

## **E. Temporary Assignments**

The Company will determine the type of temporary assignments needed and fill as follows:

1. Short Duration Assignments The Company can create and fill vacancies of less than 90 days for any position within a classification with active employees for any reason. Any such assignment of 90 days or more will be posted as a vacancy as described in Section C above. Absent unique circumstances or business needs, employees will not be moved from one shift to another shift to perform the same work. The Company will notify the Union as soon as practical of short duration assignments exceeding 30 days.

a. Temporary Duty Assignments (TDY) are intended for work outside of an employee's home location to supplement staffing. If TDY is expected to exceed 90 days, the Company will confer with the Local Committee; if expected to exceed 120 days, the Company will confer with the PDGC or designee.

i. The Company has the discretion to determine which station(s) it will use to staff TDY assignments and to set the eligibility criteria required for a TDY assignment based on business needs, which may include home location, skillset, position, qualifications, full or part time status, and training requirements.

ii. By December 31 of each year, each station will solicit and establish a pool of employees covered by this agreement to staff TDY assignments for the next calendar year. The pool is intended to expedite deployment. If there are not sufficient employees in the pool, the Company may solicit from employees not in the pool. Employees may opt in and opt out of the pool at times designated by the Company. Employees joining the pool after January 1 of the current year will enter at the bottom of the TDY list. The Company will explore an electronic notification process to notify employees of TDY assignments. Any electronic notification process will require the Local Committee to sign up for notifications.

iii. The Company will solicit volunteers from the TDY pool that meet the eligibility criteria for the TDY assignment, unless the Company determines the need to fill the TDY assignment is too urgent to do so because the scheduled flight to the TDY assignment is scheduled to depart within 12 hours. In such cases the Company will first utilize employees that meet the needs from the pool that are on-shift at the time the urgent need is identified, before offering the assignment to other employees that meet the needs.

iv. The first TDY assignment in the calendar year will be offered by basic bid seniority. Once an employee accepts or declines a TDY assignment, the employee will be placed at the bottom of the TDY list.

v. The remedy for an employee impacted by the Company's failure to abide by E.1.a.(iv) shall be first right of refusal for the next available TDY opportunity for which they are qualified, as long as they have notified the Company within 72 hours of such failure.

vi. An employee that fails to maintain the eligibility criteria requirements or adequately perform the function of the TDY assignment will be removed from the assignment and TDY pool.

vii. An employee who transfers during the calendar year and was on the TDY list at their previous location will be given the opportunity to add their name to the list in the new location, but will be placed at the bottom of the TDY list.

viii. Employees deployed on a TDY assignment may sign up for overtime at the TDY location but will be placed at the bottom of the overtime list.

b. Exclusive of vacation requirements, when a Lead job in a work group for a full shift is regularly filled each workweek by temporarily upgrading an employee more than half of the time for 60 consecutive days, a regular Lead vacancy will be bulletined and awarded. The Company and the Union will meet to discuss extenuating circumstances that may indicate a permanent Lead is not required for short-term operational needs or unexpected outages.

2. Seasonal Duration Assignments When the needs of service require additional hours or employees in a Location, seasonal assignments of less than 120 days per rolling calendar year (additional days with agreement of the Local Committee), excluding any administrative time for training or badging, will be filled for any position within a classification as follows:

a. Furloughed qualified employees at that Location from the basic classification will be offered the opportunity in seniority order to return to their work status;

b. Regularly scheduled qualified part-time employees from the basic classification may be given the opportunity to upgrade to full-time work schedules at that Location in seniority order; and

c. Existing employees from other Locations or temporary employees from outside the Company may be offered the assignment.

Multiple short duration and seasonal assignments are not meant to exceed 180 days. In the event an assignment requires an extension beyond 180 days, such additional time must be approved by the PDGC or designee.

3. Project Assignments When there is a need for a unique skillset for a project to perform work that is not customarily performed by employees covered under this agreement, the Company will notify IAM leadership and provide an overview of the need. The assignment will be posted and awarded based on qualifications and an interview. Employees may be assigned in excess of 365 days with the consent of the PDGC or designee.

4. Temporary Staffing Needs The Company at its option will fill temporary needs as outlined in Section E.2 above. When filling temporary needs, the Company will inform the employees and the Local Committee of the contemplated duration and daily hours of the job(s). Temporary employees may work for up to 5 months, are not considered on active status and are subject to all provisions of this Agreement unless otherwise noted except that they will accrue no seniority and will not be subject to recall after termination of their jobs.