

FAQ's for the Tech Ops - DAT and CS Policies

- **Do the new DAT/CS policies affect the IAM?**
 - No, the IAM is not affected. Existing contractual provisions remain in place.
- **Where can I see the new policies, as well as the latest FAQ's?**
 - The mechanic home page is the best resource for this information.
- **Why is this policy being rolled out now?**
 - Consistent feedback from TWU membership across the system that there is no ability to take vacation "a day at a time" (DAT). We have been working for some time to provide DATs but in order to do so we also need to have a consistent CS policy across Tech Ops
- **When does the company plan to roll these policy changes out?**
 - On or about September 1st, 2015
- **Will DAT's be approved by seniority?**
 - Yes
- **Can multiple "Back to Back" DAT's be requested?**
 - Yes, there are no restriction on how many DAT's you can string together
- **Can I take a DAT in conjunction with a holiday?**
 - Yes
- **What increments can I take a DAT?**
 - DAT's must be taken in either full or half day increments
- **Once a DAT has been granted can a senior employee bump me?**
 - No, once a DAT has been awarded you cannot be displaced by a senior employee
- **What happens to unused DAT's?**
 - Unused DAT's will be paid out to the employee after the end of the year (normally in January)
- **Can a senior employee requesting a DAT displace me from my block vacation?**
 - No, block vacation takes precedence over DAT's

- **What if I need a DAT within 5 days out?**
 - Management can approve DAT requests inside the 5 day request window based on needs of service
- **Can Crew Chiefs CSO/CSW with a mechanic?**
 - Yes, if qualified for the CSW work assignment. Crew Chiefs can also CSO with mechanics from the same bid area. Mechanics that elect to work a CS (CSW) for a Crew Chief will be expected to act as Crew Chief during that shift.
 - Your start time would be expected to be the same as the Crew Chief that you are working for.
- **Will I be able to work “back to back” doubles as the result of a CS?**
 - Yes, employees will be permitted to work “back to back” doubles as the result of CS’s once per week as defined in the policy
- **How many times can I CSO?**
 - Employees can CSO a maximum of 26 times per quarter. There are no restrictions as to how many CSO’s can be strung together
- **How many times can I CSW?**
 - Employees are permitted to CSW up to 4 times per week, but can only result in a maximum of two doubles
- **Is it possible to CS within the 24 hour request window?**
 - Yes, employees will be permitted to CS within the 24 hour request window but it requires management approval
- **Can CS’s be utilized to make shift adjustments?**
 - No, your scheduled shift is your scheduled shift. An employee wishing to leave early and/or come in late can request unpaid TL (Timecard Leave), or request a half day DAT. Management approval will be based on needs of service.
- **Can I CS with myself?**
 - No, employees wishing to exercise a CS must do so with another employee in the same bid area that meets the qualification requirement.
- **Can employees on 10 hour shifts CSW resulting in a double shift?**
 - No, employees can only be on the clock 16.5 hours (includes unpaid meal period) as the result of working a CS

- **I work in Technical Operations Facilities. Am I covered by this policy?**
 - All Technical Operations employees are covered by this policy. Therefore all Facilities employees are covered by this policy in the following stations: BOS, DFW, JFK, LAX, MIA, ORD, SFO, STL (BOS, SFO, STL are led by GSE).

- **I work in Customer Experience Facilities and will transition to Technical Operations later this year. Am I covered by this policy?**
 - ORD Facilities will transition from Customer Experience to Technical Operations with the July 2, 2015 shift bid, and will adhere to the Technical Operations Policy when they become part of Technical Operations.
 - JFK, LAX, MIA, BOS, SFO, STL will transition from Customer Experience to Technical Operations with the October shift bid, and will adhere to the Technical Operations Policy when they become part of Technical Operations.

- **I work in GSE am I covered by this policy?**
 - All technical operations employees are covered by this policy. Therefore all GSE employees are covered by this policy EXCEPT those in the following stations (which currently remain in the Customer Experience Division): ATL, AUS, MCO, TPA, SAT, SJU.