

ARTICLE 23 - ATTENDANCE AT HEARINGS, INVESTIGATIONS OR TRAINING CLASSES

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

(b) Any employee, covered by this Agreement, who is required by the Company to attend training classes during regular working hours will be paid for time spent in attendance at such classes at his regular rate and such time will be deemed as time spent at his regular work for all purposes; provided, however, any time so spent after normal working hours will not be classed as overtime and will be compensated for, when attendance is required by the Company, at the employee's regular straight time rate.

An employee required to attend training on any scheduled day off will be compensated for such training at the rate of time and one-half his regular hourly rate. An employee required to travel on any scheduled day off in connection with training away from his base station will be compensated for such travel time at the rate of time and one-half his regular hourly rate, but in no event less than four (4) hours' nor more than eight (8) hours' compensation at time and one-half his regular hourly rate for such travel during each twenty-four (24) hour period starting with the commencement of travel time. Travel time referred to herein will begin ~~thirty (30)~~ 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 arrival at the gate of the destination airport ~~of destination, except that international destinations will end thirty (30) minutes after the actual arrival at the gate of the destination airport.~~

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An employee required to travel in excess of eight (8) hours as a result of international flight schedules will be compensated for all travel time incurred.

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(c) The Flight Department will issue procedures for per diem (per IRS guidelines), hotel and ground transportation expenses while traveling away from base for employees covered by this agreement.

~~ATTACHMENT 23.1 TRAVEL PAY ON INTERNATIONAL TRAVEL FOR TRAINING~~

~~American Airlines~~

~~September 11, 1990~~

~~Mr. Edward R. Koziatek~~

~~International Vice President~~

~~Transport Workers Union of America, AFL-CIO~~

~~1501 North Norwood Drive, Suite 125~~

~~Hurst, Texas 76054~~

~~Dear Ed:~~

~~This will confirm our discussions regarding travel pay for TWU represented employees who are required to travel international in order to attend training classes.~~

~~An employee required to travel in excess of eight (8) hours as a result of international flight schedules will be compensated for all travel time incurred. Such travel time 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 with the actual arrival at the airport of destination.~~

~~The Agreement did not intend that an employee assigned to attend training classes in another country would be required to travel in excess of 8 hours as a result of international flight schedules without being compensated for such time —~~

~~Should this procedure conflict with any portion of the current AATWU Agreement, this procedure will take precedent.~~

Sincerely,

James Enright

Managing Director

Employee Relations

Agreed to this date:

Edward R. Koziatek