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**August 6, 2024**

**NTSB Request:** “[T]he NTSB requests that Boeing provide its written policy on ‘isolating employees’ by 13:45 (EDT) today.”

**Boeing Response:** To the extent the NTSB is requesting documents establishing Boeing’s right to reassign IAM employees, the “Rules Relating to Lateral Transfers and Reclassifications” are set forth in Article 22.10 of Boeing’s collective bargaining agreement with the IAM:

**Section 22.10 Rules Relating to Lateral Transfers and  
Reclassifications.**

Such transfers and reclassifications shall be in accordance with the following rules:

**22.10(a)** The Company may make lateral transfers (no change in job title) from one organization to another without limitation, subject only to the limitations of Section 22.7 of this Article 22 relating to preferential rights as to certain Category A employees.

**22.10(b)** The Company may make lateral reclassifications from one job title to another, or may make downgrades from one job title to another, subject only to the limitations of Section 22.7 of this Article 22 relating to preferential rights as to certain Category A employees.

The following definitions are found in Article 22.1:

**22.1(h) Lateral Reclassification** - Refers to the reclassification of an employee from one job title to another job title in the same labor grade.

**22.1(i) Lateral Transfer** - Refers to the transfer of an employee from one organization to another without change of job title.



Article 22.7 relates to Surplusing Procedures:

**Section 22.7 Surplusing Procedures – Preferential Rights as to Certain Category A Employees.**

Employees in Category A with one (1) or more years of seniority at the time of surplus from a job title, and who have held the job title (or higher classification thereof) at the primary location where the transaction occurs, will, for the first three (3) years of their Category A status, have the preferential right to fill openings in such job title (or lower grade in the same job family) as against all other individuals, except as to the following:

**22.7(a)** Senior employees moved into the job title, whether by lateral reclassification, downgrade or emergency classification.

**22.7(b)** Junior employees moved into the job title on a temporary basis by lateral assignment, reclassification or downgrade for not to exceed thirty (30) calendar days, or for ninety (90) calendar days when agreed upon by the Company and the Union, if requested by the Company for conditions such as surplus mitigation and maintaining production health, but not for the purpose of filling open requirements. Agreement will not be unreasonably withheld. This thirty (30)-day period relating to each individual assignment on a temporary basis cannot be extended by the assignment of another employee to the job title on a temporary basis. The Union will be notified of each such assignment or reclassification.

**22.7(c)** Employees, whether senior or junior, assigned to the job title from another Primary Location on a temporary basis for not to exceed thirty (30) calendar days unless mutually extended by the parties.

**22.7(d)** Junior employees who are assigned to emergency classification to a different occupation or job family for not to exceed sixty (60) calendar days, or for ninety (90) calendar days when agreed upon by the Company and the Union, if requested by the Company for conditions such as surplus mitigation and maintaining production health, but not for the purpose of filling open requirements. Agreement will not be unreasonably withheld.

**22.7(e)** For those openings in Labor Grade 4 and above only, junior employees in the same occupation or job family moved into the job title by downgrade, if at the time of filling the opening, the Category A

employee has been surplused from the job title for more than thirty (30) calendar days.

**22.7(f)** Employees, senior due to the accumulation of bargaining unit seniority, returning to the bargaining unit from a supervisory or non-supervisory position.

**22.7(g)** Employees in Aircraft On Ground (AOG) assignments such as Aviation Maintenance Technician and Inspector-AOG, whether junior or senior, who are assigned to any other job title on a temporary basis for a period of time less than ninety (90) days. Assignments shall not be used for the purpose of filling open requirements.