

December 23, 2015

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

**Subject: LUS "Like Trip" Requirement Exception
Letter 3 of 3 (Covering December 2015 PBS Error)**

Dear Marcus:

Further to our Letter of Agreement of December 4, 2015 with respect to problems associated with the December 2015 PBS award, the attached communication to all Legacy US Airways flight attendants further clarifies the requirement to bid from a list of "like trips" in order to be pay protected for a mis-awarded pairing. These guidelines are an exception to the contractually defined obligations for pay protection associated with "like trips."


The "like trips" will be available in the Flight Service section on Wings each day after 10 a.m. CT through December 31. The flight attendant will be responsible for reviewing the list and submitting bids in the ISAP final run accordingly. The procedures for doing so and the submitting of claims are explained in the attached communication as well as a clarification of situations where pay protection would not apply.

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

Preferential Bidding System Update

Wednesday December 9, 2015

All legacy US Airways flight attendants

Update #7: December Bid Awards – “Like Trips” and Pay Protection

Requirements for “like trip” pay protection for final ISAP

An impacted flight attendant seeking pay protection on a mis-awarded pairing will be required to bid a list of “like trips” as compiled by the company for the December ISAP bid process. The “like trips” will be available in the **Flight Service section on Wings** each day after 10 a.m CT through Dec. 31. The flight attendant will be responsible for reviewing the list and submitting such bids in the ISAP final run. In addition, the flight attendant may, at her/his option, include other pairings for the same number of calendar days. If the flight attendant is successfully awarded one of the “like trip” pairings, she/he will be pay protected for the difference, as applicable.

If a mis-awarded pairing was already dropped prior to receiving notification of the mis-award, the flight attendant who dropped the mis-awarded pairing on ETB will receive the value of the scheduled pairing as pay protection. Furthermore, the value of the dropped pairing will be added back to the flight attendant’s monthly maximum. The flight attendant who flew that dropped pairing will receive the greater of scheduled or actual pay for the pairing.

When does pay protection apply?

Pay protection will apply if the flight attendant makes herself/himself available in ISAP/AIL for the “like trips” identified by the company and submitted by the flight attendant on the final ISAP/AIL run for the applicable days.

How is a “like trip” pairing created?

A program has been developed to identify “like trips.” This report, which will list pairings specific to each flight attendant, will be posted on Wings Flight Service page.

- The program first looks for “like trips” (as defined in the contract) in the open time. If a trip is identified, the list is finalized. If not found, then:
- The program then reduces duty periods and calendar days by one day in the “like trips” criteria and looks for any such open trips. If a trip is identified – the list is finalized. If no “like trips” are found even with the reduced criteria, then:
- The list will include pairings the flight attendant should have been awarded “misawarded trip/pairing number” (even if that trip is not open).
- The flight attendant will be required to bid on the list as described above in order to be pay protected.

What if the flight attendant is unsuccessful using ISAP/AIL?

If the flight attendant is unsuccessful in the final run for picking up a “like trip”, she/he is eligible for pay protection.

If the flight attendant is unsuccessful in ISAP/AIL, is she/he required to remain on the UBL (unsuccessful bidders list)?

No, the flight attendant is only required to be processed on the ISAP/AIL run date for the correct pairing award.

Will the flight attendant have to file a claim for a "like trip" if she/he was not awarded a pairing in ISAP/AIL or the pairing was not the same pay value of the original correct pairing award?

Yes, this pay provision will require the flight attendant to submit a Claim to Crew Administration.

If the flight attendant is unsuccessful in ISAP/AIL picking up a "like pairing," can she/he still fly a different pairing on the same days?

If the flight attendant is unsuccessful in ISAP/AIL, she/he will be permitted to fly on any days of the original corrected pairing award.

When doesn't pay protection apply?

If a flight attendant picked up a trip (via ISAP/AIL or ETB) prior to the final ISAP/AIL run that overlaps the days of the original correct pairing award (the "like trip" footprint) or makes the flight attendant illegal for the "like trip," she/he will be considered as having voluntarily giving up any pay protection.

Will the flight attendant have to file a claim for any mis-awarded pairing flown to be paid the 300%?

No, Scheduling is coordinating with Crew Administration for flight attendants who are entitled to the 300% pay provision. Upon pairing completion the flight attendant who flies a mis-award pairing will be forwarded to Crew Administration for payment.

Will the flight attendant have to file a claim for any mis-awarded pairing that was traded on ETB (prior to being notified)?

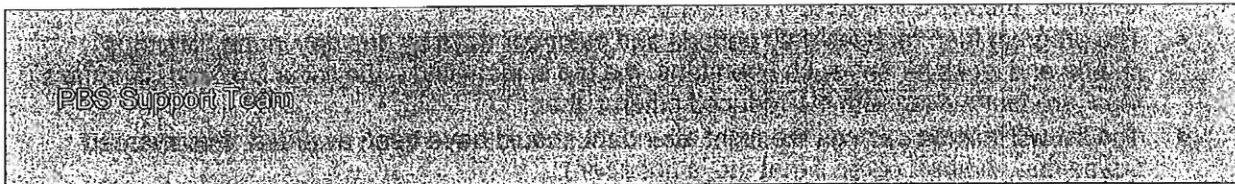
No, Scheduling is coordinating with Crew Administration for flight attendants who are entitled to the 100% pay provision.

Can a flight attendant with a mis-award who traded her/his pairing on ETB prior to notification, pick up an ISAP/AIL pairing that touched or flew over the same days?

Yes, the flight attendant would be paid for the value of the dropped ETB pairing at 100% plus the value of the ISAP/AIL pairing.

Will the flight attendant have to file a claim for any pairing that originates between Dec. 15 and Dec. 31 to receive the 150% credit?

No, this pay provision will be automated and will not require a claim to be submitted.



PBS Support Team