

ARTICLE 23 - VOLUNTARY SEPARATION ALLOWANCE

To expedite attrition, an individual Protected Employee or Limited Rights Protected Employee may request or may be offered by the Carrier, in seniority order, at any district, an opportunity for Voluntary Early Separation and accept a Voluntary Separation Lump Sum Allowance and other considerations in lieu of all other benefits and protection provided for under this Agreement. Such employee shall be given an opportunity to elect hospital-surgical and dental coverage for himself/herself and his/her dependents in lieu of a portion or all of the Separation Allowance agreed upon if he/she so desires.

NOTE: Such request or offer for early Voluntary Separation shall be in writing and subject to the approval and option of both the individual employee and Carrier's Director of Labor Relations.