

JCBA TRAINING PAY IMPLEMENTATION

Training Pay provisions of the JCBA will be implemented for LAA Flight Attendants effective May 2, 2015. There are no changes for LUS Flight Attendants as these provisions are already in effect.

Section 29.E. of the JCBA provides for the following:

- \$75 per day of classroom training

- \$75 per day of Recurrent Training online home study regardless of length

- Distance learning (online) pay for non-Recurrent training: \$25 for up to 2 hours, \$50 for 2:01-4:00 hours and \$75 for 4:01- 8:00 hours

Q: What is changing for LAA Line holders (including Availability)?

A: You will be paid \$75 per day of classroom training and the required amount of any online prerequisite depending on the type and length of training. If a trip removal is necessary to attend training the removal would be unpaid. If the trip removal is a result of a direct conflict with the training (e.g. Trip 3-5MAY and Training 5-8MAY) then your guarantee would be reduced. You have no obligation to the company to make-up any time. You do have the ability to access open time and pre-plot. If the trip removal is a result of an illegality with the training (e.g. Training 4-5MAY and Trip 6-8MAY with a Legal Break (LB) or other legality) you have the ability to follow MIC procedures to protect your Bid Line Guarantee or adjusted Guarantee. If you are removed from an AVBL day for training you will receive the training pay mentioned above and not the value of the AVBL day. Your Guarantee will remain intact.

Q: What is changing for LAA Reserve?

A: Reserve Flight Attendants will also be paid \$75 per day of classroom training and the required amount of any online prerequisite. You will be removed from your reserve obligation on the day of training. You will be paid the training pay mentioned above and not the reserve value of the day. Your Guarantee will remain intact and training pay will be paid above Guarantee.

LAA

Q: What is changing for Recurrent Training?

A: Flight Attendants attending training will now be compensated a total of \$225 for attending a two day recurrent training program and completing the online home study.

Q: What is changing for the Overwater Training for Domestic Flight Attendants which is expected to be completed in November of 2015?

A: Flight Attendants will continue to bid for the training and their class dates in advance. You will know your class date prior to bidding your monthly schedule. Just as you could bid to create conflicts with trips, you can also try to avoid or minimize trip conflicts if you want to avoid an unpaid trip removal. Flight Attendants attending Overwater Training will receive \$75 per day of classroom training. Flight Attendants will also receive training for any online prerequisite as follows: up to 2 hours - \$25; 2:01 to 4:00 hours - \$50; 4:01 to 8:00 hours - \$75. If there is a trip removal and it is a result of direct conflict with the training the removal is unpaid and the guarantee is reduced. If the trip removal is a result of an illegality with the training then the Flight Attendant can follow MIC protection to protect their Bid Line Guarantee.

Flight Attendants can choose not to elect IFS training (which is the 4th day of training) to limit the footprint of overwater training and minimize any trip removals.

Q: What is changing for other proffered training (e.g. Airbus, 787)?

A: Flight Attendant will be paid \$75 per day for each day of classroom training and the required amount for online training depending on the length of the online training. If a trip removal is necessary and it is a result of a direct conflict with the training the removal is unpaid and the guarantee is reduced. If the trip removal is a result of an illegality with the training then the Flight Attendant can follow MIC protection to protect their Bid Line Guarantee. If the Flight Attendant is on reserve or attends on an AVBL day, they will also receive the \$75 per day of classroom training and required online training pay. They will not receive pay and credit on the days of reserve or AVBL they attend training. Their guarantee will remain intact and the training pay will be paid above their guarantee.

Q: What is changing for Trigger Training in a designated Trigger month?

A: Flight Attendants will be paid \$75 per day for each day of classroom training and the required amount of online training pay. Training is offered on the days that least impact the schedule. If a trip removal is required the Flight Attendant can accept that class or choose not enroll in training that month. If a trip removal is necessary to attend the training and the Flight Attendant chooses to enroll and the removal is a result of a direct conflict with the training the removal is unpaid and the guarantee is reduced. If the trip removal is a result of an illegality with the training then the Flight Attendant can follow MIC protection to protect their Bid Line Guarantee. If the Flight Attendant is on reserve, they will also receive the \$75 per day of classroom training and appropriate online training pay. They will not receive pay and credit on the days of reserve they attend training. Their Guarantee will remain intact and the training pay will be paid above their guarantee.