

Injury on Duty Q &A

Q: I was injured at work what do I do?

A: The first thing to do is report the injury. The emergency numbers are listed on my envoy air, then seek treatment by going to the hospital or clinic and write down on the paperwork that it was a job related injury. It is also a good idea to write down all the facts surrounding the injury, any witnesses, pictures, etc. as soon as you can.

Q: Does AFA file a grievance if I get hurt on the job?

A: Workers compensation is based on state law and, as a result, you would need to file for workers compensation with your state. In doing so, you may need to retain an attorney who deals specifically with workers compensation and on the job injuries. However, we do have contractual language to protect your right for pay, benefits and when doing transitional duty and will enforce these rights when they are being violated.

Q: I have job restrictions that say I cannot drive; Can the company force me into transitional duty?

A: No, Section 35.D.1 outlines the guidelines for transitional duty and that fall under 35.D.1.a, which means your benefits will not be cancelled.

Q: I received a “Bona Fide” offer in the mail for transitional duty, do I have to go?

A: No you do not have to accept the offer; if the offer is within your restrictions you will not get workers compensation benefits.

Q: How long does the transitional duty work last?

A: According to company paperwork it will not last more than 91 consecutive days unless approved by Envoy's Workers Compensation manager.

Q: How am I paid if I accepted the transitional duty assignment?

A: Section 35.D.4 says Flight Attendants will receive their normal rate of pay, including per diem and be allowed to shadow bid those hours in accordance with Section 8 of the contract.

Q: Does Transitional or Restricted duty count towards hours for the benefit cliff?

A: Yes, Section 35.D.5 states a Flight Attendant working transitional or restricted duty shall be considered to be on active status and those hours bid for on a shadow bid count towards the cliff.

Q: How long do I have to wait until I start receiving workers compensation benefits?

A: Each state has a “waiting period” for example in Texas its 7 days, after that if you are going to be off you will start receiving benefits which are based on each states wage replacement pay. The information can be found on my.envoyair.com under departments, and then click on people services then injury on duty

Q: Do I have to pay for the medical treatment or prescriptions after I had an IOD?

A: No you do not have to pay for anything related to the injury

Q: Can I be given a MA or Sick Call for having to go to a required Doctors visit while doing Transitional Duty?

A: No, You are permitted to attend any physicians visits and physical therapy during the days on which you have Transitional Duty in accordance with Section 35.D.3.

Q: Will I loose pay if I have to go to the doctor or therapy appointment while working light duty?

A: No if it's impossible to schedule your appointment on a different time or date, you will only be deducted per diem. If there is a scheduling conflict it is recommended to send your supervisor an email advising them you are unable to rearrange your schedule.

Q: Will the Company use my FMLA hours towards the IOD leave?

A: Yes, they are permitted by law to do so and will use your FMLA hours to run concurrent with the IOD.

Q: Can I use my travel benefits on an IOD?

A: No you cannot use your travel on an IOD, you can however use your travel benefits while doing transitional duty on days off. However you may travel with request and approval of the company, examples of such requests are A-9 qualifying events, seeking medical treatment not available locally or union business.

Q; What if I have scheduled vacation during the IOD?

A: There are several contractual provisions you can utilize found in Section 35.C.4

The options are:

- Receive vacation pay when she/he returns from the leave
- Rebid her/his vacation to an available slot if timing allows. If the timing of the accident/injury does not allow rebidding, the Flight Attendant may trade with any un-awarded vacation block
- Receive vacation payout during that vacation calendar year at anytime during the IOD leave.

The information contained in this document is not controlling but is used for educational purposes. Reference the Envoy HR Leave of Absence website for changes to company policy and procedures regarding leave from work. As always, if you have any questions or are experiencing any negative interactions between Envoy, please reach out to your local and MEC Officers.