



Article 114 Mid-Shift Qualification Agreement

Article 114, Section 1 of the 2016 CBA, allows for the parties to make collaborative decisions at the local level to improve work life and productivity of the employees. The A90 leadership team collaboratively agrees that coverage requirements on the mid-shift for the 2020 Basic Watch Schedule will be addressed as follows:


For the 2020 A90 Basic Watch Schedule three (3) controllers (minimum two North CIC certified) will staff the mid-shift to work the A90 airspace as constituted on October 22, 2019. Once in a mid-shift configuration, and as workload allows, the airspace may be combined to one position with single controller mid-shift procedures utilized.

The following agreements are used in developing the 2020 Basic Watch Schedule and all associated MOUs for the period prior to end state configuration.

1. A mid-shift qualification will be used for A90 North Area CPCs that are not certified on Plymouth (SM) and Lynch (AL) Sectors. The mid-shift qualification training and a training plan will be collaboratively reviewed for use in this agreement.
2. Utilization of this mid-shift qualification is limited to the airspace encompassing Plymouth (SM) and Lynch (AL) Sectors between the hours of 10pm to 6am.
3. The mid-shift qualification is expected to be used during periods of low traffic demand/complexity. The mid-shift qualification is not intended so that the employee is assigned to work a standalone SM and/or AL operating positions. If the traffic demand/complexity is such that SM/AL cannot be combined with other positions, then the mid-shift qualification should not be utilized.
4. When operationally feasible, A90 will transition to a single Watch Desk configuration in preparation of the mid-shift configuration. During the hours of 2300 and 0530 the mid-shift qualification extends to that Watch Desk.

The Parties collaboratively agree that the mid-shift qualification, if only used as defined above, is not a transfer of Area under Article 46, Sections 5, 6 and 7 of the 2016 CBA.


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Date Signed: 10/24/2019

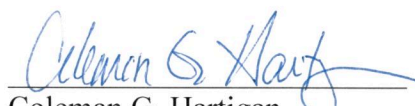


Article 114 Agreed to Items for the 2020 Leave Year Transition

Article 114, Section 1 of the 2016 CBA, allows for the parties to make collaborative decisions at the local level to improve work life and productivity of the employees. The A90 leadership team collaboratively agrees to the following:

1. A BUE will not have a shift change/swap, RDO change/swap, or leave request denied based on out of area certification (i.e. North Area working SM/AL, or South Area working Final 1/Final 2).
2. BUEs who are in an active OJT status will be shown in the DEV column of WMT and will normally be counted toward shift staffing guidelines numbers only one day per week.
3. The "North Area" is defined as ID, SL, SR, SB, F1, F2, SE, SO, SF, ST, SW and associated coordinator and flight data positions.
4. The "South Area" is defined as ID, SL, SM, AL, SI, SN, SS, MV, AR, ND, RAI, RAV, RAN and associated coordinator and flight data positions.


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