

The Association.



THE TWU-IAM ASSOCIATION

March 30, 2026

Re: Clarification on filling an MLS TCC position.

TWU-IAM Association Brothers and Sisters:

MLS Technical Crew Chief vacancies shall be awarded in the following order:

1. The senior employee working as an MLS Technical Crew Chief who bids the Vacancy from another bid area or station.
2. The senior employee, utilizing MLS basic classification seniority working as an MLS or MLS Crew Chief, bidding the vacancy who meets the qualifications and is successful in the interview process above.
3. The senior employee, utilizing MLS basic classification seniority bidding the vacancy from the MLS Collective Bargaining Agreement who holds MLS Seniority but is working in another classification who meets the qualifications and is successful in the interview process above.
4. The senior Planner utilizing their basic classification seniority bidding the vacancy from the MLS Collective Bargaining Agreement who does not hold MLS Seniority but is working in another classification who meets the qualifications and is successful in the interview process above.
5. The senior employee, bidding the vacancy from any other Association agreement that holds MLS seniority or employees in a stability period, who meet the qualifications and is successful in the interview process above.
6. The senior employee, bidding the vacancy from any other Association agreement, who meets the qualifications and is successful in the interview process above. The earliest basic classification seniority date will be used to determine who is senior for the purpose of awarding the vacancy.
7. Any other employee or new hire.

Only an interview (not a presentation) is required. Please read and understand the process:

Employees who do not hold MLS Technical Crew Chief seniority at the time of a vacancy, who meet the qualifications in Article 8, shall advance to an interview by a panel interview committee that will be comprised of an equal number of members selected by the Association and the Company.

The Association shall establish and maintain a list of members for each Company designated location to serve on the panel interview committee for each vacancy sufficient to ensure that there are no delays in the panel interview process. The Company and Union will mutually agree to establish a standard minimum passing score which will be applied to all candidates seeking the vacancy. Each member of the committee will score the candidate's interview results on a numerical scale. Each committee member's score will be totaled and averaged to establish the candidate's total score. Panel interview scores will remain valid for one (1) year. The senior candidate, utilizing basic classification seniority who meets the minimum passing score from the panel interview will be selected by the Company.

Interview score: anything above a 70% the position is awarded by seniority

Fraternally,

The TWU-IAM Association Leadership