

Tentative Agreement

Article 22 - Probation

- A. An employee shall be on probation for the first one hundred and eighty (180) calendar days of active service, inclusive of training.
- B. During probation, the employee's work schedule will be set by the Company.
- C. Probationary employees are employees at will and the Company has no responsibility to re-employ any employee separated for any reason during the probationary period. Probationary employees separated from the Company lose all accrued seniority.
- D. Employees are not eligible for vacation or sick leave credit or accrual until completion of probation, at which time vacation and sick leave accrual will be retroactive.
- E. At airport locations, probationary employees deemed proficient by local management will be eligible to participate in the next available shift bid.

Tentative Agreement

For the Company:

For the Union:



Lynn Vaughn
Managing Director of Labor



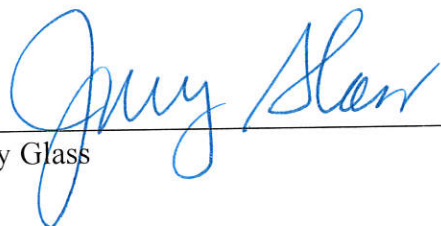
Marge Krueger
Co-Chair, CWA-IBT Association

11/2/22

Date

11/2/22

Date



Jerry Glass



Kimberly Barboro
Co-Chair, CWA-IBT Association

11/2/22

Date

11-2-22

Date