

## Voluntary Leave of Absence West Q & A

**Q: Why is the Company offering voluntary furloughs?**

A: Because of the reduction in seat capacity, we will find ourselves in an over-staffed situation with flight attendants.

**Q: If 150 flight attendants do not take the voluntary leave, will the Company do involuntary furloughs?**

A: The Company is seeking 150 flight attendants for this leave. Though not definite, it is very possible that if the numbers are not met, an involuntary furlough would take place.

**Q: Will the furloughs be done by base?**

A: Awards will be made based upon system seniority.

**Q: Will I be able to extend this leave?**

A: At this time, this leave is for the time period indicated. Should the current staffing projections change, there may be an option to extend.

**Q: Do I have to bid for May?**

A: If you are a lineholder, you will not be able to bid for May. You are, however, responsible for any carry-over trips from April to May.

**Q: What about reserves?**

A: Reserves would be available to Scheduling up to midnight on April 30, 2009.

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

A: The completion of the last four quarterly CBT sessions is always a prerequisite to recurrent classroom instruction.

**Q: My base month for recurrent is in May and I plan to apply for this leave. What happens with my qualifications?**

A: This situation will be factored into the return process. Recurrent will be offered in early August for those who need recurrent. Scheduling all required training will be a part of the return process.

**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 since this leave period is for less than 180 days, fingerprinting and drug testing will not be required.

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

A: As you know, longevity refers to pay and step increases whereas seniority refers to bidding order. For these leaves, there will be no loss of either longevity or seniority.

**Q: What about my benefits?**

A: Benefits will end on May 31, 2009. After that time, you will be COBRA eligible if you currently have benefits with the Company. COBRA information will be sent to you at your home address. Should you elect this coverage, it is retroactive to the beginning of your leave. Should you need medical attention or prescription refills prior to enrolling for COBRA, you will need to pay out-of-pocket and submit your receipts for reimbursement once you have completed the COBRA enrollment.

**Q: Will my 401(k) benefits remain in tact?**

A: If you are currently contributing to a 401(k) account, you will continue to be able to re-allocate assets among the investment funds within your account. However, you will not be able to make contributions to the account until you return to "active" status. Further, if you have any loans, Fidelity will contact you to make arrangements to continue with these payments.

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

A: No, you will have unlimited travel privileges, and your boarding status will be that of active employees (SA3).

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

A: Yes.

**Q: Will I have companion passes?**

A: Yes.

**Q: I currently have a registered guest. Will they be able to fly with me?**

A: Yes.

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

A: Yes.

**Q: Am I able to use ZED fares or obtain ID90s and ED20s? What about jumpseating on those airlines with reciprocal agreements?**

A: All of these privileges are not available to someone on an unpaid leave. Use of the reciprocal cabin seat agreement is up to the policies of the other carriers.

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

A: Please review section 14-K of the Flight Attendant contract for vacation payout options available to you.

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

A: Yes, you may do either. 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. Should you decide to retire, you would need to submit a completed Retirement Notification Form or 65 Point Plan Form at least two weeks before your intended retirement date.

**Q: Once I submit my form, am I able to make changes?**

A: Yes. The most recent bid form received will be processed. Once the bidding period closes and awards are made, however, no changes will be allowed.

**Q: Should I choose to return early, may I do so?**

A: No. Once awarded the voluntary furlough, you would not be able to shorten the duration.

**Q: Where can I obtain a bid form?**

A: Bid forms are available on theHub and Wings, and at your base.

**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 at 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.

**Q: Will I be able to participate in the vacation shuffle while on my leave of absence?**

A: No. You will not be able to participate in the shuffle bid until you return from your leave.

**Q: Will the Company contest unemployment claims?**

A: No.