

ARTICLE 23 - ATTENDANCE AT HEARINGS, INVESTIGATIONS OR TRAINING CLASSES

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

(b) Any employee ~~hereunder~~ 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 at time spent at his regular work for all purposes; provided, however, any time so spent 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 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 ~~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 ~~30 minutes after~~ with the actual arrival at the gate of the airport of destination, ~~airport~~, except that international destinations will end thirty (30) minutes after the actual arrival at the gate of the destination airport.

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.

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

(d) 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.