

Attachment to MOU: Questions and Answers on Maintenance Support Position Consolidations

1. How will my seniority for preferred assignments be affected?

All employees will keep their same relative seniority date. For example, employees promoted before June 25, 1992, will retain their seniority date as the date they entered the occupational group and level and will remain in the top portion of the PAR list. Employees promoted after June 25, 1992, will retain their seniority date as their total Maintenance Craft service in the installation and will be listed on the PAR list below those promoted prior to June 25, 1992.

2. How will the seniority lists be combined?

The seniority lists will be merged with all employees keeping their same relative date. In accordance with the National Agreement, the lists will remain in order of seniority as determined in question 1.

3. I hold a position in tools and parts. How will my current duty assignment be affected?

You will continue to report to your original duty assignment (as it was originally posted), regardless of whether you are a Tool & Parts Clerk, Maintenance Control Clerk, Maintenance Control & Stock Clerk, or Office Clerk Custodial. Employees will not be assigned away from their original duty assignment on a day-to-day basis. However, employees may be required to "fill-in" on other assignments for such purposes as heavy work load, holidays, unexpected absences, lunch breaks, or other short term needs.

4. I am a Tool & Parts Clerk and did not take the typing test which is a requirement of the Maintenance Support Clerk position. Will I have to take this test to be reclassified as a Maintenance Support Clerk?

No, all Tool & Parts Clerks are to be considered qualified for the Maintenance Support Clerk, level 5, position in their current duty assignment and are eligible to bid on vacant duty assignments.

5. How will the Level 6 Maintenance Control Technician be affected?

The position description and title of this job was changed through the Article 19 process to Maintenance Support Clerk, Level 6. All seniority lists will remain the same. All Level 6 Maintenance Control Technicians are to be considered qualified

for the Maintenance Support Clerk, Level 6, position in their current duty assignment and are eligible to bid on vacant duty assignments.

6. Are there going to be major changes in assignments such as abolishing and re-establishing duty assignments?

Solely as a result of this consolidation, the restructuring of bid assignments to accommodate employees is prohibited. There is no embargo on restructuring bid assignments to meet operational needs. Management will discuss any restructuring with the union prior to implementation.

7. Will I receive a work clothes allowance?

Yes, both new positions are entitled to a work clothes allowance.

8. How will this consolidation affect overtime?

Overtime in the Maintenance Craft is established in Article 38.7.D., which requires overtime desired lists to be established for each occupational group and level. Article 30 allows the local parties to establish overtime lists by sections. Local management should meet with the union to determine what effect this will have on overtime assignments.

9. How will this consolidation affect annual leave?

All annual leave commitments must be honored. Local management should meet with the union to determine what effect this will have on their Local Memorandum Of Understanding (LMOU).

10. I am presently a Tool & Parts Clerk and did not take the typing test. How do I qualify for the Maintenance Support Clerk, Level 6?

You must meet the Qualification Standard for the Level 6 position including the examination requirements, test 710 (clerical) and test 714 (typing).

11. How will employees be ranked on the Promotion Eligibility Registers?

For the Maintenance Support Clerk, Level 5, employees will be listed as best qualified.

For the Maintenance Support Clerk, Level 6, qualified Maintenance Support Clerks, Level 5, will be ranked in senior qualified order. All others will then be listed below the senior qualified applicant in best qualified order.