

EXHIBIT 63A.09a.
RESIGNATION AGREEMENT

This Agreement entered into this ____ day of _____, _____ by and between the Employee, _____, and the Employer.

1. The Employee agrees to sign Exhibit 63A.09a. Resignation Agreement instead of being discharged and whereby the Employee agrees to resign from employment in the event of a first positive alcohol or controlled substance test occurring during the initial probationary period.
2. The Employee agrees that Exhibit 63A.09a. Resignation Agreement has been carefully read and voluntarily accepts Exhibit 63A.09a. Resignation Agreement with full knowledge and understanding of its contents and meaning.
3. The Employee agrees that a resignation from employment deprives the Employee of the right to grieve as provided in Section 15 of the Unit 1 Agreement or challenge the resignation.
4. The Employee's resignation from employment as provided in Section 63A.09 – Initial Probation. shall be reported in the Employee's personnel file as resignation without fault.
5. Exhibit 63A.09a. Resignation Agreement shall be confidential, except as may be necessary to ensure compliance with its terms.

Acknowledgment:

Employee

Employer

Signature

Signature

Date: _____

Date: _____