

LETTER OF AGREEMENT
between
US AIRWAYS, INC.
and the
FLIGHT ATTENDANTS
in the service of
US AIRWAYS, INC.
as represented by the
ASSOCIATION OF FLIGHT ATTENDANTS, AFL-CIO

PERFORMANCE PROGRAM

THIS LETTER OF AGREEMENT is made and entered into in accordance with Title II of the Railway Labor Act, as amended, by and between US Airways, Inc. (hereinafter referred to as the "Company") and the Flight Attendants in the service of US Airways, Inc. as represented by the Association of Flight Attendants (hereinafter referred to as the "Association").

WHEREAS, the parties have agreed to the implementation of a performance related program which measures the ability of the flight attendant to perform his/her job duties as related to the flight attendant's size and the size of the aircraft; and

WHEREAS, a Letter of Agreement was negotiated on March 23, 1994, in conjunction with the settlement of litigation between the Equal Employment Opportunity Commission ("EEOC") and the Company, EEOC v. USAir, Inc. (as successor in interest to Piedmont Aviation), Civil Action No. 6:92CV00272, in which AFA was joined as a third party defendant, with such settlement reflected in the Settlement Agreement and Order executed by the EEOC, the Company and AFA;

NOW THEREFORE, IT IS mutually agreed as follows:

EFFECTIVE DATE AND DURATION

1. Upon the signing of this Letter of Agreement, the Company shall continue the moratorium on enforcement of the former Flight Attendant Weight Program. Such moratorium shall continue in full force and effect concurrent with the Basic Agreement.

FLIGHT ATTENDANT WEIGHT PROGRAM

2. The Company agrees not to implement any weight standard or program applicable to flight attendants, while this Letter of Agreement is in effect.

PERFORMANCE PROGRAM

3. The Performance Program shall consist of criteria as described in Paragraph 4 below which are directly related to the physical size of the aircraft and flight attendant's safety duties.
4. The Performance Program criteria shall include the following standard tests, to be administered by the Company on a Company aircraft it designates (different aircraft may be designated for each test):
 - (a) The ability to proceed unhindered down the aisle, single file, facing forward.
 - (b) The ability to exit the aircraft within 5 seconds through the opened smallest secondary cabin emergency exit, starting from a predetermined location in the aisle adjacent to the exit row.

The Company may develop additional Performance Program tests if physical changes in the aircraft interior or flight attendant safety duties so warrant. The Association will be notified in advance and the Company will

consider any input before implementing any additional tests. Should the Association maintain that the additional test(s) may be discriminatory, this Paragraph does not constitute a waiver of the Association's right to challenge the new test(s) on that basis.

5. The Company may measure compliance with the Performance Program standards during initial training, recurrent training, or if the flight attendant's base manager makes a reasonable and good faith determination that the flight attendant's ability to meet the Performance Program criteria is in question. Should a base manager require a compliance test pursuant to the preceding sentence, the requirement to report for the test will be provided in writing to the flight attendant, including the reason why the test is being required.
6. Any non-probationary flight attendant who does not meet the above described Performance Program criteria shall be subject to the discipline procedures set forth below.
7. This Performance Program is not intended to restrict the Company from maintaining any other performance-related standards currently applicable to flight attendants or from establishing any other performance-related standards which do not relate to the size of the flight attendant, as may be adopted from time to time.

DISCIPLINARY MEASURES

8. A flight attendant who fails to meet the Performance Program standards shall be placed on unpaid disciplinary suspension.
9. A flight attendant on unpaid disciplinary suspension shall continue to accrue seniority for bidding and for passes for the duration of the suspension. In addition, he or she shall continue to accrue longevity for pay, vacation, and sick leave purposes for the first six months of the suspension, and thereafter will maintain such longevity for the duration of the suspension. Longevity for pension service credit will accrue and be maintained in accordance with the Retirement Plan for Flight Attendants and the Basic Agreement. Company-paid group medical, dental and life insurance benefits will continue for the first six months of an unpaid disciplinary suspension. After the first six months of the unpaid disciplinary suspension, the flight attendant may continue the group medical, dental and life insurance coverage at his or her own expense for the duration of the suspension. On line travel benefits shall continue for the duration of the disciplinary suspension. The maximum cumulative period during which any flight attendant may be on a disciplinary suspension for purposes of this program is five calendar years, after which if the flight attendant still fails to meet the standards of the program, the flight attendant's employment shall be terminated.
10. A flight attendant placed on unpaid disciplinary suspension for failure to meet the Performance Program standards may return to active status upon a showing that he or she meets the Performance Program standards.
11. Exemptions from compliance with the Performance Program standards shall not be granted for any reason. However, a flight attendant who is in non-compliance with the Performance Program standards because of his or her disability, as defined under the Americans with Disabilities Act, shall not be placed on the disciplinary system and shall instead be allowed to use sick leave. Rights under the Americans with Disabilities Act are in addition to and do not supplant any rights under the collective bargaining agreement.

EFFECT OF LETTER OF AGREEMENT

12. This Letter of Agreement shall supersede the Flight Attendant Weight Program Letter of Agreement between the parties, dated November 20, 1981, as amended, the Letter of Agreement between the parties on the Weight Program Moratorium dated March 26, 1993, as amended, and the Flight Attendant Weight Program Letter of Agreement between the parties, dated March 23, 1994.

IN WITNESS WHEREOF, the parties have signed this Letter of Agreement this 1st day of May, 2000.

FOR US AIRWAYS, INC.

FOR THE ASSOCIATION OF FLIGHT

ATTENDANTS, AFL-CIO

/s/ John M. Hedblom

Vice President, Labor Relations
US Airways, Inc.

/s/ Patricia A Friend

International President
Association of Flight Attendants

WITNESS:

/s/ Lynn Lenosky

MEC President, US Airways

/s/ Clare Burt

Manager of Collective Bargaining