

ARTICLE 15: LEAVE OF ABSENCE | Q&A

15.1 Can I go out on maternity leave prior to the birth of my child?

Yes, you may take a maternity leave and all contractual provisions apply. Once your baby has been born and notice has been provided to the Company, the six (6) or eight (8) weeks of paid maternity leave will begin.

15.2 When does paid maternity leave begin and how do I get paid?

Pay for maternity leave will start once the Company has been notified of the date and type of birth (natural/vaginal or c-section). The six (6) weeks will be paid at 19.5 TFP per week or 2.79 TFP per day for up to forty-two (42) days. The eight (8) weeks will be paid at 19.5 TFP per week or 2.79 TFP per day for up to fifty-six (56) days.

15.3 Do I lose my health insurance on Maternity leave, Parental Leave or Extended Bonding Leave?

No.

15.4 Am I able to take a medical leave unrelated to my pregnancy during the time that I am pregnant?

Yes, if your doctor requires a medical leave for an illness or injury unrelated to your pregnancy, you can take a medical leave prior to the birth of your child. Medical leave insurance end of coverage applies.

15.5 Is a Flight Attendant entitled to maternity leave if they have a miscarriage?

If there is a pregnancy loss after twenty (20) weeks, the Flight Attendant will qualify for paid maternity leave. If a Flight Attendant suffers a loss of pregnancy at twenty (20) weeks or prior, they may utilize medical leave or FMLA.

15.6 What is the pay during maternity leave?

The Flight Attendant will be paid nineteen and one half (19.5) TFP per week (daily rate of 2.79 TFP) for the six (6) or eight (8) weeks of maternity leave. She may also supplement her pay from her sick bank up to a combined (maternity, sick, and vacation) maximum of 130 TFP per month.

15.7 What is the pay during parental leave?

The Flight Attendant will be paid nineteen and one half (19.5) TFP per week (daily rate of 2.79 TFP) for the first two (2) weeks of parental leave. They may supplement their pay from their sick bank up to a combined (parental, sick, and vacation) maximum of 130 TFPs per month.

15.8 When does a paid maternity end and paid parental leave begin for the birth mother?

Paid maternity leave concludes on the last day of either the six (6) weeks or eight (8) weeks of pay. The two (2) weeks of paid parental leave begins on the day one of the parental leave and parental leave must begin within three (3) months of the child's date of birth. If a Flight Attendant desires to take leaves consecutively (maternity, parental, extended bonding leave), they may request the leaves at same time they request maternity leave, when notifying the Company of child's DOB.

15.9 Can a non-birth parent take multiple paid parental leaves in a 12-month period?
No.

15.10 Can a Flight Attendant take adoption leave, and what are the available options?
Yes, a Flight Attendant has the option to take adoption leave. They can either utilize the Parental Leave and Extended Bonding outlined in the Collective Bargaining Agreement (CBA) or take advantage of the Company's adoption leave policy, whichever they choose.

15.11 What is the difference between Bereavement Leave and Emergency Family Leave?
Emergency Family Leave allows a Flight Attendant to take time off prior to an immediate or extended family member passing away.

15.12 Is Emergency Family Leave paid?
No, however you can use your accrued unused vacation by submitting the Company provided form. This may only be applied in the current year.

15.13 What documentation do I need to provide for Emergency Family Leave?
Any documentation that may assist the Company in granting the request including, but not limited to admittance paperwork into a hospital, long term care facility, or hospice care.

15.14 If I am released from Jury Duty prior to the end of a scheduled pairing and I choose to sit Reserve for the remaining days, what Reserve designation will I be assigned?
The Flight Attendant and Crew Scheduling will mutually agree upon which Junior Reserve shift will be accepted and will not violate legal rest time before the beginning of the Flight Attendant's next scheduled assignment.

15.15 How do I use Witness Leave (duty or non-duty related)?
A Flight Attendant should contact their base.

15.16 If a birth mother is out on extended bonding leave and becomes pregnant again, can they transition to a new consecutive maternity leave?
Yes.

15.17 If a Flight Attendant's scheduled vacation overlaps with a current contractual leave and they have not been awarded a line for the month what options are available?

If a Flight Attendant's scheduled vacation overlaps with their leave and they have not been awarded a line for the month, they will automatically receive a minimum of 34 TFP in the "A" position or if the Flight Attendant has not been awarded a line and could have held a line that would have paid more than thirty-four (34) TFP for her/his vacation, in order to be paid the greater, she/he should submit required information to Company.

15.18 If I am out on Extended Bonding Leave, am I paid or can I use my sick bank?

No, however if you have a scheduled vacation during your leave, you will be paid 34 TFP in "A" pay. If you could have held a line where the vacation exceeds 34 TFP, you may request to be paid the value of the that vacation. You may also request to be paid out a future accrued vacation that does not fall during your leave and you will be paid 26.25 TFP. This may only be applied in the current year. For example, if you are on Extended Bonding Leave that ends in July, but you have a vacation scheduled in October, you may request to be paid out prior to your leave ending. To exercise these options, a Flight Attendant must notify utilizing the Company provided forms.