

1 **LETTER OF UNDERSTANDING NO. 11**

2 **SUBJECT: OVERTIME**

3 It is understood that the authority of the Company to require overtime work,
4 established by Section 6.10 of the Collective Bargaining Agreement, is
5 necessary for business planning and meeting operational objectives. The
6 parties recognize, however, that the exercise of this authority may affect
7 employee productivity.

8 Accordingly, the Company and the Union agree, subject to the exceptions
9 noted below, that the authority conferred by Section 6.10 of the Agreement
10 shall hereinafter be limited as follows. No employee shall be required, ~~and~~
11 ~~need not be permitted,~~ to work overtime in excess of the following limits:

12 **Quarterly Limit**

- 13 • The limit shall be one hundred ~~twenty-eight (128)~~ twelve (112)
14 overtime hours in any budget quarter;

15 **Weekend Limit**

- 16 • ~~The limit—Employees~~ shall not be required to work be two (2)
17 consecutive weekends irrespective of whether work on the previous
18 weekend was voluntary or designated;
- 19 • ~~Employees who have worked two (2) consecutive weekends may~~
20 ~~volunteer to work overtime on the following weekend;~~
- 21 • Overtime work on either a Saturday and a Sunday, or on a Saturday
22 or a Sunday, shall constitute a weekend worked;
- 23 • The limit for overtime on a Saturday or a Sunday shall be eight (8)
24 hours.

25 **Weekday Limit**

- 26 • Employees shall not be required to work more than two (2)
27 overtime hours on any weekday. However, an employee may be
28 required to perform weekday overtime work beyond this limit
29 where necessary for emergent production situations or critical line
30 moves.

31 **Holidays**

- 32 • All overtime on a holiday as set forth in Section 7.1 of the parties'
33 Collective Bargaining Agreement or on the weekend which
34 immediately precedes a Monday holiday or immediately follows a
35 Friday holiday shall be voluntary.

36 All overtime in excess of the above limits shall be strictly on a voluntary
37 basis and no employee shall suffer retribution for his/her refusal or failure to

1 volunteer. An employee may be required to perform overtime work beyond
2 the above limits where necessary for delivery of an airplane which is on the
3 field, for customer-requested emergency repair of delivered products, or for
4 Government DX or Government DO rated orders. In addition, an employee
5 may be required to perform overtime on a holiday or on the weekend which
6 immediately precedes a Monday holiday or immediately follows a Friday
7 holiday where necessary for facilities maintenance.

8 The Company will brief the Union semi-annually of its anticipated program
9 scheduling and its forecasted overtime requirements.

10 Dated: ~~November 2, 2008~~September 13, 2024