

FIELD TRIP DISTRIBUTION PROCEDURES

Aircraft Mechanic

Revised 05/12/04

1. Field Trip Selection
 - 1.1 Field Trips will be selected from the Mechanics (assigned / regular) and Crew Chiefs on duty in the appropriate work unit (i.e., General Mechanics, Avionics Mechanics, Tech Crew Chiefs, etc.) and in order of their relative overtime standing on their Field Trip List.
 - 1.1.1 Refusal of a Field Trip assignment will cause the Mechanic to be ineligible for another Field Trip Assignment occurring during the same shift, even if the Mechanic has the lowest hours.
 - 1.1.2 The Mechanic with the lowest hours will be asked first. In the event of equal hours, it will be offered to the senior Mechanic first. Seniority is based on occupational seniority. In the event of a tie in occupational seniority, Company seniority will be the determining factor. If both seniorities are the same, then birth date will be the determining factor.
 - 1.1.3 Mechanics that are on a CSW, and want to accept a Field Trip will be considered eligible only after exhausting the Field Trip List of all eligible Mechanics within their work group.
 - 1.1.4 Mechanics, Crew chiefs, and Tech Crew Chiefs working on the shift as an Acting Supervisor (MPR) will not be considered eligible for a Field Trip for the day.
 - 1.1.5 Mechanics that have not completed their probationary period, and the mechanic qualification test, are not eligible for Field Trips. Mechanics will not be added to the Field Trip List until these requirements are met.
 - 1.1.6 Field Trip assignments are subject to qualifications requirements, including taxi-tow and run-up, license and training. When necessary an unqualified Mechanic will be bypassed to select a qualified Mechanic.
 - 1.1.7 Mechanics who do not desire Field Trips may have their name removed from the Field Trip List by submitting a request in writing to Production Support.
 - 1.1.8 Prior to being considered eligible for a Field Trip assignment, Mechanics must have completed 8.0 hours of regular work after an Injury on Duty, or a sick call, which resulted in time off.
 - 1.1.9 When a Mechanic works a CSW immediately *prior to his/her regularly scheduled shift*, but is working his/her regularly scheduled shift when the Field Work is called, *he/she is eligible* for the Field Trip and all rules apply for the charging of such Field Trip.
 - 1.1.10 When a Mechanic works a CSW immediately *following his/her regularly scheduled shift*, and is working his/her regularly scheduled shift when the Field Trip is called, *he/she is not eligible* for the Field Trip, and will not be charged with the Trip.

1.2 Selection for Field Trip assignments will be based on the anticipated Field Trip requirement and from the Shift deemed most appropriate by Management. Technical Crew chief assignments to Field Trip will be as determined by Management, based on the type of work involved.

1.2.1 When the Field Trip involves more than one type of work (i.e., general maintenance – avionics maintenance) and appropriate number of qualified Mechanics will be selected from each respective work unit.

1.2.2 All Mechanics on a Field Trip assignment will assist each other to complete the work assignment without regard to normal work unit restrictions.

1.2.3 On all solicitations of field trips a minimum of two (2) A&P Mechanics will be dispatched. Except when a Tech Crew Chief is solicited for advisory duties at other stations.

1.2.4 Mechanics will not be forced to accept a Field Trip assignment

2. Field Trip Charging:

2.1 The Field Trip list will record Field Trip overtime hours and it will be maintained separately from the regular overtime list. Straight time Field Trip hours that occur during a Mechanic's regular 8 hour shift, will not be charged.

2.2 For equalization purposes, Field Trip overtime hours charged to the Field Trip record for refusing a Field Trip will be determined by the highest elapsed paid hours of the Mechanic within the appropriate work unit and shift who worked the Trip regardless of the overtime rate paid.

2.3 Field Trip overtime hours will be charged to the Mechanic's Field Trip Overtime List in 1 (one) hour increments. .5 (five tenths) of an hour or less will not be charged. .6 (six tenths) of an hour or more will be charged as 1 (one) additional hour.

2.4 Mechanics that are added to the Field Trip List, either by transfer into the station or work unit, or return from a leave of absence will be added to the List in seniority order and assigned the same number of hours as the highest Mechanic on the Field Trip List in the affected work unit plus 1 (one) hour.

2.5 Mechanics who were on a Field Trip assignment, will report to the Hangar 1 Production Supervisor for out-processing upon return to ORD. The hours to be charged will be posted to the Field Trip Work List within 24 (twenty-four) hours of the return of the Mechanic. Although every effort will be made to update Field Trip Lists as quickly as possible, Field Trips from a previous day returning after 0400 hours the next day, may not be added to that days' list in time to reset the list. In this event, all Mechanics who refused or worked that specific trip will remain ineligible for Field Trips that day.

3. Health and Safety Considerations:

- 3.1 When a Mechanic returns from a Field Trip, based on considerations for health and safety due to the Mechanic's lack of rest, the Company, at their discretion, reserves the right, under Article 28(b) of the AA/TWU Agreement, to relieve the Mechanic from working the remainder of his/her scheduled shift, or the entirety of his/her shift if it has not yet begun.
- 3.2 A Mechanic so relieved from work shall be paid his/her straight time rate for that portion of his/her shift from which he/she is relieved, regardless of the rate he/she would have received had he/she worked.
- 3.3 When making such a reasonable consideration, the Company shall consider when the Mechanic last had a period of 7 ½ (seven and one-half) hours or more during which the Mechanic was not traveling or working while on the Field Trip as well as their schedule upon return.
- 3.4 Such reasonable determination should normally be made after the Mechanic has reported back from the Field Trip and prior to their commencing work, except for such work as may be related to the Field Trip.

Agreed to:

Russ Newill
Area Director
American Airlines
Aircraft Maintenance

Paul McCormick
President, Local 563
Transport Workers Union

This policy has been reviewed by the ATD Vice President and the EPR Directing Manager in accordance with Article 45 of the Maintenance and Related Agreement.

Gary Yingst
TWU Vice President,
AA System Coordinator

Jim Weel
Directing Manager,
AA EPR/TWU Principle

cc: Jim Little
File