

### **LAA Bid Leave Information**

Effective August 1, D1 and Other Airline (OA) travel will be available for Bid Leaves (BL) that exceed 16 days. This is another aspect of Voluntary Leaves of Absence included in the JCBA that have been incorporated into Bid Leaves.

Here is a recap of the changes and improvements to Bid Leaves that have taken place since the first of the year.

- Seniority accrual for all purposes including pay, vacation and bidding regardless of the length of the Bid Leave or consecutive Bid Leaves (effective 1-1-15)
- Subsidized (active) rates for medical/dental benefit regardless of the length of the Bid Leave or consecutive Bid leaves (effective 1-1-15). Note: If the leave is more than 30 days you will be billed for your benefit premiums. If your leave is less than 30 days the amount will be deducted from you next paycheck
- Vacation and Sick accrual eligibility (effective 5-2-15) Note: See below for more detailed information regarding VC & SK accrual eligibility.
- D1 and OA travel regardless of the length of the Bid Leave. In addition if you take consecutive leaves greater than 180 days your travel will remain active. (effective 8-1-15).

### **Vacation/Sick Accrual Eligibility on Bid Leave**

Effective May 2, 2015, LAA Flight Attendants taking Bid Leaves (BL), such that they are not active 15 days of the month, will be eligible to accrue Vacation and Sick for that month. This eligibility for Vacation and Sick accrual will apply on a prospective basis beginning May 2, 2015. In order for these months to actually accrue Vacation and Sick in 2015, the Flight Attendant must have been paid an average of 35 hours for each active month during 2015.

**2015 ACCRUAL RECORD FOR EMP 123456 - FA SMITH (LAA)**

	P PROJ	GUAR	FLYDFP	DIV	ACC		2015 HEALTH	
					SK/VC	HRS	LOOK	ELIG
JAN	32.30	30.00		D	Y Y	3.00	448.18	420.00
FEB	00.00	00.00		D	N N	0.00	416.45	385.00
MAR	35.00	35.45		D	Y Y	3.00	390.33	385.00
APR	20.00	20.00		D	N N	0.00	385.40	350.00
MAY	50.00	45.00		D	Y Y	3.00	389.25	350.00
JUN	25.00	25.00		D	L L	3.00	325.00	315.00
JUL	47.45	47.45		D	Y Y	3.00	340.43	315.00
AUG	15.00	15.00		D	L L	3.00	291.53	280.00
SEP	48.30	50.00		D	Y Y	3.00	288.54	280.00
OCT	00.00	00.00		D	L L	3.00	263.43	245.00
NOV	15.00	15.00		D	Y Y	3.00	234.30	245.00
DEC	12.00	12.00		D	L L	3.00	231.00	210.00

FINAL SUMMARY AS OF 18JAN16

S I C K			V A C A T I O N		
JAN2015-DEC2015			JAN2015-DEC2015		
TTL FT PAID HOURS	-	231.00	TTL FT PAID HOURS	-	231.00
ELIGIBILITY HOURS	-	210.00	ELIGIBILITY HOURS	-	210.00
FULL-TIME MONTHS	-	6	FULL-TIME MONTHS	-	6
PT/P/I/U/L MONTHS	-	4	PART-TIME MONTHS	-	0
NON-ACCRUE MONTHS	-	2	NON-ACCRUE MONTHS	-	2
TOTAL ACCRUED HRS	-	30.00	FT IOD/AP/P/L MONTHS	-	4
ACCRUED IOD HOURS	-	0.00	TTL PVD DAYS USED	-	0

The example above is of a Flight Attendant who takes 20-day Bid Leaves (BL) every other month. Prior to May 2015, the months of FEB and APR were not eligible for VC or SK accrual as the Flight Attendant was not active for 15 days in each month. The VC and SK accrual columns reflect an N, and the threshold was reduced by 35 hours for each month.

Beginning May 2015, the Bid Leave months are indicated with an L, which means they are eligible to accrue VC and SK, provided the Flight Attendant meets their threshold in the other active months indicated with a Y. The threshold is also reduced by 35 hours for each of the BL months after May 2015 (JUN, AUG, OCT and DEC).

**Note: Only paid hours in a Y month count toward meeting the threshold based on the number of Y months for the calendar year.**

In this case, the Flight Attendant was paid a total of 231 hours in their 6 active "Y" months. The threshold for 6 "Y" months is 210 hours (35 hours x 6 months). Because the Flight Attendant's total flight paid hours exceeds their threshold, they are considered to have met their threshold for VC and SK accrual for the year.

Since they met their threshold for the calendar year, the four months after May 2015 in which the Flight Attendant was on BL for the majority of each of those months, they are also eligible to accrue VC and SK in those BL months. Therefore, this Flight Attendant will accrue 10 months of VC and SK for the 2015 calendar year.

NOTE: The L designator for BLs in the HISK has not yet been programmed. Once IT completes the programming the code will be retroactively applied to BL months as of May 2015.