

February 5, 2015

Laura Glading
Association of Professional
Flight Attendants
1004 West Eules Boulevard
Eules, TX 76040-5018

RE: Adjustments for ISAP and ETB Timelines for LUS

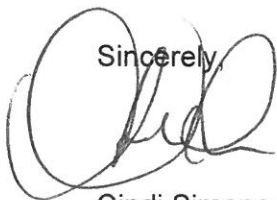
In preparation for the combined operations for Legacy US Airways and Legacy America West Attendants, including the new PBS and Scheduling contractual provisions of the 2013 Collective Bargaining Agreement, the parties agree to the following adjustments to the Iterative Schedule Adjustment Period (ISAP) and the Electronic Trade Board (ETB) timelines to ensure adequate processing time of these new provisions:

- **10.E.2 – Iterative Scheduling Adjust Process (ISAP)**
 - (10.E.2.a) - Upon PBS award (*seven (7) days prior to the contract bid month*), Lineholders shall input bids for the purpose of next month's ISAP process. Such bids will be stored and processed in the ISAP Queue at **2000 HDT** on seven days prior to the end of the bid month.
 - (10.E.2.b) - The ISAP Queue will close each day at **2000 HDT** for pairings which depart on or after the calendar day beginning at 0000, **twenty-eight (28) hours** later, including any pairings through the end of the bid period, including transition pairings.
 - (10.E.2.c) - Awards will be posted by **0800 HDT** for the calendar day beginning at 0000, **sixteen (16) hours** later.
- **10.G.2 – Electronic Trade Board (ETB)**
 - (10.G.2.a) All pairing transactions through the ETB will be awarded in first come/first served order, beginning **immediately following** the posting of the PBS line award.

Note: For the purpose this paragraph, "immediately following" (19th of the calendar month prior to the effective date of the bid) shall be defined as 24 hours after the required Bid Award Posting date/time (18th of the calendar prior to the bid effective date).

The Company and Union agree to meet 120 days post PBS implementation to determine if the aforementioned timelines may be reverted back to the original contractual language found in Sections 10.E.2 and 10.G.2 of the Collective Bargaining Agreement.

Sincerely,



Cindi Simone
Managing Director
Labor Relations

Agreed to by:



Laura R. Glading, President
Association of Professional Flight Attendants

Date 2/12/15

cc: Laurie Lofgren
JC Gulbranson
Roger Holmin