

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.

(b) 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 base hourly rate and the time will be deemed as time spent at his regular work for all purposes. Any time spent in training outside of regular work hours will be compensated for, when attendance is required by the Company, at the straight time (1X) rate. 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 at his base hourly rate. In addition, an employee who is regularly assigned to a shift, which entitled him to shift differential, will continue to receive the shift differential for time spent in training, as long as he remains assigned to his original shift. Where a training period results in less than seven and one half (7.5) hours rest prior to the employee's regular shift in the succeeding workday, the employee will be paid in accordance with the provisions of Article 6(f).

(c) **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), wWeekly eOvertime.** An employee required to travel on any scheduled day off in connection with training away from his base station will be compensated for all travel time at one and one half times (1.5X) his base hourly rate, but in no event for less than four (4) hours. Travel time in this Article will begin thirty (30) 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 the actual gate arrival at the destination airport on the way to training. Travel time back to the employee's home base will end with the actual gate arrival at the destination airport.

(d) When the Company provides training on a new or existing type of equipment, including Automotive/Facilities, or new or existing aircraft or its component parts, employees at the station regularly performing the type of work involved will be assigned to the training, to the extent of the number required, where the training is deemed necessary for their regular work assignments.

(1) The Company will determine the training requirements on new equipment, new type aircraft, or its component parts at a station. This will include:

(a) The number of employees covered under this Agreement to be trained.

(b) The shift or shifts from which employees to be trained are selected.

- (c) The number of additional employees to be trained as a result of trained employees being assigned to other shifts by rotation or shift bid or other reasons.
- (d) The type and extent of training to be given employees, including classroom, on-the-job, or any combination of types of training.
- (e) The location of the training and the designated hours of the training, subject to applicable provisions of the Agreement.
- (f) The work, shop, or type of work for which training will be provided.

(2) An employee selected for training under these procedures may be designated in the order of his occupational seniority, subject to his availability. When the training is applicable only to certain shifts, work locations, shops, or types of work, those employees, up to the number required, will be provided the training. In the event trained employees vacate a shift, work location, shop, or type of work, the Company will determine the training needs of other employees, remaining or filling the vacancies, if any. If additional, trained employees are required, employees assigned to the shift, work location, shop, or type of work will be provided the training. This may cause training assignments out of seniority order.

(3) Nothing in these procedures waives the qualification requirements for employees as set forth in the Qualifications Administration Manual.

(4) Nothing in these procedures is intended to change or alter in any way existing local procedures applicable to fixed, bid, rotation of shifts, fixed or rotating days off, intra-station transfers, selection for field work, overtime distribution, vacation selection, or holiday work.

(5) In the event a senior employee is not assigned to training, his existing rights under the following Articles will not be affected as a result thereof:

- Article 3 – Hours of Work
- Article 6 – Overtime
- Article 8 – Vacations
- Article 10 – Seniority
- Article 12 – Promotions and Jobs to be Posted
- Article 15 – Reduction in Force
- Article 16 – Recall from Layoff
- Article 21 – Rotation of Shifts
- Article 22 – ~~Temporary Project Crew Chief Pay~~ **Regular and Relief Assignments**
- Article 25 – Recall and Call-In Work

(6) Under these procedures, an employee who is declared the successful bidder for a promotion to a Crew Chief – Aviation Maintenance Technician or Inspector classification at his station or another location, must qualify under the provisions of Article 12. The employee will, however, be given the applicable qualifying test at his station on the type of aircraft or equipment to which he has been assigned. Upon successful completion of the qualifying test, the employee will then be provided whatever additional training the Company may deem necessary for his new assignment.

(7) Aviation Maintenance Technicians transferring between line stations in accordance with Article 12(l) will not be required to prove qualifications, other than established license requirements, if transferring between the same types of work in comparable type of work combinations or groups as set forth in Article 15.

(8) The following procedures will be followed for filling Aircraft Mechanic vacancies in a type of work within a Line Station:

(a) When vacancies occur in a type of work, notice of the vacancies will be posted in the Station. Those requesting to fill the vacancies will be required to meet the established license requirements for the type of work.

(b) Applicants possessing the necessary licenses will then be required to take a qualification test administered by the Company. Applicants will be tested to the extent of the number required to fill the vacancies, in accordance with their relative seniority.

(c) Those who pass the test will then be assigned to the existing vacancies in the type of work in accordance with their relative seniority.

(d) An applicant who fails to pass the test will be assigned to appropriate training. Upon completion of this training, the applicant will be given another qualification test for the type of work involved. If he successfully completes the training and passes the qualification test, he will then be assigned to fill the vacancy.

(e) An applicant who fails to successfully complete the training or pass the qualification test may reapply for a subsequent vacancy in the type of work. At such time he will again be required to take the qualification test. If he fails the test, he will not be eligible for further training and may not move into the vacancy.

(1) The qualification tests referred to will be drawn up, administered, and graded in accordance with accepted industry standards. Their objective will be to provide employees a

reasonable opportunity to prove qualifications for the type of work involved.

(2) The oral and demonstration portions of these qualification tests may be witnessed by a Union representative.

(f) Vacancies in a type of work may be filled through system transfer as prescribed in Article 12(l) or with new hires when there is an insufficient number of eligible employees to fill the vacancies in the manner prescribed above. Article 23(d) (7) (d) will not apply to applicants who apply for the vacancy through system transfer.

(e) 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, or vendor instructions. This provision will not require the notice to employees exercising seniority under Article 15 of this Agreement.

(1) To the extent that work requirements permit, training will be accomplished during the employee's regular working hours.

(f) When an employee is required to travel outside of his station for training purposes, he will be paid reasonable, actual expenses for meals, lodging, and transportation as approved by operating management. Unreceipted expenses will not exceed, without the approval of the Company, the maximums established by the Company in the Employee Policy Guide or any successor document.

(g) When an employee is scheduled for a Taxi tow physical outside of his regular shift, he will be paid for the time spent outside of his regular shift as if it were time spent at his regular work, and overtime rates would apply, if applicable.

Attachment 23.1 — Article 23(d) Mechanic and Related

To: Gary Yingst

From: ~~James B. Weel~~

Re: ~~Article 23(d) Mechanic and Related~~

~~As part of the tentative agreement it was agreed to modify day off training from overtime rates to straight time rates. During these negotiations the Union expressed a concern that due to this change, the Company would now commence scheduling training on a day off above and beyond the historical experience within M&E.~~

~~*Although, we cannot guarantee that we would utilize day off training anymore in the future than we have historically scheduled, it is our intent to utilize as we have in the past.*~~

~~If the above accurately reflects our understanding, please indicate by signing below.
Signed original on file.~~