

## **US Airways Tentative Agreement Questions and Answers 8-16-2012**

**1. Will the Vacation bids have ALL seven day blocks available with only the 'leftover' days being less than seven day blocks? OR will the company be able to force us to bid blocks of vacation that are under seven days, allowing only those senior enough to hold the seven day blocks? It seems the company could force many of us to get paid only 3.5 credits per hour for vacation if this is not in writing.**

The vacation matrix will be built with slots in 7 day groupings as it is done today. And as it is done currently on the East, a flight attendant may be bid vacation periods of as few as four days. Please refer to Section 8 – VACATION, Paragraphs B and C.

**2. Will the \$75 of Recurrent training pay be for the entire training including the day that we go to training in person AND the online CBT? Or will the CBT be paid separately?**

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. Please refer to Section 29 – Training, Paragraph E.

**3. What will the cost be for the STD coverage and who is the carrier?**

The STD plan will be administered without any Company involvement. We will put more info out on this shortly.

**4. Having four (4) day trips capped at 30% is cool. Are trips longer than four (4), such as five (5) and six (6) days, or even longer prohibited?**

Domestic pairings are limited to four days, except Transoceanic International (TI) Pairings. Flight Attendants will be co-paired with Pilots on TI pairings and the pairings will be constructed according to Pilot pairing construction rules. TI pairings cannot exceed six days.

**5. What is the current pay scale for American, Delta, Southwest, United, Alaska, Hawaiian?**

We are currently working on a comparison chart which we hope to have out in the near future.

**6. Where is all the necessary info regarding picking up trash, and etc?**

It can be found in Section 37 – GENERAL, Paragraph G.

**7. I would love to hear any, yes any input from the American Airlines Flight Attendant unions. Would they take this deal? And if so why? It could help sell this one to our membership.**

First, no one is trying to sell anybody anything. Secondly, we of course cannot speak for the APFA, nor have they taken a position on our TA. Clearly locking in higher wage rates gives us a stronger platform from which to negotiate any merged agreement. Regardless, if you look at all of the work rules, such as vacation and sick, this TA is superior to the hypothetical term sheet our management offered APFA while they are in bankruptcy. If there is a merger, this TA will put both US Airways and American Flight Attendants in a far better position to negotiate a merged agreement.

**8. The 2011 cost of the f/a contract was 45M. The snapbacks we received for 2012 added 12M for a total f/a cost of 57M. The failed f/a ta would have cost the company 42M, or a 15M concession for f/as. What is the cost to the company for this new agreement?**

**It seems like this simply takes \$\$ from one pocket to put the same \$\$ in another!**

The numbers indicated in this question are not correct. The roughly \$42 million cost figure you reference for the January TA was the approximate additional costs that the January TA added to the current East and West agreements. It does not represent the total cost of the East agreement.

When the TA failed to ratify and US Airways announced an intention to merge with American Airlines, AFA approached the Company and the National Mediation Board to secure bargaining dates. The NMB was only willing to give us the limited number of days of mediation we received because we negotiated within the financial framework of the January TA.

The number one priority of Flight Attendants was to increase the hourly wage. Given the cost restrictions imposed, to raise wage rates required changes in other areas of the Agreement. So as you indicate, a decision was made to put into the pay rates the economic value of items such as improved rigs, uniform pay, and international pay for domestic segments flow by pilots. Per our confidentiality agreements with the Company, we are not releasing specific costing information.

**9. One of the major objections that airlines have in regards to compliance with the new pilot duty time regulations soon to be enacted is the high cost of labor when they have to hire more pilots to meet these new regulations. If a f/a group is co-paired with the pilot group, then this means that they would also need to hire more f/as! (which means additional cost to the company, reserves moving up in seniority, just to mention a couple of scenarios the company would like to avoid...). Why then, would our union not use this as a bargaining chip to benefit f/as, instead of acquiescing, and saying, 'ok, we'll only be co-paired until it will cost the company more \$\$?' Even if we were to be recessed, the company understands \$\$ and would want to avoid these higher f/a costs, and then move to avoid these additional costs. It seems like we gave up a major bargaining tool here. Please explain.**

Good observation. Your argument is well-articulated and was advanced by the previous committee. However, the company was adamant on the co-pairing issue and both committees did all possible to get as much as possible in return. To our detriment, the NMB made clear they would not give us sufficient dates to revise major sections of the January TA. They told us that the issue was settled and that if we wanted a TA, it would include co-pairing.

The Company saves almost \$4 million every month that a new Flight Attendant agreement is not in place. The idea that waiting around until the new pilot regulations go into effect simply does not make economic sense. We had to push the Company to reach this TA, so any idea they are desperate to reach a deal because of the new pilot regulations is not correct.

Additionally, the Tentative Agreement you are voting has duty and hour limitations based on the Pilot regulations. That means the Company has already agreed to the improvements that you would seek to use as a bargaining chip. The Company has agreed that if Flight Attendants are no longer co-paired with pilots, those limitations will apply to East Flight Attendants, even if PBS is not implemented.

Finally, US Airways has stated its intention to merge with American. While no one knows for sure whether a merger will happen, our analysts believe it is more likely than not. We cannot afford to sit by while the world passes us by.

**10. In this next TA, can trips be swapped, dropped, etc., during the last week of the month?**

Yes. The only time there is a 48 hour freeze on changes to end of the month trip swaps is during the period while PBS is processing, which is from the 16<sup>th</sup> to the 18<sup>th</sup> of the month. At all other times, a Flight Attendant will be able to trade trips, including those which occur during the last week of the month. The reason this is necessary is because PBS needs to take a snapshot so there is not conflict month to month.

**11. For those trying to sell the new TA I have a question for you. You are telling me if I am furloughed , I get up to 60% of my pay where is the chart so that I can determine with my seniority how much I will be in titled to, you've shown me a chart for vacation and pay raise but no chart in case I get furloughed. The key words in our TA are "up to".**

**As a reserve I need to know what requirements will give me 60%.**

No-one is trying to sell you anything. It is your vote. We will provide all necessary information so you can make an informed decision. Here is the chart as listed in the Allegheny Mohawk decision:

Length of service (years)    Period Of payment (months)

1 and less than 2	6
2 and less than 3	12
3 and less than 5	18
5 and less than 10	36
10 and less than 15	48
15 and over	60

**12. Are both ISAP and the real-time ETB tied to PBS? Will we have to wait the same 18-24 months for ISAP and real-time ETB implementation?**

The implementation of ISAP is tied to PBS implementation. West Flight Attendants currently have real time ETB. The current East contract includes language on real time ETB access so we do not believe there is a need to wait until PBS implementation to implement real time ETB access

**13. Should the new ta pass how soon after dos can base transfers begin? (I understand there has to be openings first)**

As soon as there are openings - there is no fence. The language from the letter of implementation reads: "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. " The date of receipt of the seniority list can be no later than November 15, 2012.

**14. I noticed in the AA Bridge Term Sheet appears to have a minimum 70 hour work month. Has it been difficult to get our company to agree to continue allowing a 40 hour month? Being able to drop down to a 40 or 50 hour work month is good for many of our F/A's. For me, I can hold down another job which gives me great job satisfaction and makes me a better well rounded F/A.**

It was difficult for both committees to negotiate with this management team. That said, we were able to maintain the 40 hour minimum.

**15. Congrats on reaching a TA! Besides being anxious to see it, I am very interested also to see the results of the survey. I suppose they probably won't be released until after an agreement is ratified. But can you confirm that they will eventually be released and a possible time frame for that?**

Results of the survey are not typically released but any such determination would be made by the MEC in place at the time. No determination has been made at this point in time.

**16. Can we low time our line monthly to 40 credit hours or below? 2. Also on Months we have vacation can you low time your line to zero without picking up any credit hours?**

You will be able bid a low time line in PBS down to forty hours. These low time awards will be based on seniority, except as specified below, and dependent on sufficient Flight Attendants choosing to fly high time. As long as the live average established in PBS can be accomplished, the low time bid will be awarded. Flight Attendants who have been awarded seven or more days of vacation in that bid period will have preference for such low time lines. You will not be able to go down to zero but time in your line plus the vacation credit will need to equal forty.

**17. If the company insists on keeping the same dollar amount for our new contract can we at least ask for a sign on bonus in the amount the company has saved since April 1st when our last TA would have taken effect?**

Very insightful question. Not only did the JNC press the Company on a signing bonus, but we also pressed them to include a general credit toward the total package. This management adamantly refused to negotiate an early out; however, they did agree to discuss the issue prior to the implementation of PBS. The Company continued to insist that any money for a signing bonus come out of the economic package, in effect reducing the wage rates.

**18. If we don't ratify a TA before our Vacation bids for 2013 come out and are awarded, will we be grandfathered our vacation?**

Both East and West Flight Attendants will bid your 2013 utilizing the bidding mechanisms in your current agreements. That means that your vacation bid will not need to be revised.

Changes in the vacation accrual are effective date of signing (DOS). That means you will accrue 2013 vacation under your existing contract through DOS, and then under the TA thereafter. If you accrue additional vacation days beyond your bid, those days will carry forward into 2013.

**19. What will be the retirement requirements with the new ta? Currently west requires 10yrs of service plus your age must = 65. This is for life time passes only as there is no retirement for those of us on the west.**

There are a number of ways to receive retirement passes under the TA. Flight Attendants continue to be eligible for the rule of 65 as you indicated. Additionally, the TA in Section 29.G specifies that Flight Attendants with 25 years of service and 45 years of age will be granted online passes as if she/he were still in active status. Further, a Flight Attendant with 55 years of age and five years of service will be eligible for passes.

**20. Why would anyone want to give up co-pairing?**

We cannot give a better answer than the following, received from a West FA:

I am a US Airways Flight Attendant in PHX with 29 years seniority. As a former AWA Flight Attendant, we dealt with the issue of losing our co-pairing with Pilots several years ago. At first the idea did not sit well with us, as is the case with many of the current US Airways Flight Attendants in the East. We soon discovered, however, that not being co-paired had several advantages. In fact, there are now very few West Flight Attendants who would ever consider returning to our old system. Here are just some of the reasons:

1. Flexibility - This is probably the number one benefit. Because we no longer are subject to increasingly restrictive pilot regulations, we have been able to achieve higher credit trips, resulting in more days off:

One day turns worth 9-10 credit hours per day - a line with just 8 trips for the month results in credit of 72-80 hours. These are the most senior lines we have and make life much easier for both high time & low time flyers.

The vast majority of pilot pairings are 4 day trips. Because we are not co-paired we have many more 2 & 3 day trips with greater productivity - we don't need to work a 4 day trip in order to get more hours.

2. Independence - We are not beholden to the flight deck crew in any operation. We are adults and can take care of ourselves!

3. Protectionary "Me Too" Clauses - We no longer need to physically pair with the pilots in order to get the best protection in any operational circumstance.

4. CRM Training - All crews have been trained in standardized Crew Resource Management procedures; individualized FD to Cabin procedures are unnecessary and unprofessional.

I understand the challenge of change - it can be uncomfortable. Our experience has been that this change has been positive both financially and professionally. As our airline grows and our industry expands, Flight Attendants have the opportunity to move forward with pride as a collective of professionals rather than individualized groupings of crews reliant on another "class" of employee to offer us "protection." We are strong and capable - individually and corporately; the need to hide behind a Captain's stripes is no longer a reality. I would encourage ALL US Airways Flight Attendants to embrace this change - a change that offers freedom and flexibility!

**21. How will it be decided that a trip is red-flagged? Is it at scheduling's discretion?**

Crew Scheduling will determine when to red-flag particular pairings.

**22. (from an east perspective) How have health insurance costs gone up from what we have now and from the first TA to the second TA?**

There has been no change to the formula for determining health care cost sharing. The Tentative Agreement includes the same language on cost sharing contained in the East Agreement as well as the January TA. The language is as follows:

For medical coverage, the premium for the PPO 100/90/80 and Out-of-Area 100/90/80 shall be divided between the Company and the Flight Attendant as follows:

a. Flight Attendants electing the PPO 80/60 plan shall pay 7% of the premium and the Company shall pay 93% of the premium.

b. Flight Attendants electing the PPO 90/70 plan shall pay 14% of the premium and the Company shall pay 86% of the premium.

c. Flight Attendants electing the PPO 100/80 plan shall pay 19.4% of the premium and the Company shall pay 80.6% of the premium.

**23. Are reserves still going to have 12 days off?**

The number of days off has not changed for the East. The West FAs will go to eleven (11) days off.

**24. Why was AA offered a buyout from US Airways but the US Airways flight attendants weren't?**

The only way US Airways management would agree to merger-specific items such as an early out or no-furlough protections is if US Airways Flight Attendants agreed to give up LPP protections and agreed to binding arbitration of a merged agreement. That was unacceptable and these matters will be handled in separate negotiations between the parties.

**25. In regard to PBS and ISAP ... Are they position specific? If a trip is awarded in ISAP, but it's not at the beginning of the month, will it still be position specific?**

In PBS, a Flight Attendant will be able to bid specific positions. The ISAP system will award pairings but not specific positions. For PHX Flight Attendants, if multiple positions are awarded on the same pairing in ISAP, such positions will be assigned in a post ISAP process according to Flight Attendant seniority and preference. A Flight Attendant may voluntarily trade positions with another Flight Attendant.

**26. Will ISAP freeze the trade board for a couple hours each day?**

ETB transactions will not be processed between the time the ISAP bid closes at 2100 and is awarded at 0600.

**27. Will future scheduling the AIL be covered 48 hours out?**

The AIL will run as part of ISAP and will run at 2100 two days before the day the trip departs (27 hours prior to 0000 of the day of departure.)



**28. In this next TA, can trips be swapped, dropped, etc., during the last week of the month?**

Yes. The only time there is a 48 hour freeze on changes to end of the month trip swaps is during the period while PBS is processing, which is from the 16th to the 18th of the month. At all other times, a Flight Attendant will be able to trade trips, including those which occur during the last week of the month. The reason this is necessary is because PBS needs to take a snapshot so there is not conflict month to month.

**29. Will the west still have their positions protected, while the east chooses positions based on seniority?**

The East will continue to use seniority for position selection on the aircraft, except for positions bid through primary lines of bidding. The West will protect position selection regardless of how the pairing was picked up.

**30. How long does it take to get the single carrier cert "IF" the merger between US & AA goes through? My understanding is from that point we(combined US & AA F/As) will have 60 days to reach an agreement or go through binding arbitration(who knows how long that takes) and then we will have our next contract. I've read other posts stating 15-18mos for all that to happen, if that is correct October 1, 2013 is before that time frame, do you think they wouldn't come to us with another offer to get us off of co-pairing? I'm inclined to think they would. I do believe this is US's final offer until the said merger happens or not, But I don't believe this is the only offer left before October 1, 2013. While I would LOVE more \$\$\$ now, I don't think I'm going to make my decision on the pending merger.**

There are two parts to your question. The first is that we do not know for sure how long a single carrier determination will take following the merger. The National Mediation Board makes that determination based on a multi-factor test. Single carrier certification is a legal process and there is no way to predict when the issue would be settled, if the merger occurs. Obviously, all parties have expressed a strong desire to have the issue resolved as quickly as possible. No one knows for an absolute certainty that the AMR merger will occur, or what form the merger will take.

The second part of your question assumes that by delaying we have leverage in delaying this contract until the new pilot regulations are implemented. The reality is co-pairing is gone and will not return regardless of the time it takes reaching a single certificate if we merge with AA. For the reasons stated in response to Question 8, above, we do not believe waiting until the pilot regulations are implemented will produce a better agreement.

**31. Will the LEC/MEC RSV Chair be present to discuss the RSV section @ the road shows?**

We are still making arrangements for the informational sessions. The base Reserve Chairs will be present if their schedule permits.

**32. Will each LEC President come out with information on how she has voted neutral or yes?**

The joint MECs unanimously endorse the TA.

**33. Will LEC President Terry be available or will Vice President Kim be performing these duties?**

Terry is with her daughter and will be attending as many information sessions as possible. She remains actively involved with the JNC and MECs. Terry has asked Kim to represent her in her absence.

**34. Before, we were allowed to see certain sections as they closed why not now?**

During this amended mediated process, the Mediator had a very tight hold on dissemination of information. We had a lot more time and flexibility during the mediation with the January TA.

**35. Will there be more focus on in base road shows rather than all over the U. S?**

We will be holding informational meetings in each domicile. The schedule for the informational meetings is currently being finalized and will be published as soon as the venues are booked.

**36. Why all electronic voting this time vs. before? Are you controlling the vote?**

Electronic balloting is the fastest and the most secure way to vote and it will be handled by a third-party vendor. Among other advantages, Flight Attendants will be able to vote up until the voting deadline. We will publish detailed information about the voting process in the near future. Rest assured we take voting security very seriously.

**37. Does our TA being ratified with a 5 year duration have any effect on the binding arbitration as stated in the AA bridge agreement with US Airways? Basically could an arbitrator choose new terms if we have an active contract prior to its amendable date?**

First of all, AFA has not agreed to binding arbitration of any merged agreement. Setting that aside, the bigger question is how does approving this Tentative Agreement effect negotiations for a merged agreement. If we don't reach a ratified agreement at US Airways prior to a merger, the wage rates for West Flight Attendants will top out at \$37.59 and the East at \$41.51. This will be far below the American rates, even coming out of bankruptcy, and operate as a downward drag in the negotiations. Add in the other economic items of the agreement, and it will make negotiating a merged agreement more difficult.

If the matter were to be arbitrated, the five year duration would have little effect. An arbitrator would be able to choose whatever terms she/he chose to impose. The first place the arbitrator would likely look is the existing agreements, however, so the better those provisions are the better place we would be.

**38. Does the 5 year duration have any effect on negotiating a single contract with AA flight attendants?  
(Such as what has happened to us over the past 7 years)**

The short answer is no. The duration will not affect any future possible merger negotiations.

**39. What does "pure NTI" mean?**

It refers to a pairing that consists of nothing but non-transoceanic international segments. A turn down to the Islands would be "pure NTI" as it included no domestic segments. However, if a four day domestic pairing had an Island turn embedded in it, that would not be a "pure NTI" pairing.

**40. We would like to see some sort of comparison chart showing the differences in the current LTO system and the TA. Specifically, what happens within each group vs. within each LTO bucket?**

We will publish an explanation of the Reserve system, including the changes to Reserve, in a separate document.

**41. Can you clarify the order of seniority when it comes to having an Aggressive Reserve with a non-Aggressive RSV on daily/future and with respect to voluntarily giving up off days? If you have made yourself available as Aggressive, can you specify for 4 day only or would you have to take a 3 day if it came available? There is confusion regarding RAP and how it works from assignment of to what "non-contactable" really will mean.**

There are a number of questions here. First, Aggressive Reserves are called in seniority order in daily processing. So the Company will process all Aggressive Reserves in Seniority order. Once all of those Reserves have been processed, management will assign non-Aggressive Reserves in inverse seniority order. The reason is to allow Reserves who do not want to fly that day, to use their seniority to list themselves last.

Second, a Reserve can make her/himself available for only specific types of pairings. So in your example you could say I want to be an Aggressive Reserve for only four day pairings (or a more narrow preference such as only TI pairings).

Non-contactable means that at the end of RAP, you don't need to answer your phone. So turn it off or don't answer it. You should not be contacted for a trip outside your RAP and if you are, you don't have to accept it.

**42. There have been inquiries regarding the side letter for Insurance: does the side letter still stand?**

Yes. It is Sideletter Five.

**43. Are there more "protected" holidays than for which we are receiving "holiday pay"?**

Yes, as in the current East Agreement there are three paid holidays. The only change is that we exchanged Memorial Day for Thanksgiving Day for purposes of Holiday Pay. In the current East Agreement, the number of protected holidays is SAP is greater than the number of paid holidays. Likewise in this TA, the number of holidays protected in ISAP and for calling in well differs from the number of paid holidays.

**44. When does the split trip language go into effect – DOS or with PBS?**

The variable minimum pay for split trip language goes into effect with the Hours of Service Section which will be implemented with PBS implementation.