

Filling Temporary Assignments Fleet Division

Current Local 223 UWUA Agreement language provides for a procedure for making temporary assignment changes in cases where manpower is needed on a temporary basis. The language in the CBA provides the framework for how the parties are to act in these cases, however a number of questions arise as to under what circumstances or what provisions apply. This document is designed to provide guidance for Company leadership and individual employees as to This document will be revised from time to time..... the parties agree to meet at minimum on an (annual basis) to review and amend these practices so as resolve issues and have the latest information available to all parties.

Section 8.35. Choice of Headquarters. (For Trade)

a. When employees are needed at a particular headquarters or in a particular work area for a period expected to last six (6) months or more, a notice will be posted in the bargaining unit or units affected. If the expected need is for a shorter period, such a notice will be posted if, in the judgment of Management, the period is sufficiently long to warrant posting. The desire of employees for a particular headquarters or work area will be respected on the basis of seniority as defined in Section 7.2, provided reasonable qualifications and abilities of the employees being considered are not significantly different. "Significant difference" shall be "head and shoulders difference," and such factors as advance licenses or step-up experience shall not of themselves amount to "significant differences". A change in headquarters to meet the desires of an employee is not a change at the Company's request and moving expenses will not be paid.

b. Except as otherwise agreed, when an Apprentice is automatically progressed out of such category he/she will not automatically stay at the same location if there is a more senior employee elsewhere in the higher classification who prefers that location and there is a need for an additional employee in that higher classification at that location.

c. Paragraph e of Section 8.38 also applies to transfers made under this Section 8.35.

Section 8.38 c

c. If such a vacancy occurs in any one of the bargaining units covered by this Agreement, which is not filled by the foregoing procedure, notice of this vacancy will be posted on the bulletin boards company-wide stating that such a vacancy exists. Such vacancies will not be filled, except on a temporary basis, until at least eight (8) calendar days after the posting of such notices, in order that employees in other units may apply. If the reasonable qualifications and abilities of the employees being considered are not significantly different, total length of service with the Company shall govern. "Significant difference" shall be "head and shoulders difference", and such factors as advance licenses or step-up experience shall not of themselves amount to "significant differences". When seniority is not a factor in filling a job vacancy

Frequently Asked Questions for filling assignments expected to last 30 days or less

Q: How would we replace a senior B day shift mechanic for an assignment expected to last up to two weeks? Example: Trombly day shift senior B mechanic is needed for a two week assignment.

A: First: Canvass Trombly Senior B mechanics at Trombly by seniority. If position is not filled then canvas mechanics at Trombly by seniority...

Next: If position is not filled by Trombly personnel then canvass the next closest location in the cluster using the process outlined in the Temporary Assignment MOU. You would continue to move to each next closest location until the position is filled or all available personnel in the cluster have been canvassed.

Next: Canvass the personnel at WSC using the procedure as outlined in the Temporary Assignment MOU.

Q: How would we replace a mechanic at Michigan Ave, Lynch Rd or Coolidge for 30 days.

A: Allen Rd would be canvassed for a 30 working day short term assignment using the process outlined in the Temporary assignment MOU.

Q: What would be the procedure for filling a Senior Mechanic's position at Pontiac SC for a period of 6 Months.

A: It would either be made available to all Mechanics in the Motor Trans Bargaining Unit assigned to Corporate Services Fleet through a canvass or by posting a bid.

Q: Should mechanics or senior B mechanics be paid time and mileage when filling a temporary assignment at another location?

A: Except as otherwise specifically stated in this Agreement, if an employee is asked to report at or Quit from a location within the Company service area other than the employee's regular headquarters the employee will, in each case, be given transportation costs and a travel time allowance equal to the time required to travel between his/her home or regular headquarters and the job, whichever is the least.

Q: Will all vacancies be filled by temporary assignments?

A: Not Necessarily: Temporary vacancies will be reviewed on a case by case by basis based on the workload of the location with the vacancy.

Q: Is WSC a feeder location to fill temporary vacancies

A: Yes, WSC will be canvassed after the canvass has been completed as outlined in the Temporary Assignment MOU for each specific cluster.

Q: Allen Rd has more work than their current compliment can handle, “How would they be supported?”

A: WSC would be requested to support Allen Rd and in the event that WSC does not have the headcount to support Allen Rd an Attachment “C” or Article 12-2 notification would be required..

Q: How would location get assistance from another location during normal scheduled Shifts.

A: Employees from the next nearest location(s) within the cluster can be assigned as a daily assignment on non-overtime assignments, to assist. Example: Western Wayne needs assistance with dielectric testing. Ann Arbor would be the next closest location within it’s Cluster. For the purposes of a daily assignment the employee is starting and stopping at their home location.

Q: If I am on a short term assignment, am I available for other short term assignment?

A: Employees currently on short term assignments are considered “not available” for other short term assignments.

Q If I am on a short term assignment, am I available for other short term assignment?

A: Employees currently filling temporary vacancies are available to be canvassed for new temporary vacancy and will be available for a short term assignments within the cluster they are temporarily assigned.