

BULLET POINTS ON TRANSFER OPPORTUNITY IN LIEU OF EXCESSING MOU

- Applicable when excessing will occur outside the installation.
 - “Installation” is as applied under the Collective Bargaining Agreement.
 - “Transfer” means a change of installations.
 - “Impacted craft” is the craft from which excessing will occur.
 - “Impacted employee” are all employees within the impacted craft.
- All employees within an impacted craft are eligible.
 - ‘Senior volunteer’ concept is permitted.
- To transfer, impacted employee must use e-Reassign.
 - Program is modified to identify impacted craft and installation.
 - Such impacted employees are placed on priority list ahead of other transfer requests.
- Eligible employee(s) makes a single e-Reassign request to transfer to a craft at a gaining installation.
 - Gaining installation cannot be under Article 12.
 - Employee can request as many installations as they desire.
 - Employee can print out a receipt of the request.
- Selection by craft and seniority.
 - Same craft to same craft transfer is priority.
 - Selection by current craft installation seniority.
 - Tie breakers are 1) Total career time 2) Enter on duty date.
 - Cross craft (APWU only) are permitted using same seniority as above.
- Transfer is treated as a ‘voluntary transfer’
 - Seniority at the gaining installation is established as if a voluntary transfer, i.e. – the employee begins a new period of seniority within the installation.
 - Transferring employee must meet minimum qualification(s).
- If gaining installation is hiring or accepting transfers, senior employee on priority list **MUST** be permitted to transfer.
 - As gaining installation(s) develop vacancies, they will utilize e-Reassign.
 - NO ‘consideration’ of employee attendance, safety or discipline records.
 - NO 12 or 18 month lock-ins for this transfer.
 - NO hiring vs. transfer ratios are applicable.
 - NO ‘hold’ can be placed on employee by either installation.
- Employee can decline opportunity, but is then subject to Article 12 provisions.
- There are no modifications to Article 12 notice and time limits.
- Disputes are to be handled at the Area level.