

**SECTION 9 - SICK LEAVE**

**A. SICK PAY AND CREDIT**

Sick time will be paid and credited at one hundred percent (100%).

**B. NOTIFICATION**

1. A Flight Attendant who is unable to report for duty because of illness or injury shall notify Crew Schedule as soon as possible. Crew Schedule will not discuss the nature of the illness or injury, question the illness or injury, or request a doctor's note from a Flight Attendant.
2. A Flight Attendant who is unable to report for duty for twenty-one (21) or more consecutive days following the origination of a sick call will be required to notify her/his Flight Service Manager. The Company may require a Flight Attendant who is unable to report for duty for twenty-one (21) or more consecutive days to present medical documentation.
3. A Reserve who advises Crew Schedule that the duration of her/his illness or injury is to last for more than one (1) day will not be required to notify Crew Schedule on each day of illness or injury. However, a Reserve will be assumed to be available for duty at the end of the aforementioned period, or adjoining days off, if any, unless she/he notifies Crew Schedule to the contrary. A Reserve who expects to be sick for an unknown duration will be required to advise Crew Schedule of her/his status prior to the commencement of each group of available-for-duty days.
4. A Lineholder may advise Crew Schedule that she/he will be unavailable on a trip by trip basis or, if known, may advise Crew Schedule of the expected date she/he will be available.

**C. SICK LEAVE ACCRUAL**

1. A Flight Attendant shall be considered available for the purpose of accruing sick leave if she/he is available for flight duty, is claiming sick leave or vacation, or has not been placed on an inactive status, e.g., medical leave not claiming sick, and shall accrue sick leave credit for each month at the following rates:

- a. A Flight Attendant who is available for fifteen (15) or more days in a month will accrue sick leave for such month as follows:

Effective Date	LAA	LUS
1/1/2015	3.0 hours/month	4.5 hours/month
1/1/2016	3.5 hours/month	4.5 hours/month
1/1/2017	4.0 hours/month	4.5 hours/month
1/1/2018 and beyond	4.5 hours/month	4.5 hours/month

- b. A Flight Attendant who is available for fourteen (14) or fewer days in a month will not accrue sick leave for such month.
  - c. A Flight Attendant shall accrue sick leave during leaves of absence as provided for in the chart in Leaves of Absence, Section 25.
2. Sick leave accrual shall be limited to one thousand five hundred (1,500) hours. A Flight Attendant with more than one thousand five hundred (1,500) hours will retain her/his existing