

As we continue our process of sending out weekly topics we have received feedback that some of the topics were too lengthy, accordingly we will begin to put out some brief topics as well. We will not stop covering the bigger, more in depth, and therefore longer topics, however, they may be broken into pieces or mixed in sporadically with some more concise topics. For feedback or suggestions contact mentoring@iap2750.org.

This week's topic: Vacancy Awards

Coming out of training many of us are not awarded our ideal base; consequently a common question is when a certain base will be awarded. While the answer depends on seniority, the answer will be found in a Vacancy Award.

Vacancy awards will publish positions broken down by base, equipment, and seat. The awards will be published, **if at all**, on the 15th of the month. This means that publishing a vacancy award is at the discretion of the company, if vacancies exist. In times of fast movement and hiring it is possible to see a vacancy award each month, but contractually this is not a requirement so do not expect it. [CBA 24.C.1]

Vacancy awards will include the effective date of the award, which will be no sooner than the start of the next bid month. The award will be generated from the standing bid on file at 2359Z of the last day of the month prior to the vacancy award. If you do not have a standing bid entered, your current position will be assumed to be your first preference. [CBA 24.B.3]

There is no freeze on a base change, accordingly you may move bases as your seniority holds subject to position award publication. Bidding freezes, or seat locks, only prohibit you from moving to another aircraft type with the same seat and are unaffected by upgrade. [CBA 24.K]

Section 24 of your contract covers the filling of vacancies. As always, this is not a comprehensive analysis of the CBA but meant as a primer to aid in your understanding of the contract. Please take time to read and learn your contract.