

AA Distance Learning Proposal – July 2, 2008

- The Company and APA will meet and confer on the policy and procedures for a Distance Learning program. The Company shall give every consideration to input from the Association in the development of the syllabus and content, which may be subject to FAA approval prior to implementation.
- Subsequent to the initial agreement on the policy and procedures of the Distance Learning program, the Company shall give every consideration to input from the Association on any future amendments to Distance Learning policy and procedures.
- Defined as required training or required activities that are accomplished without a classroom, flight training device, simulator or aircraft, and without instructor presentation or instructor proctoring.
- Distance Learning lessons that are independent of scheduled training or related activities may be completed at any time within a specified completion period (due date) for each lesson. Distance Learning lessons that are considered pre-requisites for scheduled training or related activities must be completed prior to attending the scheduled training or commencing the follow-on activity. For all Distance Learning associated with an aircraft Qualification Course (initial, transition or upgrade), the pilot will be removed from flight duty for the number of days equal to that required to complete the Distance Learning coursework, and the pilot's qualification on the previous aircraft type will be terminated at the beginning of Distance Learning coursework.

- Distance Learning includes:
 - Learning related to initial, transition, re-qualification, upgrade or recurrent training and/or any aircraft or operational specific training.
 - Training material the Company requires a pilot to complete that cannot be completed in conjunction with the normal course of preparing for flight.
- Distance Learning will not include any activities commonly associated with preparing for or conducting standard flight operations. Such activities include flight manual reviews/updates, flight crew bulletins, flight operations bulletins and preflight planning for a particular flight.

Other Required Materials:

- Although not considered training, some additional materials may be required for review and pilots will be compensated in accordance with the Distance Learning pay provisions (e.g. “Value of Respect” presentation).

Minimum Requirements of Distance Learning:

- The quality of the Distance Learning program must be equal to, or better than, that which pilots currently receive at the Flight Academy.
- The Company will provide computer access in Operations and at the AA Flight Academy.
- The pilot has the option of accomplishing all required Distance Learning lessons in Operations or at the AA Flight Academy. In the event a pilot elects to exercise this option, travel to and from the AA Flight Academy shall be provided. Hotel and TAFB expenses shall remain the responsibility of the pilot.
- Instructors will be available at GSW during 0900 – 1700 CT to answer questions and otherwise assist those pilots who are engaged in Distance Learning.

Pay:

- Pilots will be paid for completion of all required Distance Learning on the basis of one (1) minute of pay for every three (3) minutes of Distance Learning. Time durations for completion of the required Distance Learning assignments shall be the FAA approved time planned to complete each module / lesson, or the estimated time to complete each module / lesson published by the Company, whichever is greater.