

**ARTICLE 23 - ATTENDANCE AT HEARINGS, INVESTIGATIONS OR TRAINING CLASSES**

(a) When an employee is required by the Company to attend hearings or investigations, he will be paid for time spent at the hearing or investigation in the same manner as though the time was spent at his regular work.

For purposes of continuity during a hearing or investigation and at management's request, when a Union Representative, who is involved in a hearing or investigation, is required to remain involved beyond his scheduled shift he will be paid for time spent at the hearing or investigation in the same manner as though the time was spent at his regular work.

(b) Any employee who is required by the Company to attend training classes during regular working hours will be paid for time spent in attendance at these classes at his regular hourly rate and the time will be deemed as time spent at his regular work for all purposes. However, any time spent before or after regular work hours will not be classed as overtime and will be compensated for, when attendance is required by the Company, at the employee's regular hourly rate. An employee required to travel on any scheduled work day in conjunction with training away from his base station, before, during or after a regularly scheduled shift will be compensated at the employee's regular hourly rate.

(c) ~~Fleet Service~~— An employee required to attend training on any scheduled day off will be compensated for the time at one and one-half times (1.5x) his regular hourly rate for a minimum of eight (8) hours. An employee required to travel on any scheduled day off in connection with training away from his base station will be compensated for travel time at one and one-half times (1.5x) his regular hourly rate, but in no event less than eight (8) hours compensation at one and one-half times (1.5x) his regular hourly rate for travel during each twenty-four (24) hour period starting with the commencement of travel time.

Travel time in this Article will begin sixty (60) minutes before the scheduled departure of the flight actually taken by the employee (or any earlier flight for which he stood by) and will end with the actual gate arrival at the airport of destination.

~~(d) — Ground Service — An employee required to travel on any scheduled day off in connection with training away from his base station will be compensated for all travel time at one and one half times (1.5X) his base hourly rate, but in no event for less than four (4) hours. Travel time in this Article will begin thirty (30) minutes before the scheduled departure of the flight actually taken by the employee, or any earlier flight for which he stood by, and will end thirty (30) minutes after the actual gate arrival at the destination airport on the way to training. Travel time back to the employee's home base will end with the actual gate arrival at the destination airport.~~

~~(e)~~(d) An employee will, while away from his station, be paid actual expenses for meals, lodging and transportation. All expenses must be approved and paid for by the Company. Whenever receipts are not provided, the employee will be paid in accordance with ~~the Employee Policy Guide~~ **Company Policy**.

~~(f)~~(e) When the Company provides training at a station on a new type aircraft, equipment or component parts, employees at the station regularly performing the work involved will normally be assigned to the training in order of their seniority, to the extent of the number required, where the training is deemed necessary for their regular work assignment.

~~(g)~~(f) Training normally will be scheduled to provide at least seven (7) calendar days' notice to employees affected; except in the event of training required to meet unanticipated conditions such as airworthiness directives, fleet campaign directives and vendor instructions. This provision will not require such notice to employees exercising seniority under Article 15 of this Agreement.

To the extent that work requirements permit, training will be accomplished during the employee's regular working hours.

~~(h)~~(g) Where a training period results in less than seven and one half (7.5) hours rest prior to the employee's regular shift in the succeeding workday (short turn), an employee will be paid in accordance with the provisions of Article 6(g).