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## SECTION 11: Sick Leave

- A. Each month, a Flight Attendant will accrue, and her/his sick leave bank will be credited with sick leave in accordance with the chart below and in accordance with Section 20.C. of this Agreement to a maximum of three hundred (300) hours. Should the Company's pilots receive an increase in their sick leave credit accrual, the same increase will apply to the Flight Attendants. A new-hire Flight Attendant will accrue monthly sick leave credit during the probationary period; however, she/he may not use such accrued leave until she/he has completed the first six (6) months of service.

Sick Leave Accrual Chart	
0-90 days of service	Two hours and thirty minutes (2:30 hrs)
90 days - 5 years of service	Three hours and thirty minutes (3:30 hrs)
5 plus years of service	Four hours (4:00 hrs)

- B. 1. If a Flight Attendant is unavailable for duty, on a day she/he is scheduled for duty, because of sickness or injury, she/he will be credited for pay purposes for the flying scheduled to be performed and shall have an equal amount of time withdrawn from her/his sick leave bank for each such day.
2. A Flight Attendant assigned to reserve who is unavailable for duty due to illness or injury will, for pay purposes, be credited with three hours and forty-five minutes (3:45) at her/his applicable hourly rate of pay as prescribed in Section 4.A.1. of this Agreement for each day of duty and shall have an equal amount of time withdrawn from her/his sick leave bank for each such day. If a Reserve Flight Attendant has already started a pairing and subsequently calls in sick, the Company will deduct 1) Three hours and forty-five minutes (3:45) at their hourly rate of pay minus any flying completed for that day and 2) the value of the day for the remaining day(s) of the pairing from the Flight Attendant's sick bank.
3. A Flight Attendant shall not be required to utilize paid sick time from the accumulated sick leave bank for periods of unavailability due to illness or injury. Such election shall result in the appropriate pay deduction and shall be communicated to Crew Pay Comp by the 5th following the absence.
- C. The Company will include the amount of sick leave accrued and used in each pay period and year-to-date, as well as the remaining balance, on the pay-stubs or available on the Company's website or equivalent computer system, if it obtains the automation to do so.



D. In cases where the Company has a reasonable basis to believe that sick leave has been abused, the Company may require a Flight Attendant to present her/his supervisor with satisfactory medical evidence that she/he is ill or injured. The Flight Attendant may choose between obtaining medical verification from her/his personal physician at the Flight Attendant's expense, or obtaining medical verification from the Company telephone nurse or Company medical facility at no cost, provided such services are made available.

**1. For diagnoses of a non-terminal nature: [GRV STLMT 22-99-02-17-17 (Medical Leave Recertification)]**

- a. If the doctor's note provided by the Flight Attendant does not contain an anticipated duration for the leave, the Company may require recertification every ninety (90) calendar days.
- b. If the doctor's note provided by the Flight Attendant has an initial anticipated duration of less than one hundred eighty (180) calendar days, the Company may not require recertification unless the anticipated duration is later extended beyond one hundred eighty (180) calendar days, in which case paragraph c., below, shall apply.
- c. If the doctor's note provided by the Flight Attendant has an initial anticipated duration of more than one hundred eighty (180) calendar days, the Company may require recertification after one hundred eighty (180) calendar days and every six (6) months thereafter.

**2. For diagnoses of a terminal nature:**

- a. In the event that a physician diagnoses a Flight Attendant as having a disease that the doctor believes is terminal, the Flight Attendant shall not have to provide any subsequent recertification unless the Flight Attendant is subsequently able to return to work.

E. A Flight Attendant who becomes ill/injured must notify Crew Scheduling as soon as possible. The Flight Attendant is not required to discuss the nature of her/his illness with Crew Scheduling. The Flight Attendant must provide the estimated duration of absence. A Flight Attendant who advises Crew Scheduling that the expected duration of her/his illness is more than one (1) day will not be required to contact Crew Scheduling each day of illness. The Flight Attendant will be assumed to be available for duty at the end of the aforementioned period, or adjoining day(s) off, if any, unless she/he contacts Crew Scheduling and notifies them to the contrary. A Flight Attendant who is able to return to work sooner than anticipated must notify Crew Scheduling no later than 1700 hours, Central Time, on the day prior to her/his return to duty. Probationary Flight Attendants are also required to contact the Flight Service Manager during business hours in the event of such absence.



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- F. A Flight Attendant who is able to return to work after calling in sick for her/his original pairing or any portion thereof:
1. Will be offered to complete the remaining portion of her/his pairing, if not already assigned.
  2. Will be permitted to pick up Open Time in accordance with Section 8 of this Agreement.
- G. Sick Time Fly Back: Open Time which is picked up may be designated as Sick Leave Makeup Credit to credit the Flight Attendant's sick leave bank. Any Flight Attendant who picks up open time for sick make up will have her/his sick bank credited with the greater of the scheduled or actual hours flown.
1. If the Flight Attendant loses time and is not reassigned to new flying, the sick bank shall be credited with the flight time of the originally scheduled pairing.
  2. If the Flight Attendant is reassigned to new flying, her/his bank will be credited with the greater of 1) the originally scheduled pairing, 2) the reassigned flying, or 3) the hours actually flown.
- H. A Flight Attendant whose paid sick leave has been exhausted may elect to use PVDs for lost time due to illness or injury, provided it is requested before the fifth (5th) day of the following month.
- I. When a Flight Attendant becomes ill or injured away from domicile and is required by the Company to obtain medical clearance for travel, the Company will arrange for payment of transportation to and from the medical exam and the Flight Attendant's co-pay for the exam and tests. If unable to arrange for advance payment of these expenses, the Company will reimburse the Flight Attendant for such expenses.
1. If the Flight Attendant obtains medical approval for travel or is not required to obtain medical approval for travel, the Company will provide her/him positive space travel back, at the Flight Attendant's option, to base or to her/his home.
  2. If the Flight Attendant is unable to fly, the Company will return her/him back to base or home, at her/his option, by other available means of transportation. The Flight Attendant will receive per diem and lodging, if necessary, in accordance with Section 5 of this Agreement.
- J. Flight Attendants may donate sick leave to another Flight Attendant who will be eligible to use the donated sick leave once she/he has exhausted her/his accrued sick leave.



K. Sick Bank Payout

When a Flight Attendant anticipates that her/his sick bank will reach three hundred (300) hours, she/he may request to be paid a portion equal to twenty-five percent (25%) of her/his sick bank. Such request may be made up to ninety (90) days in advance of her/his sick bank reaching three hundred (300) hours. Once requested, upon her/his sick bank actually reaching three hundred (300) hours, twenty-five percent (25%) of the hours in her/his sick bank will be removed from the sick bank balance, and such hours will be paid at the Flight Attendant's rate of pay on the date of such transaction.

1. In order to be eligible for such payout, the Flight Attendant must have perfect attendance for the six (6) months leading up to the date of the transaction.
2. If a Flight Attendant calls in sick or otherwise accrues an attendance point after such payout request is made and before the sick bank payout occurs, such transaction will be automatically cancelled. A Flight Attendant whose transaction is cancelled will be eligible again to request a Sick Bank Payout once she/he establishes both six (6) months without accruing an attendance point and once her/his sick bank reaches three hundred (300) hours.