

**Fall 2009 InFlight Services Involuntary Furlough
West Q & A
(Periodic Updates May Be Posted)**

Q: Why is the Company doing an involuntary furlough?

A: For several months, the Company had hoped that our staffing numbers would reduce to the acceptable levels with normal attrition. Unfortunately, this did not occur. With today's economy, the Company had no choice but to proceed with the involuntary furlough.

Q: What is the effective date of the involuntary furlough?

A: The effective date is August 5, 2009.

Q: Will the involuntary furlough be done by base?

A: Voluntary furloughs will be made based upon system seniority.

Q: What is the duration of this furlough?

A: At this time, there is no scheduled return date; however, our staffing levels change monthly. It is most important that you maintain current address information with the Company. During your furlough period, you will still have access to MyHR through theHub and/or Wings.

Q: I heard that PSA may be able to hire those of us on furlough.

A: Although PSA is not recruiting or planning additional flight attendant new hire classes for the remainder of the year, PSA has expressed interest in collecting resumes of those interested in future positions. Resumes may be forwarded to Rachel Hernandez, Employee Relations Specialist at rachelhernandez@psairlines.com

In addition, if a flight attendant is invited to attend an interview at PSA or is contacted for an interview for any other position, he/she will be required to make the appropriate request to the Company by completing the "permission to work" form. This form is located on Wings. The Company will expedite the processing of such request.

Q: May I seek outside employment while on this leave?

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A: You are allowed to be employed during your furlough as long as your employment does not constitute a conflict of interest and you request and receive advance permission in writing from the Chief Compliance Officer for outside employment so as to avoid any conflicts of interest. The term “employment” means self-employment, employment by others, or serving in an appointed or elected office of a governmental or a non-profit organization or institution. A form, called Permission to Work, is available for your convenience on the InFlight page on theHub and Wings. Submit the completed request form via co-mail to InFlight Manager Barbara Trella at T4-INF. It may also be faxed to 480-693-2950 or sent via email to barbara.trella@usairways.com.

Q: Will I be required to complete my CBTs during the time of my furlough?

A: You will not have access to Maestro during your furlough. You may wish to consider contacting Flightline to cancel your account. All training requirements will be completed at the time of your recall to active status.

Q: I have been out before and had to fingerprint and drug test when I returned. Will this occur here?

A: The TSA requires the Company to fingerprint and drug test anyone who has been off property for more than 180 days; therefore, the time of the recall would dictate this necessity.

Q: Will I lose any seniority as a result of this furlough? What about longevity?

A: As you know, longevity refers to pay and step increases whereas seniority refers to bidding order. Though your seniority would be restored at the time of your recall, your longevity would be adjusted based on the amount of time on the involuntary furlough.

Q: Will my flying benefits be limited during this time period?

A: You will have travel privileges for the first 12 months of your involuntary furlough. This privilege will extend to your spouse, parents and dependent children as well. Boarding priority will be at an SA4 status. Additional information on how you will travel will be included in your furlough letter.

Q: Will I be able to keep my Company ID?

A: No. You will have to surrender your Company ID. Specific instructions on how to do so will be included in your furlough letter.

Q: Will I have companion passes?

A: No.

Q: I currently have a registered guest. Will they be able to fly with me? What about my Domestic Partner

A: A registered guest loses their privilege during the furlough period; however, domestic partners will retain their travel benefits.

Q: Am I able to use the US Airways' flight attendant jumpseat?

A: No.

Q: Am I able to use ZED fares or obtain ID90s? What about jumpseating on those airlines with reciprocal agreements?

A: Those privileges are not available to someone on an unpaid leave. Use of the reciprocal agreements will not be allowed.

Q: What happens to my vacation during the time of the leave?

A: Any unused or accrued vacation will be paid out in a lump sum at the beginning of your furlough period.

Q: If I decide to resign during my leave, am I able to do so?

A: Should you decide to resign, simply submit a letter of resignation to your InFlight Supervisor. You would be entitled to any benefits for which you qualify (e.g., 65 Point Plan)

Q: I have some questions regarding my benefits or COBRA. Who should I contact?

A: You may direct any questions regarding your benefits to our Benefits department via email USAirwaysCbaBenefits@hewitt.com or call 888-860-6178.

Q: What happens if I change my contact information during my leave of absence?

A: It is imperative that you keep your address information current with the Company. You will continue to maintain access to the MyHR function of Oracle.

Q: What should I do with my uniform during my furlough period?

A: You are requested to maintain all uniform pieces in good order while you are on a furlough status.

Q: I still owe money for part of my uniform pieces? Do I have to pay that off right away?

A: No. The Company will suspend your payment requirements during your furlough period. However, upon your recall, you would be expected to complete these payments.

Q: What should I do with my *InFlight Emergency Manual*?

A: Your manual will have to be returned. Specific instructions on how to do so will be included in your furlough letter.

Q: Will the Company contest unemployment claims?

A: No.

Q: What are the differences in benefits between the voluntary leave of absence and the involuntary furlough?

A: Please review the chart below which explains some of the differences.

	Voluntary Leave of Absence	Furloughs per Section 21
COBRA	Published Rates	Published Rates w/ 65% subsidy* *Under the American Recovery and Reinvestment Act employees (and their covered family members) who are involuntarily furloughed are eligible for the federally funded subsidy to help pay their COBRA premiums. This subsidy is 65% of the monthly COBRA premium and is available up to 9 months, provided that the involuntarily furloughed employee remains unemployed and was enrolled in the benefit plan at the time of the leave or furlough.
Travel	Unlimited at SA3 Active for duration, SA1s, Companion passes included. OAL allowed, dependent upon each carriers guidelines.	Unlimited at SA4 Inactive for 12 months, no SA1s or Companion passes. No OAL allowed.
Benefits	Full coverage thru end of first month, then Cobra eligible.	Full coverage thru end of first month, then Cobra eligible
401(k)	No access to distribution of funds, but may move current funds within account	Access allowed to distribution of funds in account

Unemployment	Company will not contest; however, the actual awarding of unemployment benefits is the determination of the State.	Company will not contest; however, the actual awarding of unemployment benefits is the determination of the State.
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Q: Are you able to provide us with the current Cobra rates?

A: The rates listed below are the current Cobra rates for 2009.

POS	Single	\$ 665.65
POS	Family	\$ 1,723.14
EPO	Single	\$ 494.75
EPO	Family	\$ 1,273.37
Platinum	Single	\$ 569.10
Platinum	Family	\$ 1,506.38
Choice	Single	\$ 362.76
Choice	Family	\$ 961.93
Health Partners	Single	\$ 4.20
Health Partners	Family	\$ 9.24
Health Plan of NV	Single	\$ 4.20
Health Plan of NV	Family	\$ 9.24
Aetna	Single	\$ 4.20
Aetna	Family	\$ 9.24
OOA	Single	\$ 665.65
OOA	Family	\$ 1,723.14
Voluntary Vision	Single	\$ 2.22
Voluntary Vision	Family	\$ 3.69
Metlife Dental High	Single	\$ 29.41
Metlife Dental High	Ee + 1 dep	\$ 59.64
Metlife Dental High	Ee + >1 dep	\$ 96.82
Metlife Dental Low	Single	\$ 11.66
Metlife Dental Low	Ee + 1 dep	\$ 23.49
Metlife Dental Low	Ee + >1 dep	\$ 34.61