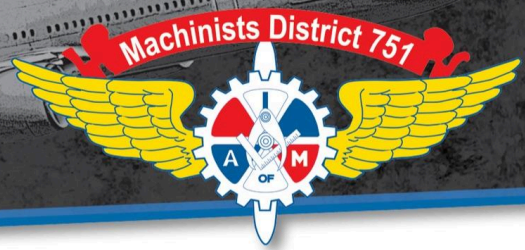


2024 CONTRACT FACTS ISSUES IN FOCUS



Improvements to Overtime Rules

Background / Challenge:

For many job classifications at Boeing, members have been forced to work far too much mandatory overtime.

- The current CBA allows for up to 19 days straight without a break. (And after just a 2-day break, members could be forced to work another 19 days in a row – which happened to many people regularly.)
- The current CBA does not have a limit of overtime hours per regular workday and there are times when 12 hours per day are designated for multiple weeks.

Often, these exorbitant amounts of designated overtime are worked by those in the most physically demanding classifications, but certainly across most organizations – i.e. those same members who may need a break most of all.

In addition, members were often informed of required designated overtime very late in the week or at the end of their weekday work shift.

This causes terrible disruptions to our members' work-life balance and ability to schedule outside activities, including necessary arrangements such as childcare.

At the same time, many members would like to work *more voluntary* overtime than their organization allowed. But they would still would like more say in when they work those hours (e.g., be able to say no after having worked several weekends in a row without a break).

What we achieved in the latest proposal

We reduced designated overtime provisions in the following ways:

- o **Quarterly Limit:** We had previously reached agreement, during the 2018 Puget Sound Attendance Requirements effects bargaining, to reduce the quarterly limit of mandatory overtime from 128 hours to a maximum of 112 overtime hours in a budget quarter. This limit of 112 hours is now written into the agreement.
- o **Weekend Limit:** Employees will not be designated to work more than 1 weekend in a row, even if the first weekend was voluntary. (The definition of weekend work remains the same, and the 8-hour limit on a Saturday or Sunday remains the same.)
- o **Weekday Limit:** Employees will not be designated to work more than 2 overtime hours on a weekday, except where necessary for emergent production situations or critical line moves. This means that management cannot arbitrarily designate weeks of 12 hours per regular weekday.
- o When the whole shop is required to work the weekend, an employee may be exempted if they had scheduled vacation, bereavement, or military leave on the Friday before and/or **the Monday after** the weekend (previously, it was just the Friday).
- o Employees assigned weekend overtime shall not be required to report earlier than the start time of their normal work schedule.
- o An employee may be exempted from mandatory overtime if they have a pre-scheduled medical appointment after their regular shift and working would result in a cancellation penalty for the appointment or unreasonable delay in necessary medical care.

We also increased access to voluntary overtime. This will give members who want to work more overtime the ability to do so, which should also, in turn, reduce the amount of designated overtime that must be worked within a shop.

Specifically:

- o Employees may only be excluded from voluntary overtime after they have worked **three consecutive** weekends (increased from two consecutive

weekends previously).

- o Employees may only be excluded from voluntary overtime after they have worked 160 overtime hours in the budget quarter (increased from 128 hours previously).

- o Employees who have used sick leave on the day before the overtime day will no longer be excluded from working voluntary overtime (if they report that they are able to work).

The company must now give **more advance notification** of mandatory overtime. Specifically:

- o For designated weekend overtime, the Company must notify employees **no later than the first rest break on the Thursday preceding the weekend overtime**, except in emergent situations (previously, it was Friday).

- o For designated weekday post-shift overtime, the Company must notify employees no later than first rest break on that day.

- o For designated weekday pre-shift overtime, the Company must notify employees no later than the last rest break of the day prior.

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