

ARTICLE 18 – MILITARY LEAVE

(a) The reemployment and seniority status of any employee, who, while in the active service of the Company, entered the United States Armed Forces or the Merchant Marine of the United States, will be governed by the provisions of the Selective Training and Service Act of 1948, also known as the Uniformed Services Employment and Reemployment Rights Act, as amended, or other applicable law.

(b) Time spent on military leave will count as time worked for purposes of all seniority, including wage rates within the employee's classification and vacation.

(c) An employee granted a leave of absence to go on a tour of duty with the National Guard or other reserve unit will be entitled to the benefits outlined in section (b) above. The employee will provide a copy of his current and subsequent written orders to the Company. Upon request by the employee, he may use any unused vacation or available personal vacation (PV) days during this leave.

(d) The provisions of Article 42(a) will apply if the employee was subject to lay off while on Military Leave provided the employee had the seniority to exercise options either at his own station or the system and subsequently exercises those options upon return to active payroll. Under such circumstances, no adjustments will be made to his seniority (Company, Occupational, and ~~Classification~~ **Pay**). The Article 44 special moving/optional severance allowance will apply.

(1) An employee on Military Leave of Absence at time of lay off, lacking sufficient seniority to exercise options, will be placed on lay off status. The Military Leave will be terminated until the employee is recalled at which time the employee will be reinstated to Military Leave, if applicable. Appropriate adjustments will be made to Company, Occupational, and ~~Classification~~ **Pay** seniority.

(2) An employee having sufficient seniority to exercise options at time of lay off although on Military Leave, but who subsequently chooses the lay off option upon return from Military Leave will be placed on the recall list with any adjustments to Occupational and Company **seniority** as applicable.

(e) The attachment on the following page is agreed to by the parties and is incorporated as part of the Agreement.

ATTACHMENT 18.1 – NATIONAL GUARD/RESERVISTS OVERTIME  
CLARIFICATION

From: Dennis Quish  
To: Marion Finley  
Re: National Guard / Reservists Overtime Clarification

October 7, 1991

This letter is to summarize our recent discussions concerning national guard/reservists overtime eligibility on two week summer active duty, or weekend military drills.

It has been our policy to ask the national guard/reservist for overtime during the above duty times and charge for a refusal. Recent legislation enacted pursuant to "operation desert storm" indicates that the above employee is actually on a leave of absence status from American during active duty periods, or weekend drills.

Due to the above, it is agreed that the national guard/reservist will not be eligible, nor asked to work overtime during scheduled active duty periods, or weekend drills, due to his leave of absence status.

(Signed original on file)