

ARTICLE 9

TRAINING

- A. Employees may be required to be trained on job functions performed at their station.
- B. Employees who have completed their probation period and are required to attend training away from their base will be provided with single-room accommodations lodging during training.
- C. All employees attending training away from their base will be paid a per diem allowance for meals in accordance with Company policy. Effective on the first day of the first full pay period following the date of ratification of the renewal Collective Bargaining Agreement, the per diem allowance of \$25.00 shall be increased to \$30.00.
- D. Employees must successfully complete training. A non-probationary employee who fails a first attempt at training will be given a second training attempt. If the employee does not successfully complete the second attempt at required training, he may return to his previous position, if qualified. If there is no such position for which the employee is qualified, his continued employment is at the Company's discretion.
- E. Employees who attend training are expected to act professionally. Employees absent or late for class are subject to the Company's dependability program.
- F. Time spent in scheduled training classes or approved travel to and from training will be considered hours worked for the purposes of Article 8 (Overtime) and Article 13 (Compensation).
- G. Employees are expected to remain current. On a timely basis (i.e., by its due date as published by the Company), each employee shall be required to successfully complete Computer-based Training Courses or the equivalent. The Company will provide at least thirty (30) days' notice of all such required training. The Company shall provide ten (10) days' notice for read and sign and ad-hoc training as agreed to with the Union.
- H. Employees who attend training on a scheduled day off will be paid the greater of the actual time in training or two (2) hours.
- I. Employees shall be allotted time during work hours to complete Company required training.