

ARTICLE 22 – TRAINING AND MEETINGS ¹

A. TRAINING PAY ²

1. Training on Days Scheduled to Fly/Days of Availability. A Flight Attendant with a regular flying assignment shall receive flight time credit and flight pay credit for the scheduled flight time plus credited time, as provided in Article 8 of this Agreement, for trips missed when required to attend a training program. A replacement Flight Attendant on available days shall receive three hours fifty-three minutes (3:53) flight time credit and flight pay credit for each day so spent. A Flight Attendant on reserve shall receive three hours fifty-six minutes (3:56) flight time credit and flight pay credit during a thirty-one (31) day contractual month and four hours ten minutes (4:10) during a thirty (30) day contractual month for each day so spent.

2. Training on Unscheduled Days Off. A Flight Attendant who is not scheduled for assignment (regularly scheduled trip, replacement available day, or reserve duty) and is scheduled for a training program will receive nine dollars and fifty cents (\$9.50) for each hour spent with a three (3) hour minimum. This three (3) hour training pay minimum shall not apply to Annual Recurrent Drills or required Training Videos. Such training pay shall be in addition to other compensation as set forth in this Agreement, except as follows:

a. Base Indoctrination. The above shall not be applicable to base indoctrination.

b. Training Before a Trip. The above shall not be applicable to training before a trip. A required training program or a required service briefing before a trip shall be treated as an extension of the duty period.

c. One (1) Twelve (12) Hour Annual Recurrent Training Program ³

(1) The above shall not be applicable to one (1) annual recurrent training program at the home base or away from the home base each year up to a maximum of twelve (12) hours for each such annual recurrent program.

(2) The deadhead to and from the station where the program is conducted shall not be considered as part of the training program nor shall the pay and credit provisions of Article 8.G.1. apply.

(3) Each such annual recurrent training program will be scheduled to last no more than twelve (12) hours. Should a Flight Attendant be required to attend an annual recurrent training program in excess of twelve (12) hours, s/he shall be paid in accordance with the provisions of paragraph A.2. for that portion of such program in excess of twelve (12) hours.

d. Subsequent Annual Recurrent Training Because of Failure. The provisions of this Article 22.A. shall not apply when a Flight Attendant is required to attend a subsequent annual recurrent training program because of her/his failure to satisfactorily complete the initial Annual Recurrent Training program.

3. Annual Recurrent Training Drills. Training pay for Annual Recurrent Training Drills shall be paid according to paragraph A.2. above, prorated to the nearest minute, except that Annual Recurrent Training Drills only will be subject to a two (2) hour training pay minimum.

4. Required Training Videos. Training pay for required training videos in excess of twenty (20) minutes shall be paid according to paragraph A.2. above, prorated to the nearest minute, except that the three (3) hour training pay minimum provided in paragraph A.2. above is not applicable to required training videos.

5. Training After a Trip. Should a Flight Attendant elect, at her/his option, to attend a required training program after a trip, and the required training is reimbursable under paragraph A.2 above, s/he will be paid training pay in accordance with paragraph A.2. above, as if the training was accomplished on an unscheduled day off.

6. Training on Vacation or Leave of Absence. Flight Attendants attending a paid training program while on vacation or leave of absence will be reimbursed training pay in accordance with paragraph A.2. above. Paid training shall not include requalification training such as Leave of Absence Training, New-Hire Training or One Twelve (12) Hour Annual Recurrent Training Program. Training pay for Flight Attendants attending paid training while on vacation will be authorized after the vacation period has ended; Flight Attendants attending paid training during a leave of absence will be paid training pay upon return to paid status.

B. EXPENSES FOR TRAINING ⁴

1. Training Away From Base

a. Annual FAA Required Annual Recurrent Training Program Away From Base (Classroom and/or Drills). A Flight Attendant who is scheduled to attend Annual Recurrent Training (Classroom and/or Drills) away from her/his base station, excluding New Hire and Leave of Absence (LOA) Training, shall be paid expenses in accordance with the provisions of Article 4.A., prorated to the nearest minute, from the scheduled departure at her/his base station through the actual arrival time of the trip that returns the Flight Attendant to her/his base station. Meals and incidentals will not be provided in addition to the expenses outlined in Article 4.A.

b. Qualification/Re-Qualification Training (Non-Annual Recurrent) Training Away From Base. A Flight Attendant who attends a qualification or re-qualification training program (non-annual recurrent), excluding New Hire, LOA or Self-Designated Training, away from her/his base station shall receive a lump sum stipend of eleven dollars (\$11) per day for each day(s) of training and travel day(s) associated with such training in addition to training pay, as provided in accordance with Article 22.A. of this Agreement. In addition, meals, as applicable, shall be provided by the Company at the Training Center.

c. Exclusion. A Flight Attendant who voluntarily elects to attend training away from base, as provided in paragraphs 1 and 2. above, at a location other than the location originally scheduled for such training shall not be entitled to receive expenses, meals, and/or stipends as provided in this Article 22.B.

2. Training At Base Station

a. FAA Required Annual Recurrent Training Program at Base Station (Classroom and/or Drills). A Flight Attendant who is scheduled to attend annual recurrent training (Classroom and/or Drills) at her/his base station for the purpose of re-qualification shall not be eligible for expenses under the provisions of Article 4.A above.

b. DFW/IDF Based Flight Attendants Qualification/Re-Qualification Training at the Training Center (non-annual recurrent training). A DFW/IDF based Flight Attendant who attends a qualification or re-qualification training program at the Training Center shall not be eligible for expenses under the provisions of 1. above. However, in addition to training pay as provided in accordance with paragraph A. above, such Flight Attendant, excluding a Flight Attendant attending New Hire or LOA Training, shall be entitled to the following:

(1) Lump Sum Stipend/Overnight Required. A lump sum stipend of eleven dollars (\$11) per day for each day of such non-annual recurrent training if the Company requires, as part of the training, that all such DFW/IDF based Flight Attendants overnight locally, away from her/his home during such training. In addition, meals, as

applicable, shall be provided by the Company at the Training Center if such overnight lodging is required by the Company. For purposes of this provision, a DFW/IDF Flight Attendant who resides in another city shall not be compensated for any overnight(s) other than those required by the Company for all other DFW/IDF based Flight Attendants who are attending the same training.

(2) Meals - DFW/IDF. A lunch shall be provided by the Company for DFW/IDF based Flight Attendants who attend such non-annual recurrent training at the Training Center if such training does not require an overnight and is scheduled for five (5) hours or more. The Company may, at its option, and on a case by case basis depending on the training program, provide additional meal(s) to DFW/IDF based Flight Attendants.

3. Training on Vacation or LOA. Flight Attendants who attend a training program, as provided in paragraphs 1. and 2. above, while on vacation or LOA who would otherwise be eligible for expenses and/or stipends if not on vacation or LOA, shall receive payment for such expenses and/or stipends in accordance with this Article, after the vacation period has ended or upon return to paid status following the LOA.

4. Self-Designated Training (Voluntary). ⁵ “Self-designated training” is defined as training that does not affect a Flight Attendant’s qualification(s) and training that the Company is not obligated to provide, nor a Flight Attendant obligated to attend, e.g., galley proficiency training. Flight Attendants attending self-designated training may be provided training pay, as set forth in Article 22.A. above; however, such Flight Attendants shall not be eligible for expenses or meals/stipends as provided in this Article.

C. ANNUAL RECURRENT TRAINING ⁶

A Flight Attendant is required to attend training no later than her/his base month. Recurrent Training information, and the procedures detailed herein, will be clearly communicated to Flight Attendants. Additional reminders and alerts of pending training will be communicated to Flight Attendants at the start of the month prior to each individual Flight Attendant's base month and prior to the start of the monthly trip selection bidding period for her/his base month.

1. Base Month / Self Sign-Up

a. Regularly Scheduled Flight Attendants. After trip selection bids are initialized for her/his base month, and throughout her/his base month, a Flight Attendant must self sign-up for training on an automated, first-come, first-served, basis. Early enrollment is encouraged.

b. Reserve Flight Attendants. 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. In the event that class dates prohibit such scheduling, the reserve Flight Attendant using self-sign-up will be considered to have consented to move a duty-free period(s) in order to accomplish the training and will be given the following options:

(1) if class dates permit, s/he may schedule the training on the front end of a duty-free period and if not,

(2) s/he will determine which duty-free period(s) is to be moved in order to accomplish the training with first preference being given to attaching the training to the backside of a duty-free period and if that is not possible,

(3) s/he will be accommodated on another day of reserve availability.

(4) The Company reserves the right to limit the number of reserve Flight Attendants attending training on a class by class basis.

2. Prior to Base Month. A regularly scheduled Flight Attendant may elect to attend training in the month prior to her/his base month. However, self sign-up will not be available. A Flight Attendant desiring training in the month prior to her/his base month may contact the Training Support Desk after the first day of the contractual month for enrollment in any class with open training slots.

3. Grace Month. A Flight Attendant who has neither scheduled nor completed her/his training prior to the initialization of trip selection bids for her/his grace month, will be assigned to a training class within the first twenty-one (21) days (legalities permitting) during her/his grace month. Assignments to a training class in the grace month will be made within seventy-two (72) hours following trip selection bid initialization. Self sign-up is not available for the grace month. However, Flight Attendants may trade a training slot assigned in a grace month with another Flight Attendant or an open training slot. The provisions of paragraph M. of this Article 22 will continue to apply.

4. No Change to Base Month. A Flight Attendant attending training in either the month prior to her/his base month or the month following her/his base month shall retain the original base month for the following year.

D. NOTICE OF MEETINGS AND TRAINING ⁷

Required meetings and training schedule information will be provided on the monthly allocation.

1. Regularly Scheduled Flight Attendants. Regularly scheduled Flight Attendants will be scheduled for required meetings and/or training through self sign-up, except the Company may elect to preplan and indicate annual recurrent training on the monthly trip selection.

2. Reserve Flight Attendants. A Flight Attendant on the active reserve list will be permitted to use self sign-up provided the training is scheduled to be accomplished on the backside of a duty-free period. In the event that class dates prohibit such scheduling, the reserve Flight Attendant using self-sign-up will be considered to have consented to move a duty-free period(s) in order to accomplish the training and will be given the following options:

a. if class dates permit, s/he may schedule the training on the front end of a duty-free period and if not,.

b. s/he will determine which duty-free period(s) is to be moved in order to accomplish the training with first preference being given to attaching the training to the backside of a duty-free period and if that is not possible,

c. s/he will be accommodated on another day of reserve availability

d. The Company reserves the right to limit the number of reserve Flight Attendants attending training on a class by class basis.

3. Trading Training Dates. A Flight Attendant may trade required meetings and training date(s) through an automated system. The Company will maintain either the Training Support Desk or a comparable system to assist Flight Attendants with training needs.

4. Out of Base Attendance. A Flight Attendant desiring to attend a required meeting and/or training, other than annual recurrent drills, at another base may make such request through the Training Support Desk.

5. Mandatory Training/3-Month Minimum. Training classes, except annual recurrent training, will be scheduled for a minimum period of three (3) months, except that by mutual agreement, a

reduction in the three (3) month period for training classes, may be allowed. Such reduction is not applicable to annual recurrent training. A Flight Attendant who does not attend a required meeting and/or training during this designated mandatory period will be scheduled for such required meeting and/or training during the make-up period, as applicable. Make-up classes will be offered no less than two (2) times during the make-up period. If the required meeting and/or training cannot be accomplished on an unscheduled day off during the make-up period, the Flight Attendant will be scheduled on a day s/he would otherwise have been on flight assignment or day of availability, and the Flight Attendant will be removed from her/his scheduled trip sequence or day of availability. If the failure to attend the required meeting and/or training during the designated mandatory meeting/training period was for circumstances beyond the Flight Attendant's control, including vacation, such removal will be fully paid and credited, in accordance with Article 8 of this Agreement. If the circumstances surrounding the Flight Attendant's failure to attend the required meeting and/or training during the designated mandatory meeting/training period are determined to be within the Flight Attendant's control, such removal from a scheduled trip or day of availability will be without flight time pay and flight time credit; however, the Flight Attendant's applicable monthly guarantee will not be reduced.

E. PROFFER/PROFFER-DRAFTS

1. Definition. Training Proffers occur when the Company determines that there is a need for Flight Attendants to become qualified on a particular aircraft and/or a particular service. Training Proffers allow Flight Attendants, at their option, to use their occupational seniority to obtain the training necessary for the particular qualification needed by the Company. Training Proffer-Drafts become necessary when an insufficient number of Flight Attendants choose to use their occupational seniority to obtain the proffered training and are assigned in reverse order of occupational seniority.

2. Base Proffer/Base Training Proffer-Draft

a. Base Proffer. Base training proffers will be awarded in base seniority order at a base station and once awarded will not expire until the Flight Attendant awarded such proffer(s) has been trained and qualified. A Flight Attendant agrees to move her/his duty-free periods to accomplish the required training resulting from the base proffer award.

b. Base Proffer Draft. Base proffer draft training assignments are applicable to regularly scheduled Flight Attendants and will be made in reverse order of seniority at the base station and will not expire until the Flight Attendant assigned such proffer-draft training has been trained and qualified. In the event a proffer-draft training date(s) conflicts with a Flight Attendant's duty-free period(s) the following will apply:

(1) The Flight Attendant may consent to change her/his duty-free period(s) as provided in this Agreement and obtain the training; or

(2) The Flight Attendant may defer the training to a subsequent month. However, a conflict between a training date and a duty-free period does not excuse a Flight Attendant from the requirement to obtain the training for which s/he has been drafted because of her/his juniority at the base. If a Flight Attendant elects to defer training because of such a conflict, s/he will be rescheduled as determined by the company.

3. Supplemental Training Class(es). Notwithstanding the options provided in E.2.b. above, if the Company determines that there are a sufficient number of drafted Flight Attendants with duty-free period conflicts who can be accommodated on a common date(s) in the initial month(s) of the proffer draft without such duty-free period conflicts the Company may decide to conduct a supplemental training class(es) on such date(s).

F. RESERVE TRAINING PROFFER/RESERVE PROFFER-DRAFTS

1. Reserve Proffer: One (1) Month Duration/Posting of Training Dates. Reserve Proffers will be awarded in base seniority order to Flight Attendants scheduled to serve reserve at that base station in the coming month and will expire at the end of the month for which training was proffered. Drafting to reserve proffers will be accomplished in accordance with 2. below. Training dates will be posted on the monthly trip selection to allow Flight Attendants scheduled for reserve in the coming month to use their seniority to obtain or avoid the proffered training. Should extraordinary circumstances prevent the training dates from being posted on the monthly trip selection the Company will inform Flight Attendants of the training date(s) prior to the close of bids for the coming month.

2. Reserve Training Proffer-Draft

a. Reserve training proffer drafts will be assigned in reverse order of seniority, starting with the most junior reserve who is available and not on a duty-free period.

b. The top 25% of the reserve list will be exempt from drafting.

c. The 25% rule provided for in (b) above will not be applicable if the Company is in the process of qualifying the entire base on the proffered training, i.e., a base proffer has been posted for the same month as the reserve proffer.

d. In the event a reserve Flight Attendant has successfully bid and held a reserve section with duty-free period(s) on the training date(s) such Flight Attendant will be bypassed and the draft will go to the next most senior reserve Flight Attendant who is available and not on a duty-free period.

G. BID DENIAL DUE TO LACK OF QUALIFICATION / TRIGGER TRAINING ⁸ [#]

1. Bid Denial. In the event a Flight Attendant having sufficient seniority to be awarded a trip selection is denied such selection solely due to the lack of qualification, and training is required, the training shall be offered at least once every four (4) months to cover the following reasons for bid denial:

a. Lack of service qualification contained within the selection;

b. Lack of initial equipment qualification contained within such selection;

c. Lack of new equipment qualification contained within such selection; so that if the training under (a), (b), and/or (c) as provided above is completed as offered, the Flight Attendant will be qualified to bid and be awarded a trip selection on such service and/or equipment in the months following training.

2. Definition. Trigger training is the way in which Flight Attendants use their system occupational seniority to obtain desired aircraft equipment and/or service qualification(s) over and above the requirements of the company. Trigger training allows a Flight Attendant who has sufficient seniority to be awarded a trip selection who is unable to be awarded such selection solely due to the lack of a specific aircraft equipment, and/or service qualification(s) to be offered the opportunity to obtain the training so that s/he will be qualified to bid and be awarded a trip selection containing such qualification in the months following the training.

3. Trigger Lists. For each equipment and/or service qualification required by the Company, there will be an individual "Trigger List" which will record in order of seniority the names of all Flight Attendants from the base who desire to obtain the required training in order to be "qualified" on such equipment, and/or service. Flight Attendants who place their names on a Trigger List will be considered to have consented to a Company request to change one (1) or more duty-free periods for the purpose of accomplishing the requested training on an unscheduled day off.

4. Trigger Months. The Company will designate three (3) "Trigger Months" annually, in

four (4) month intervals, for each equipment/service. All Flight Attendants on the Trigger List for a particular equipment/service will be trained and the Trigger List will be cleared during each of the three (3) Trigger Months.

5. Trigger Training Classes

a. Trigger Training classes for each aircraft equipment, and/or service qualifications will be offered a minimum of three (3) times each year (Trigger Months). Training slots in Trigger Training Classes will be awarded in seniority order.

b. The deadline for Flight Attendants to place their names on a trigger list for a particular training will be the date on which bids are closed prior to the beginning of the Trigger Month.

6. Training on Unscheduled Days Off/Days Scheduled to Fly. As with other training, the Company will use its best efforts to schedule training for a Flight Attendant whose name(s) appears on a Standing Trigger List on an unscheduled day off. Flight Attendants who are successful in obtaining a Trigger Training slot as provided in this paragraph G. will be considered to have consented to a Company request to change one (1) or more duty-free periods for the purpose of accomplishing the requested training on an unscheduled day(s) off. In Trigger Months only, and only when the required Trigger Training cannot be accomplished on unscheduled days off, a Flight Attendant may be removed by the Company from a trip sequence and/or a day of availability for the purpose of attending the training class. With the exception of Flight Attendants eligible for pre-plotting, this trip removal provision will be applicable only to trip sequences that appeared on the Flight Attendant's original trip selection/bid award for the Trigger Month. Trip Trades, Optional Exchanges, make-up trip sequences and Option trip sequences are specifically excluded.

7. Cut-off Date. Because a Flight Attendant may decline training offered under this paragraph G, a cut-off date will be established by which a Flight Attendant must contact the Company to advise of her/his acceptance of a particular training assignment. A Flight Attendant who has not contacted the Company on or before the cut-off date will be considered to have relinquished her/his seniority rights to that particular training class. After the cut-off date, any vacant training slots will be filled on a first come-first served basis, regardless of system seniority up to the applicable standard-class size.

8. Pay/Accommodations/Expenses. Training pay, accommodations and expenses as provided in this Article 22.B will apply to Trigger Training in all respects.

9. Exceptions: Equipment Leaving the Fleet/Discontinued or Redesigned Services. The Company will not be obligated to offer Trigger Training on equipment leaving the fleet. In the event the Company discontinues or redesigns an in-flight service, and a date for implementation of such discontinuance or redesign has been established, the Company will not be required to train on that service or equipment during the three (3) months preceding the final date of planned operation.

H. ELECTIVE TRAINING OPPORTUNITIES ⁹

In addition to the provisions of paragraphs E., F., G., I. and J., Flight Attendants will have the option to obtain any elective training, offered by the Company, regardless of base and/or seniority on a year round basis and without the seniority requirement of triggering training.

1. Equipment Training. 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.

a. A Flight Attendant will also have the option to complete the required *hands-on* portion of equipment training during the course of her/his recurrent training program provided this could be accomplished without adding an additional duty period to the Flight Attendant's

schedule. Such training will be subject to the appropriate training pay as specified in Article 22.A. above.

b. If the Company does not offer the desired equipment training as an elective training class, the existing trigger training procedures of Article 22.G. will apply.

2. Service Training. If service qualification training is offered entirely on-line and requires no classroom/hands-on portion, a Flight Attendant will be able to obtain training at any time by completing the online portion on any DO. Training pay as specified in Article 22.A. above will apply.

3. Training Pay. Nothing in this Article 22.J. is intended to alter the provisions of Training Pay as specified in Article 22.A. Applicable training and/or stipend pay will continue to apply to all equipment and/or service, including the three (3) hour minimum or hours above the minimum. All applicable on-line training hours shall be credited for all purposes.

I. TRAINING CLASS VACANCIES ¹⁰

Flight Attendants who would not otherwise be eligible for the Trigger Training or Proffer/Draft provisions of paragraphs E., F, and H. above will be permitted to volunteer to obtain aircraft and service qualification training in accordance with the following procedures:

1. Trigger Training Classes. Once the contractual trigger process closes, the Company will determine if there are any remaining vacancies in the applicable trigger class(es). Should a vacancy or vacancies exist, the Company will open the class to volunteer Flight Attendants. Any vacancies will be filled on a first come, first served basis.

2. Proffer/Draft Training Classes

a. The Company will determine if there are any vacancies in the applicable Proffer/Draft training class(es). Flight Attendants whose names appear on the applicable Trigger Lists will be offered vacant slots in Proffer training classes on a first come, first served basis. In non-Trigger Months such training will be offered only on a Flight Attendant's unscheduled days off.

b. In addition, should a further vacancy or vacancies exist; the Company will open the class to volunteer Flight Attendants. Any vacancies will be filled on a first-come, first-served basis.

3. General

a. A Flight Attendant's schedule must have a sufficient number of days off (DO's) in order to accommodate the training schedule. In the event an insufficient number of DO's exist, or the training creates an illegality, the available training slot will be offered to the next Flight Attendant desiring training.

b. Flight Attendants will be provided A12 travel to and from the city in which the training is conducted.

c. Although the training is strictly voluntary, the Company will offer training pay as provided in Article 22.A. of this Agreement. Trip removals, however, will not apply.

d. Flight Attendants in a reserve month on days of reserve availability are not eligible to attend this training, however, reserves may choose to relinquish duty-free periods in order to attend such training.

J. LACK OF EQUIPMENT QUALIFICATION FLOWN AT BASE

When aircraft equipment is removed from the schedule and/or will no longer fly at a particular base, or for any other reason a Flight Attendant is unable to hold a bid and/or requires additional aircraft qualifications to do so, the following procedures will apply to ensure Flight Attendants are qualified on at least one aircraft type for which they can hold a bid:

1. Advance Notification

a. Crew Planning will proffer training, as far in advance as possible, for any aircraft that will be flown at the base and available for bid. The selection of aircraft will be made by Crew Planning.

b. Any Flight Attendant not currently qualified on the aircraft being proffered may proffer. However, any Flight Attendant who will not be qualified on at least one aircraft type for which they can hold a bid must proffer or be drafted.

2. Current Month.

Should a proffer or draft be unsuccessful in providing proper and timely qualifications for a Flight Attendant to hold a bid, or should Crew Planning fail to proffer, draft or for any other reason a Flight Attendant is not qualified on at least one aircraft for which they can hold a bid the following will apply:

a. All efforts will be made to place the Flight Attendant in a currently scheduled class prior to the end of the current month. This may include making exceptions with regard to the placement of such Flight Attendant onto the class roster.

b. If the Flight Attendant is still not qualified, at the option of Crew Planning a class may be created for that Flight Attendant prior to the end of the current month.

c. If a Flight Attendant is not qualified on at least one aircraft type for which they can hold a bid by the beginning of the contractual month, an available schedule will be created for the Flight Attendant. This schedule will consist of four duty-free periods (DFP) follow by two (2) days off (DO's).

d. Crew Planning may assign training to the Flight Attendant for any scheduled class or at their option, Crew Planning may create a class. The schedule outlined in c. above may be arranged such that the training will fall on the days off (DO's).

e. The Flight Attendant must qualify on at least one aircraft type for which they can hold a bid prior to the end of the duty-free period / days off. Any Flight Attendant who has not qualified will be removed from flying status due to insufficient qualifications (QI).

f. Prior to coding the Flight Attendant QI, the Company will notify and discuss the situation with APFA.

K. ON-DUTY LIMITATIONS ¹¹

1. For training away from base station, a Flight Attendant may not be scheduled to remain on duty in any on-duty period in excess of fourteen (14) hours, and in no case be required to remain on duty in excess of sixteen (16) hours during any such on-duty period. A Flight Attendant may elect to exceed the on-duty training limitations in order to deadhead home in the same on-duty period, provided that the departure time of such deadhead is within the actual on-duty period limitation.

2. **Before a Trip.** A required training program or a required service briefing before a trip shall be treated as an extension of the duty period.

3. After a Trip. A Flight Attendant may, at her/his option, elect to attend a required training program after a trip. Attendance at such training will not extend a Flight Attendant's on-duty period. A Flight Attendant desiring to voluntarily attend required training after a trip will ensure that there is sufficient legal rest after the training is completed so as not to cause an illegality removal or conflict with a subsequent assignment or day of availability.

4. The Company, with agreement from the APFA, may post, subject to Flight Attendant acceptance, an option for a class in which the deadhead home exceeds on duty limitations.

5. For training at base, a Flight Attendant may not remain on duty in any on-duty period in excess of fourteen (14) hours.

6. Training on-duty limitations will apply to training at either base station or away from base station, but shall not be construed to be a part of an on-duty period for purposes other than legal rest or daily on-duty maximums.

L. RESCHEDULING OF DUTY-FREE PERIODS ¹²

The Company may, with the consent of a Flight Attendant, change one (1) or more duty-free period(s) prospectively for purposes of assigning such Flight Attendant to training.

M. CHANGE IN TRAINING ASSIGNMENT DUE TO CONFLICT WITH VACATION ¹³

A regularly scheduled Flight Attendant may request a change to her/his training assignment, which has been set up between her/his last flight assignment and the beginning of her/ his vacation period or between the end of her/his vacation period and her/his next scheduled trip. S/he shall be placed in another scheduled training program if attendance at such training is mandatory and required by the Company. If the training was brought about by the Flight Attendant, every reasonable effort will be made to place her/him in another scheduled training program, which does not require removing him/her from a trip.

N. "CHASE" FLIGHT ATTENDANTS ¹⁴

1. Regularly Scheduled. Each base shall recruit and maintain a list of qualified Flight Attendants to "chase" a new or inexperienced Purser or galley Flight Attendant. Base staffing permitting, the Flight Attendant may be removed from schedule to perform the "chase". New or inexperienced Purser or galley Flight Attendants may request a "chase" and may be granted a "chase" at the option of the Company.

a. The Company will proffer "chase" assignments in seniority order by using a list of qualified "chase" Flight Attendants. A "chase" Flight Attendant will not be proffered subsequent "chase" trips until other Flight Attendants on the "chase" assignment list are proffered "chase" assignments.

b. When a Flight Attendant performs "chase" duties during scheduled days off, pay (no credit) shall be remitted for the trip or trips involved in the "chase" activities.

c. If it becomes necessary to remove a Flight Attendant from a regularly scheduled trip sequence for a "chase" assignment, and if the "chase" Flight Attendant volunteers to do so, s/he will be paid and credited for the trip or trips involved in the "chase" activities, or the trip sequence from which s/he was removed, whichever is greater.

d. Expense monies in the prior two categories shall be remitted in accordance with Article 4.A. of this Agreement "...prorated to the nearest minute, from the reporting time as set forth in Article 7.L. through the debriefing period following the trip that returns the Flight Attendant to her/his home base station".

e. If it becomes necessary to remove a Flight Attendant from reserve duty for a "chase" assignment, pay and credit and trip expenses will be remitted for the trip or trips involved in the "chase" activities.

f. "Chase" Flight Attendants will receive all contractually required legal rest.

g. Voluntary Galley Proficiency Training will be offered to Flight Attendants on a first come/first serve basis on days off only, without the need for trip removals. A Flight Attendant may attend more than one (1) Voluntary Galley Proficiency Training session, however, the Company will only pay for one (1) such Voluntary Galley Proficiency Training session in accordance with Article 22.A above. If necessary, as determined by the Company, Flight Attendants attending Voluntary Galley Proficiency Training will also receive room, board, A-12 round trip travel and ground transportation; however, the Company will only provide room, board, A-12 round trip travel and ground transportation for one (1) such Voluntary Galley Proficiency Training session.

2. Reserve

a. At bases flying wide bodied equipment, reserves flying Purser and/or galley for the first time may request a "chase" and may be granted a "chase" at the option of the Company.

b. When a Flight Attendant performs "chase" duties during scheduled days off, pay (no credit) shall be remitted for the trip or trips involved in the "chase" assignment.

c. If it becomes necessary to remove a Flight Attendant from reserve duty for a "chase" assignment, pay, credit and trip expenses will be issued for the trip or trips involved in the "chase" assignment.

O. FLIGHT TIME CREDIT FOR TRIPS NOT FLOWN

The provisions of Article 7.V. will apply.

P. OVERNIGHT TRAINING ACCOMMODATIONS

The provisions of Article 21.F. will apply.