

ARTICLE 9 - PROBATIONARY PERIOD

(a) New employees, regardless of classification, will be considered on probation for the first year, except that if a new employee meets the following conditions, his probation may be as short as six (6) months: an employee who has satisfactorily completed all required training for new employees and demonstrated the ability to perform all normal duties of his classification for a two (2) month period will be deemed to have completed probation at the end of the second month of such demonstration and will be so notified in writing of the effective date. After such notification, employees will not be subject to discharge without cause and will have full representation provided for under Article 29 and be afforded all provisions under Article 30. New employees hired in the classification of Associate Flight Simulator Technician will be required to satisfactorily complete all sections of the classroom training and on-the-job training specified by the Company.

(b) It is agreed that all duties and responsibilities, regardless of classification, will be fully explained to new employees. The Company will make the traditional resources available to the new employee, as needed, in order to meet the stated objectives. It is agreed that the new employee must demonstrate the initiative required to meet the stated objectives.

(c) The Company will maintain a training record for each new employee. This record will be shared with the new employee and the Union and copies will be provided upon request of the new employee and the Union.

(d) Employees on probation may be required to have their performance evaluated at any time, but no later than three (3) months. It is understood by the parties that the right of the Company to release an employee at any time during the probationary period without the benefit of a performance evaluation as provided for above is unaffected.