



Dear AA Mainline Members,

AA has issued a memo regarding required trainings

We are writing to inform you that all training must be done on AA company paid time. The Fair Labor Standards Act (FLSA) requires the employer to pay employees for all company work time. No employee should be doing any training activity on their own time under any circumstances.

The company should be scheduling your training time. We understand that in most, if not all cases, they are not.

Article 29 of our contract states;

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.

As many members' work shifts are filled handling flights and flight schedules are unpredictable and subject to frequent change, AA should be scheduling a block of time for your training at work using a company facility and computer.

If you have outstanding required training due, we ask that you advise your manager to assign you a specific block of time and facility to complete the required training during your shift.

Please do this in writing and cc the local office at this email [cwa3641@gmail.com](mailto:cwa3641@gmail.com) with the heading "request for training time"

The Local will also address the issue with management to advise them of our expectations.

In solidarity,

Zattier Marvin