

ARTICLE 12 – PROMOTIONS AND TRANSFERS

Higher Capacity Positions - Crew Chief, Technical Crew Chief Inspector

(a) Qualifications for promotion to a **Higher Capacity Position** will be established by the Company and include such reasonable measurable standards as are beneficial to the efficiency of the Company's operations and to the employees. Additionally, a successful ~~candidate~~ *bidder* must demonstrate his ability to speak, read and write English fluently. To be considered eligible for promotion to a Crew Chief or Technical Crew Chief vacancy in San Juan, Puerto Rico, a ~~candidate~~ *bidder* must demonstrate his ability to speak fluently both English and Spanish.

(b) After the provisions of Article 46 (One Station Agreement) have been exhausted, subsequent vacancies will be subject to ~~the selection~~ *bidding process outlined in this Article*:

(1) **Notices of Higher Capacity vacancies will be posted weekly via the Automated Higher Capacity System which is accessible on Jet Net. The notice of vacancy will state whether the vacancies or jobs are expected to be regular or temporary, the number of jobs to be filled, the station or location, and will specify a deadline date (closing date) for submission for Higher Capacity Positions. The closing date will be ten (10) calendar days after the posting date. Employees may only submit Requests for Promotion (RFP) via the Automated Higher Capacity System by the closing date.**

(2) **An employee submitting an RFP for more than one position will indicate the order of his preference on each submission, and if he is the senior candidate for more than one position, he will have the opportunity to qualify only for the position ranked highest in his preference.**

(3) **One (1) day after the closing, the Company will post, via the Automated Higher Capacity System, the name and seniority date of the successful ~~candidate~~ *bidder* based on Occupational Seniority. Employees will have twenty four (24) hours to decline the promotion via the on-line tool. Failure to accept or decline the award will result in automatic acceptance of the position. If the promotion is declined, the employee will be ineligible to submit an RFP for the same classification, Higher Capacity Position, for a period of twelve (12) months. Once an employee has accepted, he will be scheduled for qualification testing as required in accordance with paragraph (d). After an employee has been chosen to fill and has accepted the posted job, his pay rate for the bid position will begin the day after the bid closes, if the employee's new bid is within his station. If the employee's new bid position is out of his station, the pay rate for the bid position, will begin on the day he reports to the new station.**

(4) **Selection criteria for Technical Crew Chief will be awarded in accordance with Article 11.**

(5) **Qualifying tests may be conducted at any station where the necessary personnel and equipment are available. If an employee is required to take a test at any station other than his base station, travel expenses will be authorized in accordance with the appropriate Company Policy.**

(c) **Eligibility Periods**

An employee, who is *the successful bidder for* ~~selected to fill~~ any Higher Capacity position, **excluding Temporary Crew Chief positions, may not submit another request for any Higher Capacity position for twelve (12) months from the date he reports. If an employee fails to**

report after accepting the position he will be ineligible for any Higher Capacity position for twelve (12) months.

(d) Crew Chief/ Inspector

Prior to reporting, the ~~candidate~~ *bidder* must successfully complete all applicable qualification tests and meet the physical requirements associated with the position.

- (1) An employee who ~~has been selected~~ is *the successful bidder* ~~as a~~ *for the* Crew Chief *position* will have a trial period of one hundred eighty (180) calendar days. ~~An employee selected as an~~ *A successful bidder* for Inspector will have a trial period of ninety (90) days. The employee's performance will be evaluated by a panel composed of an equal number of Management and TWU representatives. The TWU representatives will be designated by the Local President. The review periods will be conducted after sixty (60), ninety (90), and one hundred twenty (120) calendar days, (sixty (60) days for Inspectors) or more frequently if necessary. *All evaluation forms used to evaluate a probationary Higher Capacity Position will be removed from the employee's file upon completion of the probationary period.*

If performance reviews indicate unacceptable performance, and steps to correct performance have failed, nothing prohibits demotion prior to 180 calendar day trial period completion.

(2) The trial period will begin the first day an employee reports to duty or accepts the position if at his current station. Trial periods may be extended to cover any approved leave of absence granted during the trial period.

(3) *At the completion of the 180 (90 for Inspectors) calendar day trial period*, if the employee fails to meet performance expectations, he will be demoted and returned to his ~~Basic~~ *previous* Classification at his previous station. During the trial period, an employee may request to demote from the Higher Capacity Position. If the employee self demotes *during the trial period* he will be returned to his Basic Classification at his previous station. In either scenario, he may also fill any system vacancy, excluding any Higher Capacity position, which his qualifications and seniority will allow. In the event the decision to retain or demote is not unanimous the decision of the Company will be final and binding. The demotion will not be subject to the grievance process.

4) The Company will furnish **positive** space transportation for **initial badging requirements** for the affected employee and **space available** transportation for the employee and the members of his immediate family, to the extent permitted by law, from the point from which he is transferring to the **new location/station**. Other expenses incidental to ~~the~~ transfer will be borne by the employee.

(5) Testing for vacancies is normally accomplished during the employee's regular working hours. If testing (written or practical) is administered outside an employee's normal working hours, it will be compensated for at the applicable training rate of pay.

(e) Temporary Crew Chief

A Temporary Crew Chief may be selected for a special assignment or known long term vacancy for a period not to exceed one (1) year, using the Automated Higher Capacity System. The Temporary Crew Chief position will be ~~selected from candidates~~ *the senior bidder* within the Basic Classification and station where the vacancy exists.

- (1) **At the completion of the temporary assignment, the employee will be returned to his former ~~Basic~~ previous Classification and work unit/shop/dock.**
- (2) **At the end of three hundred and sixty-five (365) calendar days the vacancy will become permanent and posted to the system using the on-line tool.**

(f) Acting Crew Chief

In the absence of a regularly assigned Crew Chief or while in the process of filling an existing or newly created Crew Chief position, an Acting Crew Chief may be appointed to fill the vacancy from within the work unit/shop for a period not to exceed sixty (60) calendar days. In the event a Crew Chief is not available, the appointment will be proffered to the senior pre-qualified employee regularly assigned to that work unit/shop/dock.

The Company may provide lists in each of its work **unit/shop/dock** at each station on which employees regularly assigned to that work **unit/shop/dock** may **volunteer** to be considered for the filling of **Acting Crew Chief** vacancies under this paragraph. The Company will periodically administer qualifying tests for the positions involved to the employees who have signed these lists and will maintain lists comprised of those employees who indicate a desire for pre-qualification and successfully complete the test. Employees who have successfully passed these qualifying tests will, if they are regularly assigned to that work **unit/shop/dock**, be assigned in order of their **Occupational Seniority** to fill acting vacancies. Additionally, an employee who has **expressed a desire** but has not been provided an opportunity to take the qualifications test since the date he transferred into the work **unit/shop/dock** will be considered to fill acting vacancies in accordance with his seniority, until he is provided an opportunity to test. An employee who refuses acting assignments three (3) times within a calendar year, will be removed from the pre-qualified list for a period of six (6) months.

(1) In the event there are no **pre-qualified** employees **or volunteers**, the most senior employee regularly assigned to that work **unit/shop/dock** will be **required** to fill the **Acting Crew Chief** vacancy.

(2) Employees selected to fill **Acting Crew Chief** vacancies will be entitled during the period so assigned to compensation at a rate not less than that at which the job is rated. An employee assigned to an **Acting Crew Chief vacancy** in a lower classification will not have his compensation reduced to that of the lower classification.

(g) *An employee who is transferred from one point to another at the request of the Company will be so transferred at Company expense, in accordance with Company regulations.*

(h) Intentionally left blank

(i) Intentionally left blank

(j) Intentionally left blank

(k) Transfer Waivers

We have agreed that where a six or twelve month wait is required, this requirement may be waived upon mutual agreement between Employee Relations and the International TWU prior to hiring new employees. The Union must receive a written request from an employee who desires this exception.

(l) Basic Classification Transfers

An employee may request a transfer from one station to another to fill a regular full-time or part-time vacancy, provided that the employee's qualifications are sufficient for the conduct of the work to which he is to be assigned.

After the provisions of Article 46 (One Station Agreement) or the **Maintenance Base** Transfer Process, if applicable, have been exhausted, the employee will be permitted to transfer before a new employee is hired at that station, provided:

- (1) He has a minimum of six **(6) months** with the Company,
 - (2) **An employee must submit a Request for Transfer (RFT) to a location/station by utilizing the Company's on-line tool. The employee must specify the station and/or location desired. Each location/station requires a separate request. The employee must be qualified to perform the work he is requesting a transfer to prior to reporting.**
 - (3) He has not completed **or refused** a transfer within the twelve (12) month period preceding the transfer date.
 - (4) Each January 1 and July 1 a **RFT** not submitted within the preceding 30 days will be voided and it will be necessary for a new request to be submitted.
 - (5) **Once awarded and accepted an RFT, the Company may not rescind the transfer and the transfer will take place on the second Monday following the employee's qualification unless mutually agreed otherwise. If an employee fails to report after accepting the position he will be ineligible for any transfers for twelve (12).**
 - (6) A vacancy created by the transfer of an employee may be filled by the Company at its option.
 - (7) The Company will furnish **positive** space transportation for **initial badging requirements** for the affected employee and **space available** transportation for the employee and members of his immediate family, to the extent permitted by law, from the point from which he is transferring to the **new location/station**. Other expenses incidental to **the** transfer will be borne by the employee.
 - (8) **An employee is eligible to 12 (lx) (full-time to part-time/part-time to full-time) at his station provided he has completed probation and has not completed or refused a 12 (lx) transfer within the previous six (6) months.**
- (m) Subject to the provisions of Article 12 of this Agreement, ~~the Stores, Fleet Service, and Technical Specialist~~ **Maintenance Control Technicians** Agreements, employees covered who possess the required qualifications will be given preference in filling regular full-time or part-time vacancies **per paragraph (2)(a) through (2)(d) below**. Such employees **who are** successful in filling a mechanical classification (including plant maintenance) will be required to pass the appropriate skill qualification tests and to demonstrate mechanical ability within the first six (6) months. Selection for the vacancies described in this paragraph will initially be confined to employees in the title group in which the vacancy exists in the order of their relative seniority. Thereafter, selection will be based on the Occupational Title Group seniority of the employees involved. In the event two or more employees have the same Occupational Title Group seniority, **Article 10(k) will determine the successful bidder** ~~Company seniority will determine the selection.~~
- (1) An employee under this Agreement, **Material Logistic Specialist**, Fleet Service, and ~~Technical Specialist~~ **Maintenance Control Technicians** Agreements may request a transfer to vacancies **using the on-line tool**. Subject to the conditions contained in the preceding paragraph, the employee will be permitted to transfer before a new employee is hired at that station provided:

- (a) He has a minimum of six (6) months service with the Company,
- (b) **An employee must submit a Request for Transfer (RFT) to a location/station and classification by utilizing the Company's on-line tool. Each location/station and classification requires a separate request.**
- (c) He has not completed or refused a transfer within the ~~previous~~ six (6) month period preceding the transfer date.
- (d) **An employee will be notified of his transfer award via the online transfer system and his Supervisor will arrange for his release and report date as outlined in Attachment 12.2. The Company may not rescind the transfer once awarded. e** Each January 1 and July 1 a RFT not submitted within the preceding 30 days will be voided and it will be necessary for a new request to be submitted.
- (e) A vacancy created by the transfer of an employee may be filled at the Company's option.

(2) In addition to the above, the priority for transfers under 12 (m) will be as follows: Article 12(m) covers four possible situations that are awarded in seniority order within each of the subcategories indicated below:

- (a) An employee at the same location within the same Title group.
- (b) An employee at a different location within the same Title group.
- (c) An employee at the same location within a different Title group.
- (d) An employee at a different location within a different Title group.

(3) An employee, having qualified for a **different** classification under the provisions of Article 12 of this Agreement, the Stores, Fleet Service, and ~~Technical Specialist~~ **Maintenance Control Technicians** Agreements, who subsequently fails to successfully complete the required qualification test for that classification or fails to demonstrate the required mechanical ability, will be returned to his previous classification and station. However, if the company fails to administer the Qualification Test within one hundred and eighty (180) calendar days the employee will be considered qualified for the purposes of his assignment.

(4) **We have agreed that an employee affected by a reduction in force and relocated to a different city, may 12(m) back to his original city without any waiting period.**

(n) **Self Demotion**

An employee may request a demotion from ~~the~~ a Higher Capacity position of ~~Crew Chief~~ at his station provided no other employee possesses recall rights to the classification and station in question. Such a successful employee, or an employee demoted for cause, will not be permitted to bid for another vacancy in this classification or to serve in an acting higher capacity for a period of twelve (12) month following the effective date of such demotion. If however, a Crew Chief self demotes through the transfer procedure to another city, the period of exclusion from acting or bidding will be six (6) months.

The Company will offer a fifteen (15) day open window in March every year, beginning in March **2012** for any Crew Chief to self-demote, **provided he has completed twelve (12) months in his current assignment.** Following this self-demotion window, the jobs to be vacated by the self-demotion process will be posted **using the on-line tool** for bid and awarded on a local city basis only. If more employees desire to self-demote, than those bidding for the jobs at that city, self-demotions will be limited to the

number requesting to back fill the positions from that city. If insufficient local bidders are available, the self-demotions will be permitted in seniority order up to the number of bidders.

- (1) A Crew Chief who exercises the self-demotion process will be prohibited from bidding a Crew Chief position, and from serving as an acting Crew Chief for two (2) years from date of demotion.

(o) Transfers from Lay-off

An employee may submit a Request for Transfer (RFT) from layoff status, using "aacareers.com", and will be allowed to fill a vacancy before a new employee is hired for that vacancy, in the order of priority and under the conditions as follows:

- (1) The recall provision of Article 16 of the applicable Agreements have been exhausted (employees in the same classifications recalled to the station from which they were laid off).
- (2) RFTs filed under Article 12(l) have been processed (active employees in the same classification transferring from one station to another).
- (3) RFTs under Article 12(m) have been processed (active employees who have a valid transfer from one classification to another at their own station).
- (4) RFTs by active employees who desire to fill a vacancy in another classification at another station have been processed.
- (5) RFTs by an employee on layoff in the same classification in which the vacancy exists and who submits an RFT after being laid off adhering to all procedural and qualification requirements under Article 12(l).
- (6) RFTs by an employee on layoff in a classification other than the classification in which the vacancy exists who submits a RFT after being laid off and who meets all, procedural and qualification requirements under Article 12(m).
- (7) All RFTs filed by an employee prior to layoff (off payroll) are null and void.
- (8) An Employee on layoff who refuses a vacancy for which he has submitted an RFT under these procedures will not be eligible for any other vacancies during the remaining period of the layoff; however, he will retain his recall rights to his station. (see para (k) of this article).
- (9) *Transfer request by an employee on layoff status who has resigned per Article 14 (b) and who meets all procedural and qualification requirements under Article 12(l) and 12 (m).*
- (10) The Company is not obligated to contact employees on layoff to offer vacancies in their own or other classifications.

(p) Filling of Full-time Vacancies

Full-time vacancy(s) will be filled by the most senior qualified employee(s) requesting to fill a vacancy(s) in accordance with the following order of preference:

- (1) System surplus employees (either full-time or part-time) in the same classification, provided they are senior to the most senior employee holding recall rights to that full-time

classification. System surplus part-time employees electing a full-time vacancy will also be subject to the following:

- (a) Any part-time employee selecting a full-time vacancy as an option on this bump sheet will be tentatively awarded the vacancy in order of seniority of those employees affected by the reduction in force. The options of all other employees will be awarded in order of seniority.
 - (b) After the awards are completed, the Company will match those tentative awards outlined above for those part-time employees successfully electing a full-time position against those employees requesting a full-time position in that city with a full-time vacancy. The full-time vacancy will be given to the senior employee(s) (either those part-time employees affected by the reduction in force or the local part-time employees with a valid 12(lx) on file for a full-time position at that city).
 - (c) If the vacancy is awarded to the local employee, the employee out of the station that was affected by the reduction in force and elected that vacancy as an option on his bump sheet will be assigned a resulting part-time vacancy at the receiving city. This employee must, at this time, agree to take the position or take layoff. If the employee awarded the position fails to report to the elected city, he will be terminated and will forfeit recall rights and relocation expenses.
- (2) Employee with recall rights to a full-time position.
 - (3) The following blended seniority order:
 - (a) Employees in a full-time Higher Capacity classification in the same city requesting a voluntary demotion under the provisions of Article 12(n) will be offered full-time vacancies.
 - (b) Transfer requests of employees currently on payroll in the same classification in other cities blended in seniority order with part-time employees' transfer requests in the same classification within the city with the vacancy.
 - (c) Active part-time employees in the same classification and city as the vacancy and have a 12 (lx) transfer on file.
 - (4) Transfer requests under Article 12(m) (active employees who have a valid transfer from one classification to another at their own station).
 - (5) Transfer requests by employees on the payroll who desire to fill a vacancy in another classification at another station have been processed.
 - (6) Transfer request by an employee on layoff status in the same classification in which the vacancy exists and who submits a transfer request (RFT) after being laid off adhering to all procedural and qualification requirements under ~~paragraph~~ [Article 12 \(l\)](#).
 - (7) Transfer request by an employee on layoff status in a classification other than the classification in which the vacancy exists who submits a transfer request (RFT) after being laid off and who meets all procedural and qualification requirements under ~~paragraph~~ [Article 12\(o\)](#).
 - (8) Transfer requests by any employee covered by a TWU/AA Agreement other than the Maintenance Agreement awarded in seniority order.

(9) *Transfer request by an employee on layoff status who has resigned per Article 14(b) and who meets all procedural and qualification requirements under Article 12 (l) and 12 (m).*

(10) **New hire.**

(q) The following attachments on the following pages are agreed to by the parties and are incorporated as part of this Agreement.

ATTACHMENT 12.1 - TRANSFERS TO JOB VACANCIES AT TUL/AFW MAINTENANCE BASES ONLY

RE: TRANSFERS TO JOB VACANCIES AT TUL/AFW MAINTENANCE BASES ONLY

When vacancies are approved which will result in an addition to a shop or job/skill area, an employee at the TUL/AFW Maintenance Bases will be provided an opportunity to fill the vacancy.

Each vacancy as defined above will be ~~posted~~ **electronically processed with the on-line tool (the Company will commit to continue to post manually for sixty (60) days from the date of ratification) The Company will award the individual to fill the vacancy using the on-line tool. The senior qualified employee will be reassigned to the vacancy and may not refuse the assignment.** ~~on all bulletin boards at TUL/AFW Maintenance Bases for a period of five (5) days (exclusive of Saturday and Sunday). Responses to the posting must be received by Bid and Qualifications, TUL/AFW, no later than the closing date indicated on the posting.~~ All employees whose qualifications are sufficient for the conduct of the work or job to which the employees are to be assigned are eligible to bid on the vacancy provided:

- (1) The employee has a minimum of one (1) year with the Company.

- (2) The employee has not completed a transfer to another vacancy within the classification during a twelve (12) month period preceding the date the vacancy bid closes. If the previous transfer was a 12(l) into the base, the waiting period is six (6) months.

- (3) The Company will post, **via the online tool**, the name of each individual who is selected to fill the vacancy ~~under the posting procedures~~. The senior qualified bidder will be reassigned to the vacancy and may not refuse such assignment.

- (4) Qualifications for vacancies to be filled by intra-station transfers are deemed to be satisfied when an employee:
 - (a) Passes or has previously passed the applicable qualifying test within the previous five (5) years, or
 - (b) Has been assigned to the Job Test Area for a continuous period of twelve (12) months within the past five (5) years.
 - (c) Has been previously assigned to the job test area for a continuous period of three (3) months within the past three (3) years.
 - (d) Was hired into that type of work within the previous four (4) years with the required creditable experience.
 - (e) The senior qualified bidder will be assigned to the vacancy and may not refuse such assignment.

(5) After the selection has been made, it will be the Company's option to fill the resulting vacancy as follows:

- (a) The procedure outlined above will be utilized to fill the (secondary) resulting vacancy, then:
- (b) Filled at or by management option.
- (c) Filled by reassigning volunteers from job test areas where employees are available.
- (d) Filled by reassigning employees in reverse order of seniority from job test areas where employees are available.
- (e) Filled by employees with requests to transfer under Article 12 (l).
- (f) Filled by employees with requests to transfer under Article 12 (m).
- (g) Filled by new hires.

(6) At the ~~Tulsa/AFW~~ Maintenance Base, a Crew Chief or Inspector will be allowed to transfer in his ~~non-bid classification~~ **Basic Classification**, as outlined above, provided his seniority will allow. Upon passing the applicable qualifying test (if applicable) the Crew Chief or Inspector will then be ineligible to bid or serve in an acting capacity in that classification for a period of twelve (12) months (6 months for inspector). Additionally, he will be restricted from transferring to another vacancy within his non-bid classification for a period of 12 months. If the Crew Chief or Inspector fails the qualification test he will be returned to his prior Classification.

(7) In the event of a reduction in force, the reassignment of employees surplus to the work needs will be accomplished in accordance with the provisions of Article 15 (i) of this Agreement within thirty (30) calendar days following the crew change in which the reduction in force was effected.

(8) Within thirty (30) calendar days following the crew change in which a recall is affected, the Company may at its option make adjustments in its manning requirements to meet its needs.

(9) Temporary assignments (labor loans) will normally be made for a period of twenty-eight (28) calendar days and will not exceed ninety (90) calendar days. Temporary assignments for the period of more than twenty-eight (28) calendar days will be made on the basis of available qualified personnel as defined by the above qualifications criteria from within a shop or job/skill area where available qualified employees are assigned. In the event there are not sufficient qualified employees, the Company may accept volunteers or effect the labor loan of employees in the reverse order of seniority from that shop or job/skill area.

- (a) ~~Temporary assignments of twenty-eight (28) calendar days or less will be effected in the reverse order of seniority from the shop or job/skill area. Requirements for periods exceeding ninety (90) calendar days will be filled through the applicable transfer procedures. The Company has the right to reassign an employee to any work, within his Title Group, for which he is qualified for a maximum of seven (7) work days. Any employee assigned by management to work outside his regular work unit for three(3) work days or less will be returned to his regularly assigned work unit for a minimum of three work days. He may however, volunteer to accept an assignment outside of his regular work unit prior to the return period. Temporary assignments greater than eight (8) days but less than twenty-eight (28) calendar days will be offered to volunteers, then assigned in the reverse order of seniority from the shop or job/skill area.~~

(10) This memorandum will not apply when movement of unusual number of employees is required, such as, shutdown or opening of a shop/line or within thirty (30) calendar days following the crew change in which a recall is effected. Under these conditions the Company may, at its option, make adjustment in its manning requirements to meet its needs.

ATTACHMENT 12.2- Electronic Transfer and Bid System

Robert F. Gless
AA System Coordinator
Transport Workers Union of America AFL-CIO
1791 Hurstview
Hurst, Texas 76054

DOS

RE: Electronic Transfer and Bid System

Dear Robert,

During the 2010 AA/TWU Negotiations, the parties have agreed to implement changes to the promotion/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 during the above timeframe.
- Any employee whose name appears on the list after Friday at 2359 CST may refuse the transfer by removing his name from the list by Sunday at 2359 CST. If the employee does not remove his name from the list during this forty-eight (48) hour period, he will be considered to have accepted the position.
- The employee will be notified during JetNet sign-in of the final award.
- 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~~ *should* 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
American Airlines Inc.

Agreed to:

Robert F. Gless
AA System Coordinator
Transport Workers Union of America, AFL-CIO

From: Dennis Quish
To: Marion Finley
Re: Inspector Reassignment Within (I) Groups

March 30, 1992

This letter is written to clarify our understanding concerning re-assignments within I-19, I-24, and I-26 Inspection Types of Work.

First, the Administrative Procedure For Honoring Inspector Requests For Reassignment To Vacancies Within I-19 and I-24 Group dated 7-19-89 signed by Marion Finley and P.G. Chap delaine is hereby null and void. Further, the letter written by Mike Costello dated July 27, 1989 concerning the posting of these vacancies is null and void.

In its place, we have agreed to an informal transfer procedure comparable to the procedure that I-1, and I-26 currently have in place, which has proved to be satisfactory. However, in I-19, I-24, and I-26 a test is required for an employee to voluntarily transfer between different test areas.

It is further agreed that in the case of an involuntary re-assignment between different test areas within I-19, I-24, or I-26 Types of Work, a test will not be required.

(Signed original on file)