controlled complex tools such as track drillers, Gap man, zephyr, back markers, squeezes, offset rivet dyes, flex track and bucking bars.
4. Make production aids to facilitate work assignment.
5. Remove and replace skins, bulkheads, frames, and other structural components to repair or perform modifications.
6. Coordinate with other departments to complete work assignment.
7. Perform bonding and grounding processes.
8. Adhere to confined space regulations and procedures.
9. Perform power feed drilling machines to drill, ream, bore, hone, spot face, countersink, counterbore, and finish part to quality requirements and specifications. Select and secure proper tools, fixtures, machine attachments, equipment, etc., to expeditiously accomplish assigned work, and as required.
10. Use all types of power equipment, both hand-held and floor mounted to accomplish work assignments.
11. Operate mechanical lifts of various types (e.g., tiger and snorkel lifts), as required, to locate parts/assemblies into position or to perform assembly work.
12. Plan, layout and sequence own work operations and methods.

13. Utilize systems to retrieve work package instructions, drawings, review engineering definition, report work status and access instructions utilizing electronic devices such as tablet PCs, hand-held computers, and computer workstations, in the accomplishment of work assignment.
14. Apply applicable mathematical calculations to setup and use precision measuring tools, to measure gaps, heights, angles, hole diameters and depths.
15. Perform work in other classifications when incidental to own work assignment.

Dated: September 13, 2024

Memorandum of Agreement

Subject: Upgraded Jobs Aviation Maintenance Technician

Agreement: The IAM/Boeing Corporate Jobs Committee has reached agreement to upgrade job codes 97109 Aviation Maintenance Technician and Inspector - Field, C2709 Aviation Maintenance Technician and Inspector – Flight Test, and the 92309 Aviation Maintenance Technician and Inspector – AOG to labor grade 10. The upgrades to the 97110, C2710 and 92310 will be effective upon contract ratification.

The current 97110 and C2710 job descriptions will be replaced with the upgraded descriptions.

Employees currently at the maximum rate will be taken to the maximum rate of the grade 10 upon upgrade. Additionally, employees still in progression will maintain their current progression counter upon upgrade.

Agreement date: September 13, 2024

Standard Factory Job Description

Code: 9711009

Grade: 1009

Job Title: Aviation Maintenance Technician and Inspector – Field

Determining Duties and Responsibilities:

1. Perform production installations, maintenance*, preventative maintenance** and alterations*** on aircraft structure, systems and sub-systems, including electrical and avionics on standard or experimental certificated aircraft. Troubleshoot, inspect, test, repair, service aircraft and engine systems to prepare aircraft for flight. Initiate and document any nonconforming materials, hardware, software, tools, parts, assemblies, or portions thereof, according to specifications, processes, and procedures. May perform Aviation Maintenance Technician Inspection tasks in order to obtain and maintain knowledge, skills and required certifications.
2. Perform audit/surveillance of all manufacturing and quality assurance processes, according to specifications, processes, and procedures. Perform Quality functions such as: Customer/FAA Coordination, Configuration Change Verification, Conformity Inspections, Airworthiness Inspections (including Pre-flight and Post-flights), Corrective Action and Investigations. Initiate and document any nonconforming materials, hardware, software, tools, parts, assemblies, or portions thereof, according to specifications, processes, and procedures. May perform Aviation Maintenance Technician tasks in order to obtain and maintain knowledge, skills and required certifications.

DEFINITION OF TERM:

*Maintenance** means inspection, overhaul, repair, preservation, and the initial installation and/or replacement of parts.

*Preventive maintenance*** means simple or minor preservation operations and the replacement of small standard parts not involving complex assembly operations.

*Alterations**** means modifications that permanently or temporarily change an airplane from its original design configuration

Associated Duties and Responsibilities:

1. Use technical specifications, sketches, manuals, drawings, engineering instructions and FAA forms and publications to accomplish work assignment.
2. Maintains Company and FAA required records and inspection forms.
3. Maintain a safe, clean and organized work environment.
4. Plan and organize the sequence of your own work package in such a way as to promote safe, efficient operation and meet predetermined schedules in a timely manner.

5. Operate any and all types of information systems required to perform assigned tasks. Including but not limited to Company WEB based systems and Microsoft Office products.
6. Interpret and perform to the requirements of airworthiness directives, service bulletins, service letters and other approved/accepted data.
7. Apply applicable mathematical calculations to setup and use precision measuring tools, to measure gaps, heights, angles, hole diameters and depths.
8. Make production aids to facilitate work assignment.
9. Maintain necessary certifications, licenses and permits as required for assigned work.
10. As assigned, exchange information with suppliers, customers or other company representatives to explain or demonstrate operations, tests or difficulties.

NOTE: Employee who have an Airframe and/or Powerplant certificate may exercise duties and privileges granted under that certificate.

NOTE: The duties set forth under Determining Duties and Responsibilities are a composite. Each paragraph enumerated 1 and 2 is a statement of alternate requirements.

Effective: August 11, 2006

Revised: August 2, 2013

[Upgraded: September 13, 2024](#)

Standard Factory Job Description

Code: C271009

Grade: 1009

Job Title: Aviation Maintenance Technician and Inspector – Flight Test

Determining Duties and Responsibilities:

1. Perform production installations, maintenance*, preventative maintenance** and alterations*** on aircraft structure, systems and sub-systems, including electrical and avionics on standard or experimental certificated aircraft. Troubleshoot, inspect, test, repair, service aircraft and engine systems to prepare aircraft for flight. Install and/or remove instrumentation data systems in order to prepare aircraft for engineering test flights. Initiate and document any nonconforming materials, hardware, software, tools, parts, assemblies, or portions thereof, according to specifications, processes, and procedures. May perform Aviation Maintenance Technician Inspection tasks in order to obtain and maintain knowledge, skills and required certifications.
2. Perform audit/surveillance of all manufacturing and quality assurance processes, according to specifications, processes, and procedures. Perform Quality functions such as: Customer/FAA Coordination, Configuration Change Verification, Conformity Inspections, Airworthiness Inspections (including Pre-flight and Post-flights), Corrective Action and Investigations. Initiate and document any nonconforming materials, hardware, software, tools, parts, assemblies, or portions thereof, according to specifications, processes, and procedures. May perform Aviation Maintenance Technician tasks in order to obtain and maintain knowledge, skills and required certifications.

DEFINITION OF TERM:

*Maintenance** means inspection, overhaul, repair, preservation, and the initial installation and/or replacement of parts.

*Preventive maintenance*** means simple or minor preservation operations and the replacement of small standard parts not involving complex assembly operations.

*Alterations**** means modifications that permanently or temporarily change an airplane from its original design configuration

Associated Duties and Responsibilities:

1. Use technical specifications, sketches, manuals, drawings, engineering instructions and FAA forms and publications to accomplish work assignment.
2. Maintains Company and FAA required records and inspection forms.
3. Maintain a safe, clean and organized work environment.
4. Plan and organize the sequence of your own work package in such a way as to promote safe, efficient operation and meet predetermined schedules in a timely manner.

5. Operate any and all types of information systems required to perform assigned tasks. Including but not limited to Company WEB based systems and Microsoft Office products.
6. Interpret and perform to the requirements of airworthiness directives, service bulletins, service letters and other approved/accepted data.
7. Apply applicable mathematical calculations to setup and use precision measuring tools, to measure gaps, heights, angles, hole diameters and depths.
8. Make production aids to facilitate work assignment.
9. Maintain necessary certifications, licenses and permits as required for assigned work.
10. As assigned, exchange information with suppliers, customers or other company representatives to explain or demonstrate operations, tests or difficulties.

NOTE: Employee who have an Airframe and/or Powerplant certificate may exercise duties and privileges granted under that certificate.

NOTE: The duties set forth under Determining Duties and Responsibilities are a composite. Each paragraph enumerated 1 and 2 is a statement of alternate requirements.

Effective: August 11, 2006

Revised: August 2, 2013

[Upgraded: September 13, 2024](#)

Standard Factory Job Description

Code: 92310~~09~~

Grade: 10~~9~~

Job Title: Aviation Maintenance Technician and Inspector – AOG

Determining Duties and Responsibilities:

1. Perform maintenance*, preventative maintenance** and alterations*** on aircraft structure, systems and sub-systems, including electrical and avionics on standard or experimental certificated aircraft during A.O.G (aircraft on the ground) assignments. Troubleshoot, inspect, test, repair, service aircraft and engine systems to prepare aircraft for flight. Initiate and document any nonconforming materials, hardware, software, tools, parts, assemblies, or portions thereof, according to specifications, processes, and procedures. May perform Aviation Maintenance Technician Inspection and other classifications tasks in order to obtain and maintain knowledge, skills and required certifications.
2. Perform audit/surveillance of all manufacturing and quality assurance processes, according to specifications, processes, and procedures. Perform Quality functions such as: Customer/FAA Coordination, Configuration Change Verification, Conformity Inspections, Airworthiness Inspections (including Pre-flight and Post-flights), Corrective Action and Investigations. Initiate and document any nonconforming materials, hardware, software, tools, parts, assemblies, or portions thereof, according to specifications, processes, and procedures. May perform Aviation Maintenance Technician tasks in order to obtain and maintain knowledge, skills and required certifications.

DEFINITION OF TERM:

*Maintenance** means inspection, overhaul, repair, preservation, and the initial installation and/or replacement of parts.

*Preventive maintenance*** means simple or minor preservation operations and the replacement of small standard parts not involving complex assembly operations.

*Alterations**** means modifications that permanently or temporarily change an airplane from its original design configuration

Associated Duties and Responsibilities:

16. Use technical specifications, sketches, manuals, drawings, engineering instructions and FAA forms and publications to accomplish work assignment.
17. Maintains Company and FAA required records and inspection forms.
18. Maintain a safe, clean and organized work environment.
19. Plan and organize the sequence of your own work package in such a way as to promote safe, efficient operation and meet predetermined schedules in a timely manner.

20. Operate any and all types of information systems required to perform assigned tasks. Including but not limited to Company WEB based systems and Microsoft Office products.
21. Interpret and perform to the requirements of airworthiness directives, service bulletins, service letters and other approved/accepted data.
22. Apply applicable mathematical calculations to setup and use precision measuring tools, to measure gaps, heights, angles, hole diameters and depths.
23. Make production aids to facilitate work assignment.
24. Maintain necessary certifications, licenses and permits as required for assigned work.
25. As assigned, exchange information with suppliers, customers or other company representatives to explain or demonstrate operations, tests or difficulties.

NOTE: A requirement of employees assigned to this job is to accept travel assignments when it is deemed necessary by the Company.

NOTE: Employee who have an Airframe and/or Powerplant certificate may exercise duties and privileges granted under that certificate.

NOTE: The duties set forth under Determining Duties and Responsibilities are a composite. Each paragraph enumerated 1 and 2 is a statement of alternate requirements.

Effective: August 11, 2006

Revised: August 2, 2013

[Upgraded: September 13, 2024](#)

Memorandum of Agreement

Subject: Upgraded Job Plumber Maintenance

The IAM/Boeing Corporate Jobs Committee has reached agreement to revise the job description and upgrade job code 81108 Plumber Maintenance A to a grade 09. The job description revision and upgrade will be effective upon contract ratification.

Employees currently at the maximum rate will be taken to the maximum rate of the grade 09 upon upgrade. Additionally, employees still in progression will maintain their current progression counter upon upgrade.

Dated: September 13, 2024

Standard Factory Job Description

Job Code: 8110908

Grade: 0908

Job Title: Plumber Maintenance A

Determining Duties and Responsibilities:

Layout, construct, install, rebuild, maintain, diagnose, repair, adjust, modify, rebuild and test plant facilities plumbing, such as air, gas, and water, and drain line, sprinkler systems; gasoline pumps and related systems; high and low pressure steam equipment; liquid, air and vacuum pumps and accessories; pneumatic controls; various regulating and other valves; oxygen, hydrogen and hydraulic systems; boiler and furnace burners, baffles, pilot lights, governors, floats, strainers and oil pumps. Perform work described in other maintenance classifications when incidental but necessary to the accomplishment of the assignment.

Associated Duties and Responsibilities:

1. Work in conformance with proper codes, ordinances, sketches, specifications, verbal information and blueprints.
2. Perform necessary soldering.
3. Layout for setting stakes to mark pipe runs, draw lines and locations on walls, floors and ceilings to show locations for plumbing fixtures, brackets, pipe, etc.
4. Make required preventative maintenance inspections.
5. Cover pipes with prefabricated mineral insulating material, bindings, plastic cements, etc.
6. Perform routine plumbing such as diagnosing, testing and repairing all types of plumbing lines and fixtures.
7. Do any and all high pressure steam system plumbing. Adjust all types of pressure valves and traps.

Effective Date: May 28, 1971

Upgraded: September 13, 2024

Memorandum of Agreement

Subject: Staffing for Materials Coordinator

The IAM/Boeing Corporate Jobs Committee has reached agreement to create a new job code 63005 – Materials Coordinator. The job description will be effective upon contract ratification.

Initial staffing of this new job will be from employees currently assigned to the 61003 who perform work described in the new Determining Duties of the 63005 Materials Coordinator job description.

The employees who are upgraded during this initial staffing and are currently at the maximum rate of the 61003, will be taken to the maximum rate of the new 63005 upon upgrade. Additionally, any upgraded employee still in progression will maintain their current progression counter upon upgrade.

Dated: September 13, 2024

Standard Factory Job Description

Code: 63005

Grade: 05

Job Title: Materials Coordinator

Determining Duties and Responsibilities:

1. Reviews master schedule and/or shortage report to notify Operations and Materials Management stakeholders of potential problems. Coordinate parts, issues, and resolution with a variety of organizations such as Manufacturing, Engineering, Supply Chain, Fabrication, and other areas to work towards minimizing production problems. Work with multiple organizations to determine root cause analysis of discrepancies and/or shortages and take the action necessary to maintain a scheduled flow of parts. Reallocate and/or adjust systems to reflect compliant paperwork for unitized parts.
2. For assigned manufacturing department, coordinate equipment, tooling, and shop materials accountability issues with a variety of organizations such as Manufacturing, Engineering, Fulfillment, Tooling, Fabrication, and other areas to work towards minimizing production problems. Investigate and resolve discrepancies to assure availability of equipment, tooling, and materials to support manufacturing requirements. Maintain accountability of capital asset equipment charged to the shop, list property numbers and locations, track non-capital equipment, locate missing equipment, and coordinate maintenance and repair as required. Support the identification and documentation of shop related chronic items using SAT or other means to continually improve processes.

Associated Duties and Responsibilities:

1. Prepare and maintain records, charts, reports and files established to determine and report the status of assignments.
2. Interpret master planning and scheduling to facilitate the flow of parts, tools, materials and equipment.
3. Coordinate production information pertinent to assignment between shops.
4. Note errors in planning and make corrective suggestions.
5. Research catalogs, drawings, government stock indexes and internal records to locate possible substitutions for required items.
6. Arrange for local purchase and pick-up of critical items not available through normal channels to meet schedules.
7. Operate typical shop equipment to provide movement of all materials.
8. Recommend methods and procedures which will improve the functioning of the work area.
9. Operate any and all types of information systems required to perform assigned task.

NOTE: The description of duties set forth under Determining Duties and Responsibilities is a composite. Each of the paragraphs enumerated as 1, 2 is a statement of alternative requirements.

Effective Date: September 13, 2024

Memorandum of Agreement

Subject: Revised Job for Heating, Ventilating, Air Conditioning, Refrigerator Technician

The IAM/Boeing Corporate Jobs Committee has reached agreement to revise the job classification and job title for job code 69209 for the Heating, Ventilating, Air Conditioning, Refrigeration Technician and upgrade the job to a grade 10. The job description revisions will be effective upon contract ratification.

Employees currently at the maximum rate will be taken to the maximum rate of the grade 10 upon upgrade. Additionally, employees still in progression will maintain their current progression counter upon upgrade.

Dated: September 13, 2024

Standard Factory Job Description

Code: 6921009

Grade: 1009

Job Title: Heating, Ventilating, Air Conditioning, Refrigeration Technician ~~Refrigeration & Air Conditioning Mechanic Special~~

Determining Duties and Responsibilities:

Lay out, construct, install, maintain, repair, troubleshoot and rebuild heating, ventilating, air conditioning and refrigeration (HVAC-R) and year-round air conditioning equipment* for plant facilities, including associated controls related to HVAC-R systems and other system related components, such as electronics and Energy Management Control System (EMCS). Perform work described in other maintenance classifications when incidental but necessary to the accomplishment of the assignment.

Definition of Terms:

* Includes such typical facilities equipment such as Heating, Ventilation, Air Conditioning, Heat Pump Systems, Gas Combustion, Refrigeration, Chillers, Cooling Towers, Freezers, Humidity Chambers, Exhaust Fans, and Make Up Air Units (MAU).

Associated Duties and Responsibilities:

1. Work from blueprints, sketches, verbal instructions, handbooks, etc., to accomplish required work.
2. Read and make control adjustments using such typical testing equipment as Freon leak tester, thermometer (wet and dry bulbs), sling psychrometer, monometer, velometer, hydrometer, humidistat, self-diagnostic computers, and building energy management systems, etc.
3. Install and adjust valve controls and perform electrical wiring and installation of special electronic controls used for regulating and controlling refrigeration and air conditioning equipment.
4. Repair, maintain, trouble shoot and adjust all existing types of refrigeration and air conditioning equipment. Modify, test, and calibrate electronic or microprocessor based HVAC-R control systems and associated components.
5. Maintain necessary temperature and service records.
6. Obtain and maintain applicable licenses, certificates, and certifications.

~~Lead and work with lower graded employees.~~

QUALIFICATIONS:

~~Proper license or certificate of qualifications may be required to perform above duties in accordance with existing city codes.~~

Revised: 5-28-71

Revised: 10-4-80

[Revised: 09-13-24](#)

Memorandum of Agreement

Subject: AOG Leads

The parties agree to deactivate job code 66611 – Customer Field Repair Work Organizer currently utilized in Aircraft On Ground (AOG).

Dated: September 13, 2024

**In connection with NEW LOU #TBD: OCCUPATIONAL HEALTH
NURSE RATE STRUCTURE REVISION
Standard Factory Job Description**

Code: 0670B11

Grade: 0B11

Job Title: Occupational Health Nurse

Determining Duties and Responsibilities:

Provide nursing service to employees with injuries and/or illnesses including emergency and urgent care. Give treatment, administer medication and immunizations, and perform assessments within limits established and authorized by supervision and in accordance with the Nursing Procedures manual and/or a health care providers directions and with in the state nurse practice act. Refer cases requiring medical attention to a health care provider. Provide advice and direct care when working with medical assistants. Perform testing and examinations related to occupational health programs, such as audiometric, pulmonary function and vision testing. Assist physicians in treatment, examination and care of employees. Interpret existing medical and health care procedures and practices to resolve questions involving nursing assessment, treatment and triage. Identify and refer employees with test results that are critical and/or who have urgent values needing immediate attention. Coordinate within the medical department, other company organizations and the health care industry to develop nursing service, medical care, procedures and instructions.

Associated Duties and Responsibilities:

1. Maintain clinic facility, treatment areas, and equipment in clean, orderly and ready condition for medical service.
2. Keep records of persons treated and prepare accident and treatment reports.
3. Set up the procedures and methods used to keep records of persons treated and prepare accident, treatment and/or other related reports.
4. Must possess and maintain required medical certifications and qualifications as identified by Medical Department Management.
5. Collaborate with other healthcare providers, organizations, and program administrators in support of the occupational health examination program and clinical operations.
6. Participate in factory wellness programs involving teaching and counseling on healthcare issues, as required.

Effective: 07-06-73 Upgraded: 11-18-77 Revised: 11-1-91

Upgraded: 9-30-05

Upgraded: February 9, 2018

Upgraded: [September 13, 2024](#)