

LETTER OF AGREEMENT
between
US AIRWAYS, INC.
and
THE ASSOCIATION OF FLIGHT ATTENDANTS –
COMMUNICATION WORKERS OF AMERICA

UNIFORM CHANGEOVER SIDELETTER

THIS LETTER OF AGREEMENT is made and entered into in accordance with the provisions of the Railway Labor Act, as amended, by and between US Airways, Inc. (hereinafter referred to as the "Company"), and the Flight Attendants in the service of US Airways, Inc. and America West Airlines dba US Airways, as represented by the Association of Flight Attendants-CWA, AFL-CIO (hereinafter referred to as the "Union").

- A. In lieu of the uniform replacement allowance set forth in Section 25.E. of the America West/AFA Collective Bargaining Agreement, the Company will pay for the replacement of required uniform items because of normal wear and tear listed in Attachment A, including luggage.

- B. The Company will provide Flight Attendants a credit to purchase uniform items when the new uniform is issued in 2008 in the following manner for all Flight Attendants, including those currently covered under the America West/AFA Collective Bargaining Agreement. This credit represents in full the Company's obligation to replace additional uniform times on Attachment B (Phase One Replacement List) purchased by the Flight Attendant set forth in Section 6.A.1.a., of the US Airways/AFA Collective Bargaining Agreement.
 - 1. In addition to being provided the Phase One Replacement Items (see attachment B), each Flight Attendant will be credited with \$150.00 in her/his uniform account to be used to purchase additional uniform items. The \$150.00 will be credited at the time the new required uniform items are ordered. The Flight Attendant may use the credit to purchase any items on the Required Uniform List in Attachment A or the Extra Uniform List in Attachment C. A Flight Attendant on Furlough or Leave of Absence shall receive the uniform pieces and the credit provided for in this Paragraph B, upon return from the Leave or the Furlough.

 - 2. Additionally, if a Flight Attendant presents to the Company receipt(s) in excess of \$150.00 for uniform item(s) on Attachment B (Phase One Replacement List) that have been purchased at her/his own expense during 2005, 2006 or 2007, other than as part of her/his required new hire purchase, the Company will credit that Flight Attendant's uniform account any amount in excess of \$150.00 to be used to purchase additional uniform items.

Example: A Flight Attendant presents to the Company a receipt for out of pocket expense for uniform item(s) in the amount of \$200.00 purchased during 2005, 2006 or 2007. The Flight

Attendant's uniform account will be credited with \$50.00 in addition to the \$150.00 credit for a total of \$ 200.00.

- C. Any uniform items on Attachment A subsequently changed by the Company, including the planned 2008 changeover of the all weather coat and lightweight raincoat, shall be provided at no cost to the Flight Attendant, excluding luggage and tote which will be replaced due to normal wear and tear.
- D. This LETTER OF AGREEMENT shall become effective as of the date it is signed and shall remain in full force and effect concurrent with the US Airways/AFA Agreement signed January 10, 2005 and the America West/AFA Agreement signed May 4, 1999.

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

Patricia A. Friend
International President
Relations
Association of Flight Attendants-CWA,
AFL-CIO

WITNESS:

Mike Flores
MEC President US Airways

Gary Richardson
MEC President America West Airlines
Administration

Clare Burt
Manager of Collective Bargaining

Joe Burns
Staff Negotiator/Attorney

Carol Austin
Negotiation Committee Member

Nicki Kirkeby
Negotiation Committee Member

FOR US AIRWAYS, INC.

E. Allen Hemenway
Vice President, Labor

US Airways, Inc.

WITNESS:

Cindi Simone
Director, Labor Relations

Paul Kinsey
Director, InFlight Planning and

ATTACHMENT A

Female – Basic Uniform List

Jackets (2)
Sweaters (2) (Choice of Cardigan and/or Shell)
Bottoms (4) Choice of Skirts, Pants or one piece Dress, if applicable.
Tops (5) (Choice of Long and Short Sleeve Shirts or Dress Top.
Epaulets (1), if applicable.
Serving Garment (2)
Leather Belt with Buckle (1)
Neckwear (2)
All Weather Coat (1)
Lightweight Raincoat (1)
Flight Tote Bag (1)
Luggage (1) 22 inch Rollaboard (expandable)
Gloves (1)
Wings (2)*

Male – Basic Uniform List

Jackets (2)
Sweaters (2) (Cardigan and/or Mock Turtleneck)
Trousers (4)
Shirts (5) (choice of Long and Short sleeve)
Epaulets (1), if applicable.
Ties (2) (clip on optional)
Serving Garment (2)
Leather Belt with Buckle (1)
All Weather Coat (1)
Lightweight Raincoat (1)
Flight Tote Bag (1)
Luggage (1) 22 inch Rollaboard (expandable)
Gloves (1)
Wings (2)*

* The initial sets of wings required to be worn by a Flight Attendant will be furnished by the Company at no cost. Damaged wings will be replaced by the Company at no cost.

ATTACHMENT B

Phase One Replacement List

1. FEMALE – REQUIRED UNIFORM LIST

- Jackets (2)
- Sweaters (2) (Choice of Cardigan and/or Shell)
- Bottoms (4) (Choice of Skirts, Pants or one-piece Dress, if applicable)
- Tops (5) (Choice of Long and Short Sleeve Shirts or Dress Top)
- Epaulets (1), if applicable
- Neckwear (2)
- Serving Garment (2)
- Leather Belt with Buckle (1)

2. MALE – REQUIRED UNIFORM LIST

- Jackets (2)
- Sweaters (2) (Choice of Cardigan and/or Mock Turtleneck)
- Trousers (4)
- Shirts (5) (Choice of Long and Short Sleeve Shirts)
- Epaulets (1), if applicable
- Tie (2) (clip-on optional)
- Serving Garment (2)
- Leather Belt with Buckle (1)

ATTACHMENT C

Extra List

- 16/18 inch Rollaboard
- 24 inch Expandable Rollaboard
- Five Pocket Tote
- Wallet on a String (Purse)
- Umbrella
- Heavyweight Cardigan Sweater
- Garment Bag (1)
- Soft-sided cooler