

**Memorandum of Agreement  
Regarding Yankee White Access for Boeing Wichita**

**Purpose:**

To create Job codes, (Y-Job), that mirror the base job codes and requires Yankee White access

**Job Title:**

Maintain job title plus Yankee White access (Example: Mod Mechanic-Yankee White)

**Requirements:**

The Company will initially identify the number of employees with Yankee White access needed to maintain Yankee White access programs and report additional numbers to the Union quarterly or upon request by the Union committee as described below.

The parties agree that employees within the Wichita Unit (as described in section 1.1(b) of the parties' collective bargaining agreement) who have and/or obtain a Yankee White Access will be classified from their base job code into the corresponding Yankee White job codes (Y-Job Codes). All employees moved into the Y-Job code must have and maintain Yankee White access to enter or remain in the Y-Job code and they will be employees who are currently classified in a non-Yankee White job. (Example: U34-04 moves to a Y34-04).

If an employee does not maintain his/her Yankee White access, he/she will be reclassified to the corresponding base job code, subject to Article 22 of the collective bargaining agreement and will relinquish any and all recall rights under the collective bargaining agreement to the Yankee White access job code or until such time that the employees Yankee White access has been restored.

All Company decisions regarding layoffs, recalls, and transfers in and out of the Y-Job codes will be discussed with the Union, and every effort will be made to reach a mutual agreement, prior to those decisions being made. The Union (the assigned Business Agent and up to three (3) of his/her appointees), will meet with the Company as necessary to discuss any issues or ways to improve the Y-Job code and/or the Yankee White process.

It is understood that when and if it becomes necessary to increase the number of employees in a particular Y-job code, qualified non-Yankee White employees will be notified and given an opportunity to apply for a Yankee White access. If a senior employee in a non-Y-job code receives a Yankee White access before a junior employee's Yankee White recall has been activated, the senior employee will be transferred into the Y-job code prior to the junior employee.

All bargaining unit employees in Boeing Wichita that maintain a Yankee White access will be paid a premium of \$.50 cents per hour so long as the employee maintains a Yankee White access.

When the aircraft requiring Yankee White access leaves the Wichita facility, all employees in the Y-Job codes will be reclassified to the corresponding non Y-Job code, or assigned to other jobs in the bargaining unit, subject to the current collective bargaining agreement.

Nothing in this Memorandum of Agreement shall be construed to limit the Company's or the Union's rights under Article 22 of the collective bargaining agreement.

It is the intent of the Company and Union that the purpose and use of these Y-Jobs is to maintain the required number of Yankee White accesses, in the Boeing Wichita bargaining unit identified above, necessary to maintain the Yankee White access programs at the Boeing Wichita site, and is not intended to be used for any other program.

This Memorandum of Agreement will expire on September 8, 2012.

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The Boeing Company