

Maintenance Instructor (MI) is a basic position within the Maintenance Instructor classification. A Maintenance Instructor shall be an employee classified as a Maintenance Instructor on the effective date of this Agreement and thereafter any employee of the Company hired as a Maintenance Instructor. The work of Maintenance Instructors shall include all work generally recognized as Maintenance Instructors' work performed by the Company including apprentice program for technicians currently (Calibrate), conducting classroom and practical technical training at maintenance bases, line stations, and other facilities including, but not limited to, providing technical knowledge and practical instruction for the safe maintenance, repair, and operation of aircraft and aircraft systems as related to maintenance according to established procedures. ~~Instructing apprentice programs for aircraft maintenance technician.~~ Maintain classroom standards. A Maintenance Instructor also analyzes technical information, develops training programs to meet established objectives, writes, edits, formats, and produces materials for technical instruction, and develops and administers technical examinations where appropriate.

Locations and Points As used in this Agreement, a Location is defined as a Company facility with the same station or building designator codes, and a Point is defined as combined Locations within a geographical area as follows:

- Chicago Point: Includes CHI, MDW, ORD, **AHNOG**, and WHQ.
- New York Point: Includes EWR, JFK and LGA.
- Houston Point: Includes IAH, HOU, **TOTC**, and NHC.
- Denver point: Includes DIA and the Denver Training Facility
- San Francisco Point: Includes SFO and OAK
- Orlando Point: Includes MCO and TPA

The Union and the Company may agree to add to, delete from or modify these Point definitions through mutual agreement.

Vacancies

A "vacancy" is an available position that is filled through a local bid process; a system bid process, or if not filled, through a competitive process. The system bid process is used to change Locations in the basic position within that classification.

Bidding

Employees who wish to be considered for a vacancy in a basic position must complete a bid/transfer request ("system bid") that will be maintained for the remainder of that calendar year and will be purged in January, except that system bid requests submitted Transfers within a Point For Locations within the same Point, vacancies will be awarded

first by honoring local transfer requests that are on file from employees who are in the same work status in the following order:

Basic positions from existing employees at Locations within that Point by basic bid seniority;

Filling Other Vacancies For all other vacancies, including vacancies within the Point that were not filled through the process in (a) above, candidates within the classification will be awarded vacancies as follows:

Vacancies for basic positions will be awarded in the following order:

Employees with a bid on file within the same classification in basic bid seniority order;

Other employees, including employees covered under this and other collective bargaining agreements between the Company and the IAM on a competitive basis.

Notice of Award Results

Successful candidates will be notified of the award within 72 hours.

Absent mutual agreement otherwise, an employee awarded a vacancy at another Location will be given a maximum **of 30** days to report to the new Location, or 72 hours after obtaining all necessary clearances, whichever is later. Employees must report to their awarded position by the date specified in the posting. An employee who fails to report on time to fill the awarded vacancy at another Location will not be considered for any other vacancy for 1 year.

In reporting to the new Location as the result of filling a vacancy as described in this Section C, a transferring employee may take unpaid consecutive time off of 1 day per 300 miles traveled (with a minimum of 1 day) within 30 days of the reporting date.

Absent mutual agreement otherwise, a one-time service fee waived space available travel pass to the new location will be provided for the employee and eligible dependents.

during the month of December of any year will be maintained for the following calendar year. An employee may withdraw or resubmit system bid requests at any time in writing.

An employee bidding a vacancy in a different Location, (i) must have at least 1 year of service in their classification; and (ii) if on a leave of absence or EIS, must be able to return to work at the vacancy's Location by the reporting date, unless the Company waives these requirements.

In addition to the rights contained in paragraph e above, an employee will also have the right to bid to any newly opened location.

Awarding Vacancies