

LOA – Bid Area Recall FAQ and Examples

- 1. *I am an active employee that is at my original station and not in my original bid area. When will I be given the opportunity to elect to be added to the recall list to my original bid area?***

You will have 14 days from the date of ratification of this LOA in a method to be determined by the company and this will be your ONLY opportunity.
- 2. *I am an active employee that is NOT at my original station. When will I be given the opportunity to elect to be added to the recall list to my original bid area?***

When you are permanently recalled to your original station and if are not offered your original bid area. You will have 14 days from the date of notification of recall to make this election in a method to be determined by the company and this will be your ONLY opportunity.
- 3. *I am an employee that was LOAP. When will I be given the opportunity to elect to be added to the recall list to my original bid area?***

When you are permanently recalled to your original station and if you are not offered your original bid area. You will have 14 days from the date of notification of recall to make this election in a method to be determined by the company and this will be your ONLY opportunity.
- 4. *I accepted classification recall prior to ratification of this LOA agreement and am not in my original bid area. Do I get the opportunity to be recalled to my original bid area?***

Yes, you will have 14 days from the date of ratification of this LOA to make this election in a method to be determined by the company and this will be your ONLY opportunity.
- 5. *I was displaced from my original station and declined my classification recall to a different bid area prior to ratification of this LOA. Do I get the opportunity to be recalled to my original bid area?***

Yes, you will have 14 days from the date of ratification of this agreement in a method to be determined by the company and this will be your ONLY opportunity.
- 6. *I was NOT displaced from my original station and declined my classification recall to a different bid area prior to ratification of this LOA. Do I get the opportunity to be recalled to my original bid area?***

Yes, you will have 14 days from the date of ratification of this agreement in a method to be determined by the company and this will be your ONLY opportunity.
- 7. *I declined my classification recall after ratification of this LOA, do I get the opportunity to be recalled to my original bid area?***

No, after ratification of this LOA you must accept your classification recall at your station to be eligible to be recalled to your original bid area.
- 8. *I was displaced from my station and declined my classification recall which was not to my original bid area prior to ratification of this agreement, do I get the opportunity to be recalled to my original bid area at my original station?***

Yes, because you were displaced from your original station and recalled to a bid area different than your original bid area, you will have 14 days from the date of ratification of this agreement in a method to be determined by the company and this will be your ONLY opportunity.

9. ***I was furloughed (LOAP) and have not been recalled yet but want to elect to be recalled to my original bid area. How do I do that?***

In the event you are not recalled to your original bid area, you will be given a one-time opportunity to be added to the recall list for your original bid area at your original station. Note: you must accept recall to your station even if it's not to your original bid area, unless you elected per item 2.E of the LOA.

10. ***My original bid area no longer exists at my original station but does exist at another station within the point. Can I elect to be recalled to my original bid area at another station that is at the same point?***

Yes, once you have been recalled to a location within your original point or if you are already in another station within your original point, you will have 14 days from the date of ratification of this LOA in a method to be determined by the company and this will be your ONLY opportunity.

11. ***I never left my station or classification during the RIF but I was displaced to a different bid area therefore I have no classification recall per the CBA. Am I eligible to go back to my original bid area?***

Yes, you will have 14 days from the date of ratification of this LOA in a method to be determined by the company and this will be your ONLY opportunity.

12. ***I am back on temporary recall and in my original bid area. Does this mean that I get to stay in my original bid area, even if I am offered permanent recall to another bid area?***

No, your temporary recall assignment is not relevant to this LOA. Your permanent assignment (whether it was afforded by the RIF or Recall) is the status used to determine your eligibility and application of this LOA.

13. ***I was displaced to another location or I am on layoff at the point (LOAP) and I only want to be recalled to my original location and bid area. Is this an option?***

Yes, you will have 14 days from the date of ratification of this LOA to request to limit your recall to your original location and bid area only.

Examples

Example 1- Employee was displaced from IAH 104-line Technician to IAH 119 Technician. This employee, if elected per item 2 of the LOA, will be added to the recall list to IAH 104-line Technician.

Example 2- Employee was LOAP from MCO 101 Lead Technician. Employee was recalled to MCO 119 Technician and will be given the opportunity, at that time, to elect to be added to the recall list to MCO 101 Technician.

To continue the example, while working as a Technician, the employee maintains recall as a Lead Technician in MCO. The employee later accepted recall to MCO 105 Lead Technician per the CBA. Because they accepted and reported to their classification recall in a bid area other than their original, they remain on the list for MCO 101 Lead Technician.

Example 3- Employee was displaced from DEN 113 Lead Technician to IAH 101 Technician. Employee was recalled to a DEN 104 Technician position. If the employee is recalled to DEN 101 Lead Technician, they must accept recall to DEN 101 Lead Technician to be eligible for bid area and classification recall. If recall is accepted and, if elected per item 2 of the LOA, they will be added to the recall list to DEN 113 Lead Technician.

Example 4- Employee was displaced from IAH 112-line Technician to EWR 112-line Technician. Employee was recalled to IAH 503 Utility Specialist. If the employee is recalled to IAH 110-base Technician, they must accept recall to IAH 110-base Technician to be eligible for bid area and classification recall. If recall is accepted, and if elected per item 2 of the LOA, will be added to the recall list to IAH 112-line technician.

Example 5- Employee was displaced from EWR 103 Lead Technician to BOS 101 Technician. Employee is later recalled to EWR 101 Lead Technician. If recall is accepted to EWR 101 Lead Technician, and if elected per item 2 of the LOA, will be added to the recall list to EWR 103 Lead Technician. If the employee declines recall to EWR 103 Lead Technician, the employee still retains recall to EWR 103 Technician.

Example 6- Employee was displaced from HOU 117 Technician to VKY 113 Technician. Bid area 117 no longer exists at HOU but 117 does exist at IAH (another station at the point) therefore if they elected per item 3 of the LOA, will be added to the recall list for IAH 117 Technician because they are at their original point.

Example 7- Employee was displaced from IAH 301-line Inspector to IAH 101 Technician and declined recall to IAH 301-base Inspector. Because the employee never left their original station and declined Inspector classification recall to their original bid area, they are not eligible for recall.

Example 8- Employee was displaced from SEA 101 Lead Technician to PDX 101 Technician and declined recall to SEA 119 Lead Technician **prior to this LOA**. Because the employee left their original station and declined classification recall **prior to this LOA**, they may elect recall per item 2 of the LOA and will be added to the recall list for SEA 101 Lead Technician.

*Example 09 – Employee was displaced from LAX 101 Lead Technician to LAX 101 Technician. The employee was offered recall to LAX 103 Lead Technician and declined **prior to this LOA**. Since this employee declined classification recall in a different bid area **prior to this LOA**, they may elect recall per item 2 of the LOA and will be added to the recall list for LAX 101 Lead Technician.*

Example 10- Employee was displaced from ORD 101 technician to ORD 119 technician and subsequently accepted a bid to ORD 104 technician. If elected per item 2 of the LOA, the employee will be added to the recall list to ORD 101 technician.

Example 11- Employee was displaced from SFO 104-line Technician to LAS 101 Technician and subsequently accepted a bid to SEA 104-line Technician. Employee is recalled to SFO 101 Technician per the CBA and, if elected per item 2 of the LOA, the employee will be added to the recall list to SFO 104-line Technician.

Example 12- Employee was displaced from SFO 101 Lead Technician to SFO 104 Technician and subsequently accepted a bid to LAX 101 Technician. Employee accepted recall to SFO 105 Lead Technician and, if elected per item 2 of the LOA, will be added to the recall list to SFO 101 Lead Technician.

Example 13- Employee was displaced from SFO 301 Inspector-base to SFO 302 Inspector-shop. This employee does not have any recall per the CBA because they did not leave their station or classification. However, if elected per item 2 of the LOA, they will be added to the recall list for SFO 301 Inspector-base.

Example 14- Employee was displaced from IAH 101 Lead Technician to EWR 101 Technician. The employee declined recall to IAH 102 Lead Technician prior to the ratification of this LOA. Because they were displaced from their original station and declined prior to ratification, they may elect per item 2 of the LOA to be added to the recall list for IAH 101 Lead Technician.

Example 15 – Employee was displaced from IAH 301 Inspector-line to IAH 101 Technician. The employee has classification recall to any Inspector position in bid area 301. Once recalled, regardless of recalled to a base or line Inspector, recall to the 301 Inspector classification has been fulfilled.

Example 16 - Two 119 Technicians 119 take LOAP. The senior Technician is recalled to 101, qualified via the CBA. The junior Technician has no license and has less FRD seniority, so recall is limited to 119 Technician. Per the LOA, the senior Technician will have the ability to place his/her name on the recall list for bid area 119 and be called for that bid area before the junior Technician who has less FRD seniority.