Proposal Summary
DRAFT

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Subject: Distance Learning		**Version:**
Proposal Reference(s): APA proposal 5/18/2101; AA proposal 3/31/2009		
Contract Reference(s): Section 6		

- The Company will give every consideration to input from the APA Training Committee in the continuing development of the policy and procedures of a Distance Learning program.

- Distance Learning is defined as required training or required activities that are accomplished without being present in a classroom, flight training device, simulator or aircraft, and without instructor presentation or instructor proctoring in a physical classroom environment. Distance learning may include live classroom presentations presented over the internet.

- Distance Learning shall include:

    - All Company learning programs required to be completed outside of a pilot's on-duty period related to a flight assignment (e.g. Value of Respect)
    - Learning related to initial, transition, re-qualification, upgrade or recurrent training and/or any aircraft or operational specific training.

- Distance Learning will not include any activities commonly associated with post sign-in preflight planning. Such activities include flight manuals updates, flight crew bulletins, flight operations bulletins and preflight planning for a particular flight. The parties agree the intent is to exclude activities currently being done post sign-in.

- Distance Learning lessons that are considered pre-requisites for scheduled training or required activities must be completed prior to attending the scheduled training or commencing the follow-on activity. Distance Learning lessons that are not pre-requisites may be completed at any time within a specified completion period (due date) for each lesson.

- The quality of the Distance Learning program must be equal to, or better than, that which pilots currently receive at the Flight Academy. (Same language used in both AA and APA proposals. However, what metrics can be used to determine if this is met? Do we really need any language to reflect this joint objective?)

- The Company will provide computer access for Distance Learning purposes at each pilot Domicile, in addition to the Flight Academy. The Company will provide the tools and resources needed to effectively accomplish Distance Learning.

- The pilot has the option of accomplishing all required Distance Learning lessons in Operations or at the AA Flight Academy.

- Instructors will be available at GSW during 0900 – 1700 CT to answer questions and otherwise assist those pilots who are engaged in Distance Learning.

Unresolved:

- Scheduling of Distance Learning, allocated days, termination of quals, etc.
- In the event a pilot elects to exercise the option of doing the Distance Learning program(s) at the Flight Academy, the issue of hotels and TAFB expenses is still outstanding.
- Determination of completion times for pay purposes.
- Pay for Distance Learning.
- The parties agree that required learning and/or training will be covered under Distance Learning. Exactly *what* will be required remains an issue.
- Facilities (dedicated areas conducive to learning, etc)