

Fast Fact Friday

Sick Bank Accrual

Friday, October 31, 2025

Q1: "What is the accrual rate for our sick bank?"

Per Article 16.1.A, you accrue 1 TFP for every 10 TFP flown or credited, calculated from your straight-time TFP.



Sick Bank Accrual

Article 16.1.A

Date	Flight	Depart	Arrive	Eq	Pos	Position	I	L	ME	BE	Block	Ground	Meal	Wk	Code	Block	Duty	CTP	Credits
Apr 0750																			
05 Nov	3415	DAL 0630	AUS 0750	700	0						180	40	EX						110
05 Nov	390	AUS 0830	LAS 1130	700	0						300	40	S						350
05 Nov	390	LAS 1210	SDF 1250	700	0						140	1710							190
Rbs 1420																540	830		650
Apr 0630																			
06 Nov	805	SDF 0700	PHX 0850	700	0						130	35							210
06 Nov	1790	PHX 0945	SFO 1155	700	0						210	45							250
06 Nov	6100	SFO 1240	PHX 1435	700	0						135	1900							220
Rbs 1505																555	835		680
Apr 0935																			
07 Nov	2874	PHX 1005	ORD 1130	700	0						325	45	S						400
07 Nov	2545	ORD 1415	DAL 1630	700	0						235	0							300
Rbs 1720																			200
Totals 1235 2450																			2030

If a Flight Attendant flew this pairing for straight-time, they would accrue 2.0 TFP in their sick bank.
(Rounded to the nearest tenth.)

If a Flight Attendant flew this pairing for VJA, they would accrue 2.0 TFP in their sick bank... even though their compensation would be 20.3 TFP (leg credits) x 1.5 = 30.45 TFP

NOTE: Sick bank accrual is rounded to the nearest tenth.

Q2: "Do we accrue sick leave TFP on vacation pay, holiday pay, or sick leave?"

Yes. Yes. And no. We accrue sick leave TFP for all **straight-time TFP** flown or credited. You do not accrue sick bank TFP for the pay associated with a sick leave.

NOTE: We do accrue sick bank on the RIG TFP.

Q3: "I'm working a VJA trip. What would be my sick bank accrual?"

Sick bank accrual is based on the straight-time pay associated with all our assignments. For a VJA pairing, you will accrue sick bank for the straight-time portion of your VJA pairing (including any applicable RIGs). This is different from the calculation for compensation on a VJA pairing, which will pay the premium rate (1.5x) on what you work (leg credits, etc.) or any applicable RIGs, whichever is greater.

Example on the Next Page...

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Sick Bank Accrual

Article 16.1.A

Date	Flight	Depart	Arrive	Eq	Pax	Position	I	L	MT	RE	Block	Ground	Meal	Wrk Codes	Block	Duty	GTP	Credit
01 Nov	2589	Rpt 1815 OAK 1915	ONT 2035 Rls 2105	73W	0						120	1215				120	250	150 400 M
02 Nov	314	Rpt 0720 ONT 0750	DEN 1005 BNA 1325	73W	0						215	50					260	
02 Nov	2610	DEN 1055 BNA 1410	MDW 1550 Rls 1620	73W	0						230	45	S				290	
02 Nov	1191										140	2415				625	900 740	
																	540	
																	540	
																	1950 A	

If this pairing was picked up for VJA, the sick bank accrual would be 1.95 TFP (1 TFP for every 10 TFP flown or credited). The sick bank accrual is then rounded to the nearest tenth, or 2 TFP.

Remember that actual compensation for VJA is RIG (day or pairing) -or- what you actually work (leg credits, etc.) paid at the rate of 1.5x.

2.6 + 2.9 + 1.9 + 5.4 = 12.8 TFP (leg credits - Day 2 & 3)

12.8 TFP (leg credits) x 1.5 (VJA rate of pay) = 19.2 TFP (Total Pay at 1.5x) + 4 TFP (DPM - Day 1) = 23.2 TFP

Q4: "What is the maximum TFP that can be in my sick bank?"

2400 TFP is the maximum amount which can be in your sick bank. (Article 16.1.F)

Q5: "I've heard there's an increased sick bank accrual during December. Is that true?"

It's true... if you have perfect attendance in December. With perfect attendance, you would accrue sick bank at a rate of 1.5x.

Example: I work 100 TFP in the month of December and have perfect attendance. I would accrue 15 TFP in my sick bank as opposed to the normal 10 TFP every other month. If I did not have perfect attendance in December, I would accrue the normal 10 TFP in my sick bank.

Bonus Question: "Where can I find my sick bank total?"

Your sick bank information can be found on the bottom of your Payroll Report. This information will reflect the sick bank amount at the start of the bid month, what you are projected to accrue for that month, and the projected amount at the end of that bid month. Keep in mind that you are only allowed to be paid sick leave with sick leave TFP that you have already accrued, not what you are projected to earn by the end of the bid month.



Sick Bank Balance

Payroll Report

***** Estimated Sick Bank Summary for 2025 *****

Estimated Beginning Sick Balance of Schedule Period	363.2
Estimated Sick Bank Accrual	1.0
Estimated Sick Bank Used	0.0
Estimated Beginning Balance for Next Sched Period	363.2

END OF REPORT

Amount of sick leave TFP this FA began November with in their bank.

Sick bank accrual for the month of November, based on their scheduled assignments for the month at this time.

Anticipated sick bank TFP total at the end of November based on no usage and the assignments currently on their schedule.