

# Vacation Accrual while on Occupational Leave and Occupational Extended Illness Status

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Calculating your vacation accrual when you have an Occupational Injury/Illness depends on your circumstances and Leave status. The process of determining your vacation accrual is done through an evaluation of two components. For full vacation accrual, you must fly 120 hours or more each quarter of the vacation accrual year. Secondly, you must be active (not on a Leave of Absence), for the greater portion of each schedule month. The only exception is for an **Occupational Leave of Absence**.

To accrue full vacation, you must remain active and have a minimum of 120+ hours in each vacation accrual quarter	To accrue partial vacation, you must remain active and have a minimum of 60-119 hours in each vacation accrual quarter
You receive no vacation accrual if you have less than 60 credited flight hours in the vacation accrual quarter	
<i>Leaves of Absence (such as COLA or Medical LOA) are considered inactive and will reduce your vacation by 1/12 for each month you are inactive (regardless of credited flight hours for the quarter)</i>	

## Vacation accrual quarters are:

- 1st Quarter - September-October-November
- 2nd Quarter - December-January-February
- 3rd Quarter - March-April-May
- 4th Quarter - June-July-August

### Vacation Accrual when on Occupational Leave of Absence

When you have an Occupational Illness/Injury, and when you do not draw any pay from your sick leave bank, you will be designated on an Occupational Leave of Absence status. On this status, our Contract protects against the reduction of vacation accrual and you receive full vacation accrual.

### Vacation Accrual when on Occupational Extended Illness and Using Sick Leave

Once your Occupational claim is accepted, you will be on an Occupational Illness/Injury status and will receive a TTD payment. The dollar amount of this payment is based on average weekly pay for the previous 12-month period.

It's important to consider that the TTD payment is not credited flight time. The amount of your TTD payment will, for the purposes of supplementing from your sick leave bank, be converted to an equivalent number of non-credited flight time hours; which are then used to calculate any draw on your sick leave bank.

When you have an Occupational Extended Illness, and **do** draw any hours from your sick leave bank you are placed on active status (S2), and your vacation accrual is dependent upon how much flight time credit you draw from your sick leave bank.

When choosing to supplement your TTD payment with hours from your sick leave bank, you have three options:

- maximum = 100 hours
- minimum = 71 hours
- the value of your line award

*Once you select your option, it remains in effect for the duration of your Occupational Illness/Injury*

**Example 1:** Let's assume your TTD payment dollar amount converts to non-credited flight time equivalent of 60 hours per **month**. You elect to receive maximum, 100 hours each month. The result of

this will be drawing 40 hours per **month** from your sick leave bank to supplement your TTD payment. Assuming you were on Occupational Illness/Injury for each month of an entire vacation accrual quarter, this would result in 120 hours of flight time credit for the quarter.

**Example 2:** Let's assume your TTD payment dollar amount converts to non-credited flight time equivalent of 70 hours per **month**. You elect to receive maximum, 100 hours each month, The result of this will be drawing 30 hours per **month** from your sick leave bank to supplement your TTD payment. Assuming you were on Occupational Illness/Injury for each month of an entire vacation accrual quarter, this would result in 90 hours of flight time credit for the quarter.

**Example 3:** Let's assume your TTD payment dollar amount converts to non-credited flight time equivalent of 85 hours per **month**. You elect to receive maximum, 100 hours each month. The result of this will be drawing 15 hours per **month** from your sick leave bank to supplement your TTD payment. Assuming you were on Occupational Illness/Injury for (only) 1 entire vacation accrual quarter, this would result in 45 hours of flight time credit for the quarter.

**Non-Occupational LOA Impact on Vacation Accrual (COLA, Medical LOA, etc)**

For full vacation accrual, the Flight Attendant must be active every month of the quarter. Leaves of Absence impact your vacation accrual. When you are on a Leave for the greater portion of a schedule month, your vacation will be reduced by 1/12 (regardless of how many actual hours are flown), with the exception of Occupational Leaves of Absence.

**Examples of Vacation Accrual with Occupational Injury/Illness**

**Example 1:**

A Flight Attendant whose base vacation accrual is 40 days:

- is active and worked the first quarter and has flight time credit for 120+ hours
- is active and worked the second quarter and has flight time credit for 120+ hours
- had an Occupational Injury for the entire third quarter and does not draw any hours from their sick bank, and is on an Occupational Leave; receives full vacation credit for the quarter, as a protection of the JCBA

is active and worked the fourth quarter and has flight time credit for 120+ hours

	Sep-Oct-Nov	Dec-Jan-Feb	Mar-Apr-May	Jun-Jul-Aug
<b>Credit hours</b>	120	120	Occupational Leave w/ No Sick Leave supplement	120
<b>Days accrued</b>	10 full	10 full	10 protected	10 full

*(assumes no additional leaves of absence (eg COLA), which would result in vacation accrual loss)*

**Example 2:**

A Flight Attendant whose base vacation accrual is 40 days:

- is active and worked the first quarter and has flight time credit for 120+ hours
- is active and worked the second quarter and has flight time credit for 120+ hours
- had an Occupational Injury for the entire third quarter and is on Occupational Extended Illness status, drawing 120 supplemental hours from their sick leave bank, which meets the requirements; will receive a full vacation accrual
- is active and worked the fourth quarter and has flight time credit for 120+ hours

	Sep-Oct-Nov	Dec-Jan-Feb	Mar-Apr-May	Jun-Jul-Aug
<b>Credit hours</b>	120	120	Occupational Extended Illness w/ 120 hours Sick Leave Supplement	120

<b>Days accrued</b>	10 full	10 full	10 full	10 full
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*(assumes not additional leaves of absence (eg COLA), which would result in vacation accrual loss)*

**Example 3:**

A Flight Attendant whose base vacation accrual is 40 days:

- is active and worked the first quarter and has flight time credit for 120+ hours
- is active and worked the second quarter and has flight time credit for 120+ hours
- had an Occupational Injury for the entire third quarter, and is on Occupational Extended Illness status, drawing between 60 – 119:59 supplemental hours from their sick leave bank which meets requirements for 50% vacation accrual; will receive 50% vacation accrual for the quarter
- is active and worked the fourth quarter and has flight time credit for 120+ hours

	<b>Sep-Oct-Nov</b>	<b>Dec-Jan-Feb</b>	<b>Mar-Apr-May</b>	<b>Jun-Jul-Aug</b>
<b>Credit hours</b>	120	120	Occupational Extended Illness w/ 60-119:59 hours Sick Leave Supplement	120
<b>Days accrued</b>	10 full	10 full	5 half	10 full

*(assumes not additional leaves of absence (eg COLA), which would result in vacation accrual loss)*

**Example 4:**

A Flight Attendant whose base vacation accrual is 40 days:

- is active and worked the first quarter and has flight time credit for 120+ hours
- is active and worked the second quarter and has flight time credit for 120+ hours
- had an Occupational Injury for the entire third quarter, and is on Occupational Extended Illness status, drawing less than 60 supplemental hours from their sick leave bank; will receive no vacation accrual for the quarter
- is active and worked the fourth quarter and has flight time credit for 120+ hours

	<b>Sep-Oct-Nov</b>	<b>Dec-Jan-Feb</b>	<b>Mar-Apr-May</b>	<b>Jun-Jul-Aug</b>
<b>Credit hours</b>	120	120	Occupational Extended Illness w/ less than 50 hours Sick Leave Supplement	120
<b>Days accrued</b>	10 full	10 full	0	10 full

*(assumes additional leaves of absence (eg COLA), which would result in vacation accrual loss)*