

AA Proposal

Agreed by APA  
Agreed by AA  
on 9/2/2011

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Date: 9/2/2011

Subject: Check Airmen (CKA)

Version: 5

Proposal Reference(s): APA Proposal 11/8/2007, 6/22/2010, 7/8/2010, 3/30/2011, 5/26/2011, 8/31/2011;  
AA Proposal 7/16/2008, 10/13/2010, 5/4/2011, 6/16/2011

Contract Reference(s): Section 12, Supplement O, Supplement Y

CKA Qualifications:

- Only AA Captains shall serve as CKA.
- Current or previously qualified CKA transitioning as CKA to a different, but existing AA aircraft type requires a minimum of 100 hours as P.I.C. in aircraft type.
- Existing Fleet Types – Qualifications for first time CKA must include a minimum of 250 hours in that particular AA type aircraft, including 100 hours as P.I.C.
- New AA Fleet Types – Within first twenty-four (24) calendar months from inaugural AA flight, no minimum hours required. Beginning with the twenty-fifth (25) calendar month, existing fleet type rules apply.

Pay:

- CKA will be paid at the highest position their seniority can hold, adjusted quarterly. Any pay adjustment shall be based on the prior month's status 15 report.
- Fly-through time (greater of actual or scheduled pay and credit) resulting from a CKA's line rotation month will be paid (not credited). CKA day does not apply. CKA still owes a full month of work in the new month.

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- A CKA shall not add a fly-thru trip to their current line rotation schedule after the 15<sup>th</sup> of the line rotation month.
- A maximum of three (3) days can be bid and/or picked up as fly-through, if the following month is a Schoolhouse month.
- A maximum of two (2) days can be bid and/or picked up as fly-through, if the following month is a Flight Standards month.

### Days of Work

- Modify Section 12.B.5.a. (2) - CKA will be scheduled for seventeen (17) days per month.
- Modify Section 12.B.5.a. (3) (b) – CKA may volunteer to be scheduled for sixteen (16) days of work per month.
- A CKA may volunteer to be scheduled, at Company option, for up to two (2) additional days per month.
- Additional Day Proffering Procedures – the proffering of additional days shall be done in system seniority order within equipment qualification to X-type CKA assigned to the Flight Academy that month.
  - (NOTES ONLY): It is understood the Company will first attempt no-cost coverage options before proffering additional days. (I.e. cancelled work days, schoolhouse reassignment, Flight Standards unused days, etc.)
- Modify Section 12.B.7.d – increase the total number of net overtime days to 17, and additional increment to 34, for the purpose of calculating CKA requirements.
- With mutual agreement between the Company and the CKA, a CKA's recurrent training may be scheduled on days off for pay, no credit.
  - NOTE: Default is part of CKA monthly schedule, not on days off. If CKA elects this option, the CKA may or may not be assigned recurrent training on days off. If the CKA elects this option and is needed to perform recurrent training on days off, the CKA cannot opt out.

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- The CKA must notify the Company by October 31<sup>st</sup> of the previous year the desire to have recurrent training scheduled the next year for pay, no credit.
- The Company will notify the CKA by the 15<sup>th</sup> of the previous month that recurrent training is scheduled the next month for pay, no credit.

### Scheduled Days Off:

- Modify Section 12.B.6.a.(1). – CKA may request up to ten (10) prescheduled days off per month as follows:
  - Six (6) “R” (requested) days off.
  - Four (4) “L” (like) days off.
  - During the month, the Company may move prescheduled days off (“R” and “L” days) by mutual agreement.
- After Flight Standards has posted the CKA monthly schedules, each CKA assigned to Flight Standards for the month may identify up to four (4) additional days off referred, to as “Release” days.
  - Release days can be moved without CKA concurrence, but must be moved prior to 1600 Central Time the day prior.
- Release days cannot be used retroactively; unless by mutual agreement.

### Proficiency Flying/Line Rotations:

- X-Type CKA are required to obtain minimum proficiency flying hours each calendar year by choosing one of the following options:
  - Two (2) line rotation months (140 credited hours) or;
  - Fly “W” days (100 credited hours).
  - This designation will occur annually and no later than October 31<sup>st</sup> of the previous year.
  - CKA hired after October 31<sup>st</sup> in the previous year will be provided proficiency flying or line rotation, at Company option.
  - If the minimum number of hours is not accomplished by years end, CKA may, at Company option, be returned to the

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- line.
  - It is the CKA's responsibility to track and accomplish the hours.
  - The Company is not required to notify APA of CKA's annual proficiency flying hours.
- X-Type CKA who select the Fly "W" proficiency flying, shall proficiency fly as follows:
  - CKA may request up to four (4) specific consecutive work days per month as Fly "W" days, until the annual hours is reached. The Company will allocate as available.
  - At Company option, the Company may schedule Fly "W" days with a sequence(s) from open time or posted for drop.
- X-Type CKA who selects the line rotation option shall line rotate at any base the CKA chooses, with whatever system seniority the CKA holds and without bidding restrictions.
- Except when requested by a CKA, X-Type CKA needed for more than two (2) consecutive months at the Flight Academy shall be allocated (at CKA option) a minimum of two (2) flight legs within a rolling three (3) calendar month period.
  - The proficiency flying under this scenario will count toward the annual proficiency flying requirement and will count as a day(s) of work.
  - CKA who selected the annual line rotation option to obtain proficiency flying will still be allocated a minimum of two (2) line rotation months. If CKA is scheduled for more than two line rotations in a calendar year, the CKA will be expected to fly a minimum of 70 credited hours for each additional line rotation month.

### Miscellaneous:

- An X-Type CKA scheduled for a line rotation month, who is subsequently scheduled for work at the Flight Academy during that month, shall receive one (1) additional day of pay and will have a commensurate number of Fly "W" days scheduled in a subsequent month (if the day of work at the Flight Academy conflicted with a scheduled sequence).
  - Company may remove CKA from multiple sequences and pay one additional day if there is no calendar day break between sequences.

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- E.g. #1: If a CKA is removed from three, back-to-back, 1-day sequences without a scheduled day off in between the sequences, one additional day of pay is authorized.
- E.g. #2: If a CKA is removed from three, 1-day sequences with one day off in between each, CKA will be paid three additional days.
- The provision to pay one (1) additional day of pay shall not apply to a CKA who volunteers and/or requests training day(s) at the Flight Academy (i.e., Human Factors observation, etc.).
- Amend Supplement O – by mutual agreement, the Company may have the CKA perform Flight Standards work on their line rotation sequence(s) or Fly “W” days. If this occurs,
  - The CKA will have a commensurate number of Fly “W” days scheduled in a subsequent month.
  - The CKA shall receive one (1) additional day of pay.
    - If CKA agrees to do Flight Standards work on multiple line rotation sequences that do not have a calendar day off in between, one additional day will be paid.
    - If CKA agrees to do Flight Standards work on multiple line rotation sequences that are separated by day(s) off, the CKA will receive an additional day of pay for each block of multiple sequences.
- X-Type CKA who are required to deadhead to DFW the day before a simulator shall be provided a hotel room and expenses.