

ARTICLE 1: CLASSIFICATIONS & VACANCIES

A. Classifications and Positions

1. Each employee is assigned to a classification. Classifications covered by this Agreement may include, but are not limited to: **Storekeeper** and **Lead Storekeeper**.

2. Positions within a classification may be established in 2 categories: basic or Lead positions. The basic position is the primary function within a classification. Lead positions are dedicated functions or responsibilities that require leadership or special skills closely aligned with the basic position. Employees covered by this Agreement may be assigned to perform duties across classification lines and to give instruction and on the job training to employees in the same or other classifications, regardless of the specific position they hold. Positions covered under this Agreement, and brief descriptions of the work performed, may include, but are not limited to, the following:

a. **Storekeeper (STK)** is the basic position within the Storekeeper classification. Responsibilities include but are not limited to:

- Receiving; shipping; checking; inspecting; classifying; issuing; kitting; Dangerous Goods Acceptance; inventorying; storing of supplies, equipment and materials;
- Operation of warehousing and distribution equipment, including the driving of vehicles such as trucks, golf carts, and lifts and Company issued devices;
- Preparation and maintenance of required records and reports;
- Transfer of parts and materials between locations;
- Other storeroom, warehousing and distribution work.

b. **Lead Storekeeper (LD STK)** is a Lead position within the Storekeeper classification as well as a position within the Lead Storekeeper classification. A Lead Storekeeper supports and assists in leading others, planning, coordinating, instructing, training or on the job training, and delegating tasks and assignments within the Storekeeper classification, while also performing Storekeeper work.

(i) In designated Locations allocated and authorized by the Company, as part of the LD STK classification and position, employees may be utilized as Designated Station Trainers (DST). DSTs will be selected through the Lead bid process, and interested candidates must meet all qualifications for the DST position as determined by the Company and pass a selection interview. The Company will offer full-time DST openings by Lead Bid seniority to Leads in the pool of qualified candidates who have passed the selection interview process. If no candidates are successful from

the existing Lead pool, then the vacancy may be posted to the basic classification at the station. An employee from the basic or Lead position may be temporarily assigned to act as a DST. If an employee from the basic classification is acting in the capacity of a DST, the employee will be paid Lead pay for time spent doing so.

B. 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 and WHQ.
- Hawaii Point: Includes HNL, ITO, KOA, LIH and OGG.
- Los Angeles Point: Includes BUR, LAX, ONT and SNA.
- Miami Point: Includes FLL, MIA and PBI.
- New York Point: Includes EWR, JFK and LGA.
- San Francisco Point: Includes OAK, SFO and SJC.
- Washington Point: Includes BWI, DCA and IAD.
- Houston Point: Includes IAH, ~~and~~ HOU ~~and~~ DCI.
- Guam Point: Includes SPN and GUM.

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