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2  
3 **US AIRWAYS**

4 **ADDENDUM A**

5  
6 January 11, 2005

7  
8 Mr. William O’Driscoll  
9 President and Directing General Chairman  
10 IAMAW-District 142

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12 Dear Mr. O’Driscoll:

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14 The IAM has been in continued discussion with the Company since the  
15 Union agreed to submit to membership ratification the final Company  
16 proposal dated January 6, 2005. During these discussions the Union and the  
17 Company have discussed certain additional enhancements and/or  
18 clarifications. This letter will document and formalize these enhancements  
19 and clarifications to the Company January 6, 2005 proposal as follows: 19

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21 A. Employees who are furloughed as a result of the outsourcing on or before  
22 June 1, 2006 will:

- 23  
24 1. Be entitled to an additional three months of health and welfare 24  
25 benefits at employee contribution rates (beyond those applicable  
26 under normal CBA furlough provisions).  
27  
28 2. If not retirement eligible, be entitled to sell accrued sick leave at  
29 the rate described in attachment F of the Company proposal, not to  
30 exceed a total dollar amount of \$5,000. An employee who elects to  
31 sell their sick leave under these provisions and subsequently returns  
32 through a bid or recall they will have any remaining sick leave  
33 accrual not sold.  
34  
35 3. Be entitled to lifetime travel space available travel provided they  
36 have fifteen or more years of service.  
37  
38 4. Be entitled to Company-provided outplacement services,  
39 including resume writing, interviewing skills career counseling and  
40 job fair opportunities.

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42 2345 Crystal Dr., Arlington, VA 22227 703-872-6234 FAX 703-872-7821