

ARTICLE 15 - REDUCTION IN FORCE

(a) When employees are to be furloughed, such furlough will be accomplished in reverse order of Instructor Seniority from within the Instructor classification affected by the curtailment of work. Employees covered by this Agreement who are to be furloughed will receive at least fourteen (14) calendar days notice, or pay in lieu of such notice. This notice requirement will not apply where an Act of God, fire, any government's actions, laws or regulations, or strikes or other work stoppages cause the furlough.

Employees will not be withheld from bidding openings/vacancies unless they are identified as employees who will be furloughed within the next four (4) months. The Company agrees to meet with the TWU regarding those employees who are to be withheld from bidding. The Company and the TWU local will meet to discuss any extension of the withholding for up to an additional 3 months. If no agreement is reached, a panel consisting of the Vice-President of Employee Relations and the President of TWU International or their designees will meet to review the request. During the reduction-in-force, the Company will continue to discuss manpower planning which is under consideration.

(b) An employee who has completed his probationary period and who is directly affected by a curtailment of work requiring a reduction in force may exercise his seniority to fill a vacancy or to displace the least senior employee (provided he is senior to such employee) in any classification for which he is qualified per Article 11,

(c) An employee who desires to exercise his seniority as outlined above must notify his immediate supervisor of his intention to exercise his seniority within seven (7) calendar days of receipt of notice of layoff. Within fourteen (14) calendar days of receipt of notice of layoff, he must prove that his qualifications are sufficient for the classification and type of work for which he desires to exercise his seniority.

(d) All employees laid off by the Company due to reduction in force will file the proper addresses with the Managing-Director of Flight Training at the time of layoff. Any change in address must be filed promptly in writing, certified mail, return receipt requested, with the Managing-Director, Flight Training.

(e) Under the provisions of (b) above, an employee who is furloughed may not fill a vacancy in another classification if employees senior to him are on a layoff status from that classification and retain recall rights as outlined in Article 16.

(f) Upon request of the Local Union President, an employee may appeal any dispute regarding the reduction in force application and administration to a review panel composed of a representative of the TWU International and the Vice President, Employee Relations, or their respective designees. This appeal must be made within seven (7) calendar days of receipt of notice of reduction in force.

(g) Employees who are subject to furlough will be allowed to fill vacancies in accordance with Article 12.