

Tentative Agreement

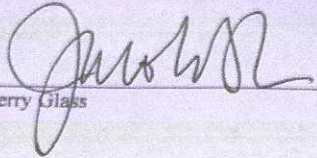
[Provisions removed from Paragraph M in Article 34 and incorporated in this Article 37; Paragraph M.4.f moved to Paragraph C herein.]

Article 37 – SIDA

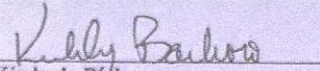
The government requires a criminal background check and fingerprinting for all employees requiring unescorted Security Identification Display Area (SIDA) access at a station.

- A. Employees moving from one station to another may have to obtain a SIDA badge for the new station. Employees will be authorized space available Company business travel to the new station in order to accomplish the application process for the SIDA badge. Where space available travel is not practical, the Company may elect to grant space positive travel. Employees must use their regular scheduled off days or request vacation time to apply for the SIDA badge. The Company will make reasonable efforts to assist the employee in obtaining the necessary badging at the new station.
- B. Employees who renew a SIDA badge at a station shall be permitted to complete the renewal process during their regularly scheduled shift if the SIDA office is open during those shift hours. If an employee's regularly scheduled shift is other than when the SIDA office is open, the employee shall be paid at straight time rates for the time required to process the application during their off-duty hours.
- C. If the renewal of an employee's SIDA badge is delayed and the SIDA badge expires, the employee shall be placed on a personal leave of absence with reinstatement rights for SIDA access for up to ninety (90) days, unless extended by the Company on the basis of extenuating circumstances. The Company will make a good faith effort to advise a local Union of a SIDA badge confiscation when the Company becomes aware of such.
- D. When an employee recognizes there may be a delay in receiving SIDA access as a result of governmental requirements, the employee may request an extension of their report date in order to remain in their existing location for a time sufficient to allow for the normal processing of SIDA badging in the new station.
- E. Employees who request authority to delay their report date must comply with all of the following provisions. Any employee who fails to comply with the following provisions, or who does not make a request at the time the employee is notified of the delay in the processing of the SIDA application, will be transferred to the new station as described in the Agreement and any time for which the employee cannot work due to a lack of proper badging will be unpaid. Employees in an unpaid status due to a lack of badging may use accrued vacation, at their discretion, to be compensated for the unpaid time awaiting SIDA clearance at the new station.

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Jerry Glass

Date 12/13/23


Kimberly Barbora
Co-Chair, CWA-IBT Association

Date 12-13-23

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1. After accepting the transfer, the employee must contact their new station within one (1) business day and request any instructions/paperwork necessary to get the new SIDA badge. The employee must make an appointment with the new station within seven (7) days for the fingerprinting and application necessary to receive SIDA access in the new station. Every effort should be made by the employee to accomplish this appointment as quickly as can be scheduled by the airport authority in the new station. Employees may request accrued vacation, if accomplishing the appointment on the next regularly scheduled day off will delay the process.
2. The employee must immediately notify their existing manager that they have contacted their new station and the airport authority. The existing station will be responsible for arranging travel as outlined above in this Paragraph M.
3. Upon return to their existing station, following completion of the fingerprinting and SIDA application at their new station, the employee must present verification to their existing manager that the procedure is complete. Agreed.8.10.2023
4. Employees who properly request a report delay as outlined above in this Paragraph M, and who comply with these provisions shall be granted an extension delaying their report date to the new station sufficient to process a SIDA application up to ninety (90) days, unless extended by the Company on the basis of extenuating circumstances.
5. Employees allowed to stay in their existing station due to these provisions will remain in their existing classification and pay status.

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For the Company:

For the Union:

Lynn Vaughn
Managing Director of Labor


Marge Krueger
Co-Chair, CWA-IBT Association

Date

12/14/23
Date