

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 the time required to be 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 the classes at his base hourly rate and the time will be deemed as time spent at his regular work for all purposes; provided, however, any time spent after regular work hours will be classed as overtime and will be compensated for, when attendance is required by the Company, at the appropriate overtime rate. An employee required to travel on any scheduled work day in conjunction with training away from his station, before, during, or after his regularly scheduled shift will be compensated at his base hourly rate. In addition, an employee who is regularly assigned to a shift, which entitled him to shift differential, will continue to receive the shift differential for time spent in training, as long as he remains assigned to his original shift. 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, the employee will be paid in accordance with the provisions of Article 6.

(c) An employee required to attend training on any scheduled day off will be compensated for the training at the rates provided in Article 6, Weekly Overtime. 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 **sixty (60)** ~~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 with 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.~~

(d) 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.

(e) When an employee is required to travel outside of his station for training purposes, he will be paid reasonable, actual expenses for meals, lodging, and transportation as approved by operating management. Non-receipted expenses will not exceed, without the approval of the Company, ~~the maximums established by the Company in the Employee Policy Guide~~ **in accordance with Company policy.**

(f) When an employee is scheduled for a Taxi tow physical outside of his regular shift, he will be paid for the time spent outside of his regular shift as if it were time spent at his regular work, and overtime rates would apply, if applicable.