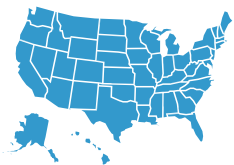


# Supplemental Update



## Legal Requirements

Which changes are necessitated by law



## State Bank vs. CBA Bank

Clarifying proposed differences



## Retirement Payout

Improved percentages & estimated payout



## Verification Periods

When verification can/can't be required

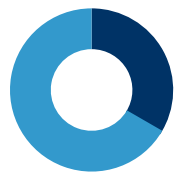
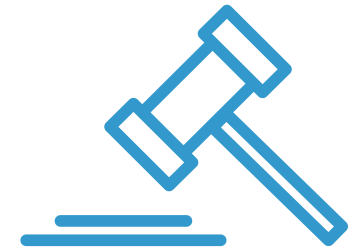


## 16: Sick Leave/On the Job Injury

## 32: Attendance Policy



# Legal Requirements



## Minimum accrual of protected sick leave

*Not required for additional accrual to be protected*



## No discipline for protected sick leave

*Discipline/points allowed for additional sick leave*



## Verification of protected sick leave\*

*Verification legally allowed for entire year*



## End of year minimum rollover\*

*Legally allowed to remove any excess*

*\*We negotiated limitations to the legally allowed verification process, and improvements to the end of year rollover*

***Please review full communication for additional important details***



# Sick Leave Banks



**TOTAL**

*same as current accrual*

**1**

**TFP**

Sick Leave Accrued



**10**

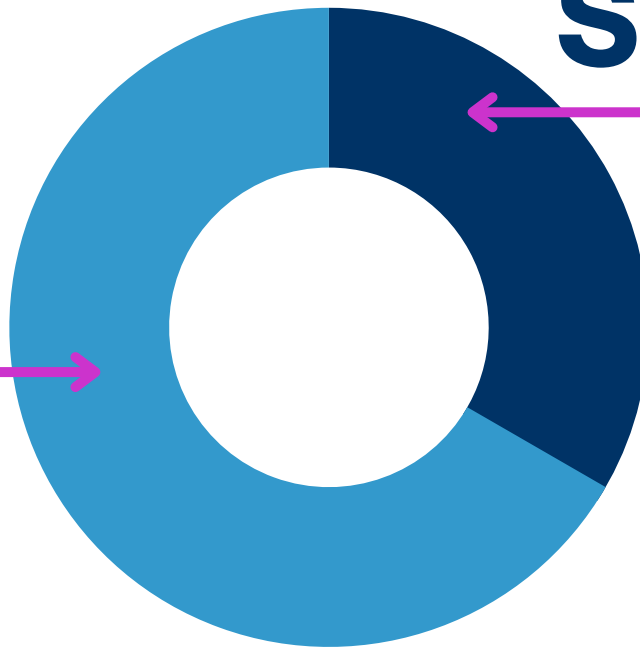
**TFP**

Worked or Credited

**CBA BANK**

**2 for 30 TFP**

2/3 total accrual



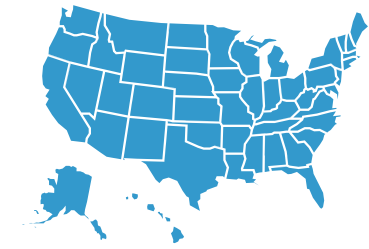
**STATE BANK**

**1 for 30 TFP**

1/3 total accrual



# State Bank



**1** TFP

Sick Leave Accrued



**30** TFP

Worked or Credited



**Expanded coverage** (preventative care, evacuation, etc.)



**No attendance points** (and does not impact yearly or quarterly record improvement)



**Limited verification** (same dates for everyone in all domiciles, maximum 10 days, 3x per year)



**Yearly 100% payout or transfer** of balance in excess of 40 TFP





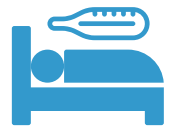
**2** TFP

Sick Leave Accrued



**30** TFP

Worked or Credited



**Maintained coverage**



**Attendance points** with applicable point reduction



**No verification requirement**

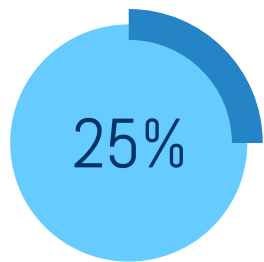


**Improved retirement payout**

# Retirement Payout



## Improved Percentages

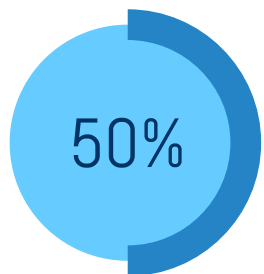


### 25% Payout (current)

0.1 - 560.9 TFP in bank at retirement



**\$2 - \$8,457** at current top of scale\*

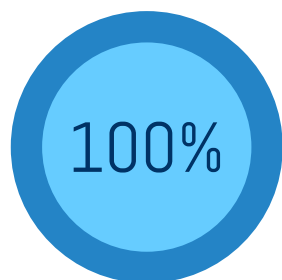


### 50% Payout (100% increase)

561 - 849.9 TFP in bank at retirement



**\$16,917 - \$25,629** at current top of scale\*



### 100% Payout (300% increase)

850+ TFP in bank at retirement



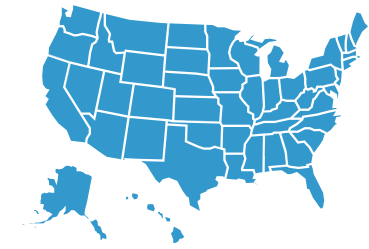
**\$51,264 - \$102,527** at current top of scale\*

**\$144,744** if maximum accrual increases to 2400 TFP\*

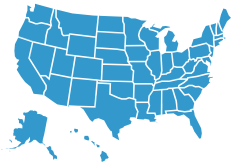
\*Gross pay before taxes/deductions; does not include proposed improvements on Section 21: Compensation



# Using State Bank



**Call Crew Scheduling** to call out from a sequence



**Designate State Bank**

(may change designation to CBA Bank prior to the end of next worked sequence)



**Submit verification if required** (see below)

In Verification Period, **and** verification requirements are met:

**Provide note from healthcare provider or other substantiating evidence within 10 days**

Not in Verification Period **or** verification requirements are not met:

**No further action required**



# Verification Periods



## *Same dates for all Flight Attendants & Domiciles*

- ✓ Min. two day notice from company
- ✓ Out of pocket medical costs reimbursed
- ✓ Maximum 10 days, 3x per year
- ✓ 10 days from initial call to provide verification



### **Verification required:**

- State Bank use for 4 or more consecutive workdays in a Verification Period



### **No verification required:**

- First sick call occurs prior to two day advance notice
- State Bank use for 3 or less consecutive workdays
- State Bank use outside Verification Period
- CBA Bank use





# Using CBA Bank



**Call Crew Scheduling** to call out from a sequence



**Designate CBA Bank**

(may change designation to State Bank prior to the end of next worked sequence)



**No verification required**



**Optional: Complete point reduction form** (if available/applicable)



# Summary



## Improved or Gained Provisions:

- ✓ Protected sick bank with no points
- ✓ Significant retirement payout increases
- ✓ Additional sick leave applications
- ✓ Limits or improvements to legal requirements

## Maintained Provisions:

Industry leading accrual      Maximum accrual\*  
Bank points      Record improvements (*quarterly and yearly*)  
Attendance point values      18-month point removal  
Termination threshold      Productivity Premium Program

## Modified Provision:

4 point reduction forms to 3 point reduction forms  
*Offset by flexible State Bank (no points, use multiple times throughout year, use strategically to save point reduction form for longer illness)*

*\*proposed 41% increase*

