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| AAL | At any time during a contractual month, if the projected open time for the balance of that month apparently exceeds projected utilization, the Company may temporarily use supervisors to relieve such shortage. However, such supervisors shall be used in accordance with the Order of Open Time Coverage in Article 9.L. Such action shall be considered a base staffing emergency. |
| ARW | Except in emergency situations, all revenue flying performed on the Company’s aircraft shall be performed by Flight Attendants of the Flight Attendant's System Seniority List and shall be flown in accordance with the provisions of this  Agreement. Nothing in this paragraph or Agreement restricts the right of qualified Inflight management personnel from customary management flying. |
| ATR | Supervisory and Management personnel of the Company who are directly responsible for the management of the In-Flight department may act as a Flight Attendant in revenue operations for the purpose of maintaining familiarity with line operations, retaining proficiency, and retaining FAA qualifications (up to a maximum of twelve (12) hours per month times the number of such supervisory and management personnel) and to avoid cancellations. |
| CAL | All flight attendant duties shall be assigned to and performed exclusively by flight attendants holding positions on the System Seniority List in accordance with the terms and conditions of this Agreement.  Notwithstanding the provisions of Section 1 above, the Company may utilize either Inflight management personnel or scheduled flight attendants on a trip(s) as long as any resulting displaced flight attendants suffer no flight pay loss. |
| CPZ | The Company may withhold from the line construction process an amount of flying necessary for Initial Operating Experience (IOE), training, management flying, and as otherwise noted in this Agreement. Such withheld flying shall not exceed five percent 5% of the total block hours. |
| EDV | No Flight Attendant will be furloughed or subject to involuntary domicile transfer as a direct and immediate result of any flying performed by management personnel.  The Company may utilize management personnel on a trip as long as any Flight Attendant scheduled to work the trip does not suffer any flight pay loss as a result of being displaced by management personnel. |
| FA9 | Nothing in this Agreement will restrict the right of Inflight Management to fly as crew members to maintain proficiency and to provide expertise and assistance to Flight Attendants in the form of supervision, instruction and demonstration to achieve the goal of superior service to all passengers. When a Flight Attendant  is displaced from his/her scheduled flight assignment by management/supervisory/inflight Flight Attendant, he/she will be released from all duty and paid as if flown. The Company will provide as much notice as possible of the displacement to the Flight Attendant. |
| HAL | Supervisory personnel may displace Flight Attendants on revenue producing trips and shall function as Flight Attendants as provided in Paragraph R. of Section 2 [defines “Flight Attendant”]. Flight Attendants displaced by supervisory personnel will be paid and credited for what they normally would have earned. |
| MSA | All present and future scheduled airline passenger revenue flying performed in or for revenue producing service of the Company, or any subsidiary or division of the Company which requires a Flight Attendant, shall be performed by Flight Attendants and supervisory Flight Attendants on the combined Company Flight Attendants’ System Seniority List in accordance with the terms and conditions of this Agreement. |
| MIA | See .pdf attached to email |
| PED | Except as may otherwise be agreed, all present or future cabin passenger service performed in and for the service of Piedmont Airlines, Inc. shall be performed by Flight Attendants on the Piedmont Airlines Flight Attendant System Seniority List, or management Flight Attendants.  In the event that a Flight Attendant is removed from her/his trip and replaced by a member of Inflight management or Inflight Training for the purpose of flight qualifications, then that Flight Attendant shall either be immediately reassigned to a trip that is scheduled to return to the domicile no later than the originally scheduled trip or free from duty for the duration of the trip. Such Flight Attendant shall receive pay and credit as if she/he flew the trip or the rescheduled trip, whichever is greater.  A member of Inflight Management or Inflight Training may pick up no more than four (4) days of flying from open time per month. A member of Inflight Management or Inflight Training may only pick up flying during the current month. Nothing herein shall preclude a management Flight Attendant from flying to prevent a cancellation. |
| PSA | Inflight Service Department management personnel will not bid lines. Additionally, they may only fly when necessary to prevent cancellation, delays, junior assignments; to retain currency; and to perform check rides for Check Flight Attendants. Inflight trainers may administer check rides to line Flight Attendants for quality control purposes, but this will not be a regular occurrence and is not intended to supplant the Check Flight Attendants. The Company will notify the MEC/LEC President or designee the name, date and flight number when a member of Inflight Service Department management flies under the provisions of this paragraph. |
| SPR | When a Flight Attendant is replaced, e.g., by management personnel or a trainee, the Flight Attendant shall receive pay and credit for the scheduled value of the trip. The replacement will be offered in order of seniority. He or she is not required to be on Time Recoverable Status. |
| UAL | Nothing herein shall be construed to limit in any way the Company’s right to assign supervisory or other personnel to perform non-Flight Attendant functions. Supervisory or other personnel of the Company shall not perform Flight Attendant work, except in emergencies, for instruction purposes, or as otherwise provided in this Agreement.  A Flight Attendant Instructor, Supervisor-Inflight Service or a Flight Attendant on a Union leave of absence whose name appears on the Flight Attendant System Seniority List may displace a Flight Attendant on any ID(s). A Flight Attendant Instructor, Supervisor-Inflight Service, Staff Representative - Safety or any Inflight Service management personnel who has direct responsibility for the development and/or implementation of Inflight Service policies and procedures whose name does not appear on the Flight Attendant System Seniority List may displace six (6) times per year. Further, such individuals shall be governed by all flight time and duty time provisions of the Agreement and shall only displace on an ID(s) which has first been assigned to either a Lineholder or Reserve. It is recognized the above stated application does not apply in those instances where the provisions of Paragraph F of this Section have been initiated. |
| USA | See .pdf attached to email |

AFA Collective Bargaining Department

December 3, 2014