



U·S AIRWAYS

February 25, 2014

Mr. Richard Delaney
President and Directing General Chairman
IAMAW District Lodge 141
1771 Commerce Drive
Elk Grove Village, IL 60007

Memorandum of Understanding – Re: Station Classification

Dear Mr. Delaney,

WHEREAS, US Airways, Inc. (“US Airways” or the “Company”) merged with American Airlines, Inc. (“American Airlines”) on December 9, 2013 pursuant to the Agreement and Plan of Merger made on February 13, 2013 between US Airways Group, Inc., AMR Corporation and AMR Merger Sub, Inc. (the "Merger"); and

WHEREAS, Article 3 (Recognition and Scope) includes an annual snap shot each April to determine the classification of each station and the eligibility of each station to be outsourced and/or the requirement for the station to be insourced pursuant to the terms therein; and

WHEREAS, US Airways and the International Association of Machinists and Aerospace Workers (“IAM”) (together the “Parties”) signed a Memorandum of Understanding dated April 24, 2013 (“MOU”) seeking to stabilize US Airways fleet service staffing during an interim period; and

WHEREAS, the Parties seek to continue the terms of the MOU until April 4, 2015;

NOW, THEREFORE, THE PARTIES AGREE as follows;

Following the date of signing of this agreement and continuing until April 4, 2015:

- The Company will not outsource normal and customary ramp work described in Article 4.A.1 at any station where such work is currently being performed by fleet service employees at US Airways and is eligible for outsourcing based on the April 5, 2014 snapshot, provided such station(s) maintains a minimum of seven (7) mainline weekly scheduled jet departures.
- The Company will not be required to insource any work or station that is currently outsourced as of the date of the signing of this agreement.

In witness whereof the Parties hereto have executed the agreement effective this 25th day of FEBRUARY, 2014.

Sincerely,

Ronald L. Harbinson
Managing Director Labor Relations - Ground

Accepted and Agreed:

Richard Delaney
President & Directing General Chairman
District 141-IAMAW

2-25-14
Date