

Unpaid Leave of Absence - Flight Attendant

Type of Leave	Occupational Seniority (bidding)	Class/Longevity Seniority (pay & vc)	Company Seniority (retirement)	Sick and Vacation Accrual ¹	Basic Medical ²	Life Insurance ²	Travel Privileges	Length of Leave
Personal Leave	Yes (duration)	Yes (30 days)	Yes (duration)	If available for 15 days	Full rates for duration*	Full rates*	No*	Not to exceed 180 days, but may be extended upon approval
Voluntary Leave of Absence (Bid Leave)	Yes (duration)	Yes (duration)	Yes (duration)	Duration	Active rates for duration	Active rates for duration	Yes	Up to 1 bid period; can be consecutive
Leave in Lieu of Furlough	Yes (duration)	Yes (duration)	Yes (duration)	If available for 15 days	In accordance with Company policy*	In accordance with Company policy*	Yes	Varies
Educational	Yes (duration)	Yes (30 days)	Yes (duration)	If available for 15 days	Full rates for duration*	Full rate conversion*	No*	Varies
Unpaid Medical / Medical Maternity / Injury	Yes (duration)	Yes (30 days)	Yes (duration)	If available for 15 days	Active rates up to 12 months from unpaid, then COBRA*	Active rates up to 12 months from unpaid, then full rate conversion*	No Exception: Travel is permitted during maternity leave*	As medically required; 5 year maximum ³
Unpaid FMLA	Yes (duration)	Yes (duration)	Yes (duration)	If available for 15 days	Active rates for duration	Active rates for duration	Yes if Block FML is approved or runs concurrent with absence*	Up to 12 weeks
Personal Maternity (JCBA Section 25.G) Paternity, Adoption	Yes (duration)	Yes (30 days)	Yes (duration)	If available for 15 days	Full rates for duration*	Full rates*	Yes*	180 day max from date of birth or placement of baby for adoption
Union Leave	Yes (duration)	Yes (duration)	Yes (duration)	If available for 15 days	Active rates for duration*	Active rates for duration*	Yes*	Varies
Military	Yes (duration)	Yes (duration)	Yes (duration)	If available for 15 days**	Active rates for duration**	Active rates for duration**	Yes*	5 years, but may be extended in accordance with USERA

Notes:

¹ To accrue sick and vacation, a FA must also meet personal threshold requirement for active months (if available for 15 days) - (LAA only until PBS)

² Full rates are the same as active rates for all fully employee funded plans (Vision, STD/LTD, Vol Life, Vol VPAI)

³ Please see JCBA Section 25.E.5-6 for additional information

Full rates = Full cost of coverage including the employee and employer contributions

Active rates = Both the Company and the employee pay the same portions of the premiums as if the employee were on active payroll

* Subject to change based on Company policy

**No less than provided for under USERA

If leaves are consecutive (no paid status between leaves), with the exception of VLOA's, the benefit period begins on the first day of the first leave