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**Company Proposal – Flight Attendants  
Article 22 – (New) Training and Meetings  
Version 3.0  
Date: 7/22/2009**

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**PROPOSAL:**

- 3.H. – Training Pay – The provisions of Article 3.H. will apply
- 4. A.3. – Expenses for Training Away from Base Station – The provisions of Article 4.A.3..will apply
- 3. H.7.a. – Move to Article 22 and modify to provide that for training away from base station, the Company, with agreement from APFA, may schedule a Flight Attendant for a class in which the deadhead home exceeds on duty limitations, provided the original deadhead to training and classroom training are within the actual on-duty period limitation
- 3. H.7.b.- c. – Move to Article 22 with no change to existing language
- I.3.H. – Move to Article 22 and modify to that for training away from base, the Company, with agreement from APFA, may schedule an International Flight Attendant for a class in which the deadhead home exceeds on duty limitations, provided the original deadhead to training and classroom training are within the actual on-duty period limitation

**New Language:** For training at base, an International Flight Attendant may not remain on duty in any on-duty period in excess of 13 ½ hours

- 6.M. – Move to Article 22 with no change to existing language

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- 7. L.4.a. – Move to Article 22 and modify to provide that a required training program or a required service briefing scheduled to be conducted more than one (1) hour (30 minutes if deadheading) before a trip will be treated as an extension of the duty period
- 7.L.4.b. – Move to Article 22
- 7.0.4- Move to Article 22 and modify to provide that the Company may with the consent of the Flight Attendant, change one (1) or more duty free periods prospectively for purposes of assigning such Flight Attendant to training
- 7.S. – The provisions of Article 7.S will apply
- 9.F.9.a.1-3 – Move to Article 22 with no change to existing language
- 9. F.10. – Move existing language to Article 22 and modify 9. F.10.e. to allow, by mutual agreement, a reduction in the minimum 3 month requirement for training classes. Such reduction shall not apply to recurrent training
- Incorporate Article 9 Letter-II (Self Sign Up) – Modify paragraph 2 of the letter to require training no later than the base month. Reminders will be clearly communicated to Flight Attendants. Modify #3 Grace month, to provide for Company assignment during the first 21 days of the grace month. Assignments to a training class in the grace month will be made within 72 hours following trip selection bid initialization. Self-enrollment will not be an option for grace month Flight Attendants. Delete language of assignments being made in reverse order of seniority. Correct reference in #5, second line to read *base* month rather than *grace* month. Delete #4 and #6.
- 9.M. – Move to Article 22 with no change to existing language
- 10.Y. – Move to Article 22 with no change to existing language
- 10.Z. – Move to Article 22 with no change to existing language except as described in 10.Z.2 below
- 10. Z.2. – Move to Article 22 and accept APFA language in S.2.b.1. “A Flight Attendant on the active reserve list will be permitted to use self-sign-up for recurrent training provided the training is scheduled to be accomplished on the backside of a duty free period on the reserve selection. In the event that class dates

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prohibit such scheduling, the reserve Flight Attendant will be accommodated on another day of reserve availability.”

- 21.F. – Overnight Training Accommodations – The provisions of Article 21.F. will apply

### **New Language:**

- Elective Training Opportunities – Accept APFA language as proposed in D, but delete reference to *annual* recurrent training and refer to simply as *recurrent training*. Modify APFA language in D.1 to read, “a flight attendant may elect to complete the on- line portion of the training and then obtain the classroom/hands-on portion for equipment training on a day training is offered subject to class availability, provided the flight attendant is on a day off.”
- Trigger Training – Accept APFA language as proposed in E with the following modifications. Delete reference to trip sequence in first paragraph. Delete last two sentences of first paragraph.
  - E.1. Delete reference to “standing”
  - E.2. Delete reference to over-water training
  - E.3 Delete “provided such proffer training class/s is held in the applicable trigger month or in a month preceding the trigger month”
  - E.4.b. Modify to provide the deadline for Flight Attendants to trigger for a particular training will be on the date on which bids close prior to the trigger month
  - E.6. Modify to delete “First Come/First Served” in the title. Accept the remainder of APFA language.
- Proffer/Proffer Drafts – Accept the APFA language as proposed in F. with the following modifications:
  - F.1.a. – Include consent to move DFPs is implied for Flight Attendants who proffer for training
  - F.1.b.2. – Provide that in the event a Flight Attendant defers training because of a conflict, s/he will be rescheduled as determined by the Company
  - F.1.b.4 - Delete

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- Elective Training/Training Class Vacancies – Accept APFA language as proposed in G. with the following modifications:
  - G.1. – Revise to state that any vacancies will be filled on a first come, first served basis
  - G.3.a. – Delete “most senior”
- Reserve Proffer/Reserve Proffer Drafts – Accept APFA language as proposed in H.
  - Delete H.2.f.
- Incorporate “Crew Planning document dated January 2006” with the following amendment at the beginning of the first paragraph: “Provided that a Flight Attendant has not exercised the provisions of proffer, elective, or trigger training in Article 22 will apply.”
- Assuming the parties reach agreement on dual qualified Flight Attendants, the Company and APFA will execute a stand-alone Letter of Agreement outlining how training will be accomplished for dual qualified Flight Attendants during the transition period