

December 23, 2015

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

**RE: LUS Flight Attendants Availability Relief for January 2016**

Dear Marcus:

This letter will confirm our understanding and agreement regarding the short-term excess of Reserves for Legacy US Airways (LUS) for January 7-30, 2016. The parties have agreed to the following procedures:

**1. Filler Days (January 7 – January 30)**

- Immediately following the posting of the January PBS awards, flight attendants at all bases (CLT, DCA, PHL, and PHX) may request to use filler days (which may drop a trip(s)) for the bid month of January 2016
- Requests must be sent to [EastCrewVacations@usairways.com](mailto:EastCrewVacations@usairways.com) and will be processed in the order received within two (2) business days of the individual request
- Requests must be made at least two (2) days prior to origination of any sequence

**2. ISAP – UBL – Daily/Monthly Limit**

- Provided there is adequate staffing, Crew Scheduling may relax the UBL daily/monthly limitations to allow flight attendants to drop pairings they were unsuccessful in dropping during the ISAP/AIL run
- Crew Scheduling will monitor the open time percentage daily and determine if it should be further relaxed
- The Company will review this information daily with the APFA

**3. Release from Duty**


- Reserves in seniority order by base will be considered for an unpaid release from duty for the period including January 7 – 30
- The Reserve may not have ETB pairings in their line at the time of the award for the period including January 7 – 30, nor may a Reserve pick up ETB time
- If the Reserve has vacation during the release period of January 7 – 30, the vacation will be paid as normal
- The Reserve pay for the period including January 1 – 6 will be the greater of a fifteen (15:00) hour Reserve guarantee or actual time flown, plus any ETB trips worked January 1 – 6
- All benefits during the release period remain as if active

- The number of Reserves that may be awarded an unpaid release are as follows:
  - CLT – 50
  - PHL – 50
  - PHX – 50
  - DCA – 8
- Requests must be submitted to Rick Carpenter ([Rick.Carpenter@aa.com](mailto:Rick.Carpenter@aa.com)) during the 48-hour timeframe following PBS awards starting at 0001 Home Base Time (HBT) on December 21<sup>st</sup> through 2359 HBT on December 22
- Awards will be processed and awarded no later than 1200 PHX on December 23 and can be viewed in CATCREW on Option 2

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