

**LETTER OF AGREEMENT
BETWEEN
US AIRWAYS
AND
THE ASSOCIATION OF FLIGHT ATTENDANTS – CWA
REGARDING FLIGHT ATTENDANT AVIATION SAFETY ACTION PROGRAM**

This Letter of Agreement (LOA) is made and entered into in accordance with the provisions of Title II of the Railway Labor Act, as amended; by and between US Airways and the Flight Attendants in the service of US Airways as represented by the Association of Flight Attendants – Communication Workers of America (AFA).

US Airways and the AFA are mutually committed to a voluntary and cooperative approach to air safety and desire to participate in the Federal Aviation Administration's Aviation Safety Action Program (ASAP).

The elements of the ASAP are set forth in a Memorandum of Understanding (MOU) between the FAA, US Airways, and the AFA. This Letter of Agreement addresses additional agreements between US Airways and the AFA not covered by the US Airways Flight Attendant ASAP MOU.

Therefore, it is mutually agreed that US Airways and the AFA will participate in the ASAP program in accordance with the US Airways Flight Attendant ASAP MOU and this LOA.

An AFA Event Review Committee (ERC) representative and alternate AFA ERC representative(s) will be selected by the AFA in accordance with its internal procedures. When the primary ERC representative is unavailable, she/he may designate the alternate to perform her/his duties.

US Airways and the AFA agree that, as stated in the MOU, neither the written ASAP report, nor the content of the written ASAP report will be used to initiate or support any company disciplinary action, except as provided in paragraph 11a(3) of ASAP MOU. Conversations or interviews prior to acceptance of an ASAP report, conducted by or under the direction of the ASAP ERC regarding an accepted ASAP report, cannot be used in company disciplinary actions.

US Airways and the AFA agree that, as stated in the MOU, ASAP applies to all US Airways flight attendants and only to events while acting in that capacity. However, US Airways and the AFA agree that those events are not only limited to duties conducted on the aircraft.

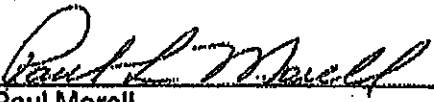
The current online Safety Reporting System (SRS) has a convenience feature that allows flight attendants, at his/her option, to voluntarily submit a NASA Aviation Safety Reporting System (ASRS) simultaneously when submitting their ASAP report. If SRS no longer incorporates the NASA ASRS reporting functionality due to technical constraints, such as IT infrastructure, vendor administration, logistics and costs, US Airways will inform the flight attendant group about how they can continue to participate in this additional voluntary safety program (Refer to FAA Advisory Circular 00-46, as amended).

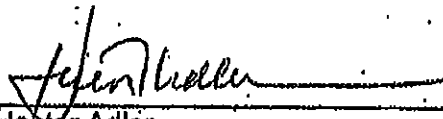
The AFA's agreement to the voluntary online ASAP Report is to ensure the success of the ASAP and is being given without prejudice to and with reservation of rights as to each party's current or future position regarding current or future grievances relating to the online Safety Event Report and its impact on the flight attendants.

The success of ASAP is dependent upon the willingness of flight attendants to self-report. In order to encourage this, flight attendants should be confident and educated in their understanding of the meaning of a Letter of Correction or Warning Notice from the FAA. These letters are sent when an action or inaction appears to be contrary to the regulations.

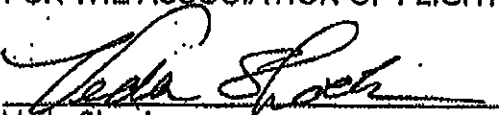
The US Airways and AFA-CWA signatories signed this Letter of Agreement on the 30 day of October, 2012.

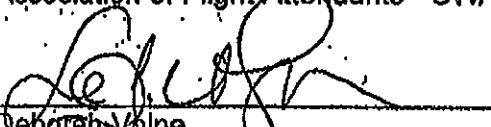
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Attachment