

Omaha Area Local

Local Memorandum of Understanding (LMOU)

Section 5 - Reassignments

- P&DC, Automation Operations, Letters, by tour

### Excessing

Joint Contract Interpretation Manual (JCIM), p. 108 REASSIGNMENTS WITHIN THE INSTALLATION/SECTIONS

- Before involuntarily reassigning full-time employees from a section, the following must be completed:
- Before excessing from a section, all full-time employees not holding a duty assignment (e.g., unencumbered/unassigned) must be assigned outside the section.
- Return any limited or light duty employees from other crafts who are temporarily assigned to the affected section to their respective crafts.
- Identify the full-time duty assignments to be abolished; and
- Identify the junior full-time employees to be reassigned; and
- Identify the number of duty assignments occupied by the junior full-time employees that will remain following their reassignment. These duty assignments are to be posted for sectional bidding.

Excessing occurs **by wage level and status**.

You must be in the section at the time of excessing to obtain retreat rights.

If you are a clerk who is junior to the number of jobs retained in a section, you will be excessed from the needs of the section and reassigned.

If you are a senior clerk and your job is abolished, you will remain senior in the section and be able to bid in the closed bid process. Clerks remaining senior in the section who do not bid or receive a bid will be placed into one of the remaining unbid duty assignments.

### Junior clerks

All junior clerks who are excessed from the needs of the section will become unassigned regular clerks and will be subject to reassignment.

- Once excessed from the needs of the section, you will retain the right to retreat to the section for any future same wage level, same tour, and section vacancies that remain unbid after the closed bid process
- When a job goes unbid from the closed bid of your former section, ALL clerks with retreat rights will be issued a letter to choose the remaining jobs.
- **ALL** clerk with retreat rights **MUST** choose **ALL** remaining jobs or **LOSE** their retreat rights.

The remaining jobs will be awarded by seniority. The process continues until all excessed clerks with retreat rights are back in the section and/or forfeited their retreat rights by non-selection.

### **Closed Bid Process**

The closed bid process is based on those remaining senior in section **by wage level**.

Senior clerks (**by wage level**) whose jobs were abolished remain in the section and will be unassigned within that section.

These senior clerks will participate in a closed bid and compete for positions of junior clerks who were excessed, **and all jobs of clerks remaining senior in section who are junior to the most senior clerk who had their job abolished.**

**ALL** clerks remaining senior in the section can bid on the remaining jobs. The closed bid process continues until all clerks remaining senior in the section are placed into the remaining jobs, by bid or assignment. At the end of any closed bid cycle, any unassigned senior clerk remaining in section **WILL** be placed in any remaining jobs.

### **Unassigned regular status**

By rule, management can assign hours and days off within 28 days of becoming reassigned. Any clerk who is reassigned will be locked into those hours and days off for a period of 180 days, at which time they are eligible for another reassignment, with a following 180-day lock-in period. If management fails to reassign hours and days off within 28 days, clerks retain their prior schedules for the 180-day lock-in period.

### **Closed Section**

Any section for which clerks have retreat rights remains closed for bidding purposes.

Any jobs (by wage level) vacated in a closed section will be offered first to those senior clerks remaining in the section. When a job goes unbid from the closed bid, **ALL** clerks with retreat rights will be issued a letter to choose the remaining jobs. Once all retreat rights have been satisfied, the section is open, and future vacant jobs are posted for installation-wide bidding.

### **Reassignment to residual vacancies**

All unassigned regular clerks will be subject to reassignment to existing residual vacancies.

JCIM, p. 248:

In what order must unencumbered employees be assigned to the same or higher level?

Response: After the assignment of preference-eligible clerks, Article 37.4.C.1 requires that unencumbered employees be assigned in the following order:

- 1) currently qualified employees
- 2) partially qualified employees

3) employees not currently or partially qualified.

Article 37.4.C.5 is applied in the following order:

(a) Currently qualified: Offer by seniority, assign by seniority

(b) Partially qualified: Offer by seniority, assign by seniority

(c) Not Currently or Partially Qualified: offer by seniority, assign by seniority.