

**ARTICLE 46 - ONE-STATION COMPLEX AGREEMENTS**

(a) BELOW ARE THE AIRPORTS THAT WILL BE INCLUDED IN THE ONE STATION AGREEMENT:

1. Houston Hobby Airport (HOU) and Houston Intercontinental Airport (IAH)
2. JFK Airport (JFK), LaGuardia Airport (LGA), and Newark Airport (EWR) and Islip Airport (ISP)
3. O'Hare Airport (ORD), and Midway Airport (MDW) and Milwaukee Airport (MKE)
4. Los Angeles Airport (LAX), Burbank Airport (BUR), Santa Ana Airport (SNA), and Ontario Airport (ONT) and Long Beach (LGB)
5. San Francisco Airport (SFO), San Jose Airport (SJC) and Oakland Airport (OAK)
6. Washington Reagan Airport (DCA) and Dulles International Airport (IAD)
7. Miami Airport (MIA) and Fort Lauderdale Airport (FLL)
8. Dallas Fort Worth Airport (DFW) and Love Field Airport (DAL) and GSW including the Corporate office complex buildings ( Flight Academy, Learning Center, Headquarters, and SRO)
9. Tulsa Maintenance Base (TULE) and Tulsa Airport (TUL).

(b) AN EMPLOYEE WHO IS BASED WITHIN A ONE-STATION COMPLEX WILL:

1. Be given preference over employees of other airports/stations outside the one station complex as to Bid Job Vacancies, Non-Bid Vacancies and Reclassifications.
2. Be deemed to be based at the one-station complex in the event of:
  - a. A surplus of employees at one of these airports within the one station complex when vacancies exist at the other(s);
  - b. A reduction in force at either of these airports-stations within the one station complex when there are no vacancies available at the other(s);
  - c. A reduction in force at any or all airports-stations within the one station complex;
  - d. A recall of laid-off employees to any or all airports-stations within the one station complex;

- e. ~~Temporary assignments between airports stations within the one station complex.~~

(c) BID JOB VACANCIES:

A bid job vacancy will be filled by honoring transfer requests of qualified employees~~Crew Chiefs for reassignment within their current status (full time/part time)~~ from one airport to the other(s) within the one-station complex. To be considered qualified, an employee must hold, as a result of having been selected as successful bidder, a job in the same classification and status as the vacancy and involving the same requirements, including qualifying tests. ~~The method for an employee to let his request be known is outlined in paragraph (d). An employee will only be deemed eligible if he:~~

- (1) Has completed his one hundred eighty (180) day trial period under Article 12, unless agreed to by local management;
- (2) Has completed ninety (90) days service at his current station immediately prior to the transfer;
- (3) Submits a transfer request via the online transfer system. Employees awarded and accepting transfers (pursuant to Attachment 12.x) within the one station complex must report to the station and/or position.

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Vacancies remaining after such requests have been honored are to be posted for bid in accordance with the requirements of ~~the Agreement~~ Article 12.

~~A Crew Chief affected by a reduction in force at one airport may exercise his seniority to displace a non-bid position or fill a vacancy at his current airport.~~

(d) NON-BID VACANCIES:

~~When a non-bid vacancy arises within the one-station complex, requests for lateral reassignment between such airports will be honored before transfer requests from other stations on the system are considered, and before new employees are hired. An employee wishing to be reassigned must file a request for such reassignment with his supervisor not less than fifteen (15) calendar days prior to reassignment date. All requests will be valid until the following January 1<sup>st</sup> and July 1<sup>st</sup>. Each January 1<sup>st</sup> and July 1<sup>st</sup>, a request for reassignment not submitted within the preceding thirty (30) calendar days will be voided and it will be necessary for a new request to be submitted.~~

~~Under this procedure, the Company will not require, as a condition of being eligible to request reassignment, that an employee has completed six (6) months of service at his current airport. However, an employee will normally be required to have~~

~~completed his probationary period before being eligible to request such reassignment from one airport to another.~~

~~Selection to fill a vacancy will be made on the basis of the most senior employee in the same status requesting the reassignment (unless medically restricted).~~

~~If there are no requests, or an insufficient number of requests to fill all such vacancies, requests for transfer on file from other stations on the system will be honored.~~

~~Non-bid vacancies in a one-station complex will be filled in the following order based on seniority:~~

- ~~1) Employees holding recall rights to the station with the vacancy;~~
- ~~2) Eligible employees within the one station complex and within the same status (FT/PT) as the vacancy;~~
- ~~3) Eligible employees in accordance with Article 12.~~

ELIGIBILITY

An employee will only be deemed eligible if he:

- ~~(a) Has completed his probationary period, unless agreed to by local management;~~
- ~~(b) Has completed ninety (90) days of service at his current station;~~
- ~~(c) Submits a transfer request via the online transfer system;~~
- ~~(d) Is not medically restricted from performing all duties of the vacancy.~~

Employees awarded and accepting transfers (pursuant to Attachment 12.4x) or who have accepted recall within the one station complex must report to the station and/or position.

(e) RECLASSIFICATION:

If an employee is eligible for upgrading from one classification to another, this will be done on a one-station basis, subject to the requirements of Article 12(m) of the Fleet Service Agreement, 12 (m) of the Maintenance and Related Agreement, and 12(r) of the Stores Agreement.

Filling a vacancy within a one station complex with a 12(m) transfer request will be done in the following order:

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- 1) 12(m) transfers within Title Group within the one station complex;
- 2) 12(m) transfers within the Title Group outside the one station complex;
- 3) 12(m) transfers outside the Title Group within the one station complex;
- 4) 12(m) transfers outside the Title Group outside the one station complex.

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(f) SURPLUS EMPLOYEES AT ONE AIRPORT, SHORTAGE AT THE OTHER AIRPORT:

Where there is a surplus of employees at one airport within a one- station complex, and a corresponding shortage of employees at another airport, within the same one-station complex, the number of employees involved at the airport with the surplus will be equalized through reassignment of volunteers, if any. ~~Selection of~~ Volunteers will be made on the basis of the most senior volunteers selected from valid existing transfer requests on file. If no employee volunteers or an insufficient number volunteer, then the selection will be made on the basis of the most junior employee from the surplus at the one airport to the shortage at the other airport.

It is understood that if a Crew Chief is being reassigned to another station within the one station complex, he may exercise his seniority to remain at his current station as a Full Time or Part Time employee if a vacancy exists at his current station.

It is understood that if a Full Time employee is being reassigned to another station within the one station complex, he may exercise his seniority to remain at his current station as a Part Time employee if a vacancy exists at his current station.

An employee who is the most junior of those who are surplus, who refuses reassignment to the airport where there is a shortage, may accept layoff with recall rights to the original airport of surplus, blended in seniority order with ~~transfers-recalls~~ from other airports within the one- station complex. An employee who accepts layoff as described above will not be afforded the provisions outlined in paragraph (g) or the provisions of Article 15 of this Agreement.

The equalization of any employee surplus and/or shortage between the airports of the one- station will precede the honoring of any requests for transfer to or reassignment between such airports as provided in paragraphs (c) and (d) above.

Any employee who has station protection will not be involuntarily assigned to another airport unless such employee has voluntarily left the protected station thereby forfeiting his station protection.

(g) REDUCTION IN FORCE:

If there is a surplus of employees ~~at one airport but no corresponding vacancy at the other airport(s), there is a surplus at the one-~~ station complex and a reduction in force becomes necessary, ~~and is made~~ it will be conducted as follows:

~~Lay off the most junior employee who is surplus at the one station complex.~~

~~Such employee may accept layoff or exercise his seniority within the one station or on the system and in accordance with the provisions of Article 15 of the Agreement.~~

- 1) ~~Identify the most junior affected employees in the one station complex;~~
- 2) ~~Process the standing transfer list within the one station complex, if necessary, to avoid the reassignment of junior employees; under these circumstances the ninety (90) day restriction will be waived;~~
- 3) ~~If there are insufficient transfers on file, reassign junior employees from the station with the surplus of employees. An employee who refuses reassignment will be considered to have resigned from the Company;~~
- 4) ~~Lay off the most junior employee at the one station complex. Such employee may accept layoff or exercise his seniority on the system in accordance with the provisions of Article 15 of the Agreement.~~

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(h) RECALL:

An employee involuntarily moved from one airport to another within a one station complex, as a result of a reassignment, surplus or a reduction in force will maintain recall back to the original airport. ~~This recall will not be applicable to any bid job that was affected by a reduction in force. Vacancies existing after the preceding recalls have been processed at any airport are considered a vacancy within the one station and the recall of a laid-off employee (one who left the one station complex or separated from the payroll) will be to such vacancy and in accordance with Article 16.~~

Recall to the one station complex will be conducted in seniority order by blending together:

- Employees who stay within the one station complex;
- Employees who leave the one station complex;
- Employees affected by de-staffing;
- Employees who leave payroll

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(i) EXPENSES:

Where an employee is reassigned from one airport to another within a one-station complex, whether by employee request or by direction of the Company, no expenses incurred, as a result of such move will be paid by the Company.

(j) TEMPORARY ASSIGNMENTS BETWEEN AIRPORTS:

Employees who regularly work at a ~~stationed at one airport~~ station within a one station complex will not be assigned to work at another ~~airport~~ station within the ~~station~~ one station complex, except in the event of an emergency or alternate field operation.

When such assignments are made, employees will be regarded as working and will be paid their regular hourly rate while traveling from one ~~airport~~ station to another within the one-station complex.

When an employee, regularly assigned to one ~~airport~~ station is assigned to duty at another ~~airport~~ station, the provisions of Article 26 (f) will apply.