

Flight Attendant/AFA
August 7, 2012

All terms of the Tentative Agreement (TA) continue except as modified herein.

Section	Language Modification
Scope (Section 1)	<p>Modify: 1.B.4 In addition to any of the other protections in this Agreement, any flight time as defined in Section 11.A, Hours of Service, of this Agreement that is operated by US Airways Pilots (including during the period of separate pilot operations either America West or US Airways pilots) shall include Flight Attendants on the US Airways System Seniority list. Flight Attendants on the US Airways Flight Attendant System Seniority List shall serve on all commercial passenger revenue flights operated by US Airways, Inc. with pilots on the US Airways Pilot System Seniority List (including during separate operations the US Airways and America West pilot seniority lists). Delete: provided, however, that this Paragraph will not apply if and when following a transaction of any type, the US Airways Pilot System Seniority List (including during separate operations the US Airways and America West pilot seniority list) is integrated with another air carrier's pilot seniority list.</p>
	<p>Added: 1.B.5 If, following a transaction of any type, the US Airways Pilot System Seniority List (including during separate operations the US Airways and America West pilot seniority lists), is integrated with another air carrier's pilot seniority list, Paragraph B.4 shall not prevent the integration of the US Airways pilot group with pilots of the merged carrier. In such instance, US Airways Flight Attendants will continue to operate US Airways flights in accordance with this Agreement but will not necessarily only operate such flights with US Airways pilots. In such instance, Flight attendants may be scheduled to fly with pilots of the merged carrier.</p>
	<p>Modify: 1.C.1 The Company shall require any Successor, including, without limitation, any assignee or purchaser, any merged company or companies, transferee, administrator, receiver, executor and/or trustee to cause the Company (i.e., the airline entity that was acquired) to continue to be bound by all the terms of this Agreement as a condition of any transaction that results in a Successor, subject to applicable procedures under the Railway Labor Act. For the purposes of this Paragraph, a Successor shall be defined as an entity that acquires or controls all or substantially all of the assets or equity US Airways Group or the Company through a single transaction or through a related multi-step transaction ("Successorship Transaction"). The Company shall provide the Union with written notice of any Successorship Transaction no later than thirty (30) days prior to the closing of the transaction and such notice to be subject to any confidentiality restrictions that the Company in its discretion may impose on the Union or legal requirements that may apply.</p>

Compensation (Section 3)	Years of		Company Proposal			
	Service		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	47.15	47.62	48.34	49.06
	Modify: 3.H.1/29.E.1 A Flight Attendant shall receive seventy-five dollars (\$75.00) pay for each day of recurrent training. If Distance Learning is substituted for a day of recurrent training, the Flight Attendant shall be paid seventy-five dollars (\$75.00) pay for the Distance Learning.					
	Modify: 3.H.2/29.E.2 A Flight Attendant shall receive seventy-five dollars (\$75.00) pay for each day of non-recurrent classroom training.					
	Modify: 3.H.3/29.E.3 A Flight Attendant shall receive the following pay for non-recurrent Distance Learning as determined by the amount of time a Flight Attendant would reasonably take to complete the training: up to 2 hours - \$25.00, 2:01 hours-4:00 hours - \$50.00, 4:01-8:00 hours - \$75.00					
	Modify: 3.H.4/29.E.4 A travel day to and from training on a day other than an actual training day shall be considered a day in training for pay purposes, i.e. seventy-five dollars (\$75.00) pay. A Flight Attendant receiving pay under this provision shall not receive deadhead pay and credit for deadhead travel on that day unless the deadhead pay between domicile and training would provide greater pay and credit, in which case the Flight Attendant would receive only the deadhead pay and credit.					
	Modify: 3.H.7 International service training will be paid at a rate of seventy-five dollars (\$75) pay for each day of such training plus per diem, and may be reduced at Company option to a home study/video. Clarification: A Flight Attendant is not required to complete International Training in order to fly NTI.					
Expenses (Section 4)	Modify: 4.C.2 Crew meals will be provided when the flight time (block hours) is scheduled to exceed eight (8) hours. The meals will be appropriately					

	selected for the time of day relative to the length of the duty period. (delete 4.C.2.a-d)
Uniform (Section 7)	Delete 7.O: The Company will pay each active Flight Attendant twenty dollars (\$20.00) per month for the cleaning and repair of the uniform or parts thereof in order to assist the Flight Attendant in maintaining the standards of neatness and personal appearance required by the Company.
Sick (Section 9)	<p>Modify 9.D.1.a:</p> <p>Lineholders:</p> <p>a. A Lineholder will be charged trips missed from her/his line of flying, or three hours and thirty minutes (3:30), whichever is greater, for each day she/he is unable to report for duty because of illness or injury and her/his sick leave bank will be reduced accordingly. The claim will be paid with accrued sick leave, or will be unpaid time to the extent the sick leave bank does not have the necessary accrued hours. A Lineholder with a sick bank balance that doesn't cover her/his sick call(s) will be required to achieve a minimum monthly pay and credit of forty (40) hours. A Lineholder unable to achieve the required minimum monthly pay and credit of forty (40) hours must request and provide documentation to support a leave of absence to cover the unpaid sick call(s) or make a reasonable effort to achieve forty (40) hours as defined in Scheduling, Section 10.D.19.d, excluding time picked up through the ETB.</p> <p>b. A Lineholder will be restricted from flying over the period of time she/he reports sick provided, however, that a Lineholder will not be prohibited from flying a trip on the same day as a sick call if such trip would be legal as a double-up or would have had legal domicile rest following the original trip. With Crew Scheduling's consent, a Lineholder shall have the option to request to rejoin the trip provided the trip passes through her/his domicile, and such request is made at the time of the initial sick call. If such request is granted by Crew Scheduling, the Lineholder will be charged sick leave for any portion of the trip not flown.</p> <p>c. A Lineholder who has called in sick for a trip may call Crew Scheduling to inform the Company that she/he is able to fly on remaining day(s) of the trip for which she/he had called in sick. A Lineholder who has called in well to Crew Scheduling, may pick up a trip on ISAP or ISAP/AIL on days other than the first day of the trip she/he called in sick except that when a pairing for which a Lineholder called in sick includes a weekend or holiday (including the day before or the day after a holiday) in which case the Lineholder may only pick up a trip on a weekend or holiday. Holidays include New Year's Day, Memorial Day, Fourth of July, Labor Day, Halloween, Thanksgiving and</p>

	<p>Christmas. The Lineholder will be charged sick leave for any portion of the trip coded as sick.</p> <p>Example:</p> <p>A Lineholder has a four (4) day trip starting on Thursday. The Lineholder calls in sick for the trip. She/he may call in well to pick up trips from ISAP or ISAP/AIL on Saturday and Sunday.</p> <p>A Lineholder has a four (4) day trip starting on Saturday. The Lineholder calls in sick for the trip. She/he may not call in well to pick up trips from ISAP or ISAP/AIL on Monday and Tuesday.</p> <p>d. A Lineholder who does not contact Crew Scheduling to call in well or is not granted permission to fly on days for which she/he reported sick will be restricted from flying over the period of time she/he reports sick. Sick leave claims will be automatically deducted from the Flight Attendant's sick leave bank. In order to receive three hours and thirty minutes (3:30) on a day(s) off, the Lineholder must report sick through Crew Scheduling prior to or on the day(s) off.</p>
	<p>Modify 9.D.2.f The Reserve will be restricted from flying over the period of time she/he reports sick regardless of available sick bank; provided, however that a Reserve will not be prohibited from flying a trip on the same day as a sick call if such trip would be legal as a double-up or would have had legal domicile rest following the original trip. A Reserve, at her/his option, may call in sick for each day of a block of reserve availability or for multiple days of a block of reserve availability. With Crew Scheduling's consent, a Reserve shall have the option to request to rejoin the trip provided the trip passes through her/his domicile, and such request is made at the time of the initial sick call. If such request is granted by Crew Scheduling, the Reserve will be charged sick leave for any portion of the trip not flown. Sick leave claims will be automatically deducted from the Reserve's sick bank.</p>
Scheduling (Section 10)	<p>Modify by deleting the following from 10.I:All pairings assigned through the involuntary Lineholder assignment process shall be paid at one hundred and fifty percent (150%) for the pairing or portion thereof and credited at one hundred percent (100%). Once a pairing is involuntarily assigned, it shall retain its premium for any pay protection provided within Section 10, Scheduling. If a Flight Attendant calls in sick for an involuntarily assigned pairing, no premium will be applied. (Move remaining language of 10.I to Priority of Assignment)</p>
Hours of Service	<p>Modify: 11.B.1 A Flight Attendant may be scheduled to fly up to thirty-five (35) block hours in any seven (7) consecutive days. Further, in actual</p>

(Section 11)	operations, a Flight Attendant will complete her/his pairing combination even if the scheduled block limitations are exceeded so long as no applicable Flight Attendant specific FAR is violated.
	Modify: 11.B.2 A Flight Attendant, at her/his option, may exceed thirty-five (35) actual hours in seven (7) consecutive days. A Flight Attendant will complete his/her trip combination so long as no applicable FAR is violated.
	Modify: 11.B.3 ETB time will not count toward the thirty-five (35) hours in seven (7) days limitation.
Related Section	Modify: 10.D.14.e The established PBS default for the consideration of block time in a period of seven (7) consecutive days shall be no more than thirty-five (35) block hours. At the Flight Attendant's option, such limitation shall be waived.
	Modify: 11.D (and all other related references/examples to Duty and Trip Rigs and VM) Replace the rigs (Duty and Trip Rigs and VM) specified in Section 11.D of the Agreement with the rigs in the current East CBA. VM=5:00, Pairing Rig=1 for 3.5, Duty Rig=1 for 2.25(0600-2159) and 1 for 2 (2200-0559)
	Modify: 11.E.4 by adding the following: A Flight Attendant scheduled for a duty period with greater than nine (9) block hours shall receive a minimum of eleven (11) hours of rest (Home Domicile and RON) following the duty period, which cannot be reduced below nine (9) hours in actual operations. Such Home Domicile Rest may be waived by the Flight Attendant per Paragraph I, below.
	<p>Replace 11.Q.1 with the following: The following Sections will be implemented concurrent with the date of implementation of PBS. 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.</p> <p>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</p>

	<p>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.</p> <p>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.</p>
Reserve (Section 12)	<p>Modify by deleting the following from 12.F.4However, the length of an OPR shift may be extended from a four (4) hour shift to a six (6) hour shift provided there are no Reserves on a RAP available to be assigned the OPR shift or there is inadequate time to assign an available Reserve on a RAP to an OPR shift. Such extensions shall be offered in seniority order and, if there are no volunteers, assigned in inverse seniority order.</p>
	<p>Modify by deleting the following from 12.F. 9.a.....If the OPR's shift has been extended from four (4) hours to six (6) hours pursuant to Paragraph F.4., above, the OPR will be paid five (5) hours and fifteen (15) minutes for the OPR duty.</p>
	<p>12.B.2.b – eliminate the words “With Crew Scheduling’s consent:”</p> <p>12.B.2.b.i – change the paragraph number to 12.B.2.b and modify the language as follows: A Reserve may bid for and be awarded a pairing that originates on an available day and is scheduled to return to the Reserve’s domicile on a Golden Day. Any pay hours for such pairing will be paid as pay and credit. A Reserve may bid for a pairing that originates on her/his Golden Day and terminates on a day off and will be processed for such pairing after all Reserves who are available on such day(s) have been processed. Any pay hours on her/his day off, starting at 0000 of her/his day off, shall be paid as pay no credit. In both such cases, the Reserve shall be deemed to have waived such portion of her/his Golden Day and there shall be no reinstatement of such day.</p> <p>12.B.2.b.ii – change the paragraph number to 12.B.2.b.i and delete the following sentences: “Any pay hours on her/his day off, starting at 0000 of her/his day off, shall be paid at pay no credit. There shall be no reinstatement of such Golden Day(s). Such award shall be pursuant to Paragraph J., below.”</p> <p>12.B.2.b.iii – change the paragraph number to 12.B.2.b.ii and delete sentences “Any pay hours on her/his day off, starting at 0000 of her/his day off, shall be</p>

	<p>paid at pay no credit. Such award shall be pursuant to Paragraph K., below. There will be no reinstatement of such day. Such election will result in the Reserve being placed into an “Aggressive Reserve” status in accordance with the provisions of Paragraph K.4.”</p> <p>12.B.2.b.iv – delete</p> <p>12.B.3.d – eliminate the words “With Crew Scheduling’s consent:”</p> <p>12.B.3.d.i – change the paragraph number to 12.B.3.d and modify the language as follows: A Reserve may bid for and be awarded a pairing that originates on an available day and is scheduled to return to the Reserve’s domicile during any portion of the Moveable Day. Any pay hours for such pairing will be paid as pay and credit. A Reserve may bid for a pairing that originates on her/his Moveable day and terminates on a day off and will be processed for such pairing after all Reserves who are available on such day(s) have been processed. Any pay hours on her/his day off, starting at 0000 of her/his day off, shall be paid at pay no credit. In both such cases, the Reserve shall be deemed to have waived such portion of her/his Moveable Day and there shall be no reinstatement of such day.</p> <p>12.B.3.d.ii –change the paragraph number to 12.B.3.d.i and delete sentences “Such award shall be pursuant to Paragraph J., below. Any pay hours on her/his day off, starting at 0000 of her/his day off, shall be paid at pay no credit.”</p> <p>12.B.3.d.iii – change the paragraph number to 12.B.3.d.ii and delete sentences “ Such award shall be pursuant to Paragraph K., below. Any pay hours on her/his day off, starting at 0000 of her/his day off, shall be paid at pay no credit. There will be no reinstatement of such Moveable Day. Such election will result in the Reserve being placed into an “Aggressive Reserve” status in accordance with the provisions of Paragraph K.4.”</p>
	<p>Modify 12.G.3: A Reserve will be required to be available to accept a duty assignment during her/his twelve (12) hour RAP. The pairing report may be no later than two (2) hours after the end of the RAP.</p>
	<p>Add new 12.G.5 “At her/his option, a Reserve may extend the end of her/his RAP. A Reserve may not add the extension to the beginning of the RAP. Extensions to the beginning of the RAP are subject to crew scheduling discretion.</p>
	<p>Modify 12.J.5.c by adding the following language “As an exception, a Reserve in a Closed group at the time of processing may select a TI trip, a pure NTI trip, or a one day pairing equal to or greater than eight (8) block hours. This exception shall not apply during the period of November 15 through January 5.</p>
	<p>Modify 12.J.7.b as follows: At the Reserve’s time of processing, if the grouping to which the Reserve belongs is Closed, the Reserve must select a pairing from her/his grouping, except as provided for in Paragraph 12.J.8.a.</p>

	<p>12.J.8.a – Modify language as follows: A Reserve may bid to voluntarily work into one or more days off.</p> <p>Add new 12.J.8.a.i – If at the time of processing the grouping to which the Reserve requests to join is closed, she/he will be processed according to Paragraph 12.J.5.c.</p> <p>Add new 12.J.8.a.ii – If at the time of processing the grouping to which the Reserve requests to join is open, she/he will not be awarded the requested pairing into her/his day off and will be processed in seniority order in her/his own grouping.</p>
	<p>Replace 12.K.4.b with the following “ Once a Reserve reaches forty (40) hours of pay and credit in a month, any hours flown on Aggressive Reserve status above the forty (40) hours shall not be credited when determining if the Reserve has met or exceeded the monthly pay cap.”</p>
<p>International (Section 14)</p>	<p>Delete 14.M.3.c Have a minimum of one hundred and fifty (150) hours international or Lead Flight Attendant hours flown within the six (6) most recent months of active flight status preceding the application deadline; and,</p>
	<p>14.M.4.d A Flight Attendant who does not successfully complete the CSD qualification training shall be eligible to bid for CSD qualification training concurrent with the next cycle of CSD training, provided such training date is no sooner than six months from the Flight Attendant’s original date of the CSD qualification training.</p>
<p>General (Section 37)</p>	<p>Modify 37.H. 3/4 :</p> <p>3. At close out of the flight, non-revenue passengers will be processed for unoccupied passenger seats. After the completion of this process, all unoccupied cabin jumpseat(s) will be awarded by the boarding priority as specified in Paragraphs H.1., above, and Flight Attendant System Seniority as defined in Section 20, Seniority as displayed on the Flight Attendant Seniority Card. If no Flight Attendant has requested and presented his/her jumpseat form to the agent thirty (30) minutes prior to departure, the forms will be accepted by the agent thereafter and the jumpseats will be awarded on a first-come, first-served basis up to flight close out. Once awarded at close out, all cabin jumpseats awards are final and will not be rescinded or reissued even if the flight is subsequently delayed. The most senior Flight Attendant(s), listing for the jumpseat(s), at her/his option, may request and receive the jumpseat thirty (30) minutes prior to boarding. A Flight Attendant will not be required to list for the flight prior to arrival in the gate area in order to obtain a jumpseat. However, a Flight Attendant wanting to be considered as a non-revenue passenger must be listed for consideration of a passenger seat. Jumpseat forms will be available at all gates unless the Company implements</p>

	<p>a jumpseat process which does not require the use of paper forms. Any Flight Attendant who presents her/his jumpseat form to the agent at the podium thirty (30) minutes prior to departure shall be considered for the jumpseat in Flight Attendant System Seniority order. After such time, forms will be accepted by the agent on a first come, first served basis up to flight close out.</p> <p>Delete 37.H. 6</p> <p>Modify: 37.H.8 A Flight Attendant will be awarded the jumpseat regardless of potential weight restrictions up until close of the flight and will not be removed once awarded the jumpseat for weight restricted flights.</p>
Sideletters	<p>Modify: Implementation Timeline Letter of Agreement - delete (SL-2, under Section 14 International Flying).....provided however that Section 12.D.1 of the current East Agreement shall remain in effect for East Flight Attendants until the Implementation of PBS.</p>