



2006 Annual Report

This report summarizes IAM/Boeing Joint Programs major milestones and accomplishments during 2006, by site, for the following activities. The program leaders identified for each site can provide further details upon request. You may also refer to additional information found on our website at www.iam-boeing.com or <http://iamboeing.web.boeing.com/>.

IAM/Boeing :: Joint Programs

Health AND Safety Institute

Quality Through Training Program

Program Initiatives

Vocational Solutions

- North Site -
- Central Site -
- South Site -
- Wichita, KS -
- Portland, OR -

IAM/Boeing :: Joint Programs – 2006 Annual Report

NORTH SITE Serving Everett, WA

HEALTH AND SAFETY INSTITUTE

Dave Brueher, IAM Administrator

DeBora Winston-Farago, Boeing Administrator

2006 Successes

Fairs Participation:

- Everett August Safety Fair
- Participated in Everett Ergo Cup

Site Committee Training:

- Incident Investigation: 13 classes; 201 students
- MoveSMART: 14 classes; 144 students
- MoveSMART Train the Trainer: 1 class; 6 students
- JSA (Job Safety Analysis) Train the Trainer: 1 class; 3 students
- Safety Focal Train the Trainer: 2 classes; 3 students
- SHEAR Awareness: 6 classes; 900 students
- Shop Ergonomics Screening Tools: 1 class; 12 students

Conferences Attended:

- Washington State Governor's Industrial Safety & Health Conference
- National Safety Congress

Manufacturing Partnering:

- HSI partnered with Manufacturing Support (Partnering for Safety)
- HSI partnered with 747 (Core Safety Team)
- Everett Disaster Preparedness Team
- Everett Site Ergonomics Team
- SHEA Organizational Focals

New Initiatives:

- Safety Leadership Training (Design & Develop)
- Created the Incident Response & Investigation Pocket Reference Cards
- SHEAR Administrative Closure Checklist

Safety Tours:

- Conducted 12 safety tours

SHEARs:

- Total received for year: 275
- Total closed for year: 292

Recognition:

- Continued "Focus on Safety Champion Recognition Program" – 13 recipients

IAM/Boeing :: Joint Programs – 2006 Annual Report

QUALITY THROUGH TRAINING PROGRAM

Don Shove, IAM Administrator

Mark Engskov, Boeing Administrator

2006 ACTIVITIES

2006 was an exceptionally busy year for North site QTTP. Due to the ramp-up of airplane rates, employment opportunities for both new and existing IAM-represented employees grew quickly and this dramatically affected QTTP activity levels. Of course, this is the type of activity we prefer to be engaged in versus the downsizing activities we were undergoing in the not-too-distant past. North site QTTP staff was involved in every phase including pre-hire assessments, pre-hire training, new hire orientations, post-hire new employee training, career advising and ERT filing, ERT training development and delivery, PSI assessment and training, general upgrade of employee computing and personal interaction skills, and interventions with those employees needing remedial work in many areas.

North Site training data:

- 7564 advising sessions
- 328 personal enrichment class completions
- 331 retirement/financial planning workshop attendees
- 24 Mastercam graduates
- 253 ERT challenge tests administered
- 644 computer lab users
- 586 computing students in classes ranging from MSWindows, MSWord, MSEXcel, MSPowerpoint, MSAccess, MSFrontpage, Exchange and Internet Navigation

Partnering with customers, Community and Public Relations

- Participation in the grand opening of the Future Factory Employee Service Center
- In partnership with Operations and LTD, opening of EDRCs in the 40-25, 40-56 and 45-02 buildings
- Joined with HSI for Everett site Safety Fair
- American Sign Language (ASL) training
- CATIA/Enovia training for mechanics
- New hire training support for the 747/767/777 programs
- Co-sponsor of the Everett Training Council and Everett EDRC Steering Team
- Classroom/OJT training in 24 IRC shop processes
- Computing Repair classes through Renton Technical College
- Publication of the North site Joint Programs Newsletter
- Hosting of retirement/financial planning workshops presented by Boeing Benefits, Financial Educators, and Terwedo Financial Planning
- Staff recognitions including spring barbeque, summer barbeque, San Juan Island whale watching cruise, 8th annual Halloween Potluck and Pumpkin Carving Extravaganza, Thanksgiving potluck, and North site holiday gift wrapping and potluck
- Supported community through collections for Food and Essentials and Books and Backpacks, Adopt-a-Family food at Thanksgiving and food and gifts at Christmas for a senior citizen and a family, and Adopt-a-Stocking at Christmas for a family
- Produced two IRC ergonomic training videos entered into the National Ergonomic Cup competition to be judged in March 2007
- Supported pre-hire assessment and pre-hire training processes in the 7-061 building. Also supported IRC new hire interviews in 7-061.
- Development of "Right Sized Tool" training

IAM/Boeing :: Joint Programs – 2006 Annual Report

- Hosted NTT Craft College classes
 - In partnership with QA, developed QA new hire plan
 - PSI assessment/training in Fab and BCA
 - Support of ESRC computing skills assessment process
 - Developed SOW, RRAs and project plan for peer-to-peer training pilot project to be implemented in 767 Bodies QA for 1st quarter 2007
 - Partnering with Shoreline Community College to provide training for SSG automotive mechanics
 - Partnered with HSI and IRC to produce forklift safety video
 - Processed 254 EA vouchers
 - Support for LTD online certifications in EDRC self-paced labs
-

IAM/Boeing :: Joint Programs – 2006 Annual Report

CENTRAL SITE **Serving Renton, Kent, D.C., Bellevue, Boeing Field, and Plant II**

HEALTH AND SAFETY INSTITUTE

Spencer Graham, IAM Administrator
Kenny Aukschun, Boeing Administrator

Central Site Safety Training

- Incident Investigation – 10 classes held with a total of 156 students
- Safety Monitor Training – 7 classes held with a total of 89 students
- MoveSmart – 16 classes held with a total of 168 students
- Advanced MoveSmart – 2 classes held with a total of 28 students
- MoveSmart Train the Trainer – 1 class with 14 students
- 2 Interregional Safety Monitor Seminars were held with a total of 284 participants

Site Committee Training

- Currently in work developing a new Site Committee Orientation training package to be completed in 2007.
- Currently partnering with North Site to rework Job Safety Analysis training package to be completed in 2007

Safety Shoe Reimbursement Program

- Puget Sound/Portland/Wichita
 - 4,098 employees used the program in 2006 for a total dollar amount of \$302,547.81.
 - This is up from 2005 totals of 2,813 employees being reimbursed and has continued to increase each year since it began in Nov. 1999.

Mobile Training Lab

- During 2006 the HSI Mobile Training Lab was used for 194 Lockout, Tag, Tryout classes and 21 Confined Space Entry, non aircraft classes. Only three (3) Lockout classes and one (1) Confined Space classes needed to be rescheduled because of faulty communication between HSI, Licensed Transportation and Site Services. (Numbers are not available for 2005, but this is an improvement.)
- The training lab was also used for display at the Governors' conference, to train the south sites' Site Committees and to develop and deliver crane training.
- The training Lab was unavailable for training for only eight (8) days for scheduled maintenance in 2006.

Safety and Community Fairs / Partnering with Customers

- The Central site supported 4 separate safety fairs located in D.C., Kent, Plant II and Renton.

Washington State Governor's Health & Safety Conference

- Continued to support additional learning opportunities to our site committee members by attending the conference and its training sessions as well as its Expo to see new safety equipment that may benefit our members in the workplace. Also participated in Aerospace Panel.

IAM/Boeing :: Joint Programs – 2006 Annual Report

QUALITY THROUGH TRAINING PROGRAM

Tom Lux, IAM Administrator

Charles Wetmore, Boeing Administrator

CENTRAL SITE ADVISING:

Provide professional career advisors to assist active and laid off IAM-represented employees with building career plans and/or personal educational plans. In addition, assist employees with implementation of those plans through assistance with required training and filing of ERTs for positions inside Boeing, and providing resume help and guidance.

QTTP Central Site has two full time and five part time factory locations in addition to the Fort Dent site.

The total advising sessions for the year are 7530.

Coordinated the transition of vendors from Community Colleges to Training Connections.

TRAINING DEVELOPMENT AND DELIVERY:

Off-Hour Training Classes

Providing the delivery of quality instruction through partnering with Boeing Compensation and Benefits, the Community & Technical College System and outside vendors to meet the career and personal development goals of IAM represented employees.

- IT Program Course Series (RTC: course credit)
 - Teaches member how to build, troubleshoot operating systems, and network a computer.
- Personal Enrichment Training (BTC: course credit)
 - Member learns how to communicate openly, build relationships and adapt to changes in the workplace. (ERT Equivalent)
- Boeing Retirement Process Seminar
 - Benefit representative facilitated informational overview
- Financial Planning Seminar
 - Money Management Educators
- Participation
 - IT – 14 BRP – 266
 - PET – 241 FPS – 126

Construction Industry Training Council (CITC)

CITC training targets Workplace Services personnel from trades including Mechanical, Electrical, Electronics, Plumbing and Numerical Control. Central Site sponsored one “Journeyman Refresher for Plumbers” class with 12 students in 2006.

On Site Computing Training

These classes are aimed at providing basic computer skills, increasing self confidence and building a base of knowledge that will help the client in his/her personal and professional lives. Classes are taught both in Tukwila and in the shop areas.

Participants completing training: 109

Staffing for instructional function was changed to Training Connections.

RENTON/SEATTLE TRAINING COUNCIL:

The Training Council is a partnership of IAM/Boeing Joint Programs, LTD, Operations and Quality Assurance. The council's primary objectives are to manage and coordinate training requirements to production schedules, link training to the quality system, put resources in place to support the training system and to develop a training gate-keeping function.

IAM/Boeing :: Joint Programs – 2006 Annual Report

EMPLOYEE DEVELOPMENT AND RESOURCE CENTERS:

The EDRC's serve as a one-stop for training by one or all of the partnering organizations, are located in close proximity to the workers, and are well postured and equipped to address hourly training issues. This is a partnership between QTTP, HSI, LTD and Operations and promotes better utilization of all partners' resources.

There is one center in Renton Final Assembly and one in Renton Wings. One center in PSD will be dismantled in 2007 as PSD work migrates to Final Assembly areas.

PEER TRAINING:

Peer Trainers

Our initial project areas are the 737 Wings, Renton Q A., 737 moving line.

- QTTP selection process implemented for area peer trainers.
- An 8-hour train-the-trainer class delivered
- QTTP Program Coordinators able to deliver the 8 hour Peer Mentoring class.
- Follow-on training is being developed.
- An ongoing coordination plan to ensure the integrity of the system is developed.
- 185 employees have taken the Peer Mentoring class.

QA Skill Development Training Project

QTTP Program Coordinators teamed with the Renton QA Skill Advisory Committee and the Renton Rehire Training Process Team to deliver a skill matrix for existing, re-hired and new Renton Inspectors. This inventory record contains basic and area specific skill requirements. Skill gap training has been identified and is being delivered on the floor by Peer Trainers to bridge identified skill gaps. Approximately 100 inspectors have been through the process in Renton Wings and Final Assembly.

Re-Hire / New Hire Training

Central Site QTTP is involved with Renton Airplane Programs to plan, develop and deliver assessments and training to new hire, recalled and reassigned IAM employees.

Central QTTP worked with the Joint Programs/LTD Re-employment/Post hire Committees to develop common processes to guide the re-employment/new hire training activities across all Sites.

- Developed a shop floor training component to address area specific hands-on skills using Peer Trainers.
- Develop hands-on lab in the 4-21 Renton Wings area.

AVIATION MAINTENANCE TECHNICIAN:

- Developed a Self Assessment Process for gauging employees readiness to apply to the FAA for A&P Challenge testing.
- Worked toward a process for obtaining Gap Training for the skill and/or knowledge deficiencies identified in the self assessment
- Changes to Joint Programs policies and guidelines to support employee efforts to obtain A&P license were developed.
- Developed partnerships with local colleges and vendors.
- Continuously communicated with affected employees and Career Advisors on changes and status.
- Education Assistance guidelines changed to provide for self study materials and test fee reimbursement

IDS – MANUFACTURING SELF EXAMINATION:

Central site is providing a series of skill assessments and gap training to approximately 500 IAM represent employees.

- Management released employees to scheduled assessment sessions from June through August.
- Gap Training Classes scheduled from August through September.
- Beta Test of FA-22 Blueprint Assessment completed on June 16th.

IAM/Boeing :: Joint Programs – 2006 Annual Report

- Development of FA-22 Blueprint Gap Training Course EDC July 14th.
- Project Completed

SHOP FLOOR INSTRUCTION PROJECT:

Provide one-on-one shop floor instruction, in the areas of computing applications, 737 specific electrical assessments, certification training, PSI assessments to IAM-represented mechanics on the factory floor. Instructors attend crew meetings, meet with management, can be referred by other instructors, leads or fellow workers. Shop floor instructors are used to do follow-up after some classroom training to reinforce learning on the job.

Cross-train North Site personnel on training courses developed in Renton.

Project Completed

SAFETY FAIRS:

Assisted with planning and managed the booths at the Renton, Kent, Developmental Center and PSD Safety Fairs.

IAM/Boeing :: Joint Programs – 2006 Annual Report

SOUTH SITE **Serving Auburn and Fredrickson**

HEALTH AND SAFETY INSTITUTE

Don Morris, IAM Administrator

Rob Gentry, Boeing Administrator

2006 Successes

Our mission is: "To ensure continuous improvement of workplace Health and Safety for IAM bargaining unit employees of the Boeing Company, and to create an environment characterized by **open communication** and **mutual trust** between workers and management on issues of Health and Safety." At the Auburn and Frederickson Sites we deploy several different tactics to achieve our mission.

Partnering with Customers

At the South Site, our staff supports each and every Product Centers safety council. Our responsibility is to work with our SHEA counterparts to provide resources to our operation's customers.

Tour Process Improvements

The Auburn and Frederickson Site Committees had 24 safety tours this past year. The intent of these tours were to assist the local shops in identifying and resolving hazards in the workplace, and addressing individual employee's safety concerns. The combined site committee tours identified and documented 132 hazards; proposed solutions for 103 of those hazards; and eliminated another 15 hazards during the actual tours. The Site Committee Tours have become a pro active preventative resource to avoid accidents and recordables.

SHEARS

"The Health and Safety Institute Site Committees shall work closely with the employees and management to find solutions to health and safety issues and concerns. To that end, the parties agree that the preferred process for addressing the health and safety matters is the SHEAR process" (16.5 CBA). The Auburn and Frederickson sites had a combined total of 138 open SHEARS this past year. Of those, the site committees assisted in 33 SHEAR resolutions, and helped close another 6 SHEARS.

Safety Training

"The Health and Safety Institute will develop, provide and /or deliver health and safety training that impacts IAM bargaining unit employees." (16.2 CBA). South site, using peer trainers, provided: safety monitor training; Move Smart (ergo awareness) training; and incident investigation training for all the requesting fabrication shops last year

- MoveSmart (781 total trained)
- Incident Investigation (60 total trained)

Presented modules at the Frederickson Site Safety Monitor Summit

HSI South supported the first annual safety monitor summit meeting, hosted by the Frederickson Site Leadership. Frederickson and Auburn Site Committee members presented overviews of the SHEAR Process and our Incident Investigation class. The summit was a one day gathering of the Site's safety monitors, Safety Professionals and other safety oriented personnel.

IAM/Boeing :: Joint Programs – 2006 Annual Report

BR/Steward Monthly Educational Meetings

Joint Programs south site staff present topical issues (ERT updates, Safety Tour schedules, etc.) monthly at the Auburn and Frederickson Business Representatives' Steward meetings.

H.S.I./SHEA Sponsored Safety Fair

This year approximately 6,000 employees supported and participated in both the Auburn and Frederickson Safety Fairs. Many of the local shops presented truly unique interactive safety demonstrations.

Washington State Governor's Industrial Safety & Health Conference

- 6 Auburn Employees were recipients of the Governor's Life Saving Awards or Governor's Humanitarian Awards, and 1 Auburn Employee was on the winning Boeing team that took first place at the Forklift Rodeo. Winner of the Forklift Rodeo is Tim Eacrett from the 17-64 building, and the other award recipients are Darrin Mannie (17-68), Julie Nelson (17-68), James Gapp (17-04), Renee Lizee (17-15), Gilbert Arellano (17-45), and Tom Bigford (17-68).

QUALITY THROUGH TRAINING PROGRAM

Tony Curran, IAM Administrator

Rob Gentry, Boeing Administrator

TR009754 QTTP-Enovia DMU for Shop Use

This introductory course builds the skills and knowledge for manufacturing job roles that use Enovia DMU low end viewer to complete work tasks on detail parts. In 19 four hour sessions services were provided to a total of 181 IAM-represented workers.

24-60 Bldg. Stringer Forming Shop Specific Training

As a result of failed internal audits Joint Programs was asked to put together area specific training on Boeing Aircraft Specifications and REDARS/Bold for IAM-represented workers throughout the 24-60 building. The training to be peer taught in 2 hour modules on-site. The Stringer Forming group will be the first to go ahead with the training due to start in March of 2007.

Union Steward Briefings

QTTP and HSI personnel are invited, by Union Business Representatives as part of their regular site meetings, to brief Union Stewards on Joint Programs current events and program insight. There are 7 Steward Meetings each month and approximately 95 Union Stewards in Auburn and Frederickson. These 30 minute briefings began in May of 2006. An approximate total of 35 Union Stewards have attended the briefings.

Retirement Seminars

Retirement Seminars are provided by representatives from The Boeing Company pension office. These two hour presentations provide detailed information on the benefits in their Boeing retirement package. In 6 two hour sessions services were provided to a total of 175 IAM-represented workers.

Financial Planning

To compliment the retirement seminars we also provide financial planning seminars. The two hour sessions give insight and teach participant's new methods of money management which will compliment their retirement package portfolios (401k's, pensions, savings plans). They also receive information on how to manage credit card debt, health insurance costs, and insurance plans. In 10 two hour sessions services were provided to a total of 275 IAM-represented workers.

IAM/Boeing :: Joint Programs – 2006 Annual Report

SKIN AND SPAR CRANE TRAINING – Building 24-60

South Site QTTP responded to an abundance of “near-miss” crane incidents by updating and developing new curriculum for Skin and Spar hourly employees. After information gathering sessions with management, SHEA, and crane operators, the Crane Safety Committee agreed upon training that included: Building-wide Crane Safety Awareness for all three shifts with an audience of over 500 employees. The next phase was course TR009921 – a pilot vendor course (ITI of Woodinville, WA) in Operator Rigging with 20 participants and funded via Education Assistance. TR008344 a Peer Mentoring course was offered to 18 participants including shop SMEs. The major portion of the crane training was a QTTP developed course, TR009602 – Crane Familiarization for Skin and Spar Product Lines; it included all 3 shifts with 384 participants. Curriculum is being completed for shop specific training which should begin in February, 2007.

COMPOSITE MANUFACTURING –DRILLING/COUNTERSINKING - Building 24-50

QTTP South Site developed TR008510 – Basic Drilling and Countersinking-CMC. The 8 hour course will be used as an introduction and/or review for re-hires and new employees working on the 777 and 787. The course covers Safety Practices, Shimming, Drilling, Countersinking, Fastener Installation, and Nut-Plating.

TUBE AND DUCT BEND TRAINING – Building – 17-62

South Site Advisors worked with management in Tube and Duct to finalize a curriculum for Bend Training. After a tour through the Tube Bending Shop, we reviewed the curriculum developed by SMEs. We suggested they enhance clarity of the process, demonstrate one “best way” to perform the tasks, highlight safety issues in a more prominent format, and revise some of the narrative to a more “user-friendly” document (perhaps using job aids with decision tables). A few more visual components will be added, and QTTP staff investigated and reported back the timeline for updating the Precision Measuring course requirement to include digital. It was recommended that a stand-alone SI&A class might also be appropriate.

SPF (Super Plastic Forming) CELL TRAINING – Building 17-68

Management in the 17-68 requested assistance in training employees on new equipment and processes for the production of parts for the 787 Tail Cone. A South Site QTTP Program Coordinator, two Career Advisors, and 8 SMEs are working together to document the process tasks and to develop job aids for peer-to-peer training. The equipment is being installed and integrated into the cell simultaneously which adds difficulty to the process. As of October, 2006 job aids were drafted for the following processes: Loading SPF Die on the Cloward Press, Running Baffles, Tail Ring and Bulkhead on the Cloward Press, Spot Welding Process, Roll Forming, and the 5-Axis Laser.

Brake Press – Building 17-45

The Issue: Additional employees are to be added to the Brake Press area over the next year. These new Brake Press Operators must receive training in order to operate safely and efficiently the variety of brake presses utilized in the brake press area. Course Instructors and Management both feel the current training curriculum does not cover adequately all the various types of Brake Presses and related safety.

The Findings: Upon review of the current curriculum with course instructor, who is also the SME for Brake Press Operations, it was found that the curriculum currently in place to be more than adequate for the presses it does cover. There is a need to gather additional information pertaining to the operation and safety of the brake presses currently in operation and which are not covered in the curriculum. This information then needs to be added to the updated curriculum. **Current Status:** Additional materials and media have been secured to help in the update of the course curriculum. These materials are presently being reviewed by the Instructor-SME who will outline and return his recommendations, changes, etc., at which time the curriculum will be updated and forwarded to the appropriate organizations for review and buy-off.

IAM/Boeing :: Joint Programs – 2006 Annual Report

Information Technology Program with Renton Technical College (IT)

IT courses continue to interest the workforce through new technology. The off-hour instructor led courses include: PC Maintenance and Repair, Operating Systems and Troubleshooting, Introduction to Networking, and Network Security. Each course of study is made up of four hour sessions twice a week for a total of 80 hours. South Site had a total of 31 students participating in one or more of the IT classes and we had approx. 50 students participate in a variety of self-paced on-line computer based training courses.

Information Technology Program Redevelopment

Our Information Technology program must be redeveloped to increase utilization by our membership. Our current 80 hour format no longer meets the needs of most of our clients.

In October of 2006 we surveyed all IAM- represented employees in Auburn and Fredrickson to see what type of IT classes they would be interested in taking. We received 483 responses that indicated high interest in the areas of digital media (music, photography, and video), wireless networking, and shorter PC maintenance/upgrade classes. We are currently working with the Continuing Education department of Green River Community College to develop and offer new courses. We are combing the 4 existing 80 hour classes into 2 shorter classes that contain less theory and more hands on activity. We are also creating a short class to introduce the different types of digital media. After the introductory class students will be able to choose which type of digital media they want to learn more about. We are developing courses for digital photography including editing and printing photos, digital music and players, digital video, and one on home computers as multimedia entertainment centers.

QTP Off Hour Computer Software Classes

Instruction of off hour Microsoft Office Suite PC classes for IAM represented employees to support personal growth and ERT requirements.

- Windows XP Basics
- PowerPoint 2003 Basics
- Word 2003 Level 1
- Excel 2003 Level 1

In 2006 we taught 17 classes for 108 employees.

Math

Math courses, consisting of pre-algebra, algebra, geometry, and right and oblique triangles, are being provided on and off hours to the active workforce. Participants can go from basic math to right angle trigonometry upon completion of 96 hours of custom training. Each module is 24 hours long. In 20 math classes, 68 math students accumulated over 1,600 training hours.

Study Skills

The Study Skills class was developed in 2006 for beginning apprentices. It is a six hour class, delivered in 2 separate sessions, and focuses on time management, using daily & weekly time planners, tips on how to read for meaning, how to seek academic help when needed, and using resources such as the internet and the public library. This class was delivered twice in 2006 & 2007 to two groups of apprentices, a total of 17 people.

Global New Hire Orientation (Seattle)

I attend and support New Hire and Category "A" employees coming into the company every Friday at Plant 2. On the average there are about 70 to 125 employees per week that attend this meeting. These employees are reporting to sites from Everett to Frederickson on the following Monday. I've been supporting this event from 5/2006 to today.

Auburn/Fredrickson New Hire Orientation (17-45 building)

I attend and support employees who are hired or recalled to work here in the Fabrication Division. Joint Programs gives an overview to these employees about Joint Programs activities and locations as it pertains to QTP and HSI. This presentation is conducted by program coordinators both Company and Union (Larry and I). We are scheduled every Tuesday and see approximately 6 to 10 employees weekly.

IAM/Boeing :: Joint Programs – 2006 Annual Report

WICHITA

HEALTH AND SAFETY INSTITUTE

Alex Macias, IAM Administrator

Dale Reinke, Boeing Administrator

2006 was a year filled with challenges and opportunities as the site continued to reduce headcount and consolidate limited resources. The Joint Programs were provided the opportunity to become strategic partners on site initiatives.

Lean Manufacturing Assessment (LMA):

IDS sites have been involved in LMA for several years. One of the key elements is training of employees. The IAM/Boeing Joint Programs assisted the Wichita site by developing and implementing an Advanced Craftmanship Learning Center, (ACLC). Joint Programs staff is responsible for day-to-day operations of the ACLC as well as providing Technical College Course Development and Instruction support. During the year we implemented Gap Assessments for all Modification Mechanics, and Flight Line personnel. Over the past year 453 employees participated in the gap assessment process to determine additional training required. Gap training was started in 2006 and will continue throughout 2007.

Linkage to Site Metrics:

The Joint Programs team participates in bi-weekly Quality metrics meetings to determine new activities to pursue, in the ACLC, to support defects identified on the Airplane programs which may indicate requirements for additional training. As a result of these meetings we utilized a team of Subject Matter Experts and Technical College Course Developers to develop training courses in both electrical and mechanical subject areas, as well as trouble-shooting techniques.

Basic Skills:

Throughout the year, we continued a strong basic education skills program. We supported both active and laid off workers, through the use of Technical College Advisors and Instructors. During 2006, there were 764 Advising sessions, 1,456 Tutoring sessions and 3,468 hours spent in our learning lab.

Laid Off Worker Support:

The staff supported WARN'ed/laid off workers throughout the year. We participated in all Outbriefing sessions to explain services available, supported basic skills training, worked with State and Federal agencies to coordinate training funding, and worked with laid off workers to develop resumes for alternative work. We worked with Puget Sound sites to help employees, who possess critical skills needed at other sites, get transferred rather than laid off.

Career Guide ERT Process:

We continued improvements to the Wichita ERT process, including working with other sites to improve the inter-divisional transfer process. We re-validated KSA's and training requirements for two of the major Flight Line skills jobs to ensure that training requirements meet the needs of the job families.

Education Assistance:

During the year we provided 193 vouchers for active and laid off workers to continue their education. Laid off workers were assisted first by coordinating funding from State and Federal programs prior to utilization of Joint Programs funding.

IAM/Boeing :: Joint Programs – 2006 Annual Report

H.S.I. Site Committee:

In 2006 we started a Wichita Site Safety Committee. Meetings and tours are being held twice each month to identify areas where the committee can be involved to improve the health and safety at the site. We developed a new flight line safety handbook which will be distributed to all flight line employees during 2007.

Safety Shoes:

We processed 109 reimbursements for safety shoes totaling \$8,019 during 2006.

Safety Initiatives/Community Service:

We attended the Kansas Gov. Safety Conference and the National Safety Congress and Expo to identify additional information/materials to support employee health and safety. We participated in Earth Day Kansas events.

Wichita Training E.I. team:

During 2006 we teamed with LTD, SHEA, and Site Training to implement a Wichita Training E.I. team. Projects, identified by other E.I. teams and the site leadership are considered by the team to determine appropriate actions and resource requirements. The team meets weekly to review existing projects progress and new projects.

IAM/Boeing :: Joint Programs – 2006 Annual Report

PORTLAND

HEALTH AND SAFETY INSTITUTE QUALITY THROUGH TRAINING PROGRAM

Jim Thompson, IAM Administrator

Sharon Birge, Boeing Administrator

Joint Programs staff members at the Portland facility work innovatively and collaboratively to meet customer needs in health, safety, career counseling and training. Highlighted below are the traditional Portland Joint Programs functions as well as new programs initiated during 2006.

Career Counseling and Advising

A total of 316 professional counseling appointments were held the calendar year. There were 215 clients who kept appointments for ERT advising and assistance. Sixty one (61) customers were assisted with access to EA funding for desired training. A significant portion of career activity went into coordinating efforts related to ERT improvements (i.e., Career Guide updates, Skills Team strategies, equivalency reviews). The customer satisfaction metric indicated a rate of 99% “good” to “excellent” feedback (86% excellent, 13% good).

Career Guide Update

Maintaining Career Guides is an ongoing process. A review of Portland Guides began first quarter 2006 and continued throughout the year. Portland Joint Programs formed an ERT Team, which met weekly, to facilitate changes and updates. In addition, the ERT Team met weekly with Skill Teams comprised of managers and subject matter experts to thoroughly review Knowledge, Skill, and Abilities (KSA's), Tasks, Duties and Responsibilities (TDR's) and related required training. Another outcome was development of new training specifically designed to satisfy new requirements driven out at the meetings. A total of 12 guides were reviewed and updated in 2006.

ERT Curriculum Enhancement

ERT enhancements were driven by skill team recommendations. In particular, skill team managers and hourly representatives requested additional hands-on experiences for the following:

- 17507 Straightening Press Operator
- 19205 Precision Assembler
- 54306 Inspector
- 70808 Milling Machine Operator A
- 71709 Jig Grinder
- C4608 NC Multiple Tool & Milling Machine Operator A

In response, instructional designers developed capstone projects and skill verification for CNC and conventional mills. Similarly, the team enhanced QA ERT by developing a self-paced Tag Writing program. Other improvements to ERT included the upgrade of a Flexible Machining Systems (FMS) program and additional hands-on learning experiences for Basic and Advanced Precision Measurement. All enhancements and assessment devices were collaborated with the Boeing Assessment Group and approved for implementation.

IAM/Boeing :: Joint Programs – 2006 Annual Report

ERT Training Delivery

A total of 203 students enrolled in ERT (off-hour) Industrial Skill courses in 2006. Skill Team requirements for more extensive hands-on skill demonstration by students significantly increased activity in the Skill Lab. Capstone projects, which require students to independently produce a part meeting production standards and specifications, were designed and implemented during the last quarter of 2006. One-to-one instructor/facilitator time rose as a result of the increased hands-on requirements.

Tier II Training

To date, Joint Programs has developed more than 40 Tier II programs for Boeing Portland. Dog House training was implemented in 2006 and metrics for the training indicate that the course contributed to an estimated savings of \$16k in the Dog House area during Q1 of 2006. Joint Programs developed 10 Tier II Courses in 2006 and four other courses are currently in development. The completed courses are: 777 Makino Trunnion, 747 Soft Track Cell, Drill Machine, 5-Axis G&L, Pickle Fork Machining, 4803 Boring Mill, 4802 Boring Mill, Crank Arm Tracer Lathe, Crank Arm ID Grinder, Crank Arm Shaper. Other Tier II projects that began in 2006 and are currently in development include: 787 Side of Body Chord, MC60 Troubleshooting, Laser Tracker, and 4801 Boring Mill. There were 56 documented Tier II enrollments in 2006.

Joint Programs also implemented a Tier II OJT database system in 2006. Customer feedback is extremely positive showing a high level of customer satisfaction for both the database system and Tier II development in general. As these programs are implemented and more students enroll in Tier II courses, future metrics will evaluate cycle time improvements, safety improvements, quality improvements, and CORRS rate reduction.

Tier 1.5 (Accelerated C4608) Project

Tier 1.5 was created to expedite CNC milling machining skills for employees with non-machining backgrounds. Entry-level skills will be developed off hour through the ERT process. Upon selection from the ERT pool, employees may move into Tier 1.5 to continue skill mastery. In 2006, the project plan was developed and a Tier 1.5 team consisting of 3 managers and 3 experienced C4608s was created to refine program details. Skill proficiency check sheets for each component of the training are in development. The first of three phases will begin in March and run for 6-8 months.

Production System Improvement (PSI)

Six hundred thirty two students completed the P.S.I. / BAC Specs course. Blueprint plans are in development.

Employee Monitored Training

Certification training was provided to 1684 students in 2006 with zero “out of certification reports.” Regulatory safety training was provided to 1628 employees. Attendance averaged 71% during the year; 90% attendance is considered “full” attendance due to production schedules and labor loss.

Personal Enrichment

Windows XP classes as well as a new Personal Computer Security course were presented in 2006. Effective Teambuilding sessions were offered every quarter. Evaluations of all instructor-led courses were highly favorable. Joint Programs coordinated the logistics of all Portland BEN (Boeing Education Network) broadcasts, which offered a wide variety of topics, including retirement processes, financial planning, leadership, communication, etc. A total of 273 personal enrichment enrollments occurred.

Safety Training

Multiple safety training courses were delivered to support customer needs. HSI Safety Boot Camp was delivered in 3 sessions to a total of 22 students. EMTA First Aid/CPR training was completed by 10 students. Electricians requiring Electrical Certification safety courses to maintain licensure attended on-site classes coordinated by Joint Programs. A total of 37 students attended courses such as Electrical Code, Electrical Safety Law, etc.

IAM/Boeing :: Joint Programs – 2006 Annual Report

New Employee Orientation

New Employee Orientation is provided by Joint Programs to all new or recalled employees. Computing access accounts are established, computing skill assessments are performed and basic skill training is provided as needed. All certification, regulatory, employee and site required training requirements are performed as well as job-specific industrial skills training as identified by management.

Joint Programs develops individual training plans and delivers all New Employee Orientation training. New employees move through training requirements at their own pace with the average time in orientation training ranging from 8-12 days. During 2006, 1334 courses were delivered to 188 employees totaling 7,236 of training hours.

Apprenticeship

Apprenticeship programs in Portland expanded during 2006 from two electrical apprentices to the re-establishment of Machinist Apprenticeship Program. Through a collaborative effort, five apprentices were selected with four entering the program in December 2006. The fifth officially entered training in January 2007. The Machinist Apprenticeship standards were updated and the Committee re-energized in 2006.

Tech Prep

The Portland Tech Prep Program restarted in 2006 with recruitment of interested students from area high schools. Boeing/IAM interviewing teams provided a professional interviewing experience to all students meeting application requirements. Twelve of the top candidates were selected to enter the first year training programs with the opportunity to learn fundamental manufacturing skills in a fast-paced, hands-on lab environment.

Site Committee

Site Committee members held all 12 monthly business meetings, participated in all 12 monthly site tours as well as scheduled monthly SHEA Council, HazCom, and Joint Communication meetings. The Safety Poster Program produced 6 posters which included Portland I.A.M. represented employees. Additional Safety Projects managed by or supported by the Portland Site Committee include:

- Health Screening Event
- The Portland Activity Challenge (a health promotion emphasizing exercise)
- A laceration Prevention Campaign (Reduced lacerations 88%, 2nd half of 2006)
- 2006 Safety Fair
- Incident Investigation & Notification of I.A.M. Site Committee Members Process
- Major Incident Oversight (A milling machine pallet drop & a Forklift Incident)
- Recognition (safety focals and supervisors at the SHEA council meetings)
- SHEAR Program Oversight: Average of 2 open SHEARS during 2006

Ergonomics, facilitated by IAM C.R.E.S.T. Vocational Rehabilitation Counselor, Dave Roberts, addressed 77 ergonomic projects and served 362 employees in 2006. Ergonomic Related Injuries continued to decline in 2007. The Lost Workday Case Rate for 2006 was 0.81; Lost Work Day Rate for 2006 was 14. Ergonomic chairs, adjustable work tables, scooters, six office storage towers, anti-fatigue floor mats and ergonomically designed burr guns were some of the products identified and purchase. Oregon's Employee at Injury Program has paid \$552,523 to Portland since 2001. Workplace Accommodations have totaled \$1,102,205 since 2003.

Community

Portland Joint Programs participated in the Spirit of the Holidays by adopting a "large" family in need, providing food and gifts for their holiday season. During 2006, Roger Martin, Joint Programs Program Coordinator, served as Chairman for Portland's Employee Community Fund.

IAM/Boeing :: Joint Programs – 2006 Annual Report

PROGRAM INITIATIVES **Serving all sites**

Gloria Millsaps, IAM Administrator
Rob Gentry, Boeing Administrator

Education Assistance (EA)

The Education Assistance Program is one of QTTP's most recognized and successful services. Whether you plan to continue in your present work or seek a career change, Education Assistance (EA) provides both active and laid-off IAM-represented employees opportunities for training and education.

Tax Information

Recreational or hobby classes are taxable unless they meet one of the following:

- 1) is a requirement for part of a degree program
- 2) has reasonable relationship to the business of the employer
- 3) has reasonable relationship to an activity maintained by the employee for profit (per H.R. Conf. Rep. No. 1104, 100th Cong., 2d Sess. 79 (1988)).

Tuition payments over \$5250 per year are taxable. The taxes are deducted from your payroll check at approximately 35% unless a Boeing tax form has been submitted.

1,934 Hourly employees requested Educational Assistance support during 2006. The total number of vouchers process throughout the year was 3438. The total amount of funds expended for 2006, was approximately \$2,000,000.

The top five areas of interest were:

1. Self Enrichment & General Studies
2. Computer Office Applications (e.g. MS Word, Excel)
3. Electronics/Fiber Optics
4. Math
5. Business/Office
6. Craft College (Electrical, Plumbing, & HVAC)

EA services were expanded again this year in the following areas:

- Funded North Site computer classes through Everett Community College
- Funded Portland Industrial Skills Training through Mt. Hood Community College
- National Technology Transfer classes were expanded beyond Auburn, to the Central and North Puget Sound sites.

The EA Team continues to research schools and vendors to make sure QTTP clients are getting the best training possible.

IAM/Boeing :: Joint Programs – 2006 Annual Report

Career Guides/Career Explorer/ERT

QTTP took on the work statement for all course development supporting ERT. We have teamed with Learning Training and Development (LTD) who is responsible for the delivery of the ERT courses in Puget Sound. A team representing Instructional Designers, Lab Facilitators, Instructors, LTD Materials, LTD Off-Hours and QTTP Program Coordinators defined all processes and developed roles and responsibilities for development and delivery of ERT courses. The team also created a robust status chart that documents and tracks development-to-delivery of all ERT courses.

With the assistance of QTTP, LTD now has three ERT labs up and running in Everett, Renton and Auburn.

QTTP has also partnered with Hourly Workforce Administration and LTD (Learning, Training & Development) to create a new Hourly Employee Requested Transfer (ERT) process for Category C jobs. The QTTP Career Guides are the foundation of this process. It applies only to `Cat C' jobs (the lowest graded job in each job family) that are part of the collective bargaining agreement in IAM Districts 751 in Puget Sound, District 70 in Wichita, and District 24 in Portland.

During 2006 QTTP Advisors assisted Puget Sound, Portland and Wichita hourly employees in filing over 7,500 ERTs. Over 950 employees transferred into a new job through the ERT process.

IAM/Boeing Joint Programs Curriculum Team

A new process was implemented to store all course content in a Joint Programs (JP) Curriculum Library, including courses in development. Additional content has been accounted for from previous courses that are still be utilized within the Joint Programs.

The Joint Programs Curriculum Library has over 542 active courses and 133 Challenge Tests. During 2006 we developed or updated 57 new ERT classes and 87 Joint Programs classes.

Class schedules are advertised through the JP offices and in the quarterly Off-Hours Program catalog. Members of the Curriculum Team for both QTTP and HSI continually monitor their waiting lists. Further efforts will be made to organize the course information on the JP web site.

Re-Employment Team

The PI Team partnered with LTD, Operations and Quality to develop a robust, comprehensive process for transitioning and training recalled employees back to The Company. Joint Programs created a flyer which was added to the hourly recall packets; the flyer encouraged employees to meet with a Career Advisor to assist in their return to work. JP staff participated in weekly Everett and Renton site orientations, explaining all JP services. As mentioned above, we assessed all applicable recalled employees in all three PSI assessments.

IAM/Boeing :: Joint Programs – 2006 Annual Report

VOCATIONAL SOLUTIONS Serving all sites

Bill Whitley, Boeing Administrator
Donna Wilker, Program Coordinator
Mike Barron, Peggy Blocher, IAM C.R.E.S.T.

The Mission of IAM/Boeing Joint Programs Vocational Solutions group is to maintain or return injured and /or ill workers to a productive and safe work environment. This program represents a unique partnership between the International Association of Machinist and Aerospace Workers (IAMAW) and the Boeing Company. IAM/Boeing Joint Programs manages the Vocational Solutions program. The IAM Corporation for Re-Employment and Safety Training (C.R.E.S.T.), a non-profit organization sponsored by the IAMAW is the supplier of Vocational Rehabilitation Counselors. These counselors are deployed throughout the Puget Sound, Portland and Wichita and will work cooperatively with the injured employees and the Boeing Company. As a neutral third party provider of services, the VRC's work to fulfill the mission of the program while providing a mutual benefit to both the injured individual and The Company.

The VRC's are available to serve virtually all organizations within the Boeing Company. Some of the major organizations include Operations, Medical, Broadspire (the Boeing Company's third party administrator), Safety, the I.A.M. Machinist Union and of course the individual workers.

During the 2006 calendar year in addition to providing the customer case work and supporting overall safety and wellness, the program supported the Industrial Athlete program.

A Job Site Modification (JSM) (Puget Sound)

A Job Site Modification (JSM) is an adjustment or alteration of an injured employee's work area in order to accommodate the medical restrictions imposed by an injury or illness. The program works in cooperation with Workplace Services Accounting. Together we have developed a process where equipment and/or services are purchased to complete Job Site Modifications using a budget from Workplace services. A monthly statement is prepared by both the Workplace Services Accounting Group and the JSM office, and then submitted to Broadspire National Services (BNS). BNS then repays The Boeing Company all costs relating to the JSM activity. Ultimately, BNS, through the Second Injury Fund managed by the Washington State Department of Labor and Industries, recovers most of those costs and deposits them into the BNS fund.

<u>Job Site Modification (JSM)</u>	
2006	Cases
Occupational	73
Non-Occupational	496
Total Customers Served	569
Avg. Cost per non-occupational	\$1,128.61
Avg. Cost per occupational	\$1,881.84
Reimbursement amount for 2006	\$90,795.19
Total Dollars Expended **	\$547,168.28

** Dollars identified year-to-date

IAM/Boeing :: Joint Programs – 2006 Annual Report

JSM lean

JSM did a lean exercise that reduced 17 non value added steps. This reduced the cycle time from 248 minutes down to 9 minutes per file for a 96% cycle time reduction.

BEES an Enterprise Wide Ergonomic System

BEES will affect the ways we do Job Site Modifications.

BEES is an Enterprise Wide Ergonomic System that was created to:

- Empower employees to help themselves set-up their office workstation properly with questions and suggestions
- Provide an automated mechanism to request assistance
- Provide an Enterprise standardization tool that can track Ergo Self-help checklist and evaluations in a centralized system
- Identify specific areas that can be targeted for improvements, and provide cost data
- To comply with Enterprise Ergonomics Pro-1018

JSM will still order equipment such as:

Vision, Hearing and Speech, Scooters, Unusual Computing Equipment, and process orders for Workers' Compensation Reimbursement Claims.

We also worked directly with the SHEA ergonomics group to create the ergonomic catalogs that will be used for BEES and the "exception" process.

Job Analysis Data (Puget Sound)

JA Data

Site	Total
Auburn	300
Central	322
Everett	525
Total	1147

JA request by type

Broadspire	456
Pre-employment	413
Management request*	278

*Management request includes JA's requested by Shops, SPOC's, and the Accommodation Specialist group.

Vocational Rehabilitation Counselors participated in AIW's, work shops, Physician discussions and Ergo evaluations, and meetings (Puget Sound)

VRC's participated in the following workshops:

- Participated in two "Extreme Safety Makeovers" in the IRC Ceiling and Sidewall area, and Closets and Partitions areas.
- Participated in an AIW for 747 Body Systems
- Utilization of the VRC skills in 777 Seal Shop by working with the shop on ergonomic issues
- Participating in enterprise team looking at the OS1 Janitorial system
- Participating in discussions with outside Physicians along with the Boeing Physicians

IAM/Boeing :: Joint Programs – 2006 Annual Report

- Value Stream Mapping completed that defined the roles and responsibilities for the VRC and SPOC for Puget Sound.
- Everett Ergo Directive AIW
- Enterprise Ergo catalog Workshop
- Enterprise Ergo- Factory Service Attendants
- Joint Programs Communication Monthly meetings
- Job Analysis Request Form Standard Team
- Job Analysis in OSSAM Team
- 3P Early Intervention AIW Team
- Presentations at the 3 IAM steward meetings
- Joint Programs Mini-Seminar - Vocational Solutions Program
- PSI Project ADA Focal
- Health and Safety Fairs
- H.S.I. Joint Communications meetings
- Broadspire meetings (third party administrator)
- 787 meetings

VS staff participation

- Presentation at the Boeing ergo conference
- Meetings with IAM staff
- Presentations at the 3 IAM steward meetings

The Boeing Industrial Athlete Program (Puget Sound)

3 VRC staff members were assigned to support the Industrial Athlete program, in November a fourth VRC was added. Vocational Solutions provides the VRC's for the program. The program is supporting the Everett and Renton sites. This program was designed to address a number of concerns within the Boeing Company to include; the raising costs of Workers Compensation, lost work days as a result of occupational injuries, and the high number of recordable injuries in certain manufacturing areas. VRC's are currently engaged in the following activities: Job Analysis, initial assessment of the work area or employees, do research, work hardening, meet with employees, job modification, attend meetings, new job conditioning, follow up, program development, administrative functions, crew conditioning, coordination, and presentations to management and crews.

[..\PowerPnt\Ind Ath 1-07 pitch.ppt](#)

Portland

The Oregon State Employee at Injury Program, a component of the Oregon Workers Compensation Agency, is a wage reimbursement to the employer of record when providing light duty return to work options on Industrial Insurance claims. The Portland Return to Work Program has facilitated light duty placements for 94 cases resulting in wage reimbursement of \$92,525.43 for 2006. In addition, injured workers were placed into 94 light duty positions. Also, 70 injured workers returned to work at their base job. The Boeing Portland Vocational Solutions Ergonomics Plan obtained \$241,617.28 of job accommodations in 2006, working 77 ergonomic projects and serving 362 employees at this Site.

In Portland the VRC is fully integrated into the Company's disability management program.

Regular meetings

- Broadspire
- Medical
- Spoc's
- Enterprise Disability Management process
- Executive SHEA
- H.S.I. site committee meeting
- PS Ergo meetings

Wichita

IAM/Boeing :: Joint Programs – 2006 Annual Report

Employees assisted: 142

Wichita Site is a bit different than other sites in that the Site Ergonomist performs all JA's and Modifications.

Programs supported:

- VC-25A
- C-32A
- E4-B
- 767 Japan Tankers
- IHOS
- ABL

Standard Meetings:

Medical

BUSINESS OPERATIONS & COMMUNICATIONS

Serving all sites

Barb Stewart

Communication

- In March 2006, we conducted a short (2Q) survey on the subject of internal communications. Based on response to that survey, a new team was instituted. The team, known as the Joint Programs Internal Communication (JPIC) Team, began meeting weekly to develop new internal communication strategies for Joint Programs.
- In June 2006, a new communication tool was implemented: a SharePoint site for all Joint Programs employees.
- During 2006, numerous success stories and other articles appeared in the IAM AeroMechanic newspaper.
- Participated in Enterprise-wide Communications Team and News Bureau

Business

- Supported monthly Business Review meetings by providing visibility of event calendars, Action Items, and special events
- Coordinated Semi-Annual Crosstalks with all sites. Crosstalks are held in spring and fall for all Joint Programs Employees. Gathered and provided feedback to Executive Team at conclusion.
- Coordinated Annual Site visits (all sites)
- Coordinated Semi-annual National Governing Board meetings. National Governing Board meets twice yearly, and in 2006, both the April and October meetings were held at Fort Dent in Tukwila. Gathered and compiled presentation materials and published booklets for NGB members.
- Led the team for the summertime Recognition event, which was held at ACME Bowl in Tukwila. All employees from the Puget Sound area were invited.
- Participated in the planning for the winter Recognition event, held at the IAM Union Hall in December.

Special Events / Promotional

- Coordinated presentation for special visit from HAMMER
- Coordinated IAM/Boeing Joint Programs participation at charity events (Guide Dogs)
- Attended Association of Joint Labor/Management conference Oct 2006

Marketing

- Assisted in decision making process for ordering promotional items for all programs.

Internal Processes

- Implemented new electronic letter head forms for all programs at all sites, available from the SharePoint.
- Arranged printing and purchase for numerous IAM/Boeing Joint Programs forms to update logo and image, updated all forms for Wichita after their move.