AA Proposal

AA Proposal	Date: 6/22/2010	Time:
Subject: Distance Learning		**Version:**
Proposal Reference(s): APA proposal 5/18/2101; AA proposal 3/31/2009; AA/APA Summary		
Contract Reference(s): Section 6		

The Company proposes the following:

- The Company will give every consideration to input from the APA Training Committee in the continuing development of the policy, ~~and~~ procedures and requirements 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.

AA Proposal

- 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. ~~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.~~

- ~~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.

- A~~The~~ pilot shall have ~~has~~ the option of accomplishing all required Distance Learning lessons ~~in Operations~~at their Domicile or at the AA Flight Academy. In the event a pilot elects to exercise this option, priority passes to and from the AA Flight Academy shall be provided in accordance with Letter P. 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.

- Pilots will be paid for the 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 initially be determined by the Company, with input from the APA Training Committee Chairman, and monitored at regular intervals to ensure adequate time is allotted for the successful completion of each assignment.