

LETTER OF AGREEMENT
by and between
PIEDMONT AIRLINES, INC.
and
THE FLIGHT ATTENDANTS IN ITS SERVICE
as represented by the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

Half Lines of Flying

THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between PIEDMONT AIRLINES, INC., (the "Company") and the Flight Attendants in the service of PIEDMONT AIRLINES, INC., as represented by the ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO (the "Union" or "AFA") with both the Company and the Union referred to as "parties."

Whereas when the Company finds that it has more Flight Attendants available than hours needing to be covered, and

Whereas, the Parties have agreed to certain provisions designed to increase the Company's ability to more efficiently utilize Flight Attendants when the Company finds more Flight Attendants available than hours needing to be covered,

Now therefore, the Parties agree as follows:

A. Half-Lines

1. The Company may offer, in its sole discretion, Half-Lines of flying for Flight Attendants to bid and be awarded in seniority order by domicile. The half lines will be included in the normal monthly bid packet when offered and will be bid for at the same time as other lines in the bid packet.
2. For a Half-Line, either the first 15 days of the bid month will be consecutive off days or the last 15 days of the bid month will be consecutive off days.
3. The Half-Line shall be built using normal trip and line construction rules (e.g., required day off in seven days, minimum rest between trips or duty period, trip, reserve days). The Half-Line will be built in accordance with bid line construction rules with prorated minimum six (6) days off and prorated two (2) golden days for reserves.
4. It is understood that no Half-Lines will be constructed utilizing a combination of trips and reserve days. Furthermore, if reserve Half-Lines are offered, an equal number or more of Half-Lines with trip pairings will be offered.

5. Unless otherwise agreed to between the Union and the Company Half-Lines shall not make up more than 20% of all available lines per Base for a given month.
6. A Half- line shall have a minimum monthly guarantee of forty-seven (47) hours.
7. Twenty-five hours of the Half-Lines plus all per diem due from the previous bid month shall be paid on the fifteenth (15th) of the month and the remaining hours plus adjustments shall be paid on the thirtieth (30th) of the month.
8. A Flight Attendant may not be involuntarily assigned a Half line. Trips from unbid Half- lines will be placed into open time and made available for bidding during the Forty-Eight (48) Hour Open Time Bidding (Section 7.F.4.).
9. A Flight Attendant awarded a Half- line will not be awarded any open time add, swap or trade with another Flight Attendant in the scheduled consecutive “days off” portion of the bid period. A Flight Attendant awarded a Half line may be awarded any open time add, swap, or trade in the scheduled consecutive “days on” portion of the bid period during the Forty-Eight (48) Hour Open Time Bidding (Section 7.F.4.) and, after the final award is posted.
10. A Flight Attendant awarded a Half- line shall be required to complete any trip carrying in from the previous month. Carry in trip(s) that fall in the fifteen (15) consecutive day off period shall be paid above forty-seven (47) hour Minimum Monthly Guarantee.
11. Half-Lines will not be awarded to any Flight Attendants with scheduled training, vacation or those Flight Attendants assigned “special projects” by the Company (e.g. the “Ambassador Program”, “Style Team”). Part Time Inflight Training Ground Instructor (PT ITGI)/Part Time Air Transportation Ground Instructor (PT ATGI) may be awarded a Half- Line however the training department may only utilize them for four (4) days during the “days on” period and, she/he/they may not pick up any open time or training on the days off period.
12. A Flight Attendant awarded a Half-Line will not be required to attend training during the half of the month that they are on “days off”.
13. Half-Lines will not be awarded to any Flight Attendant that shadow-bids when returning from a leave of absence.
14. A Flight Attendant awarded a Half line will be considered full time and active for all purposes, but not limited to, leaves of absence, travel privileges, and insurance benefits, in accordance with all applicable state and federal laws.

15. A Flight Attendant applying for a Leave of Absence within twelve (12) months of flying a Half Line and who did not drop below forty-seven (47) hours may not be denied the Leave of Absence due to the Half-Line schedule in accordance with all applicable provisions in Section 8 Leaves of Absence.

16. During months in which Half-Lines are offered, the minimum hours in Section 7.H.1.i will be reduced to forty-seven (47) hours for all Flight Attendants.

This Letter of Agreement shall be effective upon signing and remain in full force and effect and run concurrent with the basic agreement.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 12th day of April 2024.

For Piedmont Airlines

For the Association of Flight Attendants-
CWA, AFL-CIO

Eddie S Leverton

Sara Nelson

EDWARD LEVERTON
Vice President of Flight Operations

SARA NELSON
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Mandy McGuigan
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