

ARTICLE 10 - SENIORITY

(a) Seniority as a Flight Dispatcher or Dispatcher in Training will begin to accrue on the date of permanent assignment to duty as a Flight Dispatcher. Seniority as an Operations Specialist will begin to accrue on the date of permanent assignment to duty as an Operations Specialist. Except as otherwise provided by this Agreement, after seniority in a classification has been established, it will continue to accrue while the employee is assigned to permanent duty in that or a higher classification.

There will be a single seniority list, which will indicate a Company seniority date, a Dispatcher's Assistant seniority date (if appropriate) and a Dispatcher seniority date.

(b) When employees are assigned to a classification, their seniority will be determined on the basis of the following:

1. Occupational Seniority date
2. Earliest continuous AA-TWU Occupational Seniority date
3. Company Seniority date
4. Birthday
5. Employee Number

(c) A permanent vacancy as a Dispatcher will be awarded to the senior qualified employee.

(d) Seniority will not govern promotion or assignment from Flight Dispatcher, or Operations Specialist to supervisory or special duty assignments.

(e) Any employees accepting a supervisory position within Flight Dispatch will forfeit all seniority on their date of promotion.

(1) An employee who accepts a position at the request of the Company, in work not associated with the flight dispatch function, shall retain but not accrue seniority and shall forfeit all such seniority after two (2) consecutive years in such work.

(2) An employee who accepts a special assignment at the request of the Company occasioned by a national emergency, declared or undeclared, shall continue to accrue seniority.

(f) Any employee accepting a temporary or acting supervisory position outside the bargaining unit shall not exceed a period of 480 hours, for all time worked within that calendar year, in such assignments, either successive or cumulative. No two 480 hour temporary assignments can be made successively

(within 30 days). (The Dispatch instructors and technician persons are excluded from this provision.)

- (1) The total number of hours worked including overtime will be included for the purposes of this section. Partial days will be considered full days under this paragraph.
- (2) An employee who exceeds the 480 hours in any calendar year shall forfeit all occupational seniority.

