

EXHIBIT 8

Wes Kennedy

From: Edgar James <ejames@jamhoff.com>
Sent: Sunday, December 16, 2012 4:23 PM
To: Wes Kennedy
Subject: get back to me asap

From: <Siegel>, "rsiegel@omm.com" <rsiegel@omm.com>
Date: Sunday, December 16, 2012 4:06 PM
To: Roland Wilder <rpwilderjr@bapwild.com>
Cc: Paul Jones <PaulLegalDept.Jones@usairways.com>, Chris Hollinger <CHollinger@OMM.com>, ENJ <ejames@jamhoff.com>, Neal Mollen <nealmollen@paulhastings.com>
Subject: McCaskill-Bond

Roland, Ed, and Neal:

Here is an advance draft of what I've prepared on McCaskill-Bond. This accepts much of what Roland proposed yesterday, and it is combined with what the companies proposed previously.

There are a few changes to what Roland proposed. These involve some quicker time deadlines, and some word-smithing.

We (Chris) will incorporate into the MOU, but I wanted you to have this advance draft for review now.

-- Bob

Sent from my iPad

Our draft counterproposal:

10. a. A seniority integration process consistent with McCaskill-Bond shall begin as soon as possible after the Effective Date. If, on the date 90 days following the Effective Date, direct negotiations have failed to result in a merged seniority list acceptable to the pilots at both airlines, a panel of three neutral arbitrators will be designated within 15 days to resolve the dispute, pursuant to the authority and requirements of McCaskill-Bond. That arbitration will commence no later than 60 days after the designation of the arbitrators, or as soon thereafter as practicable given the availability of the designated arbitrators. The panel of arbitrators will render its award within 6 months of the commencement of the arbitration, and in any event not later than 22 months after the Effective Date.

b. US Airways, American or New American Airlines, and their successors (if any), agree to implement that seniority list if it complies with the following criteria: (i) no active pilot may displace any other active pilot from the latter's position; and (ii) furloughed pilots may not bump/displace active pilots; and (iii) except as set forth in Paragraphs 12 and 13 below, no requirement for pilots to be

compensated for flying not performed (e.g., differential pay for a position not actually flown); and (iv) allows pilots who, at the time of implementation of an integrated seniority list, are in the process of completing or who have completed initial qualification training for a new category (e.g., A320 Captain or 757 First Officer) to be assigned to the position for which they have been trained, regardless of their relative standing on the integrated seniority list; and (v) does not contain conditions and restrictions that materially increase costs associated with training or company paid move as specified in the JCBA.

c. The integrated seniority list resulting from the McCaskill-Bond process shall be final and binding.

d. During the McCaskill-Bond process, including any arbitration hearing, US Airways, American or New American Airlines, or their successors (if any) shall remain neutral with respect to which seniority list should be adopted insofar and to the extent such lists comply with restrictions (i)-(v) above.

e. The obligations contained in this Paragraph shall be specifically enforceable on an expedited basis before a System Board of Adjustment in accordance with Paragraph 20 and/or before a court of competent jurisdiction.

f. A Seniority Integration Protocol Agreement ("Protocol Agreement") consistent with McCaskill-Bond and this Paragraph of the Memorandum will be agreed upon within 15 days of the Effective Date. The Protocol Agreement will set forth the process and protocol for conducting negotiations and arbitration, if applicable. The company(ies) will be parties to the arbitration, if any, in accordance with McCaskill-Bond. The company(ies) shall provide information requested by the pilots for use in the arbitration, if any, in accordance with requirements of McCaskill-Bond, and so long as the requests are reasonable and do not impose undue burden or expense, and so long as the pilots agree to appropriate confidentiality terms.

g. This Memorandum is not a waiver of any argument which participants may make in the seniority integration process. Nor do the provisions of this Memorandum constitute an admission as to the appropriate allocation of flying following the expiration of the protections in Paragraph 8 of this Memorandum, or the manner in which the respective pre-merger carriers would have operated in the absence of a merger, or the job entitlements or equities that arguably underlie the construction of an integrated seniority list, or for any other purpose. This Memorandum may be offered into evidence or shown to a mediator as background information and to describe the actual operations of the separate carriers prior to expiration of the protections in Paragraph 8 of this Memorandum.

h. US Airways agrees that neither this Memorandum nor the JCBA shall provide a basis for changing the seniority lists currently in effect at US Airways other than through the process set forth in this Paragraph 11.