



U-S AIRWAYS

December 20, 2007

Dear US Airways Pilot,

Yesterday, the Air Line Pilots Association officially submitted the seniority list from the ALPA arbitration award to US Airways. As you know, the company's role in the seniority integration process is limited. The company, along with the East and West ALPA MECs, agreed in the September 2005 merger Transition Agreement that the integrated seniority list would be accomplished under the ALPA Merger Policy and would be accepted by the company, provided it met the following criteria:

1. No "system flush" where an active pilot may displace any other active pilot from the latter's position.
2. Furloughed pilots may not bump/displace active pilots.
3. There should be no requirement for pilots to be compensated for flying not performed (e.g., differential pay for a position not actually flown).
4. The list allows pilots who, at the time of implementation of an integrated seniority list, are in the process of completing or who have completed initial qualification training for a new category (e.g., A320 Captain or 757 First Officer) to be assigned to the position for which they have been trained, regardless of their relative standing on the integrated seniority list.
5. The list does not contain conditions and restrictions that materially increase costs associated with training or company paid moves.

We have determined that the list submitted meets these criteria, so the company will accept the submitted list. We have notified ALPA of our acceptance.

Of course, the list cannot be implemented without a single labor agreement covering all of our pilots. We are hopeful that negotiations toward a single contract can resume in the near future. As this situation progresses, I'd ask that we continue to be respectful of each other's positions, and professional as always.

A handwritten signature in black ink, appearing to read "Doug".

Doug Parker