

# **EXHIBIT 25**

1 US AIRWAYS SENIORITY INTEGRATION  
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4 With respect to operational pilot integration, the parties hereby agree to  
5 the following terms, provided that the provisions of the collective bargaining  
6 agreement shall apply except as modified herein, and in the event of a  
7 conflict, the provisions herein shall apply:  
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10 I. SENIORITY LIST  
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12 A single US Airways pilot seniority list is hereby created, and  
13 attached as Appendix A, based on the integration of the pre-  
14 merger US Airways (hereinafter, "East") and former pre-merger  
15 America West (hereinafter, "West") certified pilot seniority lists  
16 of January 2007, and as appended by those pilots hired  
17 subsequently (hereinafter, "new-hire pilots"), on a date-of-hire  
18 basis. The parties agree that it is their intention that the Appendix  
19 A list should in no way alter the relative seniority positions within  
20 the respective pre-merger East and former America West pilot  
21 seniority lists and that any future transaction with another carrier  
22 covered by Section 1 of the Agreement will be conditioned on that  
23 carrier's agreement to preserve the relative seniority positions  
24 created by Appendix A. New-hire pilots will be placed on the  
25 seniority list in date-of-hire order.  
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28 II. COMMENCEMENT DATE  
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30 The integrated seniority list and these conditions and restrictions  
31 shall become effective immediately upon the signing of a single  
32 collective bargaining agreement (hereinafter, "Commencement  
33 Date").  
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36 III. CONDITIONS AND RESTRICTIONS  
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38 The following conditions and restrictions will apply for the  
39 benefit of those pilots who were on the pilot seniority lists on 1  
40 June 2008. Except for those conditions and restrictions expressly

41 provided for below, the Appendix A integrated seniority list shall  
42 govern in all seniority-related matters, including, but not limited  
43 to, promotion and demotion, choice of vacancies, filling of  
44 vacancies, assignment or reassignment due to expansion or  
45 reduction in schedules, retention in case of reduction in force, and  
46 re-employment after release due to reduction in force.  
47 Notwithstanding any of the foregoing and section VII below, for  
48 purposes of determining furlough, the former Empire pilots shall  
49 be governed by § 20.B of the Piedmont/ALPA Letter of  
50 Agreement dated February 12, 1986. The conditions and  
51 restrictions provided below are intended to determine the number  
52 of positions that the Company awards to each pilot group and are  
53 not otherwise to affect the manner in which the Company closes  
54 the bids or administers the bid-closing or seniority provisions of  
55 the collective bargaining agreement. The reduction ratios in  
56 Section III.i, III.ii, and III.iii below shall initially be set per  
57 existing positions on the Commencement Date. Twelve months  
58 following the Commencement Date, the reduction ratios will be  
59 permanently readjusted to reflect the positions available at that  
60 time (“Readjustment Date”).

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62  
63 i. B757 or pay-equivalent replacement aircraft

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65 Reductions of domestic Captain positions will be allocated based  
66 on the ratio of East to West B757 domestic Captains. A  
67 worksheet suitable for the allocation accounting between the pilot  
68 groups shall be produced by the USAPA merger committee within  
69 15 working days of the Commencement Date or Readjustment  
70 Date and necessary bid data receipt, and shall be attached as  
71 Appendix B. Domestic B757 Captain displacement positions in  
72 PHX or LAS allocated to East pilots shall be filled by a seniority  
73 bid within the East domestic B757 or pay-equivalent Captain bid  
74 category from the existing most recent previous bid award, with  
75 preference given to Captains currently holding a bid position or a  
76 bid award on the displacement position aircraft type. Domestic  
77 B757 Captain displacement positions in BOS, LGA, DCA, CLT,  
78 or PHL allocated to West pilots shall be filled by a seniority bid  
79 within the West B757 or pay-equivalent domestic Captain bid  
80 category from the existing most recent previous bid award, with

81 preference given to Captains currently holding a bid position or a  
82 bid award on the displacement position aircraft type. In the event  
83 that displacement positions are not filled by the above procedure,  
84 the positions shall be filled by a seniority bid from within the  
85 respective West or East pilot group.

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87 ii. A320 series or pay-equivalent replacement aircraft

88  
89 Reductions of Captain positions will be allocated based on the  
90 ratio of East to West A320 series Captains. A worksheet suitable  
91 for the allocation accounting between the pilot groups shall be  
92 produced by the USAPA merger committee within 15 working  
93 days of the Commencement Date or Readjustment Date and  
94 necessary bid data receipt, and shall be attached as Appendix C.  
95 Displacement positions in PHX or LAS allocated to East pilots  
96 will be filled by a seniority bid within the East A320 or pay-  
97 equivalent Captain bid category from the existing most recent  
98 previous bid award, with preference given to Captains currently  
99 holding a bid position or a bid award on the displacement position  
100 aircraft type. Displacement positions in BOS, LGA, DCA, CLT,  
101 or PHL allocated to West pilots shall be filled by a seniority bid  
102 within the West A320 or pay-equivalent Captain bid category  
103 from the existing most recent previous bid award, with preference  
104 given to Captains currently holding a bid position or a bid award  
105 on the displacement position aircraft type. In the event that  
106 displacement positions are not filled by the above procedure, the  
107 positions shall be filled by a seniority bid from within the  
108 respective West or East pilot group.

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110 iii. B737

111  
112 Reductions of Captain positions will be allocated based on the  
113 ratio of East to West B737 Captains. A worksheet suitable for the  
114 allocation accounting between the pilot groups shall be produced  
115 by the USAPA merger committee within 15 working days of the  
116 Commencement Date or Readjustment Date and necessary bid  
117 data receipt, and shall be attached as Appendix C. Displacement  
118 positions in PHX or LAS allocated to East pilots will be filled by  
119 a seniority bid within the East B737 Captain bid category from the  
120 existing most recent previous bid award. Displacement positions

121 in BOS, LGA, DCA, CLT, or PHL allocated to West pilots shall  
122 be filled by a seniority bid within the West B737 Captain bid  
123 category from the existing most recent previous bid award. In the  
124 event that displacement positions are not filled by the above  
125 procedure, the positions shall be filled by a seniority bid from  
126 within the respective West or East pilot group.

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128 iv. EMB 190 AIRCRAFT

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130 West pilots shall be entitled to one-third of the Captain and one-  
131 third of the First Officer positions (“West E190 allocation”) on the  
132 first 25 EMB190 aircraft delivered. In the event that there are  
133 insufficient vacancies in the first bid following the execution of  
134 these conditions, West pilots shall be entitled to be awarded the  
135 remaining vacancies in subsequent bids until attaining the West  
136 E190 allocation. In no event shall any pilot holding an EMB190  
137 bid position be displaced to comply with the above. Once  
138 established, the maximum number of EMB190 positions allocated  
139 for West pilots for the first 25 EMB 190 aircraft shall remain  
140 constant throughout the term of the conditions and restrictions. If  
141 the number of EMB190 aircraft operated by the company falls  
142 below 25, the West E190 allocation will be reduced to represent  
143 one-third of the actual Captain positions available and one-third of  
144 the actual First Officer positions available and any displacements  
145 shall be accomplished to maintain a 1 to 2 West to East ratio of  
146 Captain positions, and a 1 to 2 West to East ratio of First Officer  
147 positions. The West E190 allocation is in addition to the  
148 protections listed in section IV below.

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151 IV. DOMICILE PROTECTION

152  
153 All pilots will be placed within any bidding category list according to  
154 the integrated seniority list order.

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157 i. Domestic B757 (or pay-equivalent replacement aircraft) and  
158 B737/A320 series (or pay-equivalent replacement aircraft) Captain  
159 and First Officer Positions in PHX and LAS  
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161 Effective on the Commencement Date, the combined number of  
162 Captain positions that existed in PHX and LAS as of 1 June 2008  
163 and the combined number of First Officer positions that existed in  
164 PHX and LAS as of 1 June 2008 shall be initially allocated to  
165 pilots on the West seniority list as protected Captain positions and  
166 protected First Officer positions. Protected positions shall not be  
167 available for integrated seniority bidding and shall only be  
168 available to West pilots for bidding during the term of these  
169 conditions. At all times, the current number of protected Captain  
170 positions and protected First Officer positions shall never be  
171 greater than the initial number of protected positions for each  
172 category. A pilot who voluntarily fails to exercise his right of  
173 occupying a protected bid position, bidding for a protected  
174 position, or reinstatement to a protected position when available to  
175 him/her shall forfeit his/her right with respect to all protected  
176 position provisions, and the number of protected positions within  
177 his/her category shall be permanently adjusted downward  
178 accordingly in concert with section VI below. The provisions of  
179 Section III.i, III.ii and III.iii (reduction ratios) shall supersede all  
180 protected position provisions of this section when applicable;  
181 however, when the provisions of Section III.i, III.ii, and III.iii no  
182 longer apply or are reduced, a West pilot may displace a former  
183 East pilot in order to recapture a protected position.

- 184  
185 ii. Addition of B757, B737 or A320 series (or pay-equivalent  
186 replacement aircraft) positions in LAS or PHX

187  
188 If the number of combined Captain positions in LAS and PHX is  
189 greater than the initial number of protected Captain positions in  
190 LAS and PHX, additional Captain vacancies in LAS and PHX  
191 shall be allocated on a ratio of 1 West pilot to 1 East pilot.

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193 iii. EMB190 positions in LAS and PHX

194  
195 In the event that EMB190 positions are introduced in LAS or  
196 PHX and the total number of B757, B737 and A320 series (or  
197 pay-equivalent replacement aircraft) positions is less than the  
198 aggregate number of LAS and PHX positions as of 1 June 2008,  
199 the protections of IV.i and IV.ii above are extended to include  
200 EMB190 positions in PHX or LAS as available until reaching a

201 total maximum number of protected positions as defined in IV.i  
202 above and as adjusted per VI below. Any EMB190 protected  
203 positions in LAS or PHX shall be evenly divided between Captain  
204 and First Officer positions. A pilot shall not forfeit his/her right  
205 of reinstatement to a B757/B737/A320 series aircraft (or pay-  
206 equivalent replacement aircraft) position under Section IV.i by  
207 bypassing or accepting an EMB190 position in PHX or LAS. In  
208 the event of the reintroduction of B757/B737/A320 series aircraft  
209 (or pay-equivalent replacement aircraft) positions in PHX or  
210 LAX, the E190 protected positions shall be reduced downward  
211 accordingly so as to maintain the total number of protected  
212 positions as defined in Section IV.i.

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214 iv. West First Officer Positions

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216 East First Officers displaced to LAS or PHX shall be restricted to  
217 West First Officer positions.

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220 VI. INSUFFICIENT BIDDERS

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222 In the event that either pilot group fails to fill its allotment of  
223 positions on an aircraft type under the quota and ratio systems  
224 outlined in the above sections, the members of the other pre-  
225 merger group shall be entitled to be awarded any positions for  
226 which there are insufficient bidders and the conditions and  
227 restrictions applicable to the position in question – on a one-for-  
228 one basis – shall no longer be subject to the limitations specified  
229 herein, but shall instead be awarded pursuant to the integrated  
230 seniority list and merged collective bargaining agreement.

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233 VII. FURLOUGH

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235 Furlough and recall shall be accomplished on an integrated  
236 seniority list basis and shall supersede protected position  
237 provisions.

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240 VIII. CATASTROPHIC REDUCTION

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242 In the event of a reduction to 75% or less in the total number of  
243 combined former East and West pilot positions that existed on 1  
244 June 2008 (including new-hire pilots), notwithstanding all other  
245 provisions of these conditions, the Appendix A integrated  
246 seniority list shall govern in all seniority-related matters,  
247 including, but not limited to, promotion and demotion, choice of  
248 vacancies, filling of vacancies, assignment or reassignment due to  
249 expansion or reduction in schedules, retention in case of reduction  
250 in force, re-employment after release due to reduction in force and  
251 all conditions and restrictions herein immediately cease to be in  
252 force except, for the purposes of determining furlough, the former  
253 Empire pilots shall be governed by § 20.B of the Piedmont/ALPA  
254 Letter of Agreement dated February 12, 1986. If within 12  
255 months of a catastrophic reduction, the total number of pilot  
256 positions increases to a level of 80% or greater of the total number  
257 of combined former East and West pilot positions that existed on  
258 1 June 2008, all provisions of these conditions shall be reinstated  
259 immediately, however no displacements shall be permitted,  
260 notwithstanding all other provisions of these conditions.

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#### 263 IX. COMPANY ADMINISTRATIVE DATA SUPPORT

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265 The company shall provide a pilot data report to the most accurate  
266 extent possible in spreadsheet format to the USAPA merger  
267 committee within 30 days of the acceptance of these conditions.  
268 This report shall include data for all US Airways pilots. The pilot  
269 data report shall include the information contained in the attached  
270 Appendix D. Additionally, the company shall provide the  
271 USAPA merger committee with a monthly report indicating all  
272 changes to the Appendix D data and other data relevant to future  
273 contact methods that may become available.

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#### 276 X. DURATION OF CONDITIONS AND RESTRICTIONS

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278 The conditions and restrictions established herein constitute an  
279 integral element of adopting a merged date of hire seniority list  
280 and it is the intention that these conditions and restrictions shall



281 remain in effect for a period of ten years, subject to their terms  
282 with regard to expiration and insufficient bidders, even if the  
283 combined US Airways-America West seniority list is  
284 subsequently merged with the seniority list of another carrier.

## Appendix D

1. full name
2. street address(es)
3. email address(s)
4. telephone contact(s)
5. employee number(s)
6. date of hire
7. date of birth
8. current bid position
9. status (active, retired, resigned, leave, military, supervisory, death, management, disability, sick, etc.)
10. training freeze status
11. initial or transition training assignments
12. displacements
13. awarded bid position
14. furlough data
15. recall data