

Grievances 36-99-2-24-17
36-99-2-25-17



Labor Memorandum

DATE: September 5, 2017

SUBJECT: Section 15.M of the Flight Attendant Contract

TO: Debbie Bakke and Inflight Planning & Crew Pay

FROM: Elizabeth Ryan, MD Labor

Section 15.M of the Flight Attendant Contract

During negotiations of the current FA contract, new language was created in Section 15.M. The reference to "coordination" and how it is applied in Section 15.M of the new CBA is different than how it was applied in previous contracts.

In the previous contract, "coordination" referred to the process of a FA, while on a leave of absence, drawing STD and a portion of her sick leave at the same time in order to maintain two things 1) health insurance and 2) full-time pay.

In the 2014 -2019 CBA the term "coordination" now refers to a FA, while on a leave of absence, who is drawing sick leave and/or vacation or longevity PTO. Drawing STD or California Disability Insurance at the same time is no longer required in order to "coordinate". The FA may choose "minimum coordination" with sick leave (Sec. 15.M.1.a.) or "maximum coordination" with sick leave (Sec. 15.M.1.b.). She may also choose "minimum coordination" with vacation/longevity (Sec. 15.M.2.a) or "maximum coordination" with vacation/longevity (Sec.15.M.2.b). If s/he is currently on AS health care, any month a Flight Attendant coordinates s/he will still maintain health insurance at employee active rates if s/he so chooses.

Finally, any bid month during which the FA elects to coordinate, whether it's minimum or maximum, shall not be counted toward the look-back threshold calculation.
(Sec.15.M.4)