

ARTICLE 12 - FILLING OF VACANCIES

(a) ELIGIBILITY

Vacancies in the **Maintenance Control Technician** classification will be filled in the following order by Occupational Seniority provided:

- (1) the employee has to have completed probation,
- (2) the employee has submitted a ~~written~~ request for transfer as specified in this Article,
- (3) the employee has not completed ~~or refused~~ a voluntary transfer within the twelve (12) month period preceding the transfer date.

(b) TRANSPORTATION

When existing employees transfer, the Company will furnish space-available transportation of the employee affected and for the members of his immediate family, to the extent permitted by law, from the station from which he is transferring, to the station to which he is transferring. Other expenses incident to the transfer will be borne by the employee.

(c) ORDER OF FILLING VACANCIES

When vacancies are approved, Maintenance Control Technician vacancies positions will be filled in the following order:

(1) ~~Desk to Desk~~ **SURPLUS/SHORTAGE WITHIN THE SAME STATION**

~~An employee who desires to transfer from one desk/work unit to another desk/work unit must file a transfer request with the department manager prior to the closing date on the local posting. Such vacancies will be posted at the station/location for a minimum of five (5) days exclusive of Saturdays and Sundays.~~

~~Management is not obligated to fill by local transfer any vacancies resulting from a "desk to desk" transfer but may do so at management's discretion. The Company will post the name of the Technical Specialist who is awarded the desk to desk vacancy and such individual may not refuse the assignment.~~

In the event there is a surplus of Maintenance Control Technicians within a desk/work unit and there are vacancies within the station at other desks/work units, the following will apply:

- (a) **The Company will solicit volunteer(s) from the desk/work unit in which the overage exists.**

(b) Vacancies will be posted at the station for a minimum of seven (7) calendar days.

(c) Volunteers will be selected based on Occupational Seniority.

(d) In the event there are insufficient volunteers, the shortage will be filled by inverse seniority from within the desk/work unit in which the surplus exists.

(2) SYSTEM SURPLUS

An employee who is subject to layoff, provided the employee is senior to any **Maintenance Control Technician** retaining recall rights to that location.

(3) RECALL

An employee who retains recall rights to that location.

(4) STATION-TO-STATION / DESK-TO-DESK TRANSFER

~~(a) Vacancies at each station not filled from the process above, will be posted at each location where Maintenance Control Technicians are employed for a period of seven (7) calendar days. An employee in the Technical Specialist classification at another station desiring to fill a vacancy at the station with the posting must file a written request for transfer to the manager with the vacancy prior to the closing of the posting period.~~

~~(b a) An employee may file a standing request for transfer to another **Maintenance Control Technician** station / **desk/work unit** by submitting a written transfer request on-line via JetNet. form to the appropriate Manager of the department to which he requests the transfer. The Manager must receive the request prior to the closing of the posting period indicated above. A standing request for transfer from one station/**desk/work unit** to another station/**desk/work unit** will be **effective the date of submission and until such time as the employee removes his name from the list. The company will post the name of the Maintenance Control Technician who is awarded the vacancy.** valid until January 1 or July 1 of each year. An employee may request to renew his standing transfer within the thirty (30) calendar days preceding January 1 or July 1. A request for renewal received after the first of either month (January or July) will require a fifteen (15) calendar day waiting period in order to become valid.~~

~~(e b) Management is not obligated to fill, by local transfer, any vacancy resulting from a “desk-to-desk” transfer. In the event a station posts a vacancy while an employee’s standing request is not yet valid, the employee may submit a regular transfer form during the seven (7) calendar day posting period.~~

~~(d c) Standing transfer request may be filed in person or via United States Postal Service (Certified Mail, Registered Mail, or Express Mail) or equivalent but must include return receipt requested.~~

(5) TRANSFERS FROM LAYOFF

An employee on layoff status in the **Maintenance Control Technician** classification who has a valid transfer request on file (subject to the filing procedures outlined in paragraph 4 of this Article). ~~The request will meet all procedural requirements and must indicate that he is on layoff status.~~

(6) INTERNAL TRANSFERS (FROM OTHER AA/TWU CONTRACTS)

A qualified employee in any other AA/TWU labor agreement subject to the provisions of Article 11.

(7) INTERNAL TRANSFERS (FROM OTHER AA/TWU CONTRACTS) ON LAYOFF STATUS

A qualified laid off employee in another AA/TWU represented labor group classification with a valid transfer request on file (subject to the provisions of Article 11). ~~The request will meet all procedural requirements and must indicate that he is on layoff status.~~

An employee on layoff status who refuses a vacancy for which he has submitted a transfer request under these procedures will not be eligible to transfer to another vacancy during the remaining period of the layoff and will retain his recall rights to his station.

(8) NEW HIRES

(d) TEMPORARY VACANCIES

In the case of a vacancy not expected to exceed six (6) calendar months the Company may select a qualified Aviation Maintenance Technician, Inspector, Crew Chief, or Technical Crew Chief to fill the vacancy. An employee filling a temporary vacancy will be returned to his original job at the end of the assignment. If the vacancy is expected to exceed six (6) calendar months, the vacancy will be filled through the application of this Article.

~~A qualified Aviation Maintenance Technician, Inspector, Crew Chief, or Technical Crew Chief selected to fill a temporary Technical Specialist assignment will receive two dollars (\$2.00) per hour above his regular base hourly rate for all hours worked.~~

(e) TRANSFER TO OTHER AA/TWU AGREEMENTS

Qualified **Maintenance Control Technicians** will be given consideration for vacancies in all other AA/TWU agreements prior to filling those vacancies with new hires.

(f) CONSIDERATION FOR OPERATIONAL STABILITY

In the event that the filling of vacancies at new stations or new desks (work units) within a station would result in more than three (3) **Maintenance Control Technicians** from leaving any one (1) existing desk (work unit), the Company and the union will mutually agree as to when additional affected **Maintenance Control Technician(s)** will be allowed to assume the new assignment. The twelve (12) month waiting period, in Article 12(a)(3), will not apply for **Maintenance Control Technicians** who bid for the new positions.

(g) ~~The attachment on the following page is agreed to by the parties and is incorporated as part of the Agreement:~~ **All applicants that meet the basic qualifications under Article 11 will be interviewed prior to being awarded the position of Maintenance Control Technician. The Transport Workers Union is invited to participate on each interview panel in accordance with procedures to be decided upon by the parties.**

~~Attachment 12-1 - New hire consideration between agreements~~

~~AMERICAN AIRLINES, INC.
P. O. BOX 619616
DFW Airport, Texas 75261-9616~~

~~December 9, 1998~~

~~John Orlando
International Vice-President
Transport Workers Union of America, AFL-CIO
1848 Norwood Plaza, Suite 112
Hurst, Texas 76054~~

~~Re: New Hire Consideration Between Agreements~~

~~Dear Mr. Orlando:~~

~~_____ This will confirm our understanding reached during negotiations, that qualified employees under all other American Airlines / Transport Worker's Union Agreements with a valid transfer request on file will be considered for new hire vacancies in the Technical Specialist Agreement. The same understanding shall apply in reverse.~~

~~Very truly yours,~~

~~Mary K. Tinsman
Senior Counsel
Employee Relations~~

~~Agreed this date:
John Orlando~~

Attachment 12.1

DOS

**Robert F. Gless
Assistant ATD Director
AA System Coordinator
1791 Hurstview
Hurst, Texas 76054**

Dear Robert,

During the 2008/2009 AA/TWU Negotiations, the parties have agreed to implement changes to the transfer process under Articles 12 and 46 of the agreement that will provide greater flexibility on eligibility and notification. In addition the process provides a window of opportunity that will allow the employee to accept or refuse the vacancy through the ability to add or remove his name from the transfer list. The revised process eliminates the fifteen day waiting period and the ineligibility restriction for refusing. It also allows the employee the opportunity to set standing transfer requests with assigned preferences in real time via the web based application. The online transfer system will be available 24 hours a day from any Company or non-company location.

The process will be conducted on a weekly cycle as follows:

- On Saturday of each week at 0001 CST, the Company will post an online notification list of the stations/locations declaring vacancies for that week.**
- The transfer list for those listed vacancies will be closed on the following Friday at 2359 CST and a snapshot of the list will be taken at that time.**
- The employee may add or remove his standing transfer request or change his order of preference anytime up to that Friday at 2359 CST.**
- Any employee whose name appears on the list after that Friday at 2359 CST may refuse the transfer by removing his name from the list by Sunday at 2359 CST.**
- The employee will be notified via the online tool of the final award the following Monday.**

- **Once an employee is awarded the vacancy, he will be notified of the report date which will be two (2) weeks from the date of the award.**
- **The employee must report to the station awarded on the specified date unless mutually agreed to by the Company and the local TWU.**

The Company and TWU will jointly develop an implementation plan to include the effective date, communication (including a process for telephonic support), an appropriate grace period and training so that all TWU represented employees may benefit fully from the enhancement. Following implementation, the Company and TWU will meet quarterly [or as mutually agreed] to discuss and develop resolutions to issues pertaining to the new process.

Sincerely,

**James B. Weel
Managing Director
Employee Relations**

Agreed to:

**Robert F. Gless
Assistant ATD Director
AA System Coordinator**

Date: