

ARTICLE 9

CONTRACT PERSONNEL

9.1 (no change)

9.2 (no change)

9.3(a) (no change)

9.3 (b) (no change)

9.3(c) The Company and the Union agree that it is normally inappropriate to hire contract personnel as direct hires in periods of surplus activity within a job family and skills management code. Deviations will be subject to approval by the Chief Engineer for the Wichita site. The granting of a deviation to allow such hiring shall not be subject to the grievance and arbitration procedure of Article 3. Exceptions will be managed locally by the Chief Engineer for the Wichita site.

9.3(d) (no change)

9.3(e) no change)

9.3(f) (no change)

9.3(g) Exceptions to this Article to avoid significant disruption or impact on committed packages of work will require local approval of the Wichita Site Chief Engineer. Notification will be provided to the Union as soon as practicable.

9.3 (h) Appeals Process. An employee who feels a contractor is being retained and they feel they may be qualified to do the contractors job (per their primary SMC) could, within twenty-one (21) days of receiving a WARN, be able to outline their concerns in writing to the Union setting forth the basis for an appeal. If the Union believes the employee's appeal warrants further review, the Union will notify the Wichita Workforce Manager or designee within seven (7) workdays of receipt of the employee's appeal. Within seven (7) workdays following such notice, a Workforce Representative, an Employee Relations Representative, and a Union Representative will meet to hear the appeal. The employee, immediate supervisor, and/or Skill Captain shall be invited to provide pertinent information at this meeting. Such resolution by this committee will be final and binding and will conclude the appeal process.