

ARTICLE 15 – REDUCTION IN FORCE

(a) All reductions in force due to lack of work will be handled in accordance with seniority, as provided for in Article 10(f).

(b) An employee having Occupational Seniority (one who has completed his probationary period per Article 9(a)) and who is directly affected by a curtailment of work requiring a reduction in force, may, at his option:

(1) exercise his seniority to displace another employee at his station in his own classification, or

(2) he may exercise his seniority to fill a vacancy at another station in his classification, in which event he will have preference over employees who otherwise might qualify under the provisions of Article 12(c) (4), or

(3) if he has two (2) or more years of seniority, he may exercise his seniority to displace the employee or employees with the least system seniority in his own classification, or

(4) if he is retaining seniority in another Title Group, he may exercise such retained seniority, but only at his own station. If the Title Group and appropriate classification does not exist at the station where the reduction in force occurs, the employee may request a transfer to any existing vacancy in the system in the appropriate classification, in either a full time or part time position, in which event he will have preference over employees who otherwise qualify under the provisions of Article 12(c) (4). If no such vacancy exists, he may exercise this retained seniority to displace the employee with the least system seniority in his former or lower classification within the appropriate Title Group, in either a full time or part time position.

In the application of (2) and (4) above, the employee will be advised of and, in order of his Occupational seniority, offered his choice of the stations where the appropriate vacancies exist.

In the application of (3) and (4) above, the employee will be advised of and, in the order of his Occupational seniority, offered his choice of the stations where appropriate vacancies exist and the location or locations of the least senior employees in his classification in the system. The number of least senior employees in the appropriate classification selected for displacement will correspond to the number of laid off employees who elect to exercise their seniority to a job in their own classification.

The number of least senior employees exposed to displacement under this procedure will not be changed because of failure of a laid off employee to move to a job previously allocated. An unprotected employee displaced as a result of an employee exercising option (3) or (4) above will have displacement rights provided he has the requisite Occupational seniority.

In the event of a planned reduction in force where a substantial number of employees or a substantial number of stations will be involved, the Company will notify the International Vice President, Transport Workers Union of the number of employees by classification and station to be affected by the reduction in force, a list of known vacancies in the same classifications by location and a list of the least senior employees by classification and location in the system who will be subject to the exercise of seniority of those employees notified of layoff.

(c) An employee who desires to exercise his seniority as outlined above must notify his immediate supervisor of his intention to exercise his seniority within five (5) days (exclusive of his regular days off) of receipt of notice of layoff and must within ten (10) calendar days (exclusive of his regular days off) of receipt of notice of layoff prove that his qualifications are sufficient for the classification and type of work for which he desires to exercise his seniority.

(d) Unless the reduction in force is the result of any reason set forth in Article 37(c), an employee who changes base stations under Article 15(b), will be reimbursed by the Company for all moving and travel expenses in accordance with Company regulations. Space available transportation for the employee and for members of his immediate family to the extent permitted by law will be furnished by the Company to an employee changing his base station under the provisions of this Article.

(e) A protected employee who is directly affected by a reduction in force at his station will be afforded the benefits of Article 44(a).

~~(f) Upon request of the Local Union President an employee, may~~ **Any disputes regarding the Reduction In Force application or administration must be appealed,** within seven (7) calendar days, ~~appeal to a~~ **the Reduction In Force (RIF) 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 .~~ **All decisions of the panel will be final and binding. In the event of a deadlock the Union may petition the grievance to the System Board of Adjustment.**

~~(g) Transfer requests by employees on layoff status are covered under the provisions of Article 12 of this Agreement.~~