

XNA Field Work Policy

Article 17 of the Labor Agreement indicated the manner in which Mechanics who are sent on a field trip are to be paid. It does not provide procedures for the selection of Mechanics for such trips. Field Work is to be described as a short-term job assignment to a station for the purpose of working on an aircraft that is out of service and returning it to service. In the absence of such language, the Company and Union at XNA are establishing the following policy for the selection of Aircraft Mechanics for field trips.

(Note: In the following the term Mechanic refers to either Mechanics or Crew Chiefs since both are of the same classification.)

Selection

1. At the beginning of each shift a field trip sign up sheet will be posted at a convenient location for mechanics to sign up as they clock in. The list will be posted for one hour at the beginning of the shift then picked up by either the Supervisor or Crew Chief on duty.
2. If a field trip arises qualified mechanics will be chosen from the sign up sheet first. If more qualified volunteers exist than is required a lottery will be held to select the mechanics.
3. If nobody volunteers or there are no qualified volunteers a list of qualified mechanics on the floor by seniority will be used to find volunteers.
4. If no volunteers are found by either of these methods then the overtime list will be used to select mechanics for the field trip.

Restrictions/Guidelines

1. All Mechanics on shift will be preferred first.
2. New hires on probation will not be considered for field trips.
3. If RII is required the Inspector on duty will be asked first then by seniority to the individuals chosen for the field trip.
4. Mechanics previously chosen for a field trip will only be eligible for another field trip on the same day if no other employee is signed up or is qualified.
5. Mechanics involved in time consuming projects which cannot be turned over in a timely or safe manner, which has been in progress a sufficient amount of time to make it impractical for these mechanics to be reassigned or where mechanics working in a higher capacity do not have replacement mechanics for their position will be ineligible.
6. Qualified Mechanics are to be defined as Mechanics who possess relevant qualifications to the work to be performed, which may include Fleet Qualified on the type aircraft to be worked, run and taxi, RII and/or airworthiness release, fuel tank entry. Skill refers to established skills in aircraft maintenance; egg. structures, avionics, systems, etc.
7. If a company vehicle is used the Mechanics going on the fieldwork assignment will be responsible for taking and returning the required manuals, tools and parts unless other regulations prohibit.
8. For safety reasons, a minimum of two (2) Mechanics will be assigned to a field trip for component changes, engine runs, or as required.
9. While on a fieldwork assignments, Mechanics are under MOC's supervision and must keep MOC informed of job progression.
 - a. Give an initial estimate within (30) minutes of arrival
 - b. Give updates as any changes are noted
 - c. Call MOC as soon as possible when aircraft is Alpha 1
10. All fieldwork overtime will be computed and added to the overtime accumulation log.
11. Provisions of the TWU contract remain applicable unchanged and are not in any way deemed to be voided or amended by this policy.

Approved for XNA

Union Representative: _____

Management: _____