

So What Exactly is the Training Review Board (TRB)?

The Training Review Board is governed by the collective bargaining agreement, section 11H for the purpose of reviewing and making decisions and, where appropriate, referrals and recommendations concerning training. The TRB was first established by the CBA of 2006 to allow the company and the association to work collaboratively the first time regarding training failures.

What happened to pilots with training deficiencies before the TRB was formed?

In the past, different policies were in place that limited additional training to specified amounts (200% training and a limit on the number of career training failures for example). Pilots were often returned to their previous seats or aircraft after failures without addressing underlying performance issues.

Who is a member of the TRB?

Section 11 of the CBA governs the membership of the TRB and directs that it include the MEC Training Committee Chairman, the MEC Pilot Assistance Group Chairman, the company's Managing Director of Air Operations Training and the Senior Manager of Flight Standards. The MEC or the company may appoint substitutes in any particular case.

What guidelines does the TRB use to determine its actions?

The TRB is governed by a train to proficiency philosophy, dealing with pilots on a case-by-case basis, without regard for past precedent. If reasonable progress is being made and there is a reason to believe the pilot will ultimately be successful, training is usually extended. The TRB uses consensus among its four members to make its decisions.

What actions can the TRB take?

The TRB has wide discretion under the CBA section 11.H.5 that can include additional training, removal from training, changes to the pilot's schedule or instructor, crew position freezes, or referral to the System Chief Pilot for example.

I have had a training failure, what can I expect?

If you have had a single training failure you will most likely not meet with the board. Training managers have been delegated discretion to provide one or two extra training events followed by a recheck or revalidation. In the vast majority of instances this additional training is sufficient to successfully complete the course of training. However, a second failure in a course of training, a failure to not be recommended for a recheck/revalidation, or pilots having a history of training failures will meet with the board.

Prior to your meeting with the TRB, the MEC training and pilot assistance TRB members will contact you to discuss your training and to brief you on what to expect when you meet with the board. The goal is to meet as soon as practical and schedule additional training in a very timely manner, sometimes this is not possible.

Has the TRB been successful?

Since 2006, the TRB has handled over 1,000 cases involving training failures, most of them actually resolved without meet with the board. In most cases a very satisfactory outcome has occurred—pilots receive the training they really need and are successful in their current training programs. Sometime pilots need time to attend to personal issues impacting their ability to be successful in training or need medical evaluation and interventions to be successful. The TRB process has been instrumental in helping pilots uncover medical problems that were very serious and even life-threatening.

How about probationary pilots?

As part of the 2015 CBA, pilots on probation now fall under the auspices of the board, the same as non-probationary pilots.