

ARTICLE 9 - PROBATIONARY PERIOD

- (a) An employee will be on probation for the first twelve (12) months of continuous service.
- (b) Nothing in this Agreement will be construed to prevent the Company from releasing any employee during his probationary period without cause and without hearing.
- (c) Any Dispatcher in Training will, as a condition of continued employment, become qualified as a Dispatcher within eighteen (18) months after permanent assignment to Dispatcher in Training by successfully completing the uniform Dispatcher qualifying examination(s) described in paragraph (d) of this Article.
- (d) The Company will prepare uniform Dispatcher examinations to be administered as required to Dispatcher's in Training. The local T.W.U. President will be afforded the opportunity to review and discuss the examinations to be administered with the Manager Dispatch Operations.

In the event examinations are administered orally, the Union, upon request, may have an observer present.