

Article 1-B-3

3. All Flight Training Instructional System Designer vacancies are to be posted first for seven (7) consecutive calendar days within the Flight Training Instructional Systems Designer classification. When filing vacancies for the Flight Training Instructional Systems Designer classification, the Company will award the bid in the following manner:

- (a) To the qualified* Flight Training Instructional Systems Designer who bids for the vacancy if only a single FTISD bids or,
- (b) If multiple FTISDs bid for the vacancy, the most qualified* FTISD who has bid for the vacancy, with due consideration of seniority among equally qualified candidates or,
- (c) If no internal Flight Training Instructional Systems Designer bids for the vacancy, the company will select an employee covered by the FTI and Related Agreement who meets the qualification requirements and has bid for the vacancy with due consideration of seniority among equally qualified candidates or,
- (d) If no qualified covered employee bids for the vacancy the position will be filled through a competitive process.

**Qualified as defined by Management*

4. When no vacancies exist, two Flight Training Instructional Systems Designers may request the Company to allow a work trade. In this case, the Company will assess the current work milestones, timelines, and impacts of such a trade and make every reasonable effort to build a work trade transition plan for the two FTISDs. The Company maintains the discretion to permit or deny permission for the trade.

- a. Once the transition is complete each employee must remain in their new role for twelve (12) months before requesting a new trade.
- b. Individuals remain eligible to bid on a new FTISD vacancy during the 12-month period. Trading individuals are NOT eligible for the Evaluation Periods provision in 1.C.3.
- c. In no event will a Flight Training Instructional Systems Designer be involuntarily traded into or out of their position
- d. This work trade process is not seniority based.