

## QUESTIONS FROM MEMBERS RE: SLIP LEAVES

Answers From SuzAnne Balzer (Contract Admin); Ann Carlson (Benefits) – July 10, 2008

1. What credit hours in DEC will FAs receive for the 3.5 month leave?

"A half month LOA in December has a value of 50:00."

2. Can FAs still use Companion Pass benefits during SLIP?

"All pass benefits are available while on SLIP as if active--including New Day passes--with the exception of jumpseat and offline, except Airlink."

3. I am pregnant and due the 1st week of December. If on SLIP leave, will my new dependent be included in the company paid benefits or should other arrangements be made?

"If you chose to continue coverage and pay the employee portion and then have a baby while on SLIP coverage will be extended to the baby."

4. A flight attendant is on company convenience leave for August, due to come back for first day of bid month September. Bids and is awarded a SLIP leave. What will be the status of a domestic partner's insurance for the duration of the SLIP? Will it be as though he/she were active and he/she only pays the usual employee portion of his/her premium during SLIP? Or does his being off payroll prior to the start of SLIP mean that he is only eligible for COBRA continuation?

" Active benefits will be reinstated as of August 29th for the duration of the calendar month.

SLIP benefits are effective September 1st - the flight attendant will need to elect and pay the monthly employee portion for any SLIP benefits he/she wishes to continue. Once the election form and payment has been received, benefits are reinstated retroactive to September 1st.

In the example above, he/she would just pay his/her active employee contribution rate for 'employee + domestic partner' coverage."