

## **Tentative Agreement**

### **Article 13 – Voluntary Furlough**

Employees awarded voluntary furloughs will be subject to the provisions of Articles 8, 12 and 14 of this Agreement, except where otherwise provided for in this Article.

#### **A. Eligibility**

1. Full-time and part-time employees are eligible to apply for voluntary furloughs when there are employees currently possessing recall rights to the group and location. Additionally, prior to a system displacement, the Company will solicit voluntary furlough requests from employees in affected groups at:
  - a. affected locations; and
  - b. all reservations centers and home based work areas if the system displacement affects the Reservations Group; or
  - c. those stations that have two hundred (200) or more mainline weekly scheduled jet departures on the effective date of the displacements if the system displacement affects airport groups.
2. Employees on leaves of absence due to injury or illness (on or off the job) must provide documentation from a physician that they are physically able to return to active duty prior to requesting a voluntary furlough. Employees on other leaves of absence may not request voluntary furlough until they have provided a return to work date.
3. CSCs, PCSCs and LPCSRs requesting voluntary furloughs will be furloughed as full-time or part-time CSCs, PCSCs, and LPCSRs, as applicable. Such employees will have recall to their former location and group.

#### **B. Requests**

Written requests for voluntary furloughs must be submitted to the employee's manager on the appropriate Company form within established Company time frames. Voluntary furloughs awarded by the Company will be awarded in seniority order within the location. An employee requesting voluntary furlough will be advised by the Company that the possibility of recall to their position depends on the availability of an open position, their relative seniority and the duration of their recall rights.

#### **C. Conditions**

Employees awarded a voluntary furlough will:

1. be placed on furlough and will retain recall rights for a period of five (5) years to the specific group and location from which they were furloughed;
2. accrue Date of Hire and Passenger Service Seniority for a period of five (5) years from the effective date of furlough;
3. accrue Pay Date Seniority for a period of ninety (90) days from the effective date of furlough;
4. be advised by the Company that the employee may be eligible for unemployment benefits while on voluntary furlough, as determined by the employee's local unemployment agency;

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5. be eligible for system transfers. Employees who are awarded system transfers to other locations will relinquish recall to the former group and location from which they took voluntary furlough;
6. be eligible to bid on other Company positions. Employees on a voluntary furlough who are awarded another Company position will relinquish recall rights to their former group and location;
7. not be entitled to any furlough allowance;
8. not be eligible to submit a request for a voluntary furlough for a period of twelve (12) months from the effective date of return to work from a previous voluntary furlough status;
9. receive payment for or have applicable deduction for vacation;
10. continue to be responsible for the employee's portion of applicable medical/dental and life insurance premiums for a period of ninety (90) days. The Company will continue to pay the Company's portion of the cost of the applicable medical/dental and life insurance for a period of ninety (90) days; and
11. receive on-line travel benefits for a period of twenty-four (24) months following the effective date of furlough in accordance with Company policy.

### D. Recall

1. Employees on voluntary furloughs will be placed at the bottom of the appropriate recall list for the location. Employees may have their rightful position on the recall list reinstated (on the basis of applicable seniority) upon written notification to the Company on the appropriate Company form at least one (1) month prior to the requested effective date of reinstatement. When their rightful position on the recall list is reinstated, employees will be eligible for recall in the same manner as other employees displaced from the group and location.
  2. Employees may be recalled from a voluntary furlough, if the needs of the Company dictate, in inverse order of seniority. Employees who refuse recall from voluntary furlough will be deemed to have resigned from the Company and have their name removed from the seniority roster.
  3. Employees accepting recall to another location will relinquish recall rights to the location from which they took voluntary furlough.
- E. Employees who are awarded a voluntary furlough and who qualify to retire from the Company during their voluntary furlough, may retire from voluntary furlough status, provided that recall rights have not expired.

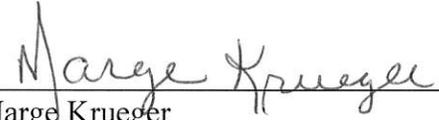
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For the Company:

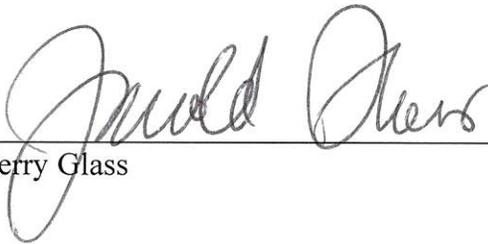
For the Union:

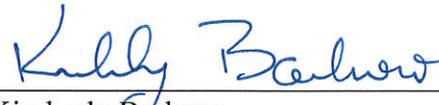
  
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Lynn Vaughn  
Managing Director of Labor

  
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Marge Krueger  
Co-Chair, CWA-IBT Association

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6/21/23  
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Jerry Glass

  
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Kimberly Barboro  
Co-Chair, CWA-IBT Association

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