



October 16, 2003

To All US Airways Flight Attendants:

During the December 2002 round of negotiations, the Company proposed changes to our current seniority based reserve system to one that's called a "time balancing reserve system." The system proposed was the same time balancing system that the Company had proposed to ALPA and that ALPA had already agreed to accept. The AFA negotiating committee appointed by the MEC in December (myself and Pam Hook, MEC Vice President) attempted to negotiate alternatives, but the Company was threatening to liquidate. Ultimately, the provisions that make up the time balancing system were presented to the membership and were ratified by a majority of the flight attendants.

The MEC added two additional members to the Negotiating Committee – Mollie McCarthy, LEC President PHL and Carol Austin, PHW Flight Attendant. AFA's Negotiating Committee (comprised of Perry Hayes, MEC President, Pam Hook, MEC Vice President, Mollie McCarthy, PHL flight attendant and LEC President, and Carol Austin, PHW flight attendant) and the Company have been meeting over the course of the last nine months in an effort to resolve our disagreements over the application of the new reserve system. Those meetings progressed until early June when the Company presented AFA with what it called its Final Proposal.

In that proposal, the Company presented a reserve time balancing system driven by percentages (i.e., credited hours divided by each flight attendant's option maximum) instead of one driven by credited monthly projected hours, as stated in the language of December's agreement. After several more meetings during the remainder of June and July, AFA and the Company were unable to reconcile our different interpretations. We then agreed to mediate the portions of the reserve section on which we could not reach agreement. In addition, we agreed to exclude from grievance mediation the portion that relates to hours/minutes versus the Company's proposed percentage system and two other related issues: when vacation time will be credited for the purposes of time balancing, and the elimination of leveling. These issues would instead be submitted directly to arbitration.

On September 23, the MEC met and agreed to accept the Advisory Opinion and Award of the mediator on the unresolved issues that were not submitted to arbitration. A summary of that Opinion and Award follows. On October 7, the arbitration was held to determine whether or not the language agreed upon by the parties in December 2002 supports the Company's percentage based reserve system, or instead is consistent with AFA's position that the percentage based reserve system is a completely new idea, neither proposed by the Company, nor agreed to by AFA in the December negotiations. The outcome of the arbitration will not be known until later this month or perhaps early next month. The Company plans on implementing its percentage based system on November 1, 2003, right before the busiest travel season of the year. We have repeatedly requested that the Company delay implementation until early next year, but at this point, the Company has not indicated any plans to delay implementation.

We will update the Hotline and the e-line as soon as we have the decision from this arbitration. The Negotiating Committee will begin roadshows about the new reserve system after November 1. In the meantime, we are providing highlights of the new reserve system for your information. We encourage all flight attendants to go to www.afausairways.org and sign up to receive the e-Line by clicking on "e-Line" and then clicking on "Sign-up".

In Solidarity,


Perry Hayes
MEC President

Highlights or Advisory Opinion and Award New Reserve System

- ◆ Reserve flight attendants will continue to bid for days off.
- ◆ There will now be eight (8) inviolable days off and three (3) non-inviolable days off.
- ◆ The eleven (11) off days can be divided into two (2), three (3), or four (4) periods. Each period must have no fewer than two (2) days and no more than eight (8) days.
- ◆ If non-inviolable days are grouped with inviolable days, the non-inviolable days will precede the inviolable days; the grouping must have no fewer than two (2) inviolable days, and there can be no more than two (2) groups having both non-inviolable and inviolable days off.
- ◆ Trips will be awarded to reserves on the basis of time balancing among all reserves at each flight attendant domicile.
- ◆ Reserves with more available days than a trip flies or with fewer available days than a trip flies will not be passed over and may not pass.
- ◆ Reserves returning at 1500 or beyond, reserves on uninterrupted domicile rest and reserves on non-inviolable or inviolable days off will not be called unless the flight attendant requests to be called or unless the Company invokes the provisions of Letter of Agreement 13. If uninterrupted rest is broken, reserve can demand a new uninterrupted rest period as per Sec.11.F.3.
- ◆ If multiple trips are open at the time the reserve is contacted, the reserve must select a trip that does not require a split if one is available.
- ◆ If the only trips available at the time the reserve is contacted conflict with non-inviolable days off and reserve coverage is inadequate, the Company may require the reserve to fly into such off days. If this occurs, the Company must restore those non-inviolable days as follows:
 - o Days will be moved to the end of the affected period or if not practicable, moved to another period of off days in the same month;
 - o With mutual consent, move such off days to create an additional period of off days within the same month provided that such additional period of off days is not adjacent to an existing period of off days;
 - o With the reserve flight attendant's consent, move the non-inviolable off days to another period of off days in the subsequent calendar month.
- ◆ If the only trips available at the time the reserve is contacted conflict with non-inviolable days and reserve coverage is adequate, the Company will offer the following options to the reserve in the order listed. If the reserve declines to select from the options offered, the Company may require the reserve to *remain on call*.
 - o Give up all or a portion of the non-inviolable days off to complete the trip in which case such days will not be restored;
 - o Release early into non-inviolable days with Company consent;
 - o Remain on call with Company consent;
 - o Select a trip to split in domicile;
 - o If no trips are available that can be split in domicile, then with Company consent, select a trip to split in a domicile that operates in the same time zone as the reserve's domicile in the continental United States, or,

- o If not trip is available that can be split in a domicile that operates in the same time zone as the reserve's domicile in the continental United States, then with Company consent select a trip to split in any station in the continental United States or Canada.
- ◆ If the only available trips at the time the reserve is contacted conflict with inviolable days and coverage is inadequate, the Company will offer the following options to the reserve in the order listed. If the reserve declines to select from the options offered, the Company will require the reserve to split a trip in the order listed.
 - o Fly up to 2359 on the first inviolable day in any period of inviolable days in order to complete at trip in which case that portion of the inviolable day will not be restored;
 - o With Company consent, give up all or a portion of the inviolable days in order to complete the trip in which case the inviolable days will not be restored;
 - o Select a trip to split in domicile or in a domicile in the same time zone as the reserve's domicile in the continental United States, or,
 - o Select a trip to split in any station.
- ◆ If the only available trips at the time the reserve is contacted conflict with inviolable days and coverage is adequate, the Company will offer the following options to the reserve in the order listed. If the reserve declines to select from the options offered, the Company will required the reserve to remain on call.
 - o Fly up to 2359 on the first inviolable day in any period of inviolable days in order to complete a trip in which case that portion of the inviolable day will not be restored;
 - o With Company consent, give up all or a portion of the inviolable days off in order to complete the trip, in which case such inviolable days will not be restored;
 - o Release early into days off with Company consent;
 - o Remain on call with Company consent;
 - o Select a trip to split in domicile or in a domicile in the same time zone in the continental United States as the reserve's domicile, or,
 - o Select a trip to split at any station.
- ◆ High option (95, 105, and six-trip option) flight attendants may give up inviolable days by making themselves available to Future or Daily crew scheduling with Company consent and days given up will not be restored. Consent will be granted unless there is a compelling operational reason to withhold consent.
- ◆ Reserves will be released upon award or assignment unless in the case of irregular operations declared by the Director of Crew Scheduling or his/her designee. However, a reserve holding an award/assignment from Future scheduling may elect to remain on call for an award/assignment from Daily scheduling.
- ◆ A reserve may request to be released into non-inviolable or inviolable days off and depending on the adequacy of coverage, the Company may grant the request to be released early into non-inviolable and/or inviolable days off. Similarly, the Company may offer to release a reserve early into non-inviolable or inviolable days off.
- ◆ ITD reserves having fewer available days than the shortest trip operating out of the reserve's ITD domicile may request an early release into either non-inviolable or inviolable days off by contacting crew scheduling at any time after 2400. The Company will grant such a request for early release prior to inviolable days at the point the ITD reserve would no longer be able to complete a trip prior to commencement of inviolable days and depending on the adequacy of coverage, may grant such request for early release prior to non-inviolable days.

- ◆ In order to ensure adequate coverage during protected holidays, there will be a four-day blackout period, such period to begin four (4) calendar days prior to the holiday. Reserve may fly into the blackout period in order to complete a trip that originates outside the blackout period. Reserves having non-inviolable days or inviolable days off during the blackout period may be prohibited from picking up trips that originate on days off (non-inviolable or inviolable) during the blackout period. Reserves having available days within the blackout period may be required to split a trip for non-inviolable or inviolable days falling within the blackout period.
- ◆ Quick Calls – Volunteers will be awarded trips in seniority order (current contract language); Assignments for quick calls will be in inverse order of seniority (current contract language); When trips are assigned in inverse order of seniority, trips will be assigned to the reserve who would have the least amount of non-inviolable days impacted.
- ◆ OPR – OPR will be offered to reserves in time balanced order; If after all trips have been awarded/ assigned, there remains OPR assignment(s), that have not been selected, OPR will be assigned by the Company to the next reserve(s) on the list in time accrued order.
- ◆ If there is more than one OPR assignment which check in at different times, the reserve will be able to select the assignment he/she prefers. Among reserves sitting OPR duty, trips selection will be based on seniority, regardless of time accrued. The limitations of OPR assignments contained in the current contract are unchanged.
- ◆ TDY – Volunteers for TDY will be awarded in seniority order. When in the TDY domicile, TDY reserves will be processed in time-balanced order after the domiciled reserves are processed in time-balanced order. Quick calls will be handled as follows: volunteers in seniority order, assignments in inverse order of seniority.
- ◆ Claiming trips – wherever current book calls for claiming trips flown junior, trips claimed under the new system will be those that could have been flown had the trip not been awarded to a reserve lower on the time accrued order list.
- ◆ Double-up for reserves – No different than today.

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