



U·S AIRWAYS



February 21, 2008

Velvet Hawthorne
Airline Customer Service Employee Association - CWA and IBT
CWA NC State Office
2275 Vanstory Street, Suite 106
Greensboro, NC 27403

Dear Velvet,

This letter will summarize our agreement regarding temporary deployments as provided for in Article 9, paragraph E.8. Employees may be temporarily deployed for up to twelve (12) months and with mutual agreement of the Company and the Union may be extended for an additional six (6) months. There will be no restriction on the Company regarding the number of COBs posted/awarded or the duration of time the Company may use temporary deployments, however, the following provisions will apply regarding the duration an individual employee may be temporary deployed.

An employee temporary deployed for thirty (30) or more days but less than ninety (90) days will not be considered for another temporary deployment until he/she has completed thirty (30) days in their work location. Should the Company issue a local COB for temporary deployment (to the same or different position) during the thirty (30) day period that the employee is not eligible and there are insufficient bids for the COB, the Company may award the employee the temporary deployment.

An employee temporary deployed for ninety (90) or more days may be deployed for up to a twelve month maximum duration (or eighteen months with mutual agreement between the Company and the Union), and will not be considered for another temporary deployment until they have completed ninety (90) days in their work location. Should the Company issue a local COB for temporary deployment (to the same or different position) during the ninety (90) day period that the employee is not eligible and there are insufficient bids for the COB, the Company may award the employee the temporary deployment.

At least one day prior to posting a local COB for temporary deployment, the Company will provide a copy of the COB to the local Shop Steward or CWA/IBT Association Local President (via fax, email or in person).

Your signature below indicates the concurrence of the Association to the terms of this letter.

Sincerely,

Ron Harbinson
Managing Director, Labor Relations - Ground

Accepted and agreed for the Airline Customer Service Employee Association - CWA and IBT.

Velvet Hawthorne