

Tentative Agreement

Article 29 – Training, Travel Pay and Meal Per Diem

- A. Employees may be required to attend and/or successfully complete training programs sponsored by the Company. **All training including but not limited to computer-based training shall be done during an employee's on-duty hours.**
- B. When changes to Company systems, policies or procedures require training, employees who fail to successfully complete the required training program will be permitted one (1) opportunity to retest or repeat the training program.
- C. Employees who fail to successfully complete Passenger Service training programs required by the Company as a result of an involuntary displacement will be permitted to retest or repeat the training program and if still unsuccessful, will be permitted to file in-station and system transfer bids for transfer to any other duty assignment within their group. In the event the employee is unable to successfully transfer under these provisions, he will be placed on furlough status and will be prohibited from transferring to any vacancy requiring the same training curriculum for a period of one (1) year following the employee's return date.
- D. The Company shall make reasonable efforts to assign employees to attend training programs during their normal shifts. When not possible, however, the Company may shift adjust employees' starting times and/or change employees' day(s) off as described in Article 5 of this Agreement to attend single day training events. Where the training requirement cannot be scheduled within the employee's shift, the Company may shift extend such employee provided such shift extension does not exceed three (3) hours.
- E. Multiple day training events or single day training events that are not scheduled as described in Paragraph D above will be bid in seniority order among affected employees. The Company reserves the right to restrict the number of employees who may attend the training sessions from each group, classification, duty assignment, shift and/or starting time.
- F. **Compensation for Training**
 - 1. Employees required to attend training on a scheduled workday will receive pay for the actual classroom hours, plus any hours worked excluding their regularly scheduled unpaid meal period, at the applicable rate.
 - 2. Employees who are required to attend classroom training outside of their normally scheduled shift that is not continuous with their scheduled shift will be paid the number of actual classroom hours or a minimum of four (4) hours, whichever is greater, at the applicable rate.
- G. Employees required to attend Company meetings and training away from their geographic work location are compensated for travel time as follows:
 - 1. If traveling by air, travel time begins at the scheduled departure time of the flight and ceases upon the start of a Company meeting or training if travel and the

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Company meeting or training occur on the same day, or ceases upon arrival at the destination airport if travel and the Company meeting or training are not on the same day. Travel time back to an employee's geographic work location begins at the conclusion of the Company training or meeting and ceases upon arrival of the flight at the destination airport, excluding overnights. Employees traveling by air will travel on space positive status.

2. When air service is not available or not practical and required ground travel is approved in advance by the Company, employees will be reimbursed at the IRS rate based on official American Automobile Association (AAA) mileage charts for distances driven to attend training or meetings.
3. Employees traveling to and/or attending training or meetings away from their geographic work location on a scheduled work day will be compensated for the minimum hours they were scheduled for that day at straight time rates. If the travel time plus actual classroom time plus any hours worked (excluding an unpaid meal period) exceed the employee's regularly scheduled hours, he will be compensated at applicable rates.
4. Employees required to travel on a scheduled day off will be compensated for travel time at the applicable rate.
5. An employee's geographic work location is his station except for HBRs, whose geographic work location is their residence. HBRs will not be paid mileage or travel time for travel within their HBR radius.

H. Meal Per Diem Payments

1. When meals are not provided by the Company or the hotel, per diem payments for meal expenses are provided to employees required to attend training or meetings away from their geographic work location.
2. Meal per diem payments are as follows:
 - a. Breakfast - ~~\$107~~.00. Breakfast per diem is provided only on those days when employees are required to overnight the day prior to the training or meeting.
 - b. Lunch - ~~\$1511~~.00.
 - c. Dinner - ~~\$2523~~.00. For employees traveling by air, dinner per diem is provided when an overnight stay is required and the employee's flight to the Company training/meeting site departs prior to 6:00 p.m. local time, or when the employee's return flight departs from the training/meeting site after 6:00 p.m. local time. For employees traveling by ground, dinner per diem is provided when an overnight stay is required, or when the Company training/meeting ends at 4:00 p.m. local time or later.

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- 3. Employees required to travel by air to Company training or meetings who do not have access to employee parking at their domicile location will be reimbursed for required standard long term parking fees incurred.

I. Lodging

Employees required to stay away from home overnight for Company training or meetings will be provided single room accommodations, including a necessary stay away from home as a result of a flight disruption.

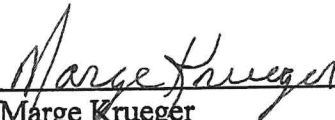
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For the Company:

For the Union:



Lynn Vaughn
Managing Director of Labor



Marge Krueger
Co-Chair, CWA-IBT Association

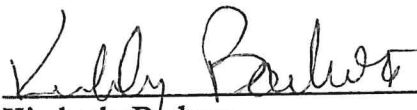
12/8/23

Date

12/8/23

Date

Jerry Glass



Kimberly Barboro
Co-Chair, CWA-IBT Association

Date

12/12/23

Date