

ARTICLE 9 - PROBATIONARY PERIOD

(a) New employees hired into the Technical Specialist classification **as of this date of signing** will be considered on probation for the first ~~one hundred and eighty (180)~~ **three hundred and sixty five (365)** calendar days. An employee hired into this classification will be required to demonstrate proficiency within the first ~~one hundred and eighty (180)~~ **three hundred and sixty five (365)** calendar days or will be subject to dismissal. An employee released during his probationary period will have no right of appeal to the Area Board of Adjustment.

(b) An employee selected for promotion into the Technical Specialist classification under applicable provisions of all other AA/ TWU Agreements, who fails to demonstrate the required technical proficiency prior to the end of the first ~~one hundred and eighty (180)~~ **three hundred and sixty five (365)** calendar days will be returned to his previous classification and station, notwithstanding the provisions of Article 10(i) of this Agreement. During this period, the employee may elect to return to his previous classification and station provided he retains seniority in his previous classification. The start of the ~~one hundred and eighty (180)~~ **three hundred and sixty five (365)** calendar days will begin on the date the employee is awarded the Technical Specialist position.

An employee who is demoted or voluntarily returns to his previous classification under this provision will be prohibited from bidding on another Technical Specialist vacancy for a period of twelve (12) months from the date of return to the former classification.

(c) An employee entering the Technical Specialists Classification will be evaluated by his immediate supervisor at least twice, prior to the completion of his ~~one hundred and eightieth (180th)~~ **three hundred and sixty five (365)** calendar days in the Technical Specialist Classification.

(d) Upon initial assignment into the Technical Specialist Classification, the employee will be considered on an initial training assignment, for the purposes of overtime distribution, for a period not to exceed sixty (60) calendar days.

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