

TUL 4/10 Work Schedule Guidelines (excludes Tech Services Contract Group)

Definitions

It is not the intent of this policy to expand unnecessary weekend coverage at the Tulsa Maintenance Base and Terminal. The implementation of a 4/10 schedule can not result in a loss of manning in the shop or work unit. These guidelines are not intended to alter the provisions of TWU/AA Agreements.

1. Per Article 3 (b), where the Company maintains a seven (7) day operation, individual work units may be scheduled in whole or in part on schedules of four (4) days of ten (10) hours each, when mutually agreed upon between the Company and the Union. This Agreement must be approved by the Director of the Air Transport Division and the Vice President overseeing the work unit.
2. Per Article 3(b)(1) it is understood that this alternative schedule will be approved only when it involves no anticipated increased expense for the Company and no anticipated loss of productivity or any other recognizable degradation of performance.
3. Per Article 3(b)(2) it is understood and agreed that either party will have the right to cancel a 4/10's schedule with thirty (30) calendar days of written notice to the other party.
4. Per attachment 3.1 – Implementation of 4/10's Work Schedules at TULE the parties agreed that the Tulsa Overhaul Base would have the right to implement a 4/10 schedule, as provided in Article 3. The purpose of the 4/10's schedules is to meet current and future weekend coverage needs on the aircraft overhaul docks.
5. Per Attachment 3.1, TWU Local 514 agreed to permit 4/10 work schedules for the duration of the Agreement, irrespective of conditions outlined in Article 3(b). The union reserves its right to discuss implementation issues with the Company. Additionally, this understanding does not alter the contractual application of Article 3 in any area other than the aircraft overhaul docks.

Procedures

1. Upon initial start-up of a multiple day-off schedule, Management will establish the appropriate shift manning, start and stop times and scheduled days off requirement per work unit. A one-time bid will be conducted in descending order of seniority until all schedules have been filled; thereafter schedules will be per Article 3 of the contract. In the event a 4/10 schedule is terminated there is no guarantee an employee will be returned to the shift he/she held on 5/8's
2. Schedules, including 5/8's in conjunction with 4/10's whether bid or rotated will have a fixed duration of four (4), eight (8), twelve (12), or twenty-six (26) weeks based on the preference of a majority of the employees in a particular shop, dock or work unit or applicable contract.
3. Management will schedule employees that work weekend coverage in accordance with Article 3 of the AA/TWU Mechanic and Related, Stores and Fleet Service labor agreements.
4. To solicit for 4/10 hour shifts, in areas other than aircraft overhaul docks, a whole shop must present a signed petition with 50% + 1 of the whole shop total. This petition must be presented to and approved by the local union and local management.

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5. Following petition, a vote will be held in the shop. Only those present will vote but approval requires 50% + 1 of the whole shop total (all three shifts). Such votes will only be held once per year commencing from the date of the original shop vote.
6. Ballots will be a signed roster showing name, employee number, signature, date and yes or no will be indicated on ballot.
7. Once a 4/10 schedule has been established and where schedules are bid, all bids will be submitted, signed and dated, fourteen (14) days prior to the conclusion of the current schedule bid.
8. Failure of an individual to submit a timely bid will result in assignment to the remaining vacancies by management as per these procedures.
9. Bids will be awarded by occupational seniority and posted no later than seven (7) calendar days prior to the commencement of the next scheduled bid.
10. Employees awarded or assigned to a 4/10 schedule will be maintained on a separate crew list, by shift and/or skill for rotation and overtime purposes.

General

1. Vacation weeks previously bid will be recognized to commence on the employee's first scheduled day of that pay week after your regular scheduled days off (e.g. Tues., Wed. off, vacation starts on Thursday, etc).
2. Shops that operate 4/10 schedules will proffer overtime in accordance with Article 6 of the AA/TWU Agreement and the Tulsa Overtime Guidelines.
3. All holidays for employees on a 4/10 work schedule will be worked and/or compensated in accordance with Article 7 of the AA/TWU Agreement.
4. Any change(s) in these Guidelines require approval from both Company and union.

Randy McDonald, President
TWU, Local 514

American Airlines Representative
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