

ARTICLE 16 - RECALL

(a) An employee who has completed his probationary period and who is laid off by the Company due to a reduction in force will continue to accrue occupational seniority during such layoff. ~~for a period not exceeding his previous service to a maximum of three (3) years; the employee will continue to retain seniority thereafter. All seniority will be cancelled and recall rights forfeited if the employee is not recalled by the Company within ten (10) years from the effective day of layoff. Employees who remain on payroll will accrue seniority and retain recall rights indefinitely.~~ The Company and the respective TWU Local President will agree on the current recall list within ninety (90) calendar days of the date of ratification of this agreement.

(b) All employees laid off by the Company due to reduction in force will file proper addresses with appropriate Manager - Simulator/Training Equipment Support - GSW at the time of layoff. Any change in address must be filed promptly in writing, certified mail, return receipt requested, with the Manager -Simulator/Training Equipment Support - GSW.

All notices of recall will be made (telephonic notifications are okay if confirmed in writing) in writing via certified US mail, return receipt requested, or equivalent carrierovernight mail/express (i.e., U.S. Post Office, Federal Express, or equivalent). All employees must notify the person whose name is signed to the recall letter, within ten (10) calendar days of the date of mailing postmark of the recall letter, the date he will report for duty. Any employee who fails to notify the Manager or who fails to return to duty within twenty one (21) calendar days of the date of the mailing (or equivalent) will be considered to have refused recall and will lose all rights to reemployment and his seniority will be forfeited, unless such period is extended by the Company for an additional period not exceeding fifteen (15) additional calendar days. The Company will furnish the ranking Local Union Representative a copy of all such recall letters.

(c) A laid-off employee, including a protected employee exercising his options under Article 42, will have recall rights in order of seniority, for the period indicated in paragraph (a) above.