

VACATION DONATION CBA Section 10.G.

The Company shall permit Flight Attendants (and other employees) to donate accrued vacation credit to certain medically incapacitated Flight Attendants and other employees as follows:

1. The Flight Attendant donating vacation credit must have **a** positive balance in his/her vacation accrual account and may not donate more vacation credit than the amount of such positive balance;
2. The donated vacation credit shall be considered a vacation payoff, shall be considered earned income to the donating Flight Attendant and shall be subject to all wage reporting taxation and withholdings;
3. The Flight Attendant donating vacation credit shall forfeit the amount of vacation credit donated and shall designate the vacation days being donated on the Vacation Donation form;
4. The vacation credit donated shall be paid by the Company to the recipient in the form of **a** check **or direct deposit** (and not as wages). The Company shall provide the Flight Attendant donating vacation with a verification receipt once the Company has accomplished the transaction. The recipient shall not remain on payroll when receiving vacation donations;
5. Eligibility for a Flight Attendant or other employee who is medically incapacitated to receive vacation credit donations shall be ultimately determined by the Company, but such determination shall take into account the following:
 - a. Whether such Flight Attendant or other employee has exhausted, or **is** about to exhaust, his/her sick leave **and** vacation accruals;
 - b. Whether such Flight Attendant or other employee is in need of financial assistance;
 - c. Whether such Flight Attendant or other employee is willing to receive donated vacation credit, and willing to have the fact that he/she is medically incapacitated announced to other employees in order to solicit vacation credit donations.
6. The Company shall take responsibility for implementing and administering the **Vacation Donation Program** and shall meet and consult with the Union as requested, regarding such program.