

SECTION 29 - TRAINING

- A. A Flight Attendant shall not be required to pay for training required or conducted by the Company.
- B. The Company may conduct training at various domiciles.
- C. Daily training periods shall not exceed eight hours and thirty minutes (8:30), excluding a lunch period. Except during extraordinary circumstances when simulators/mock-ups are not available and that portion of training is required on the aircraft, training shall not be scheduled to begin between 2200 and 0600.

D. BIDDING AND ASSIGNMENT

- 1. The Company will implement an electronic bidding system for the scheduling of training. Such bids will be processed in seniority order and will allow the Flight Attendant to buddy bid. Results will be posted prior to the opening of the monthly PBS bid. Training dates awarded will be placed on each Flight Attendant's line as a pre-planned absence.
 - a. Electronic training bid packages (in printable and downloadable format), including bidding instructions, shall be distributed through an electronic bidding system to all Flight Attendants. The training bid package shall contain a list identifying biddable training events.
 - b. Flight Attendants shall bid for training prior to the 8th of the month preceding the training base month. Flight Attendants will be supplied training material two (2) months prior to her/his base month.
 - c. When more than one (1) training day is required, a Flight Attendant will be required to bid for training as consecutive days, if applicable.
 - d. A Flight Attendant shall submit a bid for training or have a standing bid on file indicating her/his bid preferences for training.
 - e. In the event special training is mandated by the Company, Federal Aviation Administration or other governmental

agency where classroom training is required, training periods shall be made available for bid. This Paragraph shall not apply to such training where insufficient time exists for a Flight Attendant to bid.

- f. Preference for training dates shall be considered in accordance with seniority however priority to fulfill training during the base month shall be the objective of the electronic bidding system during the training award. Training dates awarded or assigned to a Flight Attendant shall be designated as planned absences in PBS.
 - g. A Flight Attendant who fails to bid or bids insufficiently her/his training will be assigned in seniority order.
 - h. In the event that training classes are not sufficient to accommodate scheduling those Flight Attendants who require training during their base month, training shall be made in seniority order during the grace month with priority given to fulfilling the requirement for training of those Flight Attendants bidding in their grace month.
2. A Flight Attendant will not be assigned to training on a vacation day but may elect to attend training during her/his scheduled vacation.
 3. A Flight Attendant's base month may only be changed by the Company. Notification of such change will be provided promptly to the Flight Attendant. The Company will make every effort to resolve base month imbalances through the distribution of the base month assignments to newly hired Flight Attendants. The Company agrees not to move Flight Attendants' base months because of the US Airways/America West operational integration.
 4. A Flight Attendant on a leave of absence may, upon request, attend training, if approved in advance by the InFlight Department.
 5. A day in training, including any day(s) of travel between domicile and training when required by the Company, will not be considered a day off for purposes of the minimum days off provisions of this Agreement. A Flight Attendant, who, because of training, would receive less than the minimum days off will, upon

request, receive another minimum day(s) off pursuant to this Agreement.

6. Trips/Training Conflicts

- a. Any training dates awarded or assigned shall be placed in a Flight Attendant's PBS bid as a preplanned activity and her/his PBS award shall not create a conflict with her/his awarded or assigned training date(s).
 - b. If the Flight Attendant is illegal to originate a pairing subsequent to a training event, due to circumstances beyond her/his control, the provision relating to Illegal Through No Fault, Section 10, Scheduling, shall apply.
 - c. If actual operations cause a Reserve's training day to be extended into her/his Moveable Day, Section 12, Reserve, Paragraph B.3.e., shall apply. If actual operations cause a Reserve's training day to be extended into her/his Golden Day, Section 12, Reserve, Paragraph D. shall apply.
 - d. If through no fault of the Flight Attendant, a Flight Attendant is assigned training which conflicts with her/his assigned pairing the Flight Attendant shall be dropped from the pairing(s) that conflicts with training. The Flight Attendant shall not be obligated to make up the time. Pay protection will not apply.
7. A Flight Attendant assigned a training date pursuant to Paragraph D.1., above, may switch to any available training opening that does not create a conflict. The request must be submitted at least five (5) business days prior to her/his scheduled training date.
8. Flight Attendants may trade training dates that fall within the same bid month with each other. All trades must be submitted via an automated process or to Training Registration no later than 0900 HDT on the business day prior to the training date(s). If training falls on a Sunday or Monday, the trade must be processed no later than the business day before the training date. Trades will not be approved if they create a scheduling conflict, are not in accordance with the terms of this Agreement or are not in compliance with applicable FARs.

E. TRAINING PAY

1. A Flight Attendant shall receive seventy-five dollars (\$75.00) pay for each day of recurrent training. If Distance Learning is substituted for a day of recurrent training, the Flight Attendant shall be paid seventy-five dollars (\$75.00) pay for the Distance Learning.
2. A Flight Attendant shall receive seventy-five dollars (\$75.00) pay for each day of non-recurrent classroom training.
3. A Flight Attendant shall receive the following pay for non-recurrent Distance Learning as determined by the amount of time a Flight Attendant would reasonably take to complete the training:
up to 2 hours - \$25.00, 2:01 hours-4:00 hours - \$50.00, 4:01-8:00 hours - \$75.00.
4. A travel day to and from training on a day other than an actual training day shall be considered a day in training for pay purposes, i.e. seventy-five dollars (\$75.00) pay. A Flight Attendant receiving pay under this provision shall not receive deadhead pay and credit for deadhead travel on that day unless the deadhead pay between domicile and training would provide greater pay and credit, in which case the Flight Attendant would receive only the deadhead pay and credit.
5. A Flight Attendant who reports to the airport for her/his scheduled deadhead to training, including a scheduled deadhead from her/his residence as specified in Paragraph H1., below, and the flight fails to operate or is delayed so that the Flight Attendant will not be able to attend training or arrive home within the sixteen (16) hour limitation will receive a minimum of two (2) hours pay and credit, provided an alternate deadhead flight and training class is not available within the sixteen (16) hour limitation, determined by the check-in time for the original flight.

F. EXPENSES

1. A Flight Attendant awarded or assigned to training away from her/his domicile shall be paid per diem accordance with Section 4 for all hours away from her/his domicile. If the Flight Attendant opts to travel from her/his residence, the per diem shall be provided as if she/he traveled from her/his domicile.

2. A Flight Attendant awarded or assigned to training at her/his domicile shall be paid per diem in accordance with Section 4 for all actual hours in training, excluding Distance Learning.
3. When a Flight Attendant travels to another domicile for training she/he shall be eligible for transportation in accordance with Section 6. A Flight Attendant will be eligible for lodging in accordance with Section 6 when:
 - a. For each overnight between training classes, when two (2) or more consecutive days of training are scheduled.
 - b. At the Flight Attendant's request, when the combination of scheduled travel with deadheading to and from domicile to training and training time exceeds sixteen (16) hours, including check-in and check-out.
 - c. If an event beyond the control of the Flight Attendant, e.g., flight cancellation, irregular operations, weather, class runs late, extends the combination of travel and training beyond the sixteen (16) hour limitation as specified in Paragraph D., above, the Company shall provide a single hotel room in accordance with Section 6, for such Flight Attendant. Lodging shall be obtained by contacting Crew Scheduling. The Flight Attendant shall receive pay and credit for the additional travel day as specified in Paragraph E.4., above.

G. DISTANCE LEARNING

1. One day of recurrent training may be scheduled as Distance Learning. The Flight Attendant will complete the Distance Learning prior to the commencement of recurrent training.
2. The total number of hours required to complete any Distance Learning shall not exceed eight (8) hours.
3. The Company may require the Flight Attendant to complete Distance Learning as a computer based program on an annual basis. The Company will provide all necessary materials or computer programs to Flight Attendants at no cost at least two (2) months prior to recurrent training. The Flight Attendant shall be able to access such program on her/his home computer. The

Company will provide a hard copy of a study guide covering the materials that the Flight Attendant will be tested on during recurrent training.

4. The Flight Attendant shall be paid for Distance Learning as specified in Paragraph E.1., above.
5. In each domicile, the Company will make available at the airport one (1) technically suitable computer for every seventy-five (75) Flight Attendants. A number of such computers will be located in an area suitable for study and the completion of CBT.

H. DUTY AND REST FOR TRAINING

1. The combination of travel while deadheading to and from domicile to training and training time will not exceed sixteen (16) hours without an intervening rest as specified in Paragraph H.2., below, except at the Flight Attendant's option. The sixteen (16) hour period will start at the beginning of the training class or, if deadheading to training, at check-in for the deadhead flight to training. The sixteen (16) hour period will end at the conclusion of training or, if deadheading from training, at the check-out from the deadhead flight.
2. Each Flight Attendant will receive rest for training as follows.
 - a. Prior to training in domicile or check in for the deadhead flight from her/his domicile to training, the Flight Attendant will receive any minimum domicile rest associated with the trip the Flight Attendant flew immediately prior to training or associated with a Reserve assignment.*
 - b. If the Flight Attendant is required to deadhead from her/his domicile to training the day prior to training and is required to overnight, she/he shall receive the minimum out of domicile rest prior to training.**
 - c. Minimum domicile rest after the end of training.**

- d. Minimum domicile rest after check out from the deadhead flight back to her/his domicile.**
- e. If a Flight Attendant is required to deadhead back to her/his domicile the day after training, she/he shall receive the minimum out of domicile rest prior to the deadhead flight.**

*A Flight Attendant may elect to reduce this rest to the FAR minimums.

**A Flight Attendant may waive these rest requirements.

3. When scheduling a pairing after completing training, if eight (8) hours rest is not obtained following training, the hours of training are counted as duty time and added to the duty time of the trip's first duty period. This continuous duty period from the start of training through the end of the first duty period of the pairing cannot be scheduled to exceed fourteen (14) hours.

I. MISCELLANEOUS

1. A Flight Attendant who elects to drop a trip because she/he is not receiving the required rest as provided in Paragraph H., above, shall make every effort to contact Crew Scheduling prior to returning to her/his domicile, but in no case later than upon her/his arrival at her/his domicile.
2. A Reserve Flight Attendant will not be required to take a trip on the same day she/he attends training.
3. A Flight Attendant will not be required to fly and attend training for more than six (6) consecutive days unless the six (6) consecutive day period either contains or is followed by a consecutive twenty-four (24) hours free from all duty. Such twenty-four (24) hours shall be actual hours and shall be calculated from the time of check-out to check-in.
 - a. At the Flight Attendant's option, training may be scheduled immediately following any combination of six (6) days of reserve availability, training and flight duty. However, such Flight Attendant shall receive twenty-four (24) hours free from duty after training before flight duty or return to reserve availability.

- b. Flight duty may not be scheduled immediately following any combination of six (6) days of reserve availability, training and flight duty.
- 4. A Flight Attendant is not required to complete International Training in order to fly Non Transoceanic International.

J. TRAVEL TO AND FROM TRAINING

- 1. A Flight Attendant deadheading for the purpose of out-of-domicile training will be afforded must ride “Crew Movement Authorization” to and from the city where training is being conducted. At the Flight Attendant’s option, this authorization may be from the city in which the Flight Attendant resides provided the city is served by US Airways to the city where training is being conducted, subject to the provision that at the time such booking is made, a seat is available. Once booked under the process described above, such Flight Attendant cannot be removed in an oversell situation or due to weight restrictions.
 - 2. If the Flight Attendant opts to travel from her/his residence, the sixteen (16) hour limitation specified in Paragraph H.1., above, and the rest as provided in H.2., above, shall be calculated as if the Flight Attendant traveled from her/his domicile.
- K. Consistent with Company policy, cigarette smoking will be permitted outside of training rooms, provided designated smoking areas are available and further provided such smoking is not prohibited by applicable federal, state or local laws or Company policy.
- L. During PBS implementation, the JIRC will ensure the PBS system is capable of calculating rest before and after training and any deadheads associated with such training.