Bridge to Our Future

2013 Flight Attendant Tentative Agreement Vote

Vote Opens: February 7, 2013 at Noon ET
Vote Closes: February 28, 2013 at Noon ET

Association of Flight Attendants-CWA, AFL-CIO
February 1, 2013

Dear Flying Partners,

This booklet accompanies the unique voting instructions sent to every US Airways Flight Attendant for the 2013 Flight Attendant Tentative Agreement.

We believe this agreement puts US in the best position for our future, including an anticipated merger with American Airlines. As members of the Joint Negotiating Committee and the East and West Master Executive Councils (MEC), we are unanimously recommending a vote FOR this Tentative Agreement.

The 2013 Flight Attendant Tentative Agreement contains all of the many improvements negotiated in the August 2012 TA, plus important new provisions that not only protect our future but also provide additional opportunities:

- Four-party negotiations, including the US Airways and American merger partners, AFA and APFA, to reach a Memorandum of Understanding on a framework for integrating the two Flight Attendant groups, including our contracts – and protections that would apply until integration takes place. Ratification of the Tentative Agreement is the only way to assure our participation in this process. With it we have an additional opportunity this year to build on the improvements contained in this TA.

- An Early Out of $40,000 following merger closure date for any eligible Flight Attendant with 15 years of Company seniority. Unlike most early outs, this provision contains no minimum or maximum on the number of participants.

- A $1,700 ratification bonus payable within 30 days of ratification.

- Contains the $45 million in economic improvements previously negotiated, including a top step which is $5.64 per hour (13.5%) above current East top step and $9.56 per hour (25.4%) above current West top step. All other provisions, including profit sharing, have been retained.

- No change to the scope protections and LPPs included in the August 2012 TA. Upon ratification, all US Airways Flight Attendants will have the best job protections in the industry.
The full Tentative Agreement is posted online at www.ourafa.org, along with a video and summary information. This booklet contains the full text of the Side Letters that enhance the August 2012 TA, a comprehensive summary of the entire 2013 TA, questions and answers and a merger timeline. Hard copies of the 2013 Tentative Agreement are available in all Flight Attendant crew rooms, information sessions have been scheduled in all bases and an on-line union meeting Webcast will be available live on February 14th at Noon Eastern Time.

As always, the final decision rests in your hands. Please get all the information you need and above all, take the time to vote.

Sincerely,

Deb Volpe
USA West MEC President

Roger Holmin
USA East MEC President

Brian Clark
USA West MEC VP

Mark Gentile
USA East MEC VP

Glenda Talley
USA East MEC Sec-Treas.

Dianne Britton
Council 41 President

Terry Graf
Council 70 President

Cathy Campbell
Council 89 President

Audra West
JNC Member

Eva DeCastro
JNC Member

Richard Knuth
JNC Member

David Hone
JNC Member
The 2013 Tentative Agreement is a detailed document which includes many changes from the current East and West agreements. We have provided a comprehensive summary of the agreement at the end of this booklet and the full text of the Letter of Agreements that modify the August 2012 TA. The full text of the 2013 TA is available in your crew room and on OurAFA.org.

- Four-party negotiations for a MOU including terms and conditions/transition issues at the combined carrier to commence after ratification and merger announcement.
- Early Out of $40,000 offered upon merger close with no minimum or maximum number of participants.
- Industry-leading merger protections, including Labor Protective Provisions.
- Ratification bonus of $1,700.
- New top step of $47.15 on DOS: $5.64 per hour (13.5%) East increase and $9.56 per hour (25.4%) West increase.
- Minimum guarantee increased to 75 hours for Reserves.
- New E190 senior pay - other Senior and AFT premiums in East contract retained.
- $25 in lieu of domicile parking available to any Flight Attendant.
- Revised lodging language with Hotel Committee input into selection of hotels, detailed list of hotel factors, and language guaranteeing Flight Attendants can use same hotel as pilots. Also includes standards for crew lounges.
- Detailed uniform replacement language, including Company bearing shipping costs on uniform replacements.
- Stolen or damaged uniform, manual or ID replacement procedure.
• Unused filler days convert into carry over days. Vacation buyback no longer at Company discretion (improvement for East/change for West). Donate vacation pursuant to the Company vacation donation policy. Awarded vacation may not be canceled.

• 100 percent pay and credit for every sick call (54 hours per year).

• Ability to pick up trips when call in well. (Improved for East). Reserve option to call in entire block of Reserve days or each day.

• No furloughs as the result of implementation of PBS, Scheduling, Hours of Service, Reserve Sections, or the discontinuation of co-pairing.

• Detailed PBS language with Union involvement in all facets of PBS implementation.

• Split trips will pay 5:00 when assigned to a Reserve or picked up by a Lineholder.

• No more than 30% four-day pairings in all domiciles.

• Limits on aircraft swaps per duty period.

• Maintained AIL function in ISAP, including ability to drop touching trips regardless of staffing.

• Replaced weekend restriction with holiday restriction.

• Eliminated requirement to meet monthly flying obligation, responsible for line awarded and as adjusted through ISAP/ISAP AIL and ETB.

• Company pays for FLiCA, or substitute, upon implementation of PBS.

• Real time ETB board. (New for East).

• Red flagged pairings (West – Volunteer Fly) paid at 125% of pairing value.

• Strengthened rescheduling rules: A “Flight Attendant should not be removed from her/his pairing unless all options have been utilized to prevent a cancellation or delay including assignment to any available Reserve or OPR.”

• Penalty pay for management violations once pairing has commenced.

• Ability to do high value one-day turns with leg limitations.

• Duty day length varies by time of check-in.

• Increased Home Domicile Rest to 10 hours (11:15 block to block).

• Voluntary waiver of duty day providing pay incentive for Flight Attendants opting to fly past their contractual duty time limitations. (New for East).

• Increase Reserve guarantee to 75 hours.
• Moveable Days may not be rescheduled in advance (only through assignment from future processing).
• Variable minimum of 5:00 for all reserve trip assignments.
• Two hour call out and elimination of East requirement to have residence in base.
• Seniority-based system for assigning trips, including ability to choose to be assigned last (similar to passing).
• Eliminate 24-hour call (East) and institute a Reserve Availability Period (RAP).
• RAP cannot be longer than 12 hours and Reserve is only required to be “contactable” during the RAP.
• Pairings must report within two hours of the end of the RAP.
• Out of domicile OPR assignment language.
• Co-paired with pilots on TI pairings.
• All Duty and Rest rules the same as the pilots for TI pairings.
• Mileage reimbursement for passport renewal.
• Delay incentive if return from TI pairings delayed more than ten hours.
• Probationary period of 180 days.
• Improved missing, internment and hostage language.
• Training period not to exceed 8:30.
• Limit to length of Training Day including travel (new for East).
• Streamlined grievance procedure.
• New Section detailing role of AFA Employee Assistance program and AFA Professional Standards program.
• Improved aircraft accident language.
• Unfinished cleaning duties are the responsibility of the Company.
• First late check-in within a rolling active twelve (12) month period will not count for disciplinary purposes.
LETTER OF AGREEMENT
Between
US AIRWAYS, INC.
and the
FLIGHT ATTENDANTS
in the service of
US AIRWAYS, INC.,
as represented by the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

New Tentative Agreement

THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended, by and between US Airways, Inc. (“US Airways”) and the Flight Attendants in the service of US Airways, Inc., as represented by the Association of Flight Attendants-CWA, AFL-CIO (hereinafter referred to as the “Union”) (collectively, the “Parties”).

WHEREAS, on August 7, 2012, the Parties reached a tentative agreement for a single collective bargaining agreement governing Flight Attendants in the service of US Airways (the “August Agreement”); and

WHEREAS, the Parties desire to amend the August Agreement with certain additional obligations and conditions;

THEREFORE, the Parties agree that the following provisions shall become the “New Tentative Agreement”:

A. General

1. The New Tentative Agreement (2013 Flight Attendant Agreement) will incorporate, in full, the terms of the August Agreement, except as modified herein.

2. Implementation timeline modified as attached.

B. Ratification Bonus. Within thirty (30) days of a successful ratification of the New Tentative Agreement, a one-time “Ratification Bonus” of $1,700.00 (less applicable taxes and withholding) will be provided to each US Airways flight attendant who is in active status (i.e., in regular active pay status with US Airways or on a FMLA, Military, Maternity, Adoption, or Paternity leave and not on any other unpaid leave of absence) on the date of ratification and remains in continuous employment with US Airways through and including the date on which the Ratification Bonus is issued.

C. Voluntary Early Out Program. Following the successful ratification of the New Tentative Agreement and a merger between American and US Airways Group, Inc. completed during the AMR 2011 bankruptcy case or upon AMR’s emergence from that bankruptcy (“Merger”) that has been closed on a specified date pursuant to a Merger agreement (“Merger
Completion Date”), US Airways will offer eligible Flight Attendants the opportunity to elect to participate in a Voluntary Early Out Program (“VEOP”), with the following terms:

1. **Eligibility.** To be eligible for the VEOP, a Flight Attendant must:
   a. have fifteen (15) or more years of Company seniority; and
   b. be in active status (i.e., in regular active pay status with US Airways or on a FMLA, Military, Maternity, Adoption or Paternity leave and not on any other unpaid leave of absence) on the date the VEOP is first offered, and must remain in continuous employment with US Airways through and including the date on which the Flight Attendant is released pursuant to the VEOP;

2. **VEOP Benefits.** A Flight Attendant who meets the eligibility requirements listed in Paragraph C.1, above, will receive the following benefits if he/she elects to participate in the VEOP:
   a. A one-time lump sum $40,000.00 severance payment (less applicable taxes and withholding), payable following the Flight Attendant’s release from employment pursuant to the VEOP (check to be issued no later than thirty (30) days following final normal paycheck issuance);
   b. Travel benefits consistent with the Flight Attendant New Tentative Agreement;
   c. For retirement-eligible Flight Attendants only, sick payout benefits in accordance with the terms of the New Tentative Agreement;
   d. Eligibility for COBRA benefits at Flight Attendant’s expense in accordance with applicable law; and
   e. Payment for accrued, unused vacation at the rate provided for in the New Tentative Agreement.

3. **Limitations.**
   a. Bidding for participation in the VEOP will commence within thirty (30) days following the Merger Completion Date. The bidding will be open for a minimum of thirty (30) days, and, at US Airways’ discretion, may be extended up to forty-five (45) days;
   b. Any Flight Attendant who participates in the VEOP shall not be eligible for any other form of severance (other than as described in Paragraph 2.a, above) and shall be permanently separated from employment with US Airways;
   c. A Flight Attendant’s separation from employment pursuant to the VEOP is “voluntary” and the Company will contest claims for unemployment benefits filed by Flight Attendants who participate in the VEOP;
   d. A Flight Attendant who incurs more than one sick occurrence per each ninety (90) day period (cumulative) after the award and prior to release may be considered
as “claiming excessive sick” and may be denied the severance payment of $40,000 and will separate under the VEOP as requested. In the event the Company believes that a Flight Attendant who has been awarded the VEOP has, under the above guidelines, “claimed excessive sick” as it pertains to the VEOP, the Company will notify the applicable LEC President. Any extraordinary cases occurring during the period of the VEOP award date and the applicable release date will be reviewed on a case by case basis;

e. The Company shall have sole discretion to determine the VEOP release dates. The Company will make reasonable effort to release all Flight Attendants who elected VEOP within twelve (12) months following the awards. The Company will process VEOP bids in system seniority order, awarding the Flight Attendant’s preferred release date, if available, until all slots are filled;

f. Participation in the VEOP is entirely voluntary on the part of any Flight Attendant who wishes to receive benefits and such Flight Attendant shall execute a general release of all claims in a form to be prepared by the Company;

g. Once an eligible Flight Attendant has elected to participate in the VEOP and the recession period in the release as described in paragraph 3.f., above has expired, such election shall be irrevocable in accordance with applicable law; and

h. This one-time, limited VEOP shall not constitute a precedent for any purpose. Furthermore, the VEOP does not change, alter, or modify the provisions of any Flight Attendant CBA, except as provided herein. In addition, the terms or existence of the VEOP will not be construed against any Party nor will it prejudice the Parties’ respective positions for purposes of any other matter between the Parties, including, but not limited to, in any grievance, arbitration, and/or litigation.

D. Negotiations.

1. After both (i) US Airways has executed, and made a public announcement that they have entered an agreement to complete a Merger, and (ii) ratification voting on this New Tentative Agreement is complete, AFA-CWA agrees to enter into good faith negotiations with American, US Airways, and the Association of Professional Flight Attendants (the “APFA”) on a four-party Memorandum of Understanding (“MOU”). The purpose of these MOU negotiations shall be to develop a framework for the terms of employment for flight attendants of, as well as a process for, flight attendant operational integration.

2. The AFA-CWA agrees that it will not file or support any suit, grievance, or other challenge in any forum to the process described in this Paragraph D, or to the Conditional Labor Agreement between the APFA and US Airways, dated April 12, 2012, as modified and clarified by the Acknowledgment Letter from US Airways to the APFA, dated December 31, 2012 (collectively, the “CLA”), provided, however, that prior to any change in representation as determined by the National Mediation Board, AFA reserves the right to challenge the CLA’s applicability to the pre-merger US Airways flight attendants.
3. AFA-CWA agrees that it will, jointly with APFA, file for and support a single carrier application with the National Mediation Board as soon as practicable, and no later than, six (6) months following the Merger Completion Date.

IN WITNESS WHEREOF, the Parties hereto have signed this New Tentative Agreement this 23rd day of January, 2013.

FOR THE ASSOCIATION OF FLIGHT ATTENDANTS, CWA; AFL-CIO

_________________  
Veda Shook  
International President

FOR US AIRWAYS, INC.

_________________  
E. Allen Hemenway  
Vice President, Labor Relations

_________________  
Deborah A. Volpe  
MEC President

_________________  
Cindi Simone  
Managing Director, Labor Relations  
Inflight

_________________  
Roger Holmin  
MEC President
LETTER OF AGREEMENT
Between
US AIRWAYS, INC.
And the
FLIGHT ATTENDANTS
In the service of
US AIRWAYS, INC.,
As represented by the
ASSOCIATION OF FLIGHT ATTENDANTS-CWA, AFL-CIO

Implementation Timeline Letter of Agreement

THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of Title II of the Railways Labor Act, as amended, by and between US Airways, Inc. (hereinafter referred to as “US Airways”) and the Flight Attendants in the service of US Airways Inc., as represented by the Association of Flight Attendants-CWA, AFL-CIO (hereinafter referred to as the “Union”).

Whereas the parties have reached agreement on a single agreement covering Flight Attendants in the service of US Airways hereinafter referred to as the “the Agreement;” and

Whereas the parties desire to specify when certain provisions of the Agreement will be implemented;

Therefore, the parties agree the following provisions shall specify the timeline of the implementation of this Agreement:

The Union agrees to provide the Company with the certified integrated seniority list no later than Date of Signing (DOS) (DOS is the date of ratification). The Company will accept such integrated seniority list, including conditions and restrictions, as provided for in Section IV of the parties’ Transition Agreement.

All provisions of the Agreement shall be implemented the 1st day of the bid month following the (DOS) as follows:

A. Section 3  Compensation:

Jury duty language, Section 3.I, will be implemented concurrent with PBS implementation. Prior to PBS implementation, East and West Flight Attendants shall receive jury duty pay and release under the terms of their respective prior collective bargaining agreements.

Premiums for paid time off, Section 3.N: Prior to PBS implementation, a Flight Attendant shall receive vacation premium as specified in Section 3.P of the East Agreement. Following PBS implementation, a Flight Attendant will only receive the premium if the credit hours in her/his primary line or PBS award are inclusive of 100% of any single premium(s).

B. Section 4  Expenses:

The crew meal provisions, Section 4.C, will be implemented for West Flight Attendants as soon as practicable but not to exceed sixty (60) days. The provisions will continue to be in effect for East Flight Attendants.

The parking provisions, Section 4.D, will be implemented as soon as practicable but no later than the first day of the bid month following 90 days post ratification.
C. Section 8  Vacation:

2013 Vacation

All vacation awarded in 2012 for the 2013 calendar year shall be governed by the provisions of the prior East and West Collective Bargaining Agreements, as applicable.

2014 Vacation

For vacation earned in bid months prior to the bid month following DOS, (earned in 2013 for use in 2014) East Flight Attendants shall accrue according to the accrual charts specified in the East Agreement and West Flight Attendants shall accrue according to the accrual charts as specified in the West Agreement.

For vacation (earned in 2013 for use in 2014) earned in the bid month following DOS and for the remainder of the year, Flight Attendants shall accrue vacation under the provisions of Section 8 of this Agreement.

For vacation utilized in 2014, vacation daily rates will be in accordance with Section 8 of the Agreement. Flight Attendants transferring between domiciles will be permitted to transfer her/his vacation dates without any change to the vacation matrix in the new domicile. For vacation utilized in 2014, all other provisions in the East and West Collective Bargaining Agreements will remain effective January 1, 2014.

2015 Vacation

All provisions of Section 8 of this Agreement shall apply for vacation to be utilized in 2015.

D. Section 9  Sick

Sick Leave Accrual, Section 9.C.1.d: A West Flight Attendant with a date of disability prior to January 1, 2014 will receive benefits under the Pre-Merger America West Short Term Disability (STD) plan (one hundred eighty (180) days duration) and the Pre-Merger America West Long Term Disability (LTD) plan. The STD program will end twenty-four (24) months from the date of signing.

Claiming Sick Leave, Section 9.D: Prior to PBS implementation East Flight Attendants shall utilize the sick leave charging language in Section 8.F of the East agreement, including the daily reserve sick leave rate shall be three hours and thirty minutes (3:30). West Flight Attendants shall utilize the provisions of 15.C of the West agreement, except the daily reserve sick leave rate shall be three hours and thirty minutes (3:30), the seventy five (75) hour cap for utilizing sick leave shall be eliminated, and a Flight Attendant shall not be required to call in sick each day of a trip.

E. Section 20  Seniority (20.F)

1. A Flight Attendant on the combined seniority list as of the Date of Signing of this Agreement will retain her/his longevity as accrued under the West and East collective bargaining agreements prior to the Date of Signing including any time accrued in another Company position that has been applied toward Flight Attendant service in accordance with a previous agreement.

2. Longevity accrual after the Date of Signing of this Agreement will be applied consistent with the terms of this Agreement.
3. Within sixty (60) days of receipt and acceptance of the certified integrated seniority list, West Flight Attendants shall be issued revised badges with revised dates for purpose of pass travel consistent with this Agreement (first day of training or if transferring from another position, date of Company hire).

F. Section 22 Filling of Vacancies

Any posted vacancies after receipt and acceptance of the certified integrated seniority list shall be filled on a system-wide basis consistent with the terms of this Agreement.

G. Section 26 Insurance, Retirement and Other Benefits

Medical, Dental, Vision, STD, LTD, Life Insurance shall be implemented January 1, 2014.

The DC Plan (West transition, no later than ninety (90) days per the language in Section 26.F.2) and Pass Travel language shall be implemented the first day of the bid month following DOS.

H. Section 29 Training

Training shall be implemented the first day of the bid month following DOS except the bidding and assignment process, Section 29.D., will be implemented concurrent with PBS.

I. Section 30 Grievance Procedure

Section 31 System Board of Adjustment

Any grievance filed prior to Date of Signing will utilize the grievance and system board procedures from the prior applicable collective bargaining agreement.

J. Sideletter: Implementation Letter

Agree to delete East Sideletter 44 (Re: Confirmation Order). Provided, however, the parties agree that if the IAM, CWA, or TWU obtain the right to nominate a board representative or appoint a board observer then AFA’s right to do likewise shall be equal to the most favorable rights afforded to any of IAM, CWA or TWU.

K. Scheduling and Related Sections

Until PBS is implemented, East and West Flight Attendants will continue to operate under the Hours of Service, Reserve and Scheduling Sections of their respective Collective Bargaining Agreements. The parties agree that PBS will not be implemented sooner than eighteen (18) months following ratification and not later than twenty four (24) months following ratification. However, the parties recognize that a potential merger with AMR may impact the commencement of programming for PBS and other related scheduling sections. In the event such a delay impacts the ability of the Company to implement PBS within the twenty-four (24) month timeline, the Company shall provide all necessary information to the Joint Implementation Resolution Committee (JIRC) to substantiate the necessity for such delay. Any dispute over the timeline of implementation of PBS shall be resolved pursuant to Section 10.V of the Agreement.

In the event that PBS is not implemented in accordance with the preceding paragraph, the Company and the Union agree to implement the Hours of Service rules of this Agreement including the penalty pay provision of 11.Q.5 and the rescheduling provisions of 10.J.1 through 10.J.7 no sooner than sixty
(60) days prior to and no later than sixty (60) days after the implementation of the new pilot FARs as specified in CFR 117.

In the event the Company elects to implement the Hours of Service and Rescheduling rules after the implementation of pilot FARs, East Flight Attendants will maintain the pairing/line construction rules in effect following ratification (including rules applicable to actual operations and including East contract language and Pilot FARs currently applicable to Flight Attendants) until the Hours of Service and Rescheduling rules are implemented. In no instance shall such changes be implemented sooner than October 1, 2013. The initial East Flight Attendant pairing solution and lines of flying for East Flight Attendants will be provided to the Union and the Union shall have the opportunity to provide the Company with input for the Company’s review and consideration. The Company shall give due consideration to changes suggested by the Union’s Scheduling Committee. On all Transoceanic International (TI) pairings, Flight Attendants will continue to be co-paired with pilots.

The following Sections will be implemented concurrent with the date of implementation of PBS.

Section 6  Crew Accommodations

Section 10  Scheduling
Except the provisions of Red Flag pairings, Section 10.H., and Last Live Leg, Section 10.P, will be implemented the first day of the bid month following DOS.

Section 11  Hours of Service
Except on-board requirements will be implemented on the first day of the bid month following DOS.

Section 12  Reserve Duty
Except Reserve days off will be implemented on the first day of the bid month following DOS.

Section 13  TDY for West Flight Attendants (Except East will go into effect on the first day of the bid month following DOS).

Section 14  International Flying
Except International delay incentive (Paragraph N.9.) and TI duty limitations and pay (Paragraph D.1.) and the elimination of Section 12.d.1 (East) will be implemented on DOS.

The CSD program will not go into effect until after the Date of PBS implementation, however CSD training and bidding may occur prior to PBS implementation.

Section 15  Language of Destination/Origin

Section 16  Deadheading
Except 100 percent pay and credit and the front and tail end deadhead provisions (Section 16.H and Section 16.I) will be effective the first day of the bid month following DOS.

Section 17  Common Domiciles

Section 18  Charters
Section 19    CRAF

Sideletters and Definitions related to the above sections shall remain in effect concurrent with the above sections.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 23 day of January, 2013.

FOR US AIRWAYS, INC.    FOR THE ASSOCIATION OF FLIGHT ATTENDANTS, AFL-CIO

E. Allen Hemenway    Deborah Volpe
Vice President    MEC President
Labor Relations

Roger Holmin    MEC President
Merger Timeline

If we ratify this agreement, we will be partners in this merger. Following ratification of this agreement we have the opportunity to start negotiations for more improvements through the merger. Securing this contract is the only way to guarantee our seat at the table in this merger. It’s important to understand the merger timeline that will move forward in three phases.

Phase One – Announcement
The first phase is the merger announcement, which is expected any day now. We’ve all lived through merger announcements in the past that didn’t come to fruition, and before that, many that did. What’s uniquely different about this one is that since the merger is being constructed as the bankruptcy exit plan for American Airlines, the roadblocks that have prevented mergers in the past are being cleared before the merger will be announced.

Phase Two – Merger Close/Completion
From the time of the announcement to phase two (merger close or completion) certain procedural steps must be cleared. Specifically the following must be done:

1. The plan of reorganization (POR) for American Airlines must be approved by the bankruptcy court, which can take anywhere from 5 to 8 months; and,

2. The merger must meet anti-trust approval through the Department of Justice, which normally takes 4 to 6 months.

Each of these approvals will move forward at the same time. Following ratification, this is the period of time we would be engaged in four-party MOU discussions to put together a framework for integrating the two Flight Attendant groups, including our contracts – and protections that would apply until integration takes place.
Phase Three – Operational Integration

Operational integration for Flight Attendants requires a single representative, a combined seniority list and a single contract. Following the merger closing date, and within 6 months, we will jointly file with APFA for a single carrier ruling from the NMB. This means that a single representative of the Flight Attendants will not be determined by the NMB for at least a year from the merger announcement.

The 2013 Tentative Agreement includes additional protections for US Airways Flight Attendants – affirming your rights under the law that there can be no changes to your contract without your approval as long as you are represented by AFA.

AFA and APFA can work through issues of representation and focus on the most important outcome – the best possible combined contract for all Flight Attendants. Unity is critical as we demand our fair share of the benefits created by building the world’s largest airline.
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<td>No detailed language, vendor/ AFA mutual selection. Never implemented.</td>
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Key: White Background is current contract or management determined Delta work rules.

**Market Based Wildcard** – If we do not ratify this TA to improve our position, Parker’s agreement with American Flight Attendants Says the single contract at the new American would be a “market based” (MB) contract. If that process moved forward following a change in representation for US Airways Flight Attendants, current East and West contract rates of pay would drag down the MB.
### USA-West 1999

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<tr>
<td></td>
<td>$2.50 (T/I)</td>
<td>$2.60 (T/I &amp; HI)</td>
<td>$2.13 (INT)</td>
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<td>A319/20..</td>
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<td>B737...</td>
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<td>1st YR ISM: 20%</td>
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<td>A319...</td>
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<td>(UP TO $4.60 p/h)</td>
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<td>B747 Aft Purser</td>
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<tr>
<td></td>
<td>+$2.00 (T/I &amp; HI)</td>
<td>B73/76/77/74</td>
<td>$6.16 (Int'l)</td>
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<td>2nd YR ISM: 25%</td>
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<tr>
<td></td>
<td>+$2.00 (T/I &amp; HI)</td>
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<tr>
<td>- LH - TRIPS MISSED</td>
<td>- SCH. PPT: PAID</td>
<td>- LH - TRIPS MISSED</td>
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</tr>
<tr>
<td>ONLY TO: 75 HRS</td>
<td>CAPPED AT 93</td>
<td>6:00/ DAY</td>
<td>- RSV - 1/18 OR 1/19 OF MO. PER DAY</td>
</tr>
<tr>
<td>RSV - 3:53 PER DAY</td>
<td>HOURS IF F/A HAS</td>
<td>UNSCH. PPT: PAID</td>
<td>- 4 HRS PER MO</td>
</tr>
<tr>
<td>- 45 HR GRANT PER YR,</td>
<td>LESS THAN 500</td>
<td>TRIPS MISSED 3:30 PAID</td>
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<tr>
<td>- NO CARRY OVER</td>
<td>HOURS IN BANK</td>
<td>- PERSONAL TIME</td>
<td></td>
</tr>
<tr>
<td>- 2.5 HRS - 4.5 HRS</td>
<td>- 4:00 PER DAY</td>
<td>ACCRUED EACH MO., TO</td>
<td></td>
</tr>
<tr>
<td>BASED OFF LONGEVITY</td>
<td>CLAIMED</td>
<td>BE USED FOR ILLNESS,</td>
<td></td>
</tr>
<tr>
<td>- 35 DAYS @ 18 YRS</td>
<td>- 4:00 ACCRUAL PER MONTH</td>
<td>INJURY OR PERSONAL</td>
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</tr>
<tr>
<td>- 1000 HR MAX ACCRUAL</td>
<td></td>
<td>TIME</td>
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</tr>
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<td>- 84:00 MAX ACCRUAL</td>
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<tr>
<td>- 1000 HR MAX ACCRUAL</td>
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<tr>
<td>- 2:45 PER DAY</td>
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<tr>
<td>4/1/13: 3:00/DAY</td>
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<td></td>
<td></td>
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<tr>
<td>4/1/14: 3:15/DAY</td>
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<td></td>
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</tr>
<tr>
<td>- 2:45 PER DAY</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/28/13: 3:00 PER DAY</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>4/28/14: 3:00, EXCEPT</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3:15 IF F/A WAS PAID FOR</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>936:00 OF FLIGHT TIME</td>
<td></td>
<td></td>
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</tr>
<tr>
<td>IN PRIOR VACATION</td>
<td></td>
<td></td>
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<tr>
<td>ACCRUAL YEAR</td>
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<tr>
<td>- 40 DAYS @ 25 YRS</td>
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<td>- 14 HRS MAX SCHED.</td>
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<td>- (0500-1859): 13:00</td>
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<td>DUTY DAY</td>
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<td>SCH., 14:30 ACTUAL</td>
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<td>- 14 HRS ACTUAL</td>
<td></td>
<td>(1900-0459): 11:30</td>
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<tr>
<td>(DOM/NTI)</td>
<td></td>
<td>SCH., 13:00 ACT.</td>
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<tr>
<td>- 16 HRS ACTUAL</td>
<td></td>
<td>- WITH CONCURRENCE OF UNION SCH. COMM., F/A</td>
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<tr>
<td>- 16 HRS SCHED</td>
<td></td>
<td>MAY BE SCH. UP TO 14:30</td>
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<tr>
<td>- 17:30 HRS ACTUAL</td>
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<td>- 35 HRS IN 7 DAYS</td>
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</tr>
<tr>
<td>FOR ALL OTHER TRIPS</td>
<td></td>
<td>* F/A Option to waive</td>
<td></td>
</tr>
<tr>
<td>- 19:00 HRS ACT.</td>
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<td>- PBS implementation side letter / cannot impact CONTRACT WORK RULES OR OTHER CONTRACT PROVISIONS</td>
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<tr>
<td>FOR N/S &gt; 12 HRS BLOCK.</td>
<td></td>
<td>- PBS never implemented</td>
<td></td>
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</table>

Since the merger is being predicated on the American Airlines bankruptcy, we need to lift the bar in order to protect our interests and get the greatest benefits out of the merger. Instead of entering the merger in a negative position, we can improve our position a second time by securing these contract improvements now.
1. **What are the reasons to vote for this Tentative Agreement?**

   This Tentative Agreement best positions US Airways Flight Attendants for the future. It locks in immediate economic improvements, contains important job security protections, and contains a process to obtain even more improvements in four-party negotiations shortly following ratification/announcement of a merger with American Airlines. This TA was unanimously recommended for ratification by both MECs, all LECPs, and the JNC.

   This TA includes over $45 million in annual improvements for Flight Attendants, including immediate top step pay increases of $5.64 per hour (East) and $9.56 per hour (West). It includes a signing bonus of $1,700 and an Early Out offered after merger closure date with a $40,000 buyout offered to eligible US Airways Flight Attendant with 15 years or more of Company seniority. And along with all of the other items, it retains the scope, LPPs and the profit sharing contained in the prior TA.

2. **How do we know the merger is really going to happen? What if it does not?**

   All available information indicates a merger with American Airlines is highly likely to be announced in the near future. This contract was negotiated to place US Airways Flight Attendants in the best position for a potential merger, whether it is with American or another partner as part of industry consolidation.

   It’s also important to know that regardless of a merger, the National Mediation Board made it clear at our Status Conference that we were at the end of our negotiations. The NMB will not schedule more sessions.
The Company has consistently refused to meet with us without the NMB scheduling meetings. Therefore, in the unlikely event this merger does not happen, the East and West Flight Attendants will likely continue to operate under their existing contracts indefinitely.

3. **What will happen if this TA is not ratified?**
   Both East and West would operate under current contracts and Scope provisions. Flight Attendants working under the West contract have very weak job protections as opposed to the industry-leading scope provisions in the current East contract and the 2013 Tentative Agreement. The East scope and LPPs would not be as valuable with fewer Flight Attendants under these protections. The NMB has been clear that we would be placed in indefinite recess. With current East bankruptcy rates topping out at $41.51 and West Flight Attendants stuck for years at a top rate of $37.59, our wages are a drag on the industry and a disadvantage in protecting our interests in a merger. In addition, the company would save millions by paying us lower rates until we reached a combined agreement. Conversely, ratifying this agreement brings our pay up to industry average and is our ticket to merger talks – and it’s also our leverage to improve our contract further, protect our jobs and maintain our seniority.

4. **Why doesn’t this deal contain all of the items of the USAPA/APA Pilot MOU?**
   The pilot deal is not a stand-alone US Airways deal but an agreement for terms at a new merged American/US Airways airline. It only goes into effect when the merger is closed. When we sit down with our Flight Attendant counterparts at American, rest assured we will model our proposals off the advantageous parts of the pilot proposal. We will get two “bites at the apple,” including the improvements from this Tentative Agreement and further improvements from the four-party negotiations that would commence after this agreement is ratified.

Delta recently received a minor increase in hourly rates but their overall compensation may have decreased as they were hit hard with changes in Health Care coverage at higher rates.
5. How will the merger impact implementation of items such as PBS and the new Scheduling system?
The overall implementation timeline remains unchanged from the previous TA. The difference is that we will have an opportunity to further address these issues during MOU discussions.

6. I was out on furlough a number of years ago. Will that affect my ability to take the Early Out?
It will not. The Early Out eligibility is based on Company Seniority. Your Company Seniority date is your first date of employment with the Company in any position. This date stays the same even if you are on furlough or leave of absence. If you only worked as a Flight Attendant, it would be your first day of training. If you worked in a previous Company position, it would be your start date in that position.

7. What are the eligibility requirements for the ratification bonus? What if I am out on a medical leave or short term disability?
The ratification bonus states that a Flight Attendant must be in active status on the date of ratification. For this purpose, a Flight Attendant must be active, on paid medical leave (using sick time) or on FMLA, Military, Maternity, Adoption, or Paternity leave. That means if on the date of ratification you are on an unpaid medical leave (after the expiration of your FMLA period), you will not be eligible for the ratification bonus. If you are on short term or long term disability you are not eligible for the ratification bonus, except if you are on a FMLA or MAT to your disability benefit. Flight Attendants on light duty or receiving OJI salary continuance will be eligible for the ratification bonus.

8. Did we retain our profit sharing? What about the LPPs?
Yes, the profit sharing is unchanged and is included in Section 3.0 of the Tentative Agreement. Likewise, the LPPs remain unchanged from the August 2012 TA, extending these industry-leading protections to Flight Attendants in Phoenix as well.

9. Could you explain the timeline of the Early Out?
The Early Outs will be offered to Flight Attendants at the Merger Completion Date, which is anticipated to be 5-8 months from now when the merger closes after the necessary approvals from federal agencies and bankruptcy court. At that point, the Early Outs will be offered for bid. Then based on seniority, Flight Attendants will separate from the Company according to their awarded preference date. Based on the number of Flight Attendants who accept the buy-out, the Company intends to release everyone within twelve (12) months of the bid.
Voting Questions

10. Who generates my ‘Activation Code’ that I need to vote?
You have been issued your Activation Code by Votenet Solutions, the leading provider of secure on-demand voting and balloting software and telephone voting for organizations including unions, membership associations, trade associations, and many other types of organizations. The code is provided directly to the printer used by Votenet and does not pass through AFA.

11. What if I misplace or do not receive my Activation Code?
Activation codes are generated through Votenet. If you need a replacement activation code, contact the AFA Ballot Helpline at 1-800-424-2401, press 1 and then ext 706, Monday – Friday, between 9:30 am and 5:30 pm Eastern Time. They will verify your email address and a new activation code will be emailed to you directly from the Votenet system.

12. Once I have voted, how will I know that my vote has actually been cast?
You will be issued a confirmation code. If you are voting over the phone, you may copy down the confirmation code for your records. If you are voting online, you may print the confirmation screen containing your code for your records.

13. Can anyone else see how I voted?
No, no one has access to how you voted. Once you have cast your ballot it is sealed and cannot be viewed by anyone.

14. Can I change my vote if I have already voted?
Yes, simply go back to the online ballot or call the ballot phone number, enter your username and password and submit a new ballot. Remember that if you cast your vote again, your previous ballot will be discarded, just like with a paper ballot. Only the last vote cast will be counted when voting closes on February 28, 2013 at Noon Eastern Time.

Questions and Answers will be updated regularly on ourafa.org.
Definitions – What it all means...

TA = Tentative Agreement, an agreement reached between the union and the company which is not approved until membership ratification.

LEC = Local Executive Council, the locally elected Flight Attendants; President, Vice President, Secretary, and Council Representatives.

MEC = Master Executive Council, the Local Council Presidents at each airline and three elected MEC officers to coordinate issues at that airline.

JNC = Joint Negotiating Committee, the committee appointed by the East and West MECs to negotiate a single agreement at US Airways. Committee consists of 2 members from East and West, respectively, and the MEC Presidents.

APFA = Association of Professional Flight Attendants, the union representing approximately 17,000 Flight Attendants at AA.

LBFO = Last Best Final Offer, the contract currently in place for American Flight Attendants. During bankruptcy American Flight Attendants voted on management’s final offer which is why it is called the LBFO.

CLA = Conditional Labor Agreement, formerly called the Bridge Agreement. This is the agreement that US Airways negotiated with the American Flight Attendants. It would take effect upon merger close and it is essentially the same costing as the LBFO.

Final and Binding Arbitration = Final and binding arbitration allows an outside, neutral arbitrator to make the final decision on the terms to be included in a collective bargaining agreement.

Scope = The provisions of the contract that deal with what flying will be performed by US Airways Flight Attendants, the protections against sale or leasing of US Airways flying, and the procedures and protections in the event of a merger.

LPPs = Labor Protective Provisions are a set of job security protections instituted by the Civil Aeronautics Board (CAB) in 1972 during the merger of Allegheny Airlines and Mohawk Airlines. The LPP protections are specified in Section 1, D of the Tentative Agreement.

NMB = National Mediation Board, an agency of the United States government that oversees negotiations and representation within the U.S. railroad and airline industries. The three-member panel is appointed by the President of the United States. The Board employs professional mediators to facilitate the negotiations.
MOU = Memorandum of Understanding, a legal document outlining the terms and details of an agreement between parties, including each party’s requirements and responsibilities.

RLA = Railway Labor Act, the United States federal law that governs labor relations in the railroad and airline industries.

CBA = Collective Bargaining Agreement

Single Carrier Status = A determination made by the National Mediation Board that the merged carrier is operating a single transportation system. The NMB makes this determination only upon request of a union involved and looks at a variety of factors. A single carrier finding triggers the process to determine union representation.

Merger Close/Completion Date = The date the merger is closed following all necessary approvals (Department of Justice and Bankruptcy Court). This date is anticipated to be 5-8 months from after announcement of the merger.

Single Operating Certificate = The Federal Aviation Administration’s award of a Single Operating Certificate (SOC) means the FAA recognizes the two merged carriers as one carrier. An SOC means that the two airlines will conduct operations under a single set of FAA Operations Specifications which covers items like types of aircraft and some operational specifics like maintenance limits.

The following pages contain the full summary of the 2013 Tentative Agreement. Full contract language of the TA may be viewed at ourafa.org and on hard copies available in the crew rooms.
Comprehensive Summary of Agreement

The following is a summary of highlights of the 2013 US Airways Flight Attendant Tentative Agreement. The full text of the 2013 TA is posted online at www.ourafa.org, and hard copies are available in crew rooms. With the exception of a few implementation dates to reflect the current calendar, the full $45 million of improvements remain unchanged from the August 2012 agreement. The full text of the additional improvements contained in the 2013 TA, including the Early Out, Ratification Bonus and Merger Negotiations, are included in this booklet beginning on page 7. If clarifications of the summary are necessary, the actual contract language governs.

MERGER RELATED

• Four-party negotiations for a Memorandum of Understanding, including terms and conditions/transition issues at the combined carrier, to commence after ratification and merger announcement.
• Early Out of $40,000 offered at closing date of merger with no minimum or maximum number of participants.
  o Eligibility – 15 years company seniority (regular active pay status or on a FMLA, Military, Maternity, Adoption or Paternity leave).
  o Company may stage release dates to ensure operation is covered, exit date awarded in seniority order.
  o Pay out of all unused and accrued vacation.
  o If retirement-eligible, full benefits including payout of sick hours as provided in the 2013 Tentative Agreement.
  o Pass travel benefits as provided by the Contract.
• Following the merger closing date, and within 6 months AFA will jointly file with APFA for a single carrier ruling from the NMB. (Representation issues would not be determined by the NMB for at least a year from the merger announcement.)
• Affirmation of your rights under the law: there can be no changes to your contract without your approval as long as you are represented by AFA.

SECTION 1 – RECOGNITION AND SCOPE

• Scope Section includes East contract language - retains industry-leading job and wage protections in the event of a merger.
• New provision that adds additional protection: any flight time operated by US Airways pilots shall include Flight Attendants on the US Airways System Seniority list. Clarified language of what happens
in the event US Airways pilots merge their seniority list with pilots of another carrier prior to US Airways Flight Attendant integration.

- Improved successorship language - requiring advance notice to the Union of any potential successorship transaction or potential merger partner. Modified successorship language (1.C.1) to eliminate reference to one year in definition of multi-step successorship transactions.
- Retained partial transaction language which provides protections in the event of partial sales of the airline.
- Labor Protective Provisions retained, with the exception of the home purchase protection. LPP’s include:
  o A displacement allowance would be payable if, as a result of the merger, an employee is paid less than prior to the merger and is unable to exercise his or her seniority to make as much as he or she would have made absent the merger. If a displacement occurs, the employee can receive a displacement allowance for four years.
  o Dismissal allowance for as long as five years, depending on length of service, at 60% of average monthly pay prior to the merger.
  o At the Flight Attendant’s option, severance pay of up to one year’s pay, depending on length of service, in lieu of dismissal allowance.
  o Home purchase eliminated and moving expenses as provided for in the collective bargaining agreement.

**SECTION 3 - COMPENSATION**

- Ratification bonus of $1,700.
- New top step of $47.15 on DOS.
- Top step is $5.64 per hour (13.5%) above current East top step.
- Top step is $9.56 per hour (25.4%) above current West top step.

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• Out year increases of 1%, 1.5%, and 1.5% at 18, 36, and 54 months.
• Minimum Guarantee:
  o 71 for Lineholders.
  o 75 for Reserves increased from current West reserve guarantee of 70 hours and current East reserve guarantee of 73.
• Added E190 senior pay - other Senior and AFT premiums in East contract retained.
• Holding pay uses East $7 an hour calculation (Improvement for West since it’s not prorated).
• Understaffing Pay: $10.50 (Current East).
• International Pay: $3 for Transoceanic International and Non-Transoceanic International (Current East).
• Training pay: $75 hours pay per day for Recurrent Training and $75 pay per day for Home Study.
• Limit to length of Training Day of 16 hours (DH to Training-Training-DH to Domicile).
• Holiday Pay: Uses current East formula; changed Memorial Day to Thanksgiving Day.
• Deleted the $20 per month of uniform allowance and included money in pay rates.
• Additional improvements in Bereavement leave.

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<td>A330</td>
<td>$1.00</td>
<td>$1.75</td>
<td></td>
</tr>
</tbody>
</table>
SECTION 4 - EXPENSES

- Per Diem: (Current East)
  Domestic       International
  $2.00          $2.20

- Retained pilot me-too on per diem.
- Per diem paid for training at domicile.
- Per diem paid for all hours on OPR.
- Retained crew meals on all TI segments, domestic duty days of greater than 8 block hours, and NTI duty days of greater than 8 block hours Eliminated crew meals on Non Transoceanic International (NTI) duty days with less than 8 block hours.
- $25 in lieu of domicile parking available to any Flight Attendant.

SECTION 5 - MOVING EXPENSES

- Company will pay expenses for opening a new domicile, domicile closure, and displacements for any reason.
- Five consecutive settling days provided, three days of which are pay and credit.

SECTION 6 - CREW ACCOMMODATIONS

- Hotel Committee input into selection of hotels.
- Hotels provided at:
  o scheduled or unscheduled layover;
  o scheduled ground time of four or more hours;
  o unscheduled ground time projected to exceed three hours;
  o ODAN’s with ground time of greater than four hours;
  o Scheduled layovers of 14 hours or less, hotel at or near airport;
  o Scheduled layovers in excess of 14 hours, hotel will be in metropolitan area;
  o At points other than the Flight Attendant’s domicile, where the Company’s scheduled or prearranged transportation is not available within twenty (20) minutes after such is requested by the Flight Attendant, the Flight Attendant will be authorized to take alternate transportation to the hotel. On short overnights, only need to wait ten minutes;
  o Same hotels as pilots unless AFA hotel committee requests different hotels.
- Standards for Crew Lounges.

SECTION 7 - UNIFORMS

- Specified uniform list.
- Company paid uniform replacement in the event of complete or partial uniform change. Company replacement of worn or damaged uniforms.
• Company maternity uniforms provided on loan basis.
• Uniform Committee input.

SECTION 8 - VACATION

<table>
<thead>
<tr>
<th>Years of Active Service</th>
<th>Days per Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-4</td>
<td>7 days</td>
</tr>
<tr>
<td>5</td>
<td>10 days</td>
</tr>
<tr>
<td>6</td>
<td>12 days</td>
</tr>
<tr>
<td>7-9</td>
<td>14 days</td>
</tr>
<tr>
<td>10-12</td>
<td>18 days</td>
</tr>
<tr>
<td>13-15</td>
<td>21 days</td>
</tr>
<tr>
<td>16-17</td>
<td>23 days</td>
</tr>
<tr>
<td>18-25</td>
<td>31 days</td>
</tr>
<tr>
<td>26+</td>
<td>35 days</td>
</tr>
</tbody>
</table>

• Daily rate - 4 hours for seven days or more and 3.5 for less than seven days (Reduction for West).
• Modified East vacation rates (Reduction for West).
• May bid in less than seven day blocks as per East agreement.
• Vacation bidding will consist of both a primary bid and secondary bid process for Flight Attendants who are not awarded their full vacations in the primary bid.
• Monthly vacation rebid in addition to annual primary and secondary bid.
• Filler days – vacation days available, but unassigned can be bid individually or as a block at any time throughout the year.
• Filler days used in a month where 7 or more scheduled vacation days exist will be paid at 4.0 hours per day. Such filler day(s) do not have to be attached to the 7-day scheduled vacation.
• Right to vacation buyback bid on an annual basis and offered on a monthly basis as needed.
• Premium pay will be paid to a Flight Attendant on vacation as specified in Section 3, Compensation.
• Vacation trades between Flight Attendants permitted.

SECTION 9 - SICK LEAVE

• 100% pay and credit for every sick call.
• Sick bank hours will increase by 4.5 hours for each month that a Flight Attendant is available for 15 or more days.
• 54 hours accrual per year (Current East is 60 hours at 70 percent pay; Current West is 45 hours at 100% paid only up to 75 hours. This produces a 29% increase in potential sick leave pay on the East
and a 20% increase in potential sick leave pay on the West, plus the ability to carry over from year to year.

- Carry over sick leave up to 1500 hours.
- Two year West Short Term Disability bridge to allow West Flight Attendants to establish initial sick leave bank.
- Use East rules on doctor’s notes (after four occurrences) and only calling in sick once per trip (Current West - each day of a trip is considered a separate sick call).
- Medical leave or doctor’s note only required after 21 days (Current East).
- Ability to call in well and pick up trip on ISAP/AIL with certain restrictions.
- A Reserve, may call in sick for each day of a block of reserve availability or for multiple days of a block of reserve availability.
- Line holders claim trips missed (3:30 on days off).
- Reserves claim trips missed or 3:56 in 30 day month and 3:45 in 31-day month. However, prior to PBS implementation the charge will be 3:30 per day.
- If the Reserve would not have been utilized, the sick leave bank will not be charged, unless requested by the Reserve.
- Will be provided “Must Ride” status on the first available flight to return to domicile in the event the Flight Attendant is unable to complete his/her trip due to illness or injury.

SECTION 10 - SCHEDULING

- No Furlough Side Letter – no furloughs as the result of implementation of PBS, Scheduling, Hours of Service, Reserve Sections, or the discontinuation of co-pairing.
- PBS implemented 18-24 months into agreement.
- Modified language related to the impact of merger discussions on implementation of PBS and related scheduling systems.
- Detailed PBS rules negotiated in the contract.
- Union involvement in all facets of PBS.
- Split trips will pay 5:00 when assigned to a Reserve or picked up by a Lineholder (improvement through elimination of actual time provision in current East contract).
- Limits on aircraft swaps per duty period.
- Company pays for FliCA, or substitute, upon implementation of PBS.
- Work under current contractual rules (East and West) for 18 to 24 months until implementation of PBS/ISAP and related scheduling systems, except as specified below:
  - East Flight Attendants co-paired with pilots until the implementation of the new pilot FARS or new Flight Attendant Hours of Service provisions.
o The Company cannot end co-pairing prior to October 1, 2013.
o In the event the Company ceases co-pairing, East Flight Attendants will be offered the protections of the negotiated TA, including the new Hours of Service provisions, strengthened rescheduling rules, and penalty pay for violations of rescheduling rules.
o Flight Attendants will continue to be co-paired with pilots on TI pairings.

• ISAP
o New and improved Scheduling Adjustment Process which runs after monthly bid awards and then daily.
o Ability to conduct transactions between 40 hours and line maximum. Ability to conduct transactions with Company open time or other Flight Attendants.
o AIL function in ISAP:
  • Ability to drop touching trips regardless of staffing.
  • No daily limits but monthly limits can be triggered.
  • Replaced weekend restriction with holiday restriction.
• Eliminated requirement to meet monthly flying obligation, responsible for line awarded and as adjusted through ISAP/ISAP AIL and ETB.
• Real time ETB board.
• Red flagged pairings (West – Volunteer Fly) Paid at 125% of pairing value.

• Rescheduling:
  Strengthened East rescheduling rules: A “Flight Attendant should not be removed from her/his pairing unless all options have been utilized to prevent a cancellation or delay including assignment to any available Reserve or OPR.”
• Maintain current East, Illegal Through No Fault, Last Trip of the Month, Crew and Equipment Substitution pay protections.
• Eliminates West guarantee pay process (GR – guaranteed reserve) when flights are canceled. Cancellation pay replaced with pay protections based on last trip of the month, crew substitution, and illegal through no fault (Reduction for West).
• New language imposing penalty pay for management violations: “Once a Flight Attendant has commenced a pairing, any violation of the Scheduling, Hours of Service, International, LOD/O or Reserve Sections of this Agreement shall be paid at time and a half for the entire pairing (100% pay and credit and 50% pay no credit).”

SECTION 11 - HOURS OF SERVICE

• Rigs as specified in the East contract:
o Variable Minimum = 5:00.
o Trip Rig = 1-for-3.5.
o Duty Rig = 1-for-2.25 (0600-2159) and 1-for-2 (2200-0559).
• New duty and rest based on new pilot regulations:
  o More rest on layovers: 9:30 report to release (10:45 block to block).
  o Increased Home Domicile Rest to 10 hours (11:15 block to block).
  o Duty day length varies by time of check-in.
  o Number of legs limited by both duty day length and time of check-in.
  o Ability to do high value one-day turns with leg limitations.
  o Added additional rest for duty periods scheduled with greater than 9 block hours (11 hours rest not reducible below 9 hours).
  o 35 block hours in 7 days (35-in-7 waivable at Flight Attendant option).
• No more than 30% four-day pairings in all domiciles.
• Voluntary waiver of duty day providing pay incentive for Flight Attendants opting to fly past their contractual duty time limitations.

SECTION 12 - RESERVE

• Increase Reserve Guarantee to 75 hours.
• Variable minimum of 5:00 for all reserve trip assignments.
• Seniority-based system for assigning trips.
• Eliminate 24 hour call and institute a Reserve Availability Periods (RAP).
• RAP cannot be longer than 12 hours and Reserve is only required to be “contactable” during the RAP.
• Includes the following changes from the January TA:
  o Eliminate same day extensions of OPR from four hours to six hours.
  o Eliminated crew scheduling discretion regarding working on or into off days (negotiated language specifying under what circumstances and how processed).
  o Modified RAP language to state that pairings must report within two hours of the end of the RAP.
  o A Reserve has the option to extend the end of her/his RAP
  o Modified Open and Closed group language to allow Reserve to take a TI trip, a pure NTI trip, or a one day pairing equal to or greater than eight block hours even if her/his group is closed.
  o Hours on Aggressive Reserve earned prior to reaching forty hours of pay and credit in a month (Company Time) will count towards timing out. Once a Reserve has reached forty hours, any additional hours flown on Aggressive Reserve status above the forty hours will not count towards timing out.

SECTION 13 - TEMPORARY DUTY ASSIGNMENT

• TDY is an assignment to perform Reserve duties at another domicile.
• TDY duration of one week, two weeks, or full bid month.
• TDY assignments awarded by seniority.
• TDY receives lodging, per diem for entire assignment, laundry, and rental car.
• 5 additional hours pay per week (or 20 hours per month) for TDY assignment.
• Out of domicile OPR assignment language.

SECTION 14 - INTERNATIONAL
• Co-paired with pilots on TI pairings.
• All Duty and Rest rules the same as the pilots for TI pairings.
• Premium pay when scheduled less than 14 hours, but required to remain on duty between 16 to 18 hours — 200% pay for the duty period.
• Modify implementation timeline to eliminate international pay for domestic segments flown by pilots, date of signing rather than at PBS implementation, however, maintaining domestic segments scheduled within TI pairings.
• Includes Cabin Service Director (CSD) program upon the implementation of PBS.
  o Eliminated the requirement to have international or lead experience for CSD program.
  o If Flight Attendant does not pass CSD program, she/he can try again after six months (Changed from one year in the January TA).

SECTION 15—LANGUAGE OF DESTINATION/ORIGIN (LODO)
• Qualified program based on East language.
• LODO is an additional position.
• LODO pay $2.00 per hour.
• Language Incentive Program (added) paying $150 hour if filling a LODO position.
• LODO ($2.00)/International ($3.00) premiums apply to Reserve Guarantee pay.

SECTION 16—DEADHEADING
• 100% pay and credit for deadheading.
• Ability to not deadhead to/from the first/last live leg of a pairing.
• Rules on surface transportation.

SECTION 17—COMMON DOMICILES
• Rules on DCA/IAD common domicile.

SECTION 18—CHARTERS
• Rules on bidding and award of system bid charters.
SECTION 19—CIVIL RESERVE AIR FLEET (CRAF)
• Rules governing operation of Civil Reserve Air Fleet through the Department of Defense.

SECTION 20 - SENIORITY
• Rules specifying the establishment and use of seniority list.
• Rules governing the seniority of Flight Attendants who transfer to other positions with the Company.
• A Flight Attendant who transfers to a supervisory position in the Company will retain and accrue seniority equal to her/his years of service as a Flight Attendant, provided she/he complies the one trip per quarter requirement.

SECTION 21 - PROBATION
• Probationary period of 180 days.

SECTION 22—FILLING OF VACANCIES
• Detailed procedures for filling vacancies.
• Domicile vacancies posted for at least 10 days.
• Flight Attendants may file standing bid.
• Domiciles filled by system seniority.
• Procedures on displacement from domicile, including priority right of return.

SECTION 23 - REDUCTION IN PERSONNEL
• Company required to offer alternatives to furlough prior to involuntarily furloughing of Flight Attendants, including voluntary furloughs, voluntary separation incentive program, and leaves in lieu of furlough.
• Involuntary furloughs on basis of inverse order of system seniority.

SECTION 24 -MISSING, INTERNMENT, PRISONER OR HOSTAGE BENEFITS
• Pay protection, and assistance from Flight Attendants held hostage or missing while performing duties for the Company.

SECTION 25 - LEAVES OF ABSENCE/APPROVED TIME OFF
• Rules for leaves including, Personal Leave, Voluntary Leave of Absence, Leave in Lieu of Furlough, Education Leave, Medical Leave, FMLA, Maternity/Paternity Leave, Adoption Leave, Union Leave, and Military Leave.
• Provision of two Personal Days per year.
SECTION 26 - INSURANCE, RETIREMENT AND OTHER BENEFITS

- Participate in Company-wide Medical plans (100, 90, 80 percent) (Current East contract with East contribution percentages).
- Life Insurance.
- Long Term Disability (LTD) commencing at four months.
- Two year STD bridge for elimination of West STD plan.
- 3% Company contribution to the Defined Contribution Plan.
- Pass language including, “not substantially reduce benefit” and maintained East 25/45 retirement pass travel benefit.

SECTION 27 - ON THE JOB INJURY (OJI)

- On the job injury language based on East contract language providing for salary continuance based on six salary month average.

SECTION 28 - MEDICAL EXAMINATIONS

- Procedures for medical examination of Flight Attendant.

SECTION 29 - TRAINING

- Training period not to exceed 8:30.

SECTION 30 - GRIEVANCE PROCEDURE/SECTION 31 - SYSTEM BOARD OF ADJUSTMENT

- Procedures for resolution of disputes.

SECTION 32 - UNION BUSINESS

- Provision of reports to the Union.
- Provisions on Union access, including bulletin boards, v-files, and new hire classes.
- Travel for Union business.
- Union flight pay loss provisions.

SECTION 33 - AFA EMPLOYEE ASSISTANCE PROGRAM AND PROFESSIONAL STANDARDS

- New Section detailing role of AFA EAP program.
- Company use of AFA's Professional Standards program.
- Provisions governing alcohol and drug testing, including $15 pay for testing after release from duty.

SECTION 34 - SAFETY, AIR SECURITY AND HEALTH (SASH)

- AFA Safety Committee involvement in safety matters and involvement in matter such as mock recurrent and new aircraft configuration.
- Improved aircraft accident language.
- No bomb searches.
SECTION 35 - UNION SECURITY
• Deduction of union dues.

SECTION 36 - VOLUNTARY CONTRIBUTIONS: FLIGHTPAC
• Deduction of voluntary contributions to FlightPac.

SECTION 37 - GENERAL
• Company and Union agree not to discriminate.
• Language governing negotiations/arbitration over new equipment and International routes.
• Cabin cleaning language specifying on which segments a Flight Attendant is required to clean the cabin.
• Limitations on cleaning duties and unfinished cleaning duties are the responsibility of the Company.
• Ground personnel responsible for loading catering supplies and stocking lavatory.
• Revised cabin jumpseat language.
• Commuter policy:
  o First three unable to commute incidents will not be treated as dependability infractions.
  o First flight can include cancellation, downgrade or delay.
  o Second flight can include cancellation, 30+ minute delay, or full flight.
• First late check-in within a rolling active twelve (12) month period will not count for disciplinary purposes.

SECTION 38 - AMENDMENTS TO THE AGREEMENT
• Amendments to agreement in writing.

SECTION 39 - DURATION
• Five years with one year early opener.
• Immediate opportunity for additional improvements - merger negotiations for transition issues and process to determine single contract in US Airways/American merger to commence upon ratification and merger announcement.
Get your unique Activation Code from your 2013 Tentative Agreement Vote instructions mailed to your home.

**Steps to Vote by Telephone:**
1. Dial 1-888-488-7288
2. Enter your Activation Code
3. Write down your User Name
4. Create, confirm and write down your password, 4 number minimum
5. Follow the prompt to cast your vote
6. Write down your confirmation number

**Steps to Vote by Internet:**
1. Go to ourafa.org, click on “2013 Tentative Agreement Vote”
2. Enter your Activation Code
3. Write down your User Name
4. Create, confirm and write down your password, 8 number minimum
5. Follow instructions to cast your vote
6. Print confirmation page or confirmation email

**Important Voting Notes:**
- You can change your vote. Only the last vote cast will be counted.
- If you need a new Activation Code or technical assistance call the Ballot Help Line at 800-424-2401, press 1 and then ext. 706.

For more information, go to: ourafa.org
1-855-4-USA-AFA (1-855-487-2232)