

**Q & A - Special Crew Chief Self-Demotion March 2011**  
**AA/TWU Stores Agreement**  
**Title V**

Q.1. I am a full time Crew Chief Stock Clerk and I have less seniority than an employee with recall rights to the position I want to self-demote to at my station. Will I be allowed to self-demote?

A.1. In order to protect the recall rights of other employees, the Company and the TWU have agreed that under such circumstances, you would be prohibited from exercising the ability to self-demote during the special window. (Reference letter of agreement dated March 14, 1996.)

Q.2. I have been a Crew Chief for less than 180 days. Can I self-demote?

A.2. Normally, a Crew Chief is not allowed to self-demote during the trial period. However, during this special window only, you are eligible to self-demote.

Q.3. Can I refuse a bid for a Crew Chief opportunity under the special self-demotion provision?

A.3. You may withdraw your bid prior to the end of the special window, but not after. Bids on file at the end of the special window are irrevocable and cannot be rescinded.

Q.4. I refused a Crew Chief system bid four months ago. Am I eligible to bid for a Crew Chief opportunity created by the special self-demotion?

A.4. Your refusal of a regular Crew Chief bid will not prohibit you from bidding on a Crew Chief opportunity resulting from the special self-demotion. However, you are ineligible to put in a system bid on regular Crew Chief vacancies for two years from the date of your refusal.

Q.5. I self-demoted through a transfer three months ago. Am I eligible to bid for a Crew Chief opportunity created by the special window?

A.5. Yes, you are eligible to bid for an opportunity created by the special window. Note: You are ineligible to put in a system bid for regular Crew Chief vacancies for two years (six months if you self-demoted through the transfer procedure to another city.)

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- Q.6. I was demoted for cause (or during the trial period) six months ago. Am I eligible to bid for a Crew Chief opportunity created by the special window?
- A.6. As a result of your demotion less than twelve months ago, you do not meet the qualifications required for the Crew Chief classification. Therefore, you may not bid for a Crew Chief opportunity created by the special window.
- Q.7. What qualifications are required to be a Crew Chief?
- A.7. To qualify for a Crew Chief position created by the special window, an employee must take and pass the qualifying test(s) established in the QAM (Qualifications Administration Manual) prior to being awarded a Crew Chief position. In other words, all employees must be qualified before the self-demotion and upgrade can take place.
- Q.8. What shift, days off and/or work area will I have as a result of changing positions during the special window?
- A.8. Shift, days off and other work assignment details will be handled on a local basis and coordinated with the Company and local TWU representatives.
- Q.9. I am currently a Crew Chief at a station that is covered under the One Station Complex Agreement, specifically, LGA. Am I subject to being reassigned to EWR or JFK as a result of electing to self demote?
- A.9. No. Although there is a provision in the labor agreement that covers One Station Complex Agreements, the self demotion process under Article 12 was intended to allow the self demotions at the Crew Chief's station (local airport) at the time of the demotion. Therefore, if you are allowed to self demote or promote, you will remain at your station (in this example, LGA) as a result of this procedure.
- Q.10. I am on an unpaid leave of absence/inactive status. Will I be eligible to self demote or promote under this special provision?
- A.10. No. You must be on active payroll at the time you submit your request in order to be eligible to participate in the Crew Chief special self demotion window.

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Q.11 If I self demote under the special window, will I be able to be utilized as an Acting Crew Chief after my self demotion? If not, how long will I be ineligible?

A.11 Crew Chiefs self demoting through the special self demotion process will be required to wait for a period of two years to bid another regular or temporary Crew Chief vacancy or from serving in the capacity of an acting Crew Chief.

Should you have any questions not addressed in this Q & A, please call your HR operations Support Representative or Employee Relations.