

Q & A - Special Inspector Self-Demotion March 2011
AA/TWU Mechanic and Related Agreement
Title I

Q.1. I am a full time Inspector – AMT and I have less seniority than an employee with recall rights to the position I want to self-demote to at my station. Will I be allowed to self-demote?

A.1. In order to protect the recall rights of other employees, the Company and the TWU have agreed that under such circumstances, you would be prohibited from exercising the ability to self-demote during the special window. (Reference letter of agreement dated March 14, 1996.)

Q.2. I have been an Inspector for less than 90 days. Can I self-demote?

A.2. During this special window only, you are eligible to self-demote.

Q.3. Can I refuse a bid for an Inspector opportunity under the special self-demotion provision?

A.3. You may withdraw your bid prior to the end of the special window, but not after. Bids on file at the end of the special window are irrevocable and cannot be rescinded.

Q.4. I refused an Inspector system bid four months ago. Am I eligible to bid for an Inspector opportunity created by the special self-demotion?

A.4. Your refusal of a regular Inspector bid will not prohibit you from bidding on an Inspector opportunity resulting from the special self-demotion. However, you are ineligible to put in a system bid on regular Inspector vacancies for six (6) months from the date of your refusal.

Q.5. I self-demoted through a transfer three months ago. Am I eligible to bid for a Inspector opportunity created by the special window?

A.5. Yes, you are eligible to bid for an opportunity created by the special window. Note: You are ineligible to put in a system bid for regular Inspector vacancies for six (6) months

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- Q.6. I was demoted for cause (or during the trial period) six months ago. Am I eligible to bid for an Inspector opportunity created by the special window?
- A.6. As a result of your demotion less than twelve months ago, you do not meet the qualifications required for the Inspector classification. Therefore, you may not bid for an Inspector opportunity created by the special window.
- Q.7. If I am awarded an Inspector position through the demotion process when will I start working as an Inspector?
- A.7. After you have successfully completed the qualifications test.
- Q.8. What shift, days off and/or work area will I have as a result of changing positions during the special window?
- A.8. Shift, days off and other work assignment details will be handled on a local basis and coordinated with the Company and local TWU representatives.
- Q.9. I am currently an Inspector at a station that is covered under the One Station Complex Agreement, specifically, LGA. Am I subject to being reassigned to EWR or JFK as a result of electing to self demote?
- A.9. No. Although there is a provision in the labor agreement that covers One Station Complex Agreements, the self demotion process under Article 12 was intended to allow the self demotions at the Inspector's station (local airport) at the time of the demotion. Therefore, if you are allowed to self demote or promote, you will remain at your station (in this example, LGA) as a result of this procedure.
- Q.10. I am on an unpaid leave of absence/inactive status. Will I be eligible to self demote or promote under this special provision?
- A.10. No. You must be on active payroll at the time you submit your request in order to be eligible to participate in the Inspector special self demotion window.

Should you have any questions not addressed in this Q & A, please call your HR operations Support Representative or Employee Relations.