

The following is a summary of highlights of the US Airways Flight Attendant Tentative Agreement. This is provided as an overview and all members are encouraged to read the actual text of the TA which will be posted online at www.afausairways.org and www.afa66.org and on Wings in the next few days. In the event of a discrepancy, the actual contract language will govern.

SECTION 1: SCOPE

- Scope Section based on East contract language and retains the strong East contract protections in the event of a merger.
- New provisions that in addition to other protections, any flight time operated by US Airways pilots shall include Flight Attendants on the US Airways System Seniority list.
- Improved successorship language requiring advanced notice of this Agreement to any potential successor or merger partner.
- Labor Protective Provisions (LPP) retained, with the exception of the home purchase protection. LPP's retained include:
 - Three years of income maintenance if income reduces in the event of a merger.
 - Displacement allowance for up to five years at sixty percent of salary, plus health care.
 - Severance pay of up to one year of salary in lieu of displacement allowance.
 - Moving expenses as provided for in the collective bargaining agreement (more defined language than in the LPP).

Combine, these LPPs place a heavy financial penalty if the company conducts a merger which leave US Airways Flight Attendants without jobs.

- Retained partial transaction language which provides protections in the event of partial sales of the airline.
- Minimum aircraft requirements retained subject to change if the pilots agree to different language.

SECTION 3: COMPENSATION

- Top step approximately 10.8 percent above current (1/1/12) East rates.
- New 15th year pay step added at 1.8% above 14th year pay step
- DOS increases:
 - Years 1-6 = 6%;
 - 7-14 = 9 %;
 - 15th yr 10.8%.

YOS	Effective Date DOS	DOS +18	DOS +36	DOS +54
1st year	\$21.74	\$21.96	\$22.29	\$22.62
2nd Year	\$22.98	\$23.21	\$23.56	\$23.91
3rd Year	\$24.43	\$24.68	\$25.05	\$25.42
4th year	\$25.12	\$25.37	\$25.75	\$26.14
5th Year	\$28.47	\$28.76	\$29.19	\$29.63
6th Year	\$35.00	\$35.35	\$35.88	\$36.42
7th Year	\$37.93	\$38.31	\$38.88	\$39.47
8th Year	\$38.87	\$39.26	\$39.85	\$40.45
9th Year	\$40.12	\$40.52	\$41.13	\$41.75
10th Year	\$41.42	\$41.83	\$42.46	\$43.10
11th Year	\$42.31	\$42.73	\$43.37	\$44.02
12th Year	\$43.33	\$43.76	\$44.42	\$45.09
13th Year	\$44.28	\$44.72	\$45.39	\$46.07
14th Year	\$45.25	\$45.70	\$46.39	\$47.08
15th Year	\$46.00	\$46.46	\$47.16	\$48.00

This is in addition to the 3% 1/1/12 East rate increase already provided for in the current East agreement.

- Duration - Five years with a one year early opener.
- Out year increases of 1%, 1.5% and 1.5% at 12, 36 and 54 months respectively.
- Minimum Guarantee:
 - 71 for Lineholders
 - 75 for Reserves. Increased from current West reserve guarantee of 70 hours and current East reserve guarantee of 73. West Reserves move to East 11 day off schedule.
- Added E190 senior pay*. Other Senior, AFT, Galley premiums as in East contract.
- Holding pay uses East \$7 an hour calculation (not prorated.)
- Understaffing Pay: \$10.50 (Current East).
- International Pay: \$3 for Transoceanic International and Non-Transoceanic International (Current East).
- Training pay: 3 hours pay no credit for Recurrent Training and 3 hours pay no credit for Home Study.
- Limit to length of Training Day of 16 hours (DH from domicile to Training-Training-DH back to Domicile)
- Holiday Pay: Uses current East formula but substituted Thanksgiving for Memorial Day
- Additional improvements in Bereavement leave.
- Maintained current East Uniform Cleaning Allowance (\$20 per month).
- Buyout discussions to occur concurrent with the implementation of PBS.

SENIOR PAY PREMIUMS

Aircraft Type	Domestic	International (TI & NTD)	TI CSD
E190*	\$1.25	\$1.25	
B737-300/400	\$2.50	\$2.50	
A319/A320	\$2.50	\$2.50	
A321	\$3.25	\$3.25	
B757	\$2.75	\$3.75	\$5.75
B767	\$3.25	\$6.50	\$7.50
A330	\$3.25	\$6.50	\$7.50

AFT LEAD PAY PREMIUMS

Aircraft Type	Domestic	International (TI & NTD)
E 190/B737-300/400	--	--
A319/A320	--	--
A321	--	--
B757	\$1.00	\$1.75
B767	\$1.00	\$1.75
A330	\$1.00	\$1.75

SECTION 4: EXPENSES

- Per Diem: (Current East).

Domestic	International
\$2.00	\$2.20
- Retained pilot me-too on per diem.
- Crew meals as in East contract.
- \$25 in lieu of domicile parking. Available to any Flight Attendant.

SECTION 8 : VACATION

Years of Active Service	Days per Year
1-4	7 days
5	10 days
6	12 days
7-9	14 days
10-12	18 days
13-15	21 days
16-17	23 days
18-25	31 days
26+	35 days

- Daily rate = 4 hours for seven day blocks and 3.5 for less than seven days.
- Used modified East vacation rates (reduction for West).
- May bid in less than seven day blocks as per East agreement.
- Right to vacation buyback (bid on an annual basis).
- Maintained East Filler Day Provisions

SECTION 9: SICK

- 100 percent pay and credit for every sick call.
- 54 hours accrual per year. (Current East is 60 hours at 70 percent pay; Current West is 45 hours at 100 percent paid only up to 75 hours.)
- Medical leave or doctor's note only required after 21 days (Current East.)
- Two year west STD bridge to allow West Flight Attendants to establish initial sick leave bank.
- Use East rules on Dr'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).
- Max Bank Accrual = 1500 hours

SECTION 16: DEADHEAD

- All Deadhead segments pay 100% Pay and Credit (effective Date of Signing)

SECTION 10: SCHEDULING

- **Side letter committing to no furloughs as the result of the implementation of Preferential Bid System (PBS), new Scheduling, new Hours of Service or new Reserve Sections for the life of the agreement.**
- **PBS implemented 18-24 months into Agreement. East Flight Attendants continue to co-pair with pilots during this period.**
 - Prior to PBS/ISAP implementation, all Scheduling and Hours of Service provisions in current agreements stay in effect.
 - Detailed PBS rules negotiated in the contract.
 - Union involvement in all facets of PBS
 - Split trips will pay 5:15 (at implementation of PBS and new Reserve system when assigned to a Reserve or picked up by a Lineholder. (elimination of actual time provisions in both current agreements)
 - Limits on aircraft swaps per duty period
 - Company pays for FLICA, or substitute, upon implementation of PBS.
- **ISAP**
 - New and improved Scheduling Adjustment Process which runs after monthly bid awards and then daily.
 - Can conduct transactions between 40 hours and line maximum. Conducts transactions with company open time or other flight attendants.
 - 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.
- 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.”
- Maintains current East Illegal Through No Fault, Last Trip of the Month, Crew and Equipment Substitution pay protections.
- Eliminates West guarantee reserve and cancellation pay. Includes pay protections based on last trip of the month, crew substitution, and illegal through no fault.
 - **New language imposing penalty pay for management violations: “Once a Flight Attendant has commenced a pairing, any violation of the Scheduling, Hours of Service, 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

- New industry leading rigs:
 - Variable Minimum Day – 5:15.
 - Trip Rig – 1 for 3:25
 - Duty Rig: 1 for 2:00
- New duty and rest based on new pilot regulations:
 - More rest on layovers: 9:30 report to release (10:45 block to block).
 - Increased Home Domicile Rest to 10 hours (11:15 block to block)
 - Duty day length vary by time of check in.
 - Ability to do high value one day turns with leg limitations.
- 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.
- Work under current contractual rules (East and West) for 18 to 24 months until implementation of PBS and related scheduling systems.

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 for 16 to 18 hour duty day issue. 200% pay for the duty period.
- Includes Cabin Service Director (CSD) program upon the implementation of PBS..

SECTION 12: RESERVE

- Increase Reserve Guarantee to 75 hours.
- Variable minimum of 5:15 for all reserve trip assignments upon implementation of the new Reserve system.
- Seniority-based system for assigning trips.
- Eliminate 24 hour call and institute a Reserve Availability Periods (RAP).
- RAP can not be longer than 12 hours and Reserve is only required to be "contactable" during the RAP
- Trips must be assigned to check within the RAP.
- Fixed OPR pay when assigned a trip problem.

SECTION 22: FILING OF VACANCIES

- Vacancies filled on a system wide basis