

ARTICLE 11 - CLASSIFICATIONS AND QUALIFICATIONS

(a) Employees covered by this Agreement will be assigned to the classification of Technical Specialist (**Maintenance Control Technician**).

Qualifications: An applicant for the position of the "Technical Specialist" will possess the F.A.A. Airframe and Powerplant Licenses, and will have worked for the Company as an Aviation Maintenance Technician, Overhaul or Line, a minimum of five (5) years or have equivalent experience as defined below:

Selection Criteria: Applicants will be interviewed based on seniority. Selections will be made based on the applicant's skills and knowledge of the following:

(1) Aircraft technical experience commensurate with the job description as described in Article 1.

(2) Knowledge of, and ability to use, all applicable maintenance publications.

(3) Knowledge of Minimum Equipment List (MEL) and its application; Extended Twin Operations (ETOPS); Field Maintenance Reliability (FMR); log book procedures; Lower Minimum Program (LMP); General Procedures Manual (GPM).

(4) Ability to exercise sound judgment in stressful situations, independently problem-solve, and effectively communicate with a wide variety of personnel.

(5) Flexibility to work shifts and weekends, and work overtime and participate in field trips with short notice.

An employee selected to fill a Technical Specialist position, who has not previously been considered qualified as an Aviation Maintenance Technician or who has been previously qualified as an Aviation Maintenance Technician, will be considered qualified as an Aviation Maintenance Technician for the purposes of transferring under the provisions of Article 12 (m) of the Maintenance and Related Agreement and will be subject to the applicable qualifying test according to the QAM.

(b) (1) The classification description contained in Article 1 has been established by the Company and the Union for the purpose of determining which specific work and duties will be assigned to an employee so classified. In establishing this classification description, the parties recognize that the description is not necessarily all inclusive.

(2) In the interest of cleanliness and safety, employees working in this classification will be expected to perform, as they always have performed, those housekeeping functions as they pertain to the job, work area and equipment.

(3) (a) The Company or the Union may propose in writing to the other a specific change in the established classification description. A proposed change will be discussed by the parties and if agreed upon the classification description will be changed in accordance with the arrived at agreement. Any agreement made will be expressed in the form of an amendment.

(b) There may be times when, as a result of new work or a change in work process, the Company will reassign work and duties that have been performed by this classification to another classification, contained in other AA/TWU Agreements and so notify the Union, if the work and duties are consistent with the majority of the work and duties of the latter classification and not an action requiring a change in a classification description. If the Union considers otherwise, the Union may protest the action in writing, setting forth its reasons, and the matter will be discussed between the Company and the Union within thirty (30) calendar days from the date the written protest was received by the Company. If the protest is not resolved through such discussion, the Company may place the change in effect and the Union may then appeal to the System Board of Adjustment in accordance with the provisions of Article 29(e).