

Highlights of the Family and Medical Leave (FML) Presidential Grievance Award

- Eligibility threshold will be 504 paid productive hours instead of actual on duty hours.
- This will be determined as the greater of PPROJ or guarantee. Paid Productive hours includes EPTs, sick make-up, special assignment, available days, reserve days, etc. Paid Productive hours do not include sick, vacation, ID, etc. This is consistent with the FMLA law as well as other work groups on the property.
- The 504 hours is 60% of the monthly guarantee of 70 hours, which is also consistent with the number of hours required for ground employees.
- Use of the 12-month look back will continue for eligibility purposes.
- Example: In a twelve-month look back, a Flight Attendant has 10 months of paid productive hours, one month of vacation, and incurs an ID/sick for one month, 504 eligibility hours divided by 10 months of paid productive hours equals 50.4 paid productive hours per month for the 10 months.
- Flight Attendants on maternity will be required to meet the 504 threshold with the 12 month look back. They can apply for FMLA during their last trimester when off work or at the time of birth.
- The use of FMLA must commence before eligible period ends. - In order to assist Flight Attendants going on maternity leave to meet this eligibility requirement, those with vacation time during their active status may defer their vacation to their inactive period in order to fly and thus accrue eligibility hours.
- If already on maternity, Flight Attendants may "move up" vacation during their inactive period to receive pay and preserve their benefit status. -Implementation target date of the new FMLA provisions will be early November 2003.
- Once the data/methodology are in place, the new threshold will be retroactive to October 22, 2001.
- Absences that would have qualified with this new measure, will be coded as such.
- Any corrective action issued due to non-FMLA coding will be removed.

- The procedures Flight Attendants must follow to have absences retroactively coded as FMLA are currently being worked out. Once this has been done, the procedures will be posted on both the APFA hotline and web site and those of the Company. Until then, if you have been denied Family Leave or received discipline due to prior hourly-administrative ineligibility, you should save all medical documentation pertaining to those absences. Please do not forward any documentation to APFA or the Company at this time. There will be additional forthcoming information on the FML changes in a subsequent SKYWORD issue under the Vice President's Report soon.