

ARTICLE 12 - PROMOTIONS AND JOBS TO BE POSTED

(a) Any employee who has been qualified as a Dispatcher will be entitled to bid on a Dispatcher's vacancy.

(b) (1) A Flight Dispatcher vacancy is a vacancy for a regular job which results from the expansion of the required number of employees covered by this Agreement, the transfer of such employees to jobs with the Company not covered by this Agreement, or the permanent separation from the Company of such employees. A Flight Dispatcher vacancy is subject to bid and will be assigned to the senior qualified employee who bids for such vacancy.

A Flight Dispatcher vacancy will be subject to the provisions of Article 10(c).

(2) Failure to accept such vacancy will be cause for termination.

Any Dispatcher's vacancy which exists after the recall list has been exhausted will be filled by the Company. Prior to filling the vacancy with a new hire employee, the Company will first consider a valid transfer request from a qualified applicant who possesses an Aircraft Dispatcher certificate and who is already employed by the Company within an AA/TWU agreement.

(c) (1) A temporary vacancy is a vacancy for a job anticipated to last six (6) months or less, a vacancy created by a personal or military leave of absence or a vacancy created by a special assignment to work outside or within the Company at the request of the Company occasioned by a national emergency, declared or undeclared.

(2) The temporary job anticipated to last six (6) months or less will be designated as a primary vacancy at the expiration of six (6) months, except that whenever such temporary job is expected to exceed the six (6) months' limit, the Company and the local T.W.U. President may mutually agree to extend such temporary job.

(3) Temporary Flight Dispatcher vacancies are not subject to bid and will be filled by appointment by the Company of the most senior qualified employees at the station.

(d) Vacancies subject to bid, including those vacancies for Operation Coordinators, will be posted on a bulletin board at the dispatch center. Such bulletins will describe the vacancy or vacancies and will set a deadline date by which bids must be received and such vacancies filled. A copy of such bulletin will be sent to all employees on vacation, leave of absence or layoff status

eligible to bid on such vacancy or vacancies. Bulletins sent to such employees will be sent by Certified Mail, return receipt requested, to the last address filed with the Managing Director System Operations Control of the Company. A vacancy or vacancies will be open for bid for a period of not less than ten (10) days after date of posting, or date of mailing of the bulletin to an employee on vacation, leave of absence or layoff status as the case may be.