

### **ARTICLE 9 - PROBATIONARY PERIOD**

(a) New employees will be considered on probation for one hundred and twenty (120) calendar days. ~~for Fleet Service employees and one hundred and eighty (180) days for Ground Service employees.~~ In the event a probationary employee is granted a Leave of Absence, the probationary period will be extended by the number of calendar days equal to the period of the leave. Additionally, it is understood by the parties that the Company can release a probationary employee at any time without cause. An employee released under this section will have no right of appeal to an Area Board.

(b) An employee having qualified for promotion to a classification under this Agreement, who subsequently fails to successfully complete the required qualification test for that classification or fails to demonstrate the required ability will be returned to his previous classification and station, notwithstanding the provisions of Article 10(h) of this Agreement.

(c) If any probationary employee is released and then reemployed within a period not exceeding his previous service, he will be credited with his prior service for purposes of Company, Occupational, and Classification seniority as well as for purposes of completing his probationary period.

For example: An employee released on the sixty first (61<sup>st</sup>) calendar day of his probationary period and then reemployed ten (10) calendar days later will return to work with sixty one (61) calendar days of Company, Occupational and Classification seniority and have fifty nine (59) calendar days remaining in his probationary period.

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