

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

balance, but will not be able to accrue additional sick leave in excess of one thousand five hundred (1,500) hours.

3. Current and accurate sick leave accrual and usage records for the current and full preceding year will be kept readily available for inspection by a Flight Attendant via Company intranet.
4. A Flight Attendant who is furloughed or on an approved leave of absence will retain all previously accrued sick leave.
5. All accumulated sick leave shall be relinquished when a Flight Attendant's service with the Company ceases or she/he is removed from the seniority list, except as provided for retiring Flight Attendants pursuant to Insurance, Retirement and Other Benefits, Section 26.

D. CLAIMING SICK LEAVE

1. Lineholders:

- a. A Lineholder will be charged trips missed from her/his line of flying for each trip she/he is unable to report for duty because of illness or injury and her/his sick leave bank will be reduced accordingly. The claim will be paid with accrued sick leave, or will be unpaid time to the extent the sick leave bank does not have the necessary accrued hours. A Lineholder with a sick bank balance that doesn't cover her/his sick call(s) will be required to achieve a minimum monthly pay and credit of forty (40) hours. A Lineholder unable to achieve the required minimum monthly pay and credit of forty (40) hours must request and provide documentation to support a leave of absence to cover the unpaid sick call(s) or make a reasonable effort to achieve forty (40) hours as defined in Scheduling, Section 10.D.19.d, excluding time picked up through the ETB.
- b. A Lineholder will be restricted from flying over the period of time she/he reports sick provided, however, that a Lineholder will not be prohibited from flying a trip on the same day as a sick call with a report time following the scheduled release time of her/his original trip. With Crew Schedule's consent, a Lineholder shall have the option to request to rejoin the trip provided the trip passes through her/his crew base, and such request is made at the time of the initial sick call. If such request is granted by Crew Schedule, the Lineholder will be charged sick leave for any portion of the trip not flown.
- c. A Lineholder who has called in sick for a trip may call Crew Schedule to inform the Company that she/he is able to fly on remaining day(s) of the trip for which she/he had called in sick. With Crew Schedule's consent, a Lineholder who has called in well to Crew Schedule, may pick up a trip on TTS on days other than the first day of the trip she/he called in sick, except that when a sequence for which a Lineholder called in sick includes a weekend or holiday (including the day before or the day after a holiday) in which case the Lineholder may only pick up a trip on a weekend or holiday. Holidays include New Year's Day, Memorial Day, Fourth of July, Labor Day, Halloween, Thanksgiving, and Christmas. The Lineholder will be charged sick leave for any portion of the trip coded as sick.

Example:

A Lineholder has a four-day trip starting on Thursday. The Lineholder calls in sick for the trip. She/he may call in well and with Crew Schedule's consent, pick up trips from TTS on Saturday and Sunday.

A Lineholder has a four-day trip starting on Saturday. The Lineholder calls in sick for the trip. She/he may not call in well to pick up trips from TTS on Monday and Tuesday.