

ARTICLE 11- CLASSIFICATIONS AND QUALIFICATIONS

(a) DIVISIONS

The International Division is comprised of sub-divisions designated as Europe, Pacific, Latin America (Caribbean/Mexico). The Domestic Division is comprised of flights within the U.S. and Canada (/Mexico). Each dispatcher is required to maintain his/her division qualifications through the normal training procedures. All dispatchers are required to hold a domestic qualification. In addition to their primary domestic qualification, relief dispatchers will be required to carry one of the following secondary qualifications: Europe/Pacific, Caribbean, or Latin America. Operations Coordinators are required to hold a domestic qualification.

(b) DURATION

Employees who are the successful bidders for the International Division must remain in that Division for a period of two years.

(c) BIDDING

(1) Every two years, a complete re-bid will take place within the office, and Dispatchers from both Divisions will be able to bid by seniority for assignments in either the International or Domestic Divisions. During the two year period between these bids, an annual bid will occur which will allow each Dispatcher an opportunity to bid by seniority for assignments within their current Division (i.e., International or Domestic).

(2) Vacancies during the interim period between bids will be filled by posting. The filling of subsequent vacancies will be awarded by leap frog to the most senior bidder unless the vacancy occurs in the last six months of the bid period. Vacancies occurring during the aforementioned six month period will be filled by relief dispatchers or upgrade. The Company will not be subject to more than three crossover trainings as a result of this interim bid provision.

(3) All shift exchanges must be with qualified individuals.

(d) ROUTE CHECKS

(1) During the two year duration of the International bid, a regularly assigned International Dispatcher will be scheduled International route checks. This provision is subject to Management's discretion.

(2) The International route check will be performed on a route within the Dispatcher's normal area of responsibility.

(e) SCHEDULING ROUTE CHECKS

(1) A European route check, and Pacific route check (NRT) the dispatcher will be given three (3) days off consecutively and assigned a route check on those days.

(2) A Pacific route check (HNL/OGG) the dispatcher will be given two (2) days off consecutively and assigned a route check on those days.

(3) A Latin America route check (EZE, GIG, GRU, SCL) the dispatcher will be given three (3) days off consecutively and assigned a route check on those days. The remainder of the Latin American division the dispatcher will be given two (2) days off consecutively and assigned a route check on those days.

(4) International route checks will be scheduled in conjunction with days off prior to or at the end of the dispatcher normal workweek concurrent with the change to all International route checks.

(f) EXAMPLE (3 day European route check:)

sked/sked/sked/Route check/Route check/Route check

(g) OVERTIME

International Qualified Dispatchers will be re-assigned to cover vacancies in the International Division, and overtime, if required, will be proffered for the vacancies created by the re-assignment. The Domestic/Ops Coordinator and International Divisions will be combined for this overtime proffer.