

ARTICLE 18 - MILITARY LEAVE

(a) The reemployment and seniority status of any employee, who, while in the active service of the Company, entered the armed services or the Merchant Marine of the United States, will be governed by the provisions of the Selective Training and Service Act of 1948, as amended, now known as the Uniformed Services Employment and Reemployment Rights Act or other applicable law.

(b) Time spent on military leave will count as time worked for purposes of seniority, wage rates within the employee's classification, and vacation.

(c) An employee granted a leave of absence to go on a tour of duty with the National Guard or other reserve unit will accrue length of service for pay purposes for the period of the leave. The employee, if he so desires will be able to use any accrued or unused vacation and available personal vacation days (PV) during this leave.

(d) The provisions of Article 42(a) will apply if the employee was subject to lay off while on military leave. Provided however, the employee must have seniority to exercise options either at his own station or the system and subsequently exercises those options upon return to active payroll. Under this circumstance, no adjustments will be made to his seniority (i.e. Company, Occupational and Classification). The Article 44 special moving/optional severance allowance will apply.

An employee on military leave at time of lay off, lacking sufficient seniority to exercise options, will be placed on lay off status. The military leave will be terminated until the employee is recalled at which time the employee will be reinstated to military leave, if applicable. Appropriate adjustments will be made to Company, Occupational and Classification seniority.

Employees having sufficient seniority to exercise options at time of lay off (while on military leave), but who subsequently choose the lay off option (upon return from military leave), will be placed on the recall list with any adjustments to Occupational and Company seniority as applicable.