

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 at the applicable rate of pay.

(b) ATTENDANCE AT TRAINING

(1) 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 regular 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 employee's appropriate overtime rate.

(2) An employee required to attend training on any scheduled day off will be compensated for the training at the rates provided in Article 6(b), Weekly Overtime.

(3) An employee who is regularly assigned to a shift, which entitled him to shift differential, will continue to receive shift differential for time spent in training, as long as he remains assigned to his regular shift. Where a training period results in less than seven and one half (7 1/2) hours rest prior to the employee's regular shift in the succeeding work day, the employee will be paid in accordance with the provisions of Article 6(g).

(c) TRAVEL TO TRAINING

(1) 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 in accordance with Article 6(a).

(2) An employee required to travel on any scheduled day off in connection with training away from his base station will be compensated for the travel time at the rates provided in Article 6 (b), Weekly Overtime, but in no event less than four (4) hours nor more than eight hours. Travel time referred to in this Article will begin ~~thirty (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 thirty (30) minutes after gate arrival at the destination airport, on the way to training, and at actual gate arrival at the destination airport, for the return trip.

(d) When the Company provides training within the work unit, training priority will be determined by seniority, to the extent of the number required, where the training is deemed necessary for a regular work assignment unless otherwise agreed to by the Company and the Union.

(e) In the event a senior employee is not assigned to training because it was deemed unnecessary to his regular work assignment, or as provided in (d) above, his rights under the Agreement will not be affected.

(f) Training normally will be scheduled to provide at least seven (7) calendar days of notice to the 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 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.

(g) During a training assignment, the employee will, while away from his base, be paid actual expenses for meals, lodging, and transportation not to exceed, without the approval of the Company, the maximums established by the Company for such expenses in its regulations.