

**VLOA DEADLINE EXTENDED TO  
WEDNESDAY, JUNE 24, 2009 @ NOON**

Fall 2009 InFlight Services Voluntary Leave of Absence Program  
West Q & A

THIS INFORMATION IS SPECIFIC TO THE EXTENDED VLOA  
PROGRAMS AND DOES NOT APPLY TO THE JULY MONTHLY VLOA  
(Please reference the July bid packet for information pertinent to the July  
monthly leave)

**Q: Why is the Company offering voluntary leaves?**

A: The staffing projections indicate an over-staffed situation for these time periods.

**Q: Will you accept forms after the closing deadline?**

A: The Company has decided to accept forms up to **noon MST on Wednesday, June 24, 2009**. Forms will not be accepted after this date/time. The final VLOA award will be posted the following day, June 25.

**Q: If 300 flight attendants do not take the voluntary leave of absence, will the Company do involuntary/voluntary furloughs?**

A: If we are unable to fill all 300 positions, we regrettably will have no other alternative but to pursue the reduction in force provision outlined in the Collective Bargaining Agreement.

**Q: Will the leave of absence be done by base?**

A: Voluntary leaves of absence will be made based upon system seniority.

**Q: What is the duration of this voluntary leave of absence?**

A: There are two programs available. One is for a four-month duration, and one is for a 16-month duration. Both programs begin on August 5, 2009.

**Q: Do I have to bid for August?**

A: If you are a lineholder, you will not be able to bid for August. You are, however, responsible for any carry-over trips from July to August.

**Q: What about reserves?**

A: Reserves would be available to Scheduling up to midnight on July 31, 2009.

**Q: Will I be required to complete my CBTs during the time of my leave of absence?**

A: The completion of the last four quarterly CBT sessions is always a prerequisite to any recurrent classroom instruction that may be necessary before your return.

**Q: My base month for recurrent is in August and I plan to apply for this leave of absence. What happens with my qualifications?**

A: This situation will be factored into the return process. Recurrent will be offered for those who require it upon their recall to active duty.

**Q: I have been out before and had to fingerprint and drug test when I returned. Will this occur here?**

A: The TSA requires the Company to fingerprint and drug test anyone who has been off property for more than 180 days; therefore, those on the 16-month program would be required to complete this process.

**Q: Will I lose any seniority as a result of taking this leave? What about longevity?**

A: As you know, longevity refers to pay and step increases whereas seniority refers to bidding order. There is no loss of longevity or seniority for these programs.

**Q: What about my benefits?**

A: Benefits will end on August 31, 2009. After that time, you will be COBRA eligible if you currently have benefits with the Company. COBRA information will be sent to you at your home address. Should you elect this coverage, it is retroactive to September 1, 2009. Should you need medical attention or prescription refills prior to enrolling for COBRA, you will need to pay out-of-pocket and submit your receipts for reimbursement once you have completed the COBRA enrollment. VLOAs and furloughs are "qualifying events" which may allow you to enroll in your spouse's medical benefits plan. Please check your spouse's specific plan for details.

**Q: Will my 401(k) benefits remain in tact?**

A: If you are currently contributing to a 401(k) account, you will continue to be able to re-allocate assets among the investment funds within your account, request a loan, or in-service withdrawal. However, you will not be able to make contributions to the account until you return to “active” status. If you have any loans, Fidelity will contact you to make arrangements to continue with these payments. Furthermore, during your leave of absence, you will not be permitted to take a distribution from your account.

**Q: Will my flying benefits be limited during this time period?**

A: Travel privileges will be extended for the full period of both the 4-month and 16-month leaves at an SA3 (active) boarding status.

**Q: Will I be able to keep my Company ID?**

A: Yes.

**Q: Will I have companion passes?**

A: Yes.

**Q: I currently have a registered guest. Will they be able to fly with me?**

A: Yes.

**Q: Am I able to use the US Airways’ flight attendant jumpseat.**

A: Yes.

**Q: Am I able to use ZED fares or obtain ID90s? What about jumpseating on those airlines with reciprocal agreements?**

A: Those privileges are not available to someone on an unpaid leave. Use of the reciprocal cabin seat agreement is up to the policies of the other carriers.

**Q: What happens to my vacation during the time of the leave?**

A: Please review section 14-K of the Flight Attendant contract for vacation payout options available to you. In addition, flight attendants may elect to have the portion of vacation that is currently scheduled during their VLOA, paid out. Details for electing this option will be included in the award letter.

**Q: Will yearly vacation accrual be prorated as a result of a VLOA award?**

A: Yes. Vacation will be prorated consistent with the language found in the Flight Attendant CBA, Section 13.A.2. Flight Attendants electing a four-month VLOA will have their vacation for 2010 prorated (reduced by five months); and flight attendants electing the 16-month VLOA will have their 2010 vacation prorated (reduced) by five months and their 2011 vacation prorated (reduced) by 11 months.

**Q: Will I be able to participate in the vacation shuffle while on my leave of absence?**

A: No. You will not be able to participate in the shuffle bid until you return from your leave.

**Q: If I decide to resign or retire during my leave, am I able to do so?**

A: Yes, you may do either. Should you decide to resign, simply submit a letter of resignation to your InFlight Supervisor. You would be entitled to any benefits for which you qualify. Should you decide to retire, you would need to submit a completed Retirement Notification Form or 65 Point Plan Form at least two weeks before your intended retirement date.

**Q: Once I submit my form, am I able to make changes?**

A: Yes. The most recent bid form received will be processed. Once the bidding period closes and awards are made, however, no changes will be allowed.

**Q: Should I choose to return early, may I do so?**

A: No. Once awarded the voluntary leave of absence, you would not be able to shorten the duration.

**Q: Where can I obtain a bid form?**

A: Bid forms are available on theHub and Wings, and at your base.

**Q: I have some questions regarding my benefits or COBRA. Who should I contact?**

A: You may direct any questions regarding your benefits to our Benefits department via email [USAirwaysCbaBenefits@hewitt.com](mailto:USAirwaysCbaBenefits@hewitt.com) or call 888-860-6178.

**Q: What happens if I change my contact information during my leave of absence?**

A: It is imperative that you keep your address information current with the Company.

**Q: Will the Company contest unemployment claims?**

A: No.

**Q: May I seek outside employment while on this leave?**

A: You are allowed to be employed during your VLOA as long as your employment does not constitute a conflict of interest and your request and receive advance permission in writing from the Chief Compliance Officer for outside employment so as to avoid any conflicts of interest. The term "employment" means self-employment, employment by others, or serving in an appointed or elected office of a governmental or a non-profit organization or institution. A form, called Permission to Work, is available for your convenience on the InFlight page on theHub and Wings. Submit the completed request form via co-mail to InFlight Manager Barbara Trella at T4-INF. It may also be faxed to 480-693-2950 or sent via email to [barbara.trella@usairways.com](mailto:barbara.trella@usairways.com).

**Q: May I attend recurrent while on this leave?**

A: The Company has opted to not allow those on leaves of absence to enroll in recurrent. Keep in mind that flight attendant qualifications are now good for 13 months. Though they expire at the end of that time period, an additional day of "requal" training is not necessary until you remain off work for more than 25 months. Essentially, this means that most, if not all, taking this leave will only need one day of recurrent when they return in December 2010.

**Q: Why are there differences between the voluntary leave of absence for LAS and PHX flight attendants and the voluntary furlough for PHL, CLT, DCA, LGA, and BOS flight attendants?**

A: While we acknowledge that each of the programs have some differences, they have been formed to meet each of the contractual obligations and requirements. Because of this, they cannot be identical in nature.

**Q: If there is an involuntary furlough, what is the seniority number of the of the most senior person affected.**

A: This question can be difficult to answer; however, the most senior person who could be affected has a seniority number of 2177. As you know, we need 300 *active* heads as determined by our numbers. It was determined that in the bottom 300, there are 14 flight attendants who are on some type of leave of absence (not a voluntary leave, but medical, Long Term Disability, etc.). To get 300 active heads, the “line” had to be moved up 14 additional flight attendants taking the line to seniority number 2177.

**Q: What are the differences in benefits between the voluntary leave of absence and the involuntary furlough?**

A: Please review the chart below which explains some of the differences.

	Voluntary Leave of Absence Published Rates	Furlough per AFA Agreement, Section 21 Published Rates w/ 65% subsidy*
COBRA		*Under the American Recovery and Reinvestment Act employees (and their covered family members) who are <b>involuntarily</b> furloughed are eligible for the federally funded subsidy to help pay their COBRA premiums. This subsidy is 65% of the monthly COBRA premium and is available up to 9 months, provided that the involuntarily furloughed employee remains unemployed and was enrolled in the benefit plan at the time of the leave or furlough.
Travel	Unlimited at SA3 Active for duration, SA1s, Companion passes included. OAL allowed, dependent upon each carriers guidelines.	Unlimited at SA4 Inactive for 12 months, no SA1s or Companion passes. No OAL allowed.
Benefits	Full coverage thru end of first month, then Cobra eligible.	Full coverage thru end of first month, then Cobra eligible
401(k)	No access to distribution of funds, but may move current funds within account	Access allowed to distribution of funds in account
Unemployment	Company will not contest	Company will not contest, but it is subject to State determination

**Q: Are you able to provide us with the current Cobra rates?**

A: The rates listed below are the current Cobra rates for 2009.

POS	Single	\$ 665.65
POS	Family	\$ 1,723.14
EPO	Single	\$ 494.75
EPO	Family	\$ 1,273.37
Platinum	Single	\$ 569.10
Platinum	Family	\$ 1,506.38
Choice	Single	\$ 362.76
Choice	Family	\$ 961.93
Health Partners	Single	\$ 4.20
Health Partners	Family	\$ 9.24
Health Plan of NV	Single	\$ 4.20
Health Plan of NV	Family	\$ 9.24
Aetna	Single	\$ 4.20
Aetna	Family	\$ 9.24
OOA	Single	\$ 665.65
OOA	Family	\$ 1,723.14
Voluntary Vision	Single	\$ 2.22
Voluntary Vision	Family	\$ 3.69
Metlife Dental High	Single	\$ 29.41
Metlife Dental High	Ee + 1 dep	\$ 59.64
Metlife Dental High	Ee + >1 dep	\$ 96.82
Metlife Dental Low	Single	\$ 11.66
Metlife Dental Low	Ee + 1 dep	\$ 23.49
Metlife Dental Low	Ee + >1 dep	\$ 34.61