

ARTICLE 15 - REDUCTION IN FORCE

(a) When a reduction in force results in the layoff of full- time and part-time employees under this Agreement, such layoffs shall be handled separately in inverse order of Occupational Classification Seniority as provided in paragraph (e) of Article 10 hereof. It is understood, however, that in the event of a reduction in force, employees in the Associate Flight Simulator Technician classification will be subject to layoff before any employee in the Flight Simulator Technician or Technical Coordinator classification is affected by such reduction in force.

(b) In the event of a reduction in force, notwithstanding other provisions of this Agreement, the reassignment of available employees between work sections to maintain the stability and efficiency of the work force may be effected by the Company providing such reassignment is effected within forty-five (45) days of the effective date of the layoff.

(c) An employee(s) reassigned under the provision of this Article as a result of a reduction in force, will be offered the first opportunity to return to the assignment held prior to the reduction in force upon the recall of the laid-off employee(s).

(d) A protected employee may exercise his seniority to displace the least senior employee in a part-time position. An employee electing this option shall maintain his protected hourly rate of pay. An employee electing to take a part-time position will thereafter be guaranteed only a part-time position; however, he shall maintain recall rights to a full-time position in accordance with Article 16.

(e) Upon request of the Local Union President and employee, may within seven (7) calendar days, appeal to a review panel composed of a representative of the TWU International and the Vice President, Employee Relations, or their respective designees, any disputes regarding the Reduction in Force application or administration.

(f) Employees who are subject to furlough will be allowed to fill vacancies in other AA /TWU contract groups in accordance with Article 12.

(h) An employee who has accepted layoff and who has been removed from payroll will accrue Classification seniority for the duration of the period on layoff, not to exceed ten (10) years as outlined in Article 16 (Recall).