

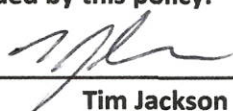


LIT TEMPORARY DUTY POLICY

Article 17 of the Labor Agreement indicates the manner in which Employees on a Field Trip/Temporary Duty are to be paid, but does not provide procedures for the selection of Employees. In the absence of such language, the Company and Union are establishing the following policy/guidelines to be followed for temporary duty and selection of Employees in the Title Group 1 – Aviation Maintenance.

1. In the event the operational needs of the Company requires Employees to work somewhere other than their normal base station for a known period of time, shall be considered temporary duty (TDY).
2. Using the TDY list, the Supervisor and a Union member (shop steward preferred) will attempt to contact qualified Employees included in Title Group 1 (excluding QC) either while at work or by the number on the TDY list in descending order of occupational seniority starting where the last TDY call ended.
3. The TDY list will be located in the hangar Supervisor's office.
4. All Employees wishing to be considered for TDY shall enter their name and current phone number on the TDY list.
5. All qualified Employees will be considered eligible for TDY (except for Employees on probation.)
6. Qualified Mechanics are to be defined as Mechanics that have completed Familiarization School on the type of aircraft to be worked and/or maintains a Run-up and Taxi qualification for the aircraft type or Base where the work is needed.
Note: Skill refers to established skills in aircraft maintenance: IE: structures, avionics, systems, etc.
7. All chosen Mechanics must be able to sign off all work accomplished.
8. All overtime will be computed and added to the overtime accumulation log.
9. Employees will be paid for travel time directly to/from a hotel and work while on TDY.
10. A call out log will include the employee's name, date, time called, and employee's answer or reason they could not be contacted. If the Employee returns the call before the required number of Employees is reached, they will be considered for the TDY.

Provisions of the TWU contract remain applicable, unchanged and are not in any way deemed to be voided or amended by this policy.



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