

AA/TWU
Seniority Integration Issues
11/17/04
DRC #23

The following is a hypothetical example in applying the Dispute Resolution Committee decision for Dispute #23:

Dispute #23: In DRC #16 and #17, "acquired seniority" under the TWA/IAM collective bargaining agreement was clarified to a some extent. There is a need for further clarification concerning the application of "acquired seniority" during a reduction in force when the "acquired seniority" is in a classification different than the classification the affected employee was in at the time of the Seniority Integration Opinion and Award. The question for the DRC is upon recall, what seniority date is to be used prospectively for such employee?

Dispute Resolution Decision:

In order to provide some clarity around the intended application under DRC #23, it may be best to try and represent the decision through a couple hypothetical examples:

Employee A: Former TWA LLC AMT, who as of 4/10/01 has been and is currently working in the classification of AMT;

AMT Occupational seniority date: 1/1/90*
Acquired Fleet Service Helper seniority date: 1/1/80**

Employee A is issued a reduction in force notice on 3/26/05 to be effective 4/10/05

Employee A opts to exercise retained seniority locally as an Aircraft Cleaner***

Verification of the right to exercise retained seniority will be determined by the employee's listing on the applicable 12/3/01 IAM/TWA certified seniority roster. If listed, then the retained Fleet Service Helper (Aircraft Cleaner) seniority date to be utilized for purposes of exercising retained seniority will be established as follows:

1. Obtain the seniority date from the 12/3/01 certified IAM/TWA Fleet Service Helper seniority roster
2. Since Fleet Service Helper is equivalent to Aircraft Cleaner, which is a Title I classification, there is no adjustment in seniority, so long as the time spent beyond 4/10/01 is in a Title I classification
3. New retained seniority date is: 1/1/80

In the above, the employee would utilize 1/1/80 seniority date to exercise, if he/she so chooses, to displace into the Aircraft Cleaner classification.

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However, for the above example, upon recall to the AMT classification, and since AMT is the classification for the employee upon integration, the employee would have a Title I seniority date of 1/1/90 (AMT seniority date at time of layoff).

- * Date reflects the date employee became an AMT at TWA
- ** Date reflects date hired on as a Fleet Service Helper at TWA
- *** Fleet Service Helper was a classification under the TWA LLC/IAM agreement that maps to AA/TWU Aircraft Cleaner for purposes of this example

A similar exercise would apply if the retained seniority was in "Stock Clerk" or another classification covered under the AA/TWU agreements. See example below:

Employee A: Former TWA LLC AMT, who as of 4/10/01 has been and is currently working in the classification of AMT;

AMT Occupational seniority date: 1/1/90*
Acquired Stock Clerk seniority date: 1/1/80**

Employee A is issued a reduction in force notice on 3/26/05 to be effective 4/10/05

Employee A opts to exercise retained seniority locally as a Stock Clerk Cleaner***

Verification of the right to exercise retained seniority will be determined by the employee's listing on the applicable 12/3/01 IAM/TWA certified seniority roster. If listed, then the retained Stock Clerk seniority date to be utilized for purposes of exercising retained seniority will be established as follows:

1. Obtain the seniority date from the 12/3/01 certified IAM/TWA Stock Clerk seniority roster
2. Adjust the seniority roster date for the time period of 4/10/01 through the effective date of layoff from AMT; in this case the difference between 4/10/01 and 4/10/05 or 4 years.
3. New retained seniority date is: 1/1/84

In the above, the employee would utilize 1/1/84 seniority date to exercise, if he/she so chooses, to displace into the Stock clerk classification.

- * Date reflects the date employee became an AMT at TWA
- ** Date reflects date hired on as a Stock Clerk at TWA

In the event there is a question about the proper application as stated above, please contact Employee Relations at 817-967-1447.

Prepared and provided by Employee Relations - HDQ