TECHOPS TWU-IAM ASSOCIATION

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The Association has received the System Board of Adjustment's decision concerning the rebid process under Article 14.1 of the Joint Collective Bargaining Agreement. Although the grievances were denied, the decision recognizes an important part of the bidding process: **members must have the ability to see where Crew Chiefs have bid before making their own selections.**

The Association brought these grievances to protect members' seniority rights and their ability to make informed bidding decisions. The case addressed whether basic classification mechanics could select a particular Crew Chief during the rebid process, challenging the Company's "Dodgeball" process for selection primarily used in Tulsa.

The Board determined that the agreement allows basic classification mechanics to select their shifts, days off, and work locations within the bid area, but does not provide a separate right to select one particular Crew Chief. It also found that the agreement does not require each work location to have only one Crew Chief.

However, the decision expressly recognizes why Crew Chiefs bid first. Their selections allow members to review Crew Chief locations and consider that information when making their own bids. The Board stated that a basic classification employee "must have the ability to" review and consider the location and presence of a Crew Chief as part of the selection process.

In practical terms, members can use that information to bid toward or away from a particular Crew Chief through their selection of shift, days off, and work location, subject to seniority and available positions. This does not guarantee assignment to a particular Crew Chief or allow a member to change a Crew Chief's bid selection.

The Board also specifically stated that nothing in its decision is intended to modify the DFW model, which provides visibility into Crew Chief selections. This means that we expect no changes to how bids are done on this issue in DFW and most stations throughout the system.

While the Association did not obtain the full remedy requested, the decision provides important clarification supporting members' ability to make informed bids. The Association will continue working to ensure the rebid process provides the visibility recognized in this decision.

In Solidarity,

The TWU – IAM Techops Association