

1

2

ARTICLE 20
QUALITY THROUGH TRAINING

3

Section 20.1 Mutual Objective.

4

5

6

7

8

9

10

The Union and Company agree that it is to their mutual benefit, in a competitive global economy and environment of rapid technological innovation and change, to work together to improve the quality of worklife and productivity. The parties, utilizing participative principles, will offer a diverse range of opportunities for training, retraining, and personal growth to enhance employee development and satisfaction and support increased market share and improved economic performance of the Company.

11

Section 20.2 IAM/Boeing Quality Through Training Program.

12

13

14

15

16

17

18

19

20

21

22

23

24

25

26

20.2(a) Purpose. It is the intent of the parties to develop and implement a wide variety of mutually agreeable training, education, and learning programs and services as well as support for other joint activities. These activities will include efforts to ensure Union and management representatives are trained in participative, cooperative techniques and concepts. Therefore, the IAM/Boeing Quality Through Training Program (QTTP) exists to support the parties' mutual objectives and will target training: (1) for employees who may be impacted or their job duties and responsibilities affected by technology changes, manufacturing process changes, and/or job combinations; (2) for employees who wish to meet their individual career/personal development goals; (3) for laid-off employees to enable them to become better qualified for employment within or outside the Company; and (4) to enhance employee workplace knowledge and skills (academic, employability, occupational and technical).

27

28

29

30

31

32

33

34

35

36

37

38

39

20.2(b) IAM/Boeing Joint Programs National Governing Board and Executive Directors. General direction and guidance of the IAM/Boeing Quality Through Training Program (QTTP) shall be the responsibility of the IAM/Boeing Joint Programs National Governing Board (Governing Board) as described in the parties' Letter of Understanding No. 26, entitled Administration of Joint Programs, and the parties' Letter of Understanding No. 18, entitled Expenditure of Funds Under Article 16 and Article 20. The Governing Board's responsibilities also include determining the extent to which funding should be expended on paid time training for employees who may be impacted by technology changes, manufacturing process changes, and job combinations. Oversight of day-to-day operations of QTTP and coordination of QTTP administrative staff activities, as directed by the

1 Governing Board, shall be the responsibility of the IAM/Boeing Joint
2 Programs Executive Directors as described in the parties' Letter of
3 Understanding No. 26.

4 **20.2(c) IAM / Boeing Quality Through Training Program (QTTP)**

5 **Administrative Staff.** In support of the QTTP purpose as outlined in
6 Section 20.2(a), the staff will be responsible for developing,
7 recommending, and implementing training programs which may be site
8 specific or program wide. The IAM/Boeing Quality Through Training
9 Program (QTTP) Administrative Staff is described in the parties' Letter
10 of Understanding No. 26, Sections C and D.

11 **20.2(d) Training Programs.** QTTP, by working together with line
12 organizations, Union representatives, and subject matter experts, will
13 identify education, training and retraining needs to support IAM
14 bargaining unit employees. QTTP will design, develop and implement
15 training, education and learning strategies to support those needs by
16 working closely with the appropriate organizations both within and
17 outside the Company. Program activities may include: (1) identifying
18 areas of skills which will be required by the Company in the future and
19 develop courses to provide those skills; (2) establishing education and
20 training programs so that participants can become aware of growth
21 opportunities, identify their career/personal development goals and
22 create action plans to reach those goals; (3) developing criteria for
23 selecting candidates for training; (4) establishing criteria to determine
24 successful completion of the courses; (5) developing a system to record
25 successful completion for future consideration. The recommended
26 training programs will be developed, to the extent feasible, to be
27 compatible with the Company's existing training programs. In order to
28 accomplish these activities the QTTP staff will: (1) make decisions
29 regarding training delivery systems/processes (e.g., technical schools,
30 community colleges, home study programs, in-plant skill centers,
31 Employee Development Resource Centers, etc.); (2) evaluate the
32 effectiveness of such training programs and courses and the delivery
33 systems utilized; (3) develop communication programs to inform active
34 and laid-off employees about the availability and purpose of the training
35 programs and encourage employees to participate in and successfully
36 complete the available training; and (4) investigate the availability of
37 state and federal funds which could be used to augment training,
38 placement, relocation and support services for active and laid-off
39 workers. In addition to developing training programs for laid-off
40 employees to enable them to become better qualified for employment
41 by the Company, the staff also will consider special programs to assist

1 laid-off employees in career advising and job placement for non-Boeing
2 jobs.

3 **20.2(e) Apprenticeship.** As approved by the National Governing
4 Board, QTTP will support Apprenticeship programs. IAM/Boeing
5 Apprenticeship programs in Kansas, Washington and Oregon will be
6 under the direction of the Joint Apprenticeship Committees and
7 administered by QTTP.

8 **20.2(f) Expenditure of Funds.** The Company will provide the
9 necessary funds in support of the IAM/Boeing Quality Through
10 Training Program's activities which may include tuition, facilities, staff
11 administration, communications, equipment, materials, on-hour
12 training and such other expenses as may be agreed to by the Governing
13 Board. The details of such funding are described in the parties' Letter
14 of Understanding No. 18, entitled Expenditure of Funds under Article
15 16 and Article 20.

16 **20.2(g) Disputes.** Disputes concerning QTTP or its operation or the
17 selection of candidates may be referred by the Joint Programs Executive
18 Directors to the Governing Board for final resolution. No matter
19 involving QTTP will be subject to the grievance and arbitration
20 procedure of Article 19 of this Agreement.

21 **20.2(h) Career Advising Services. IAM/Boeing Joint Programs will**
22 **continue to provide onsite Career Advising services throughout Puget**
23 **Sound and Portland, giving consideration to Training Connections.**

24 **Section 20.3 Tuition Fees.**

25 The payment of tuition/fees (to the extent such payment is not available
26 from a governmental agency) will be provided for an employee who
27 voluntarily participates in a course or training program approved by QTTP.

28 **20.3(a) Participation** under the provision of this Section 20.3 shall be
29 subject to the following:

30 **20.3(a)(1)** Application for such participation shall be made on forms
31 provided by QTTP or the Company and shall be in accordance with
32 applicable guidelines.

33 **20.3(a)(2)** Reimbursement shall under no circumstance be
34 considered as compensation to the employee or as part of wage or
35 wages by the Company, except as required by law.

36 **20.3(a)(3)** Employees eligible for educational funding from a
37 government agency must apply for and utilize those resources prior
38 to being eligible for funding under Education Assistance.