

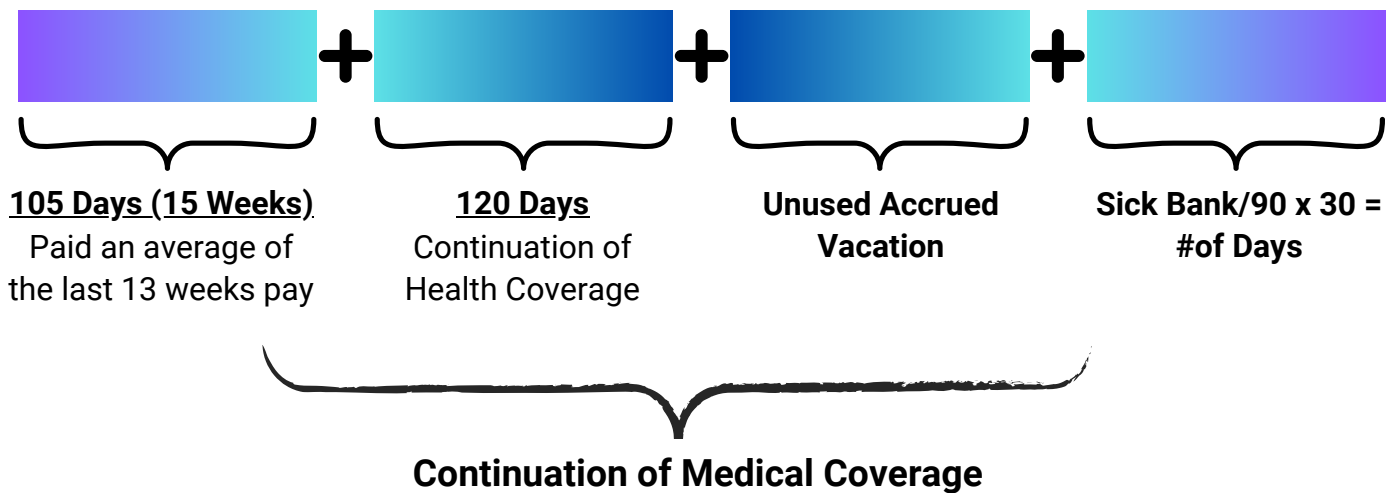


# On-the-Job Injury Changes

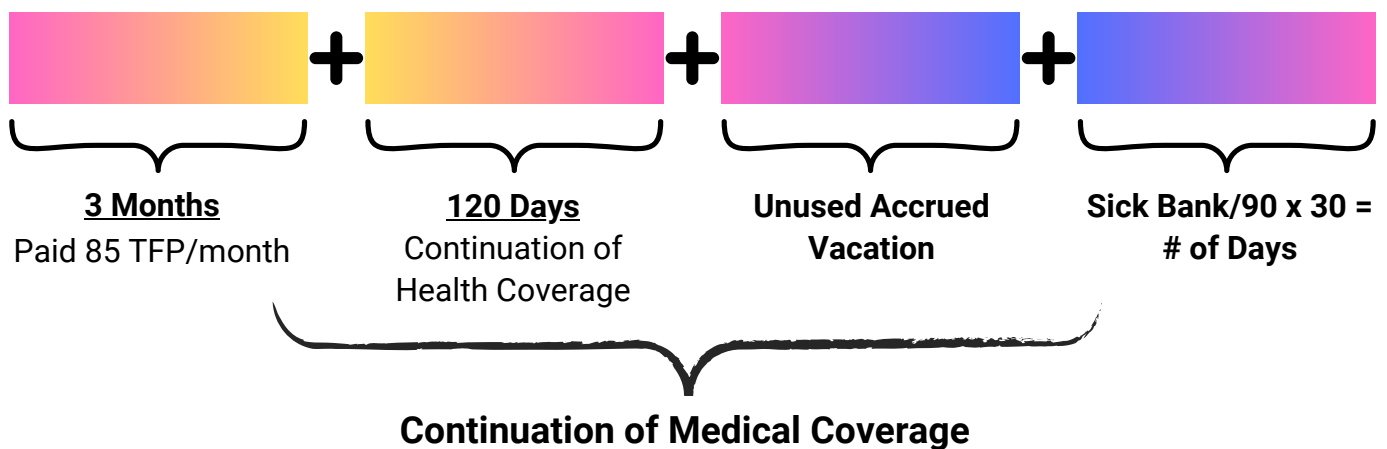
Working on an airplane comes with a certain amount of risk to our physical well-being. It was important for our Negotiating Team to make some improvements to the current contractual language in Article 16.2. While this battle is not done, TA2024 introduces steps in the right direction to protect any Member who is injured performing job duties - whether required, specifically listed, or voluntary.

## OJI Compensation and Continuation of Coverage

### Approved OJI:



### TA2024: Non-Compensable OJI \*\*\*NEW\*\*\*



### What is non-compensable OJI???

When a Flight Attendant is injured on the job (performing required, not specifically listed, or voluntary duties) and their workers' compensation **claim is denied by SWAs third party administrator** (currently Sedgwick), the claim is deemed non-compensable.



# On-the-Job Injury Changes

## What kind of duties would be considered “voluntary” or “not specifically listed” as job duties?

Voluntary and not specifically listed job duties which **may not be covered under state law** includes, but is not limited to:

- Assisting an Ops Agent with the Boarding process by pushing a wheelchair
- Assisting a Passenger with stowing their carry-on luggage
- Injuries which occur during transportation (van, shuttle, taxi, ride shares) to/from the airport and crew hotel, when receiving training in the LEAD Center or Crew Domicile, or while on airport property
- Injuries which occur at the Crew hotel on an overnight

## OJI and Record Improvement

TA2024 increases the number of working days that can be taken once per calendar year and considered a non-chargeable occurrence from four (4) up to seven (7).

### Only 7? Why isn't it more?

Honestly, it should be! Our Negotiating Team pushed Southwest Airlines to increase the number of days which would be considered non-chargeable occurrences and continue to allow for record improvement. This is a battle that we are committed to continuing... and including other Unions on property in the fight!

## OJI Under Appeal (Article 15.1)

Article 15.1 states that the maximum time a Flight Attendant can be on a continuous leave of absence is four (4) years. However, TA2024 clarifies that if a Flight Attendant's workers compensation claim is in dispute and their appeal is open or pending at the end of the four-year leave period, the Flight Attendant will remain on the seniority list for up to five (5) years.

absence has been granted because of sickness, injury, or special assignment of the Company, in which case seniority shall accrue during the entire period of leave for sickness or injury except that in no case shall a leave for sickness or injury exceed a total continuous period of one (1) year unless extended by consent of the Company, in which case it may not exceed a total continuous period of four (4) years.

If a Flight Attendant's worker's compensation claim is in dispute and their appeal is open or pending at the end of the four-year leave period, the Flight Attendant will remain on the seniority list for up to five (5) years.