

Tentative Agreement June 10, 2010

Contract Location TBD

Recording of Phone Calls

- Where such recordings are permissible with applicable legal and/or regulatory requirements, the Company shall create and maintain recordings of telephone calls between pilots and Crew Schedule/Tracking, Planning and Pay Compensation. Conversations shall be recorded and stored digitally.
- The intent of recording incoming and outgoing phone calls is to raise the level of decorum and professionalism within and between the parties, and to assist in the resolution of scheduling and pay-related issues as necessary.
- All parties will be notified as soon as practicable, but in no case less than thirty (30) days in advance that audio recordings will be implemented.
- A recording notification disclaimer shall be included on initial contact. The recording shall run continuously for the duration of each call, with no ability to selectively start and stop such recording.
- The Company shall retain the recorded phone calls for a period of ninety (90) days. Either party may request retention of a relevant recording associated with contractual issues on pay, planning or scheduling beyond the ninety (90) day period. Such recording(s) will be retained until both parties agree that the specific issue has been resolved.
- When an issue is identified by either party, the call may be reviewed by a representative of both the Company and the Association. A recorded conversation may only be copied or transcribed to hard copy with the mutual consent of all parties involved. The specific details of the recorded call shall remain confidential.
- Recordings, transcripts, copies, or information obtained from a recorded conversation may not be used in any disciplinary proceeding or process.
- The Association may terminate the telephonic recording system with a minimum of thirty (30) days notice. Upon termination, Supplement G (Commuter Policy) shall be replaced by the May 19, 2004 version.