

AFW Crew Schedule Guidelines

1. Definitions

Under the terms of this agreement, utilization of the word “schedule” will be understood to mean Day-off schedule.

Undesirable Schedule:

A schedule (where applicable) that contains a Saturday and/or a Sunday as a day of work will be deemed as an undesirable schedule for the purpose of this agreement

Schedule rank: in the event of multiple schedules, each will be ranked in order of preference with the schedule that commences on Saturday ranked highest and all subsequent schedules will be recognized in descending order of desirability throughout the week, Sunday through Friday

Schedule Duration:

Upon initial start-up of a multiple Day-off schedule, a one time bid will be conducted in descending order of seniority until all schedules have been filled; thereafter, schedules will be either bid or rotated based on the preference of the majority of employees within a particular shop, dock or work unit.

Schedules, whether bid or rotated will have a fixed duration of eight (8), sixteen (16), twenty-four (24), or thirty-two (32) weeks based on the preference of a majority of the employees in a particular shop, dock, or work unit.

2. Procedure

- 2.1 Management will determine the manning requirements for each work schedule to include the number of employees in each skill group
- 2.2 Management will schedule employees to undesirable schedules in accordance with Article 3(i) of the AA/TWU Mechanic and Related and Stores labor agreements. For purposes of the application of AFW, the Title Group’s total workforce will include all employees (excluding Crew Chiefs/Inspectors) at AFW covered by the above referenced agreements.
- 2.3 Where schedules are rotated nothing shall prevent an employee from voluntarily accepting to remain on an undesirable schedule under the terms of this agreement.
 - 2.3.1 Once an employee has volunteered to remain on an undesirable schedule that employee will not under normal circumstances, be forced from that schedule until he/she has so volunteered by giving the company written notification fourteen (14) calendar days prior to the schedule rotation.
 - 2.3.2 Employees that have spent the most number of consecutive rotations on the same schedule will be the first employees rotated (except as provided in paragraph 2.3)
 - 2.3.2.1 In the event that employees to be rotated have the same number of rotations on the same schedule, preference of assignment will be afforded in descending order of occupational seniority.
 - 2.3.3 Notification of rotation will be posted a minimum of seven days prior to any rotation period.
 - 2.3.4 In the event the company authorizes an employee’s request to work a schedule other than the employee’s assigned schedule, time spent on the requested schedule will be considered and calculated as time spent on the employee’s assigned schedule.

- 2.4 Where schedules are bid, all bids will be submitted, signed and dated, fourteen (14) days prior to the conclusion of the current schedule bid.
- 2.4.1 Bids will be awarded by occupational seniority and posted no later than seven (7) calendar days prior to the commencement of the next schedule bid.
- 2.4.2 Failure of an individual to submit a timely bid will result in assignment to the remaining vacancies by management.
- 2.4.3 Vacancies in schedules that occur between bid periods will be available for employees within the work unit for a period of 5 business days (Wednesday to Wednesday) following the vacated schedule. Selection for the vacated schedule will be by occupational seniority. Once the employee is notified by management of the vacated schedule selection, the employee will assume the schedule at the beginning of the following workweek for the remainder of the current schedule bid. Participation in the bid process will constitute notification for reassignment to the new schedule.

3. General

Vacation weeks previously bid will be recognized to commence on the employee's first scheduled day of that pay week after your regular schedules days off (e.g. Tues., Wed. off vacation starts on Thursday etc.).

Schedules of 4/10 hour shifts may apply to work schedules of seven (7) days or less based on a majority preference of those employees in the affected shop/dock/work unit.

Employees in shop/dock/work units with combined 4/10 and 5/8 schedule will maintain a separate crew list by shift and skill for rotation, bid and overtime purposes.

Per Article 3 (b), all 4/10 hour shifts in a seven (7) day operation continue to require approval by the Director of the Air Transport Division and the Vice President overseeing the work unit.

Agreed: November 16, 2004

Signed Copy On File.....

Gary G. Peterson
President, Local 567
Transport Workers Union AFL-CIO

David L. Campbell
V. P., AFW Base Maintenance
American Airlines