

ARTICLE 13 - SYSTEM SENIORITY LIST

(a) A System Seniority list of the employees covered by this Agreement listing name, personnel number, Occupational seniority date, Company seniority date, job classification, job protection codes, and station ~~and highlighted changes~~ will be furnished to the Union posted and maintained on Jetnet and will be updated each evening to include any personnel transaction request (PTR) that has been processed by February 15th and August 15th of each year. These lists will indicate the position held by each employee who is not a member of the bargaining unit and will also indicate whether he is retaining or retaining and accruing.

~~(b) The Company will post and maintain copies of the System Seniority list on its bulletin boards at all stations where employees are based.~~

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~~(c) An employee or the Union may use a System Seniority Protest Form for any omission or incorrect posting affecting any employee's seniority within sixty (60) calendar days after posting of the seniority list, except that an employee on vacation, sick leave or a leave of absence in accordance with Articles 17 and 18 of this Agreement or employees affected by a Reduction in Force and recall in accordance with Articles 15 and 16 of this Agreement or on an assignment at a location where a roster is not posted, will have sixty (60) calendar days from the date of his return to duty at a station where the roster is posted in which to file such protest. An employee may file a protest with respect to his listing upon his presentation of new and pertinent evidence. Waivers to these time limits may only be granted by joint agreement of the Director of the Air Transport Division of the Union and the Vice President of Employee Relations of the Company.~~

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~~(d) The following will be the procedures for the Seniority Protest Form. An employee or the union may protest any omission or incorrect posting affecting an employee's seniority by use of a "System Seniority Protest Form," also referred to as "Protest Form." There will be no time limit to protest any omission, or incorrect posting affecting an employee's seniority.~~

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(c) Procedures for filing of a "Protest Form" are as follows:

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1. The employee will ~~forward submit a completed the~~ Protest Form to the Local Union office. The Local Union will forward a copy of the Protest Form to the appropriate Human Resources office. Protest Forms must be accompanied by supporting documentation, or they will not be accepted.

2. The Local Union and appropriate Human Resources office will investigate the protest.

3. The Local Union office will forward the protest and their recommendation to the TWU ATD office.

4. The TWU ATD will advise the Company if a change is required. The Company will forward a final resolution to the protest to the Local Union, the appropriate Human Resource office and the affected employee.

~~(e)(d) The attachments on the following pages are agreed to by the parties and are incorporated as part of this Agreement.~~ **In the event of an adjustment to occupational seniority resulting from a transfer bypass, pay seniority will be adjusted simultaneously.**

Parties agree to form a subcommittee with equal number of representatives from the Company and the TWU to discuss and explore ways improve the seniority protest process.

~~ATTACHMENT 13.1—CLASSIFICATION SENIORITY~~

~~May 29, 1997~~

~~John Orlando
International Vice President
Transport Workers Union of America
1848 Norwood Plaza, Suite 112
Hurst, Texas 76054~~

~~Dear John:~~

~~This is to advise you of a change in the Company's policy regarding Classification Seniority.~~

~~As you are aware, we have recently experienced a number of situations in which we have agreed to adjust Occupational Seniority arising from transfer bypass grievances. In the past, it has been our practice to adjust only Occupational Seniority not inclusive of Classification Seniority.~~

~~A number of these adjustments have given rise to additional requests for like adjustments to pay seniority. After much discussion, we have concluded that we shall make such simultaneous adjustments henceforth.~~

~~Accordingly, I have directed Teresa Goff, P.A. Audits, to make the Appropriate classification adjustments (will be made) when adjusting occupation seniority in cases of transfer bypass. I have also attached a copy of my correspondence to her and a list of AFW employees whose pay seniority will also be adjusted. If you have any questions regarding this change, please contact me.~~

~~Sincerely,~~

~~Mary K. Tinsman
Senior Counsel
Employee Relations~~