

A. F. W. R. I. F. /SURPLUS GUIDELINES

In an effort to resolve the many disputes surrounding the post 9/11/02 Surplussing/R. I. F. /Recall at the Alliance Maintenance Base the following guidelines will apply in addition to those contained in the basic agreement.

1) Definitions

- 1.1 Layoff status is to be defined as an employee that has been displaced from employment at AFW or who has been reduced to another classification (incl. PMM and OSM reassignments).
- 1.2 Surplus status is to be defined as an employee that has been displaced from his home shop, within his classification, on a permanent basis due to a curtailment of work or when a shop/dock is closing.
- 1.3 Recall status will be defined as an employee on layoff status as defined in 1.1.
- 1.4 Position will be defined as a job currently occupied by an Employee.
- 1.5 Vacancy will be defined as a job not currently occupied by an Employee.

2) Procedures

- 2.1 Upon the declaration of a reduction in force, shop closure or movement of a substantial number of employees, operational management will forward a copy of the current available base vacancies to the local union President including all bid and non-bid positions.
- 2.2 All vacancies that have been posted and awarded (i. e. filled by a qualified bidder) will be processed to their completion. Should the process as described above fail to produce a qualified bidder, the vacancy will be posted directly into the "pool" for filling in the reduction in force.
- 2.3 All resultant vacancies from 2.2 above will be posted and filled in accordance with the established shop-to-shop transfer memoranda.
- 2.4 Thereafter any remaining vacancies will be placed into a "pool" of vacancies from which those employees directly affected by the shop closure or substantial movement will select, such selection will be offered in descending order of occupational seniority.
- 2.5 Nothing herein will prevent those employees directly affected by the surplussing from participating in the filling of posted vacancies identified in 2.2 and 2.3 above.
- 2.6 Upon the declaration of a surplus in a shop/dock, when no vacancies exist at A.F.W., volunteers will be solicited by seniority from the entire shop prior to inverse seniority assignment.

3) Bid Vacancies (Inspector/Crew Chief)

- 3.1 Upon the declaration of a reduction in force within a bid classification, all bid vacancies will be made available to the system.

- 3.1.1 Except when a bid job holder is effected by a reduction in force and there are available vacancies within his job test area these will be afforded first to those so situated.

4) Qualifications

- 4.1 No employee (except title II) affected by surplus or reduction in force will be required to take a Qualifying test to retain an available vacancy or bump into a position for which they have the requisite seniority.
- 4.2 Title II qualifications will be governed by the basic agreement to the extent of license requirements, eligible licensed employees will not be required to take applicable job test.

5) General

- 5.1 During the time necessary to satisfy the terms of this guideline, no labor loaning of employees will be permitted as expressed under the terms of the Collective Bargaining Agreement.

6) Recall

- 6.1 All employees in a layoff status under the terms of this agreement will be given first consideration in the filling of available full time vacancies at the Alliance Maintenance Base.
- 6.2 All employees previously affected by surplusings will be offered recall to their previous shop for a period of twelve (12) months from the date they reported to their reassignment.