

FMLA

YOU ARE COVERED IF YOU:

- HAVE WORKED FOR US AIRWAYS FOR AT LEAST 12 MONTHS
- HAVE WORKED A MINIMUM OF 1250 HOURS DURING THE LAST 12 MONTHS
- WORK IN A STATION WITH AT LEAST 50 EMPLOYEES

YOU MAY TAKE UP TO 12 WORKWEEKS OF FMLA IN A 12-MONTH PERIOD:

- FOR A SERIOUS ILLNESS (MEDICAL LEAVE)
- AS A CAREGIVER FOR A CHILD, SPOUSE OR PARENT (FAMILY LEAVE)
- IN ORDER TO ADOPT OR FOSTER A CHILD (ADOPTION AND FOSTER PLACEMENT LEAVE)

THE 12-MONTH PERIOD BEGINS WITH THE FIRST DAY OF THE FMLA LEAVE.

HEALTH CONDITIONS THAT QUALIFY:

- INJURIES AND ILLNESSES REQUIRING MEDICAL TREATMENT FOR LONGER THAN THREE DAYS
- PREGNANCY
- SERIOUS CHRONIC DISORDER

CONDITIONS THAT DO NOT QUALIFY:

- COLDS
- EAR INFECTIONS
- STOMACH UPSETS
- TEETH EXTRACTIONS
- HEADACHES (OTHER THAN MIGRAINES)
- HAY FEVER
- GUM DISEASE
- MINOR ULCERS
- POISON OAK OR IVY
- FOOD POISONING
- ... AMONG OTHERS

FMLA MAY BE TAKEN ON A CONTINUOUS BASIS OR IN INTERVALS OF AS SHORT AS A DAY OR A PART OF A DAY.

A REDUCED WORK SCHEDULE MUST BE GRANTED IF YOU CANNOT WORK FULL-TIME DUE TO THE HEALTH PROBLEM. IF THE DOCTOR RESTRICTS

YOU TO A LIMITED NUMBER OF HOURS, THE COMPANY MUST PLACE YOU ON THIS SCHEDULE FOR UP TO 24 WEEKS.

LEAVE MAY NOT BE DENIED BECAUSE OF SCHEDULING NEEDS.

HEALTH BENEFITS ARE NOT AFFECTED BY FMLA.

FMLA ABSENCES MAY NOT BE USED AS A BASIS FOR ATTENDANCE DISCIPLINE.

UNLESS UNEXPECTED, FMLA ABSENCES REQUIRE A 30-DAY NOTICE.

IF THE NEED FOR LEAVE IS UNEXPECTED, YOU MUST NOTIFY THE COMPANY WITHIN TWO WORKING DAYS.

UPON RETURN TO WORK, YOU MUST BE RESTORED TO YOUR FORMER POSITION.

FMLA VIOLATIONS ARE GRIEVABLE.

FMLA IS ENFORCED BY THE US DEPARTMENT OF LABOR.

FLYING BENEFITS: IF YOU ARE STILL BEING PAID, YOU ARE STILL IN THE SYSTEM AND CAN USE YOUR DRIVER'S LICENSE TO NON-REV. IF YOU ARE NOT GETTING A PAY CHECK, YOU MUST APPLY FOR PASSES THROUGH THE EMPLOYEE TRAVEL DEPARTMENT.

FMLA DOES NOT AFFECT SENIORITY.

A HUSBAND AND WIFE WHO BOTH WORK FOR THE COMPANY MAY ONLY TAKE A *COMBINED TOTAL* OF 12 WEEKS OF LEAVE IN A 12 MONTH PERIOD IF THE LEAVE IS FOR THE BIRTH, ADOPTION OR FOSTER CARE OF A CHILD OR TO CARE FOR A PARENT. IF THE COUPLE TAKES LESS THAN THE FULL 12 WEEKS, EACH WOULD BE ENTITLED TO THE REMAINING TIME FOR OTHER PERPOSES. FOR EXAMPLE, IF THE HUSBAND AND WIFE EACH TAKE SIX WEEKS LEAVE FOR THE BIRTH OF A CHILD, EACH WOULD BE ENTITLED TO ANOTHER SIX WEEKS IN THE EVENT OF A SUBSEQUENT FMLA NEED.