

December 23, 2015

Marcus Gluth, National President  
Association of Professional  
Flight Attendants  
1004 West Euless Boulevard  
Euless, TX 76040-5018

**RE: LUS Flight Attendants: 150% Pay Premium covering December 15-31, 2015  
Letter 2 of 3 (Covering December 2015 PBS error)**

Dear Marcus:

The Letter of Agreement dated December 17, 2015, provided that all flight attendants originating a pairing or on scheduled OPR duty between December 15-31, 2015 would be eligible for a 150% pay premium. This letter provides further clarification of flight attendants' eligibility for this premium.

This letter will confirm our understanding and agreement that the flight attendants working in the Flight Attendant Resource Center, as PBS Trainers and on the Joint Implementation Resolution Committee flight attendants, and scheduled to work during the period including December 15-31, 2015, are eligible for the 150% pay premium.

It is understood that this agreement is made on a non-precedent setting basis and will not be cited by the Union or Company in any grievance. The provisions of the current Legacy US Airways (LUS) Collective Bargaining Agreement, except as specifically modified or excepted by this letter, shall apply in all respects.

Sincerely,  
  
Cindi Simone  
Managing Director  
Labor Relations

Agreed to by:

 Date 12-23-15

Marcus Gluth, National President  
Association of Professional Flight Attendants

cc: Lauri Lofgren  
JC Gulbranson  
Rick Knuth  
Vince Heyer