

420 THRESHOLD EXAMPLE for Modified Partnership Flying (MPF)

2009 ACCRUAL RECORD FOR EMP 123456 - FA SMITH

CUR SK AVBL - 132.22

IOD CARRY - 0.00

	PPROJ	GUAR	CHASE	DIV	ACC SK/VC	ACC HRS	PVD	LOOK BACK12	ELIG HOURS
JAN	46.43	46.43		D	Y	Y	0.00	527.11	420.00
FEB	51.03	50.00		D	Y	Y	0.00	530.18	420.00
MAR	54.01	54.01		D	Y	Y	0.00	580.03	420.00
APR	55.56	55.56		D	Y	Y	0.00	542.07	420.00
MAY	50.38	50.38		D	Y	Y	0.00	500.42	420.00
JUN	0.00	0.00		D	Y	Y	0.00	450.18	420.00
JUL	49.20	49.20		D	Y	Y	0.00	433.21	420.00
AUG	29.08	29.10		D	Y	Y	0.00	428.53	420.00
SEP	56.07	75.00		D	Y	Y	0.00	460.49	420.00
OCT	27.05	27.05		D	P	P	0.00	439.34	385.00
NOV	42.53	42.53		D	P	P	0.00	437.16	350.00
DEC	38.12	38.12		D	P	P	0.00	411.51	315.00

SUMMARY AS OF 31DEC09

S I C K		V A C A T I O N	
TTL FT PAID HOURS -	411.51	TTL FT PAID HOURS -	411.51
ELIGIBILITY HOURS -	315.00	ELIGIBILITY HOURS -	315.00

This example assumes you are active January through September 2009 and MPF for October through December 2009. If you have taken other leaves or had other absences, then your threshold may be reduced further based on those leaves.

If you are awarded Modified Partnership Flying your HISK will reflect a P rather than a Y or N in the SK and VC ACC columns. Your threshold will be reduced by 35.00 hours for each month you are in MPF. Notice in this example the threshold for subsidized health benefits reflected under the ELIG HOURS column is reduced to 385 in October, 350 in November and 315 in December. Your ELIGIBILITY HOURS for Sick and Vacation Accrual are 315.00 for the year. For each month that has a reduced threshold the greater of the PPROJ or GUAR is not added to the LOOK BACK 12 total for the rolling 12 month period or the TTL FT PAID HOURS for the calendar year.

Will I still receive subsidized health benefits while in MPF? As long as the paid hours reflected in the LOOK BACK 12 column exceed the hours in the ELIG HOURS column your benefits will continue to be subsidized. The hours paid in a month which lowers your threshold will not count towards meeting your threshold. For example in OCT 2009 the hours paid from November 2008 through September 2009 must be at least 385.00 in order to have subsidized health benefits. In NOV 2009 the hours paid from December 2008 through September 2009 must be at least 350.00 in order to have subsidized health benefits. In DEC 2009 the hours you were paid from January 2009 through September 2009 must be at least 315.00 in order to have subsidized health benefits.

Will I still accrue Sick and Vacation while in MPF? As long as the paid hours reflected in the TTL FT PAID HOURS is greater than the ELIGIBILITY HOURS you will accrue Sick and Vacation for 2009 including the time spent in MPF. Sick accrual will be a half rate for the MPF months. Vacation accrual will be at full rate for the MPF months.