



Maternity, Parental and Extended Bonding

The new language in Article 15.3-5 about Maternity Leave, Parental Leave, and Extended Bonding is not just life-changing for our Flight Attendants and their families... but INDUSTRY CHANGING! TA2024 introduces the first US-based airline or carrier Flight Attendant Contract with these types of protections - and that is something to be proud of! But if TA2024 is ratified by the Membership, how does the May 1, 2024 implementation date affect those currently on a Leave? Let's take a look at the TWU Local 556 Negotiating Team and SWA Management agreed upon timelines for proration of this coverage.

Extended Bonding Leave (Article 15.5)

Since the Extended Bonding Leave language states that it must be taken on a consecutive basis and begin the calendar day after the conclusion of Parental Leave, **the last day someone would qualify for the Extended Bonding Leave would be if they went on Parental Leave on or after 02/06/24.**

Parental Leave (Article 15.4)

- The earliest date for a birth mother to have a **C-Section** and receive any paid Parental Leave (1 day of paid Parental Leave on 05/01/24), would be **02/21/24.**
- The earliest date for a birth mother to have a **vaginal delivery** and receive any paid Parental Leave (1 day of paid Parental Leave on 05/01/24) would be **03/06/24.**
- The earliest date for a parent who is **not the birth mother** to receive any paid Parental Leave (1 day of paid Parental Leave on 05/01/24) would be **04/17/24.**

***** Paid Parental would begin on 05/02/24. *****

Maternity Leave (Article 15.3)

- The earliest date for a birth mother to have a **C-Section** and receive any paid Maternity Leave (1 day of paid Maternity Leave on 05/01/24), would be **03/06/24.**
- The earliest date for a birth mother to have a **vaginal delivery** and receive any paid Maternity Leave (1 day of paid Maternity Leave on 05/01/24), would be **03/20/24.**

***** Paid Parental would begin on 05/02/24. *****

The per day pay rate will be 2.79 TFP/day.

Any insurance coverage would be handled under the current CBA until 05/01/24 and then anyone on Maternity, Parental, or Extended Bonding as of 05/01/24 would be covered under the new language and not have to use a sick bank conversion.