



December 16, 2020

Dear Fellow Flight Attendants,

The following items arose in the past week. Most of them are contractual updates or reminders that is pertinent to the group.

HOLIDAY PAY

This is a friendly reminder for our Flight Attendants who are scheduled or assigned to work on the holidays.

Section 3. Compensation, L.

Holiday Pay In addition to all other compensation earned while on duty on January 1st (New Year's Day), Thanksgiving Day or on December 25th (Christmas Day), a Flight Attendant shall be paid an additional amount equal to the applicable hourly rate multiplied by all hours credited on such holiday. Any Flight Attendant who reports for duty on a holiday or who is away from base with no flying on a holiday shall receive a minimum of three (3) hours pay/no credit for such duty on the holiday.



SICK LEAVE – new CBA language, 2 citations: 19.G.2 (expansive) and 19.R.7

Although we referred to the updated Doctor's Note policy last communication, please refer to the following that provides the exception for the doctor's note requirement.



Section 19. Sick Leave, G.2. DOCTOR'S NOTES:

A Doctor's note is required for all absences in excess of seven (7) calendar days and for sick occurrences on the following specified "Holidays": Super Bowl Sunday, July 4th, Labor Day, and Thanksgiving, and the three days before and after Christmas Day. Christmas Day is not included in the Doctor's Note requirement. Such doctor's note must be provided by the Flight Attendant upon her/his return to work or within ten (10) calendar days of the first day of a sick occurrence, whichever is earlier. Unless the Flight Attendant is on the Sick Leave Monitor Program, no further note will be required. A Flight Attendant who is not on the Monitor Program and has not had a sick occurrence in the previous six (6) months shall be exempt from the Holiday Requirement.

RESERVE REMINDERS – Section 8. Reserves

The AFA Negotiating Committee sent out their final 2020 update this past Sunday. As many Reserve Flight Attendants look forward to the new system next summer, we'd like to remind you to review the current assignment process. Please refer to Section 8 in our Contract. Crew scheduling also has resources available on the IFS SharePoint to help you understand the assignment process.



UNION PLUS – Rock Your Holiday with These Savings



AFA members are able to access Union Plus to get special savings and union discounts on a variety of products and services. You can get discounts for you and your family on a variety of programs. [Union Plus Information](#)

VACATION CANCELLATION MAKE-UP

The 2020 CBA has updated language in terms of your vacation cancellation make-up. Please ensure that you understand the change. If you have or are going to cancel your primary vacation, you can pick up trips from open time but NOT another Flight Attendant. If, however, you are unable to pick up trips from open time during your vacation footprint, you will be on Stand-by/Reserve through that period. Additional information about vacation is found in Section 18. Vacation.



Open time trips will be awarded per:

Section 7. Hours of Service, K. Order of Assigning Open Flying [TA 4.30.18]

2. Uncovered groupings day before departure

a. Crew Scheduling shall award/assign open groupings to Flight Attendants in order of seniority on a daily basis per Section 12.N.3 as follows:

(1) Assigned to a Bid Flight Attendant in inverse order of seniority for make-up of canceled flights as provided in Sections 7.J.1, 7.J.2 and 3.S.

(2) Awarded in order of seniority to Bid and GDO Flight Attendants who have submitted Trip Requests for pick-ups or exchanges including Flight Attendants who are available for time make up as provided for in this Agreement.

Should you have any questions or concerns, please don't hesitate to use our MEC link: tinyurl.com/AFAQuestionForm Here's to continued happy and safe flying.

In Unity,
Joni, Scott, Chasity, Jaci-Ann, Josh
and the entire AFA Leadership