



Attendance Policy Record Improvement

TA2024 offers a few changes to Article 32 - Attendance Policy. Let's take a look at these changes and breakdown what we can expect from the new procedures.

Intermittent FMLA - No Chargeable Occurrences (Article 32.7.A.1)

For the past few years, Southwest Airlines has disqualified Flight Attendants from quarterly Record Improvement for using their approved Intermittent FMLA because it makes an employee "inactive." TWU Local 556 believes that this application of the law is not correct and has fought it through multiple avenues trying to get this corrected for our Members. In TA2024, Management has agreed to once again consider Intermittent FMLA usage as a non-chargeable occurrence, which **does not prevent record improvement** with No Chargeable Occurrences During a Quarter and the Fourth Quarter Record Improvement Bonus. This change will greatly benefit working Flight Attendants who suffer from chronic conditions.

Emergency Leave (Article 15.8.B) and WDA (Article 32.3.I)

Both the new Emergency Leave and Weather and Natural Disaster Related Absences are considered a non-chargeable occurrences and will not prevent record improvement with No Chargeable Occurrences During a Quarter and the Fourth Quarter Record Improvement Bonus, as long as the required supporting documentation is provided.

"I see that No Chargeable Occurrences During a Quarter point reduction can now be banked up to -2... can't we already do that?"

Currently, no. The No Chargeable Occurrences During a Quarter record improvement will reduce our accumulated attendance points total until it reaches zero (0), but will not allow you "bank" points. This means if you have an absence, even if you submit a valid quarterly PIN or Doctor's note, you cannot "go into the negative". With TA2024, you now have an additional opportunity to build up that attendance bank by reducing your total to a -2 when you have a quarter with non-chargeable occurrences.

"Can I still 'bank' up to -7 points?!?"

Yes! Just like the current Contract, you can "bank" up to -6 points with Perfect Attendance During a Quarter and -7 points with the December Record Improvement Bonus. The ability to "bank" points using the No Chargeable Occurrences During a Quarter just adds an extra tool in your toolbox when working on reducing accumulated attendance points.