

ARTICLE 46 – ONE STATION COMPLEX AGREEMENTS

(a) The following nine (9) **Complexes sets** of two (2) or more stations will be treated as **a One Station per Complex set**:

(1) Houston Hobby Airport (HOU) and Houston Intercontinental Airport (IAH), the combined stations known as 1HO.

(2) John F. Kennedy Airport (JFK), LaGuardia Airport (LGA), Newark Airport (EWR), and Islip Airport (ISP), the combined stations known as 1NY.

(3) Chicago O'Hare Airport (ORD), Chicago Midway Airport (MDW), and Milwaukee Airport (MKE), the combined stations known as 1OR.

(4) Los Angeles Airport (LAX), Burbank Airport (BUR),-Santa Ana Airport (SNA), Ontario Airport (ONT), and Long Beach (LGB), the combined stations known as 1LA.

(5) San Francisco Airport (SFO), San Jose Airport (SJC), and Oakland Airport (OAK), the combined stations known as 1SF.

(6) Washington Reagan Airport (DCA), Dulles International Airport (IAD), and Baltimore Washington International Airport (BWI), the combined stations known as 1WA.

(7) Miami International Airport (MIA) and Fort Lauderdale Airport (FLL), the combined stations known as 1MI.

(8) Dallas Fort Worth Airport (DFW), **Dallas Overhaul Base (DWH)**, Love Field Airport (DAL) and the Corporate office complex buildings of the Flight Academy, Learning Center, Centerport Headquarters, and SRO (GSW), the combined stations known as 1DF.

(9) Tulsa Maintenance Base (TULE) and Tulsa Airport (TUL), the combined stations known as 1TU.

(b) An employee who is based at any of these **One Station Complexes** ~~One Station Sets~~ will be:

(1) Given preference over an employee from a station outside the ~~one station set~~ **One Station Complex** with respect to **Higher Capacity Positions, Basic Classification vacancies, Bid Job Vacancies, Non-Bid Vacancies,** and Reclassifications.

(2) Be deemed to be based at the one station set in the event of:

- (a) A surplus of employees at one station within the **One Station Complex** ~~one station set~~ when vacancies exist at other stations; within the **One Station Complex**; ~~one station set~~.
- (b) A reduction in force at one station within the **One Station Complex** ~~one station set~~ when there are no vacancies available at **other stations** within the **One Station Complex**; ~~one station set~~.
- (c) A reduction in force at any or all of its stations;
- (d) A recall of laid-off employees to any or all of its stations;
- (e) Temporary assignments between stations within the **One Station Complex**. ~~one station set~~.

(c) ~~Bid Job~~ **Higher Capacity Position** Vacancies

(1) A ~~bid job~~ **Higher Capacity vacancy Position** will be filled by honoring requests of qualified employees for reassignment from one station to another station within the ~~eOne sStation~~ **Complex**. ~~set~~. To be considered qualified, the employee must hold, as a result of having been selected, as ~~a successful bidder~~, a job in the same classification as the vacancy and involving the same requirements, including qualifying tests and completion of the trial period. The method for an employee to let his request be known is the same as outlined in Article 46(d), entitled **Basic Classification** ~~Non-Bid Job~~ Vacancies.

(2) ~~Vacancies~~ **Higher Capacity Positions** remaining after the requests have been honored are to be posted for bid in accordance with the requirements of ~~the Agreement~~ **Article 12**.

(d) ~~Non-Bid~~ **Basic Classification** Vacancies

~~(May be modified based on outcome of Automated Transfer Request discussions)~~

(1) When a ~~non-bid~~ **Basic Classification** vacancy arises within the ~~One Station set~~ **Complex**, requests for lateral reassignment between its stations will be honored before transfer requests from stations outside of the ~~One Station set~~ **Complex** are considered, and before new employees are hired. An employee wishing to be reassigned should file a written request for such reassignment with his supervisor. 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 have completed six (6) months of service in his current job; provided, that an employee will normally (except as set forth in the next sentence) be required to have completed his probationary period before being eligible to request such reassignment from one station to the other. It is agreed that the Company will recognize an approved (Union and Company) six (6) month waiting requirement waiver, if the Company is anticipating hiring off the street at the station or location.

(2) Selection to fill a vacancy will be made on the basis of the most senior qualified employee in the same status requesting the reassignment. Upon award, the employee will be reassigned within fifteen (15) calendar days, unless agreed to otherwise by the employee. Employees on medical restrictions are not eligible for reassignment to a vacancy under Article 46(d), unless qualified to perform all duties of the vacancy.

(3) If there are no requests, or an insufficient number of requests to fill all vacancies, requests for transfer on file from stations outside the One Station **Complex set**, as provided in Article 12(l), will be honored.

(e) Reclassification

If an employee is eligible for ~~upgrading~~ a **change** from one classification to another, in accordance with Article 12(m), this will be done within the One Station **Complex set** prior to offering the ~~upgrade~~ opportunity to an employee from a station outside of the One Station **Complex as follows: set**.

(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;**

(f) Surplus employees at one station, shortage at another station within the One Station **Complex Set**:

(1) Where there is a surplus of employees at one station, and a corresponding shortage of employees at another station within the One Station **Complex set**, the number of employees involved will be equalized through reassignment of volunteers, if any. Selection of volunteers will be made on the basis of the most senior qualified 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 qualified employee from the surplus at the one station to the shortage at the other station.

(2) If an employee who is the most junior of those who are surplus refuses reassignment to the station where there is a shortage, then the employee may accept layoff with recall rights to the original station of surplus. ~~blended in seniority order with transfers from other stations within the One Station set.~~ An employee who accepts layoff as described above will not be afforded the provisions outlined in ~~Article 46 (g) or the provisions of Article 15 of this Agreement.~~ The equalization of any employee surplus and/or shortage as between the stations of the One Station **Complex set** will precede the honoring of any requests for transfer to or reassignment between those stations as provided in ~~Article 46~~ **paragraph (c) and 46(d) above.**

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

#### **(g) Recall from Surplus**

**Employees who are involuntarily moved from one station to another station within the One Station Complex, as a result of a surplus as outlined above will maintain recall rights back to the original station. Such recalls will be honored prior to the application of paragraph (d) above (One Station Complex transfers), Article 12 (m), or system transfers Article 12(l).**

#### **(gh) Reduction in Force**

If there is a surplus of employees at one station but no corresponding vacancy at the other stations, there is a surplus within the ~~One Station~~ **Complex set** and a reduction in force becomes necessary to be made as follows:

(1) Lay off the most junior employee ~~who is surplus~~ within the One Station **Complex set.**

(2) The employee may accept layoff or exercise his seniority within the One Station **Complex set** or ~~en~~ **in** the system, in accordance with the provisions of Article 15 of the Agreement.

It is understood between the parties that ~~in the Crew Chief classification~~ **a Higher Capacity Position** the Crew Chief will have the option of displacing the lowest senior Crew Chief **Higher Capacity Position** of the One Station **Complex set** or to exercise his seniority to displace a ~~non-bid~~ **Basic Classification** position/vacancy at his current station.

**(hi) Recall from Reduction In Force**

Employees, involuntarily moved from one station to another station within the one station set as a result of a reduction in force, will maintain recall rights back to the original station. This recall will not be applicable to any ~~bid job~~ **Higher Capacity Position** that was affected by a reduction in force.

Vacancies existing after the ~~preceding~~ recalls **outlined in paragraph (g) above** have been processed at any station are considered a vacancy within the One Station **Complex set**, and the recall of a laid-off employee (one who left the One Station **Complex set** or separated from the payroll) will be to that vacancy and in accordance with Article 16.

**Employees who previously held recall rights under paragraph (g), and who have been recalled to the complex will retain recall to any other station within the complex from which they were surplus.**

**(† j) Expenses**

Where an employee is reassigned from one station to another station within the ~~One~~ **Station Complex set**, whether by employee request or by direction of the Company, no expenses incurred as a result of that move will be paid by the Company.

**(j k) Temporary Assignments Between Stations**

Employees regularly based at one station will not be assigned to work at another station within the ~~One~~ **Station Complex set**, except in the event of an emergency, alternate field operations, including current practices.

(1) When those assignments are made, employees will be regarded as working and will be paid their base hourly rate while traveling from one station to another station within the ~~One~~ **Station Complex set**.

(2) When an employee, regularly assigned to one station, is assigned to duty at another station within the ~~One~~ **Station setComplex**, his transportation costs will be reimbursed in accordance with the applicable Company policy.

(3) All assignments will be offered to the senior qualified employee from the station and work unit from which the Company determines the manning will be sent. If there are not enough volunteers, the most junior qualified employee will be assigned.

**(k I) Changes to One Station Sets Complexes**

During the course of the negotiations leading to the signing of the current agreement, the staffing of certain cities by TWU represented employees was raised by the Union.

As a result of these discussions, it is agreed that periodic meetings between the Company and the Union, represented by the International Vice President, Transport Workers Union and the Senior Vice President – Maintenance and Engineering, American Airlines, will be held for the purpose of reviewing the long term implications of staffing in new cities by TWU represented employees. Any changes must be mutually agreed to by the parties.

**(m) The attachment on the following pages is agreed to by the parties and is incorporated as part of the Agreement.**

**Attachment 46.1 – Example of Article 46 Application for Surplus, Reduction in Force, and Recall**

**EWR's two most junior MLS's - Smith 10 yrs,                      Jones 8 yrs**  
**LGA's two most junior MLS's - Taylor 16 yrs,                      Wilson 15 yrs**  
**JFK's two most junior MLS's - Edwards 9 yrs,                      Romero 6 yrs**

**Situation #1. Surplus and Shortage - 46(f)**

**EWR needs to reduce 2 MLS's.**

**JFK has two vacancies.  
LGA has no vacancies.  
No one volunteers to move.**

**The two most junior MLS's at EWR are reassigned to JFK. The following happens:**

- **Smith refuses reassignment and is laid off to the street.**
- **Jones accepts reassignment to JFK.**

**Smith is placed on the recall list for EWR  
Jones is placed on the recall list for EWR**

**Situation #2. Reduction in Force – 46(h)**

**LGA needs to reduce two MLS's.**

**JFK and EWR have no vacancies.**

**Identify the two most junior in the One Station Complex:**

- **Jones (8 yr) from JFK**
- **Romero (6 yr) from JFK**

**The following happens:**

- **First reassign Taylor and Wilson to JFK.**
- **Taylor and Wilson are placed on the recall list for LGA.**
- **Jones takes layoff to street.**
- **Romero displaces to ORD.**

Jones is placed on the 1NY recall list (this encompasses all stations) Jones must accept recall to whichever station vacancies open first. He then retains recall rights to JFK and to EWR by returning to the one station complex as long as he is awarded a station other than JFK or EWR.

Romero is placed on 1NY recall list (this encompasses all stations). Romero must accept recall to whichever station vacancies open first. He then retains recall rights to JFK by returning to the one station complex as long as he is awarded a station other than JFK.

A vacancy becomes available at EWR – 46(g).

Order of recall:

- EWR – SMITH (Seniority determines recall order. Therefore, Smith was awarded recall from surplus to EWR)

Vacancies now exist in 1NY - JFK 1 vacancy - LGA 1 vacancy - 46(i).

Order of recall:

- JFK – JONES (Seniority determines recall order. Therefore, Jones was awarded recall from the street to JFK)
- LGA – TAYLOR (Seniority determines recall order. Therefore, Taylor was awarded recall from Layoff to LGA)

Note: Employees affected by a reduction in force or an involuntary surplus reassignment will retain recall rights to his original station and recalls will be honored prior to the application of (One Station Complex transfers), Article 12 (m), or system transfers Article 12(l).

**Example: 1NY Station Recall List**

Name	Seniority	Recall to 1NY	Recall to JFK	Recall to LGA	Recall to EWR
Taylor	16 yrs			Yes	
Wilson	15 yrs			Yes	
Smith	10 yrs				Yes
Edwards	9 yrs				
Jones	8 yrs	Yes	Yes		Yes
Romero	6 yrs	Yes	Yes		