

Benefits Committee

Composition and Qualifications

This committee is composed of members with an interest in assisting the Flight Attendant membership with questions and concerns related to contractually and company-provided benefits, insurance, maternity, worker's compensation, and leave of absence programs.

Qualifications include:

- Good organizational and communication skills.
- Excellent knowledge of leaves of absence and insurance benefits sections of the contract.
- Knowledge of applicable laws and regulations pertaining to worker's compensation, family medical leave, maternity/paternity leave, and other related benefits programs.
- Willingness and ability to attend benefits meetings as requested.
- Willingness and ability to attend Benefits Committee training sessions.
- Adherence to Benefits Committee policies, procedures, and standards of ethical conduct.
- Maintenance of member-in-good-standing status.
- Ability to remain in good standing with management.
- Willingness to do ongoing committee work on a volunteer basis.

Purpose and Scope

To educate and provide assistance to Flight Attendants in all matters involving benefits (including insurance, maternity, worker's compensation, and leave of absence programs).

Specific Duties and Responsibilities

- Solicit Members for benefits related concerns. Address concerns through established protocols. Provide follow-up and communicate resolution.
- Work with management to resolve any concerns involving claims submitted under benefits programs.
- Act in an advisory role to the LEC Officers on matters related to benefits, insurance, maternity, worker's compensation, and leave of absence programs.
- Actively communicate information of interest to the Flight Attendants. Provide information to the Communications Committee for inclusion in Local Council communications.

Communication

- Act as liaison between the membership and the Local Executive Council (LEC) Officers.
- The Local Committee Chairperson will act as liaison between the Local Committee and the MEC Committee Chairperson.
- Coordinate with the Local Committee Chairperson regarding all activities.
- Collaborate with other AFA committees as needed.
- Report to the LEC Officers on any discussion with management.
- Recommendations for change should be presented to the LEC Officers in writing.

- Any AFA committee appointed by the LEC and empowered to conduct discussions with management on behalf of the flight attendants must first meet with the LEC Officers prior to forming any agreement to gain the direction of the LEC.
- The committee will not make any policy that conflicts with LEC, MEC, or AFA policy.