

December 12, 2007

## AFW ROTATION GUIDELINES

In addition to the provisions under Article 21 of the AA/TWU agreement the following guidelines will apply to those shops, docks, or work units who choose to do so in accordance with the preference of the majority of employees within a particular shop, dock or work unit.

1. Management shall determine the manning requirements for each shop, dock, or work unit to include the number of employees required to work on each shift and in each skill group.
2. On initial start-up of rotation (such as the start of a new shop, dock, or work unit), employees shall select which shift they wish to volunteer for. All shifts shall be filled by occupational seniority.
3. Nothing shall prevent an employee from voluntarily accepting to remain on an undesirable shift (afternoon or midnight only).
  - 3.1 An employee must be on the undesirable shift to be eligible to volunteer to remain on an undesirable shift.
  - 3.2 Within a shop, dock, or work unit that has a midnight shift, employees may volunteer for the midnight shift in seniority order prior to assignment in accordance with the provisions of this procedure, provided that a vacancy exists.
  - 3.3 Within a shop, dock, or work unit which only has a day and afternoon shift, employees may volunteer for the afternoon shift in seniority order prior to assignment in accordance with the provisions of this rotation procedure, provided that a vacancy exists.
4. Once an employee has volunteered to remain on undesirable shift (afternoon or midnight), that employee will not, under normal circumstances, be forced from that shift until he/she has so volunteered by giving the Company written notification 14 calendar days prior to shift rotation. ***Should a reduction in headcount occur on an undesirable shift (afternoons & mids only) it shall be affected by seniority volunteers, then by inverse seniority reassignment.***

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5. Employees will rotate shifts in the following manner:
  - a. Within a shop, dock, or work unit with a midnight shift, employees will rotate shifts every 28 or 56 days in accordance with the preference of the majority of employees within a particular shop, dock or work unit. Either from midnight shift to afternoon shift to day shift or from day shift to afternoon shift to midnight shift in accordance with the preference of the majority of the employees at a particular shop, dock, or work unit.
  - b. Within a shop, dock, or work unit without a midnight shift, employees will rotate every 28 or 56 days from day shift to afternoon shift.
  - c. Employees that have spent the most number of consecutive shift rotations on the same shift will be the first employees rotated (except as provided in paragraph 3 and 4).
  - d. In the event that employees to be rotated have the same number of shift rotations on the same shift, preference of assignment shall be awarded by occupational seniority.
6. Notification of rotation shall be posted a minimum of seven days prior to any rotation period.
7. In the event the Company authorizes an employee's request to work a shift other than an employee's assigned shift, time spent on the requested shift shall be considered and calculated as time spent on the employee's assigned shift.

Agreed:

Signature On File

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Larry Pike  
President Local 567  
Transport Workers Union AFL-CIO

Signature On File

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Blair Gregg  
V. P. AFW Base Maintenance  
American Airlines

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