

## Vacation Reduction

A Flight Attendant on a leave of absence (except occupational), furlough or disciplinary suspension, will have her/his vacation accrual reduced by (1/12th) for each 30 days or major portion on a prorated basis.

Flight Attendants may take (borrow) up to ten (10) vacation days from next year’s allotment. DATV taken during the accrual period of **August 29, 2023 - August 28 2024** will reduce the 2025 Vacation accrual on a day-for-day basis. Instructions on how to request DATV can be found in Chapter 15 of the *Trip Trades & Adjustments Guide*.

### How does paid activity affect vacation?

Your annual (base) vacation accrual will be reduced when the paid activity in each quarter of the Vacation Accrual year does not meet either the 60-hour – 119:59 hour or the 120 hour or greater metric for accrual as follows:

- A Flight Attendant who completes one hundred twenty (120) hours or more of paid activity in each quarter of the Vacation Accrual Year, will receive full vacation accrual (100% of base vacation accrual).
- A Flight Attendant who completes fewer than one hundred twenty (120) hours but at least sixty (60) hours of paid activity in each quarter of the Vacation Accrual Year, will receive fifty percent of vacation accrual (50% of the Base Vacation Accrual.)
- A Flight Attendant who completes fewer than sixty (60) Hours of paid activity for each quarter of the Vacation Accrual Year will accrue no vacation.

The following chart illustrates accrual based on Paid Activity:

Years of Complete Service	Annual Base Vacation Accrual	Accrual per Quarter (<60 hours of paid activity)	Accrual per Quarter (60-119:59 hours of paid activity)	Accrual per Quarter (120 hours or more of paid activity)
1-4	12 DAYS	0	1 DAY 12 HOURS	3 DAYS
5-9	19 DAYS	0	2 DAYS 9 HOURS	4 DAYS 18 HOURS
10-16	26 DAYS	0	3 DAYS 6 HOURS	6 DAYS 12 HOURS
17-24	33 DAYS	0	4 DAYS 3 HOURS	8 DAYS 6 HOURS
25+	40 DAYS	0	5 DAYS	10 DAYS

**Example #1** - Flight Attendant who did not receive full accrual based on paid activity and additionally was on a leave of absence

- Quarter 1 paid activity: 240 hours **100%** quarterly accrual: (10 days)
- Quarter 2 paid activity: 270 hours **100%** quarterly accrual: (10 days)
- Quarter 3 paid activity: 160 hours **100%** quarterly accrual: (10 days)
- Quarter 4 paid activity: 115 hours **50%** quarterly accrual: (5 days)

The vacation accrual based on paid activity for the year is **35**.

The same Flight Attendant was also on a non-occupational leave of absence for 90 days during the third and fourth quarters of the vacation accrual year. The vacation accrual is reduced by 1/12 for each 30 days or major portion thereof – a total of 3/12 or 1/4 of the full 40-day accrual = 10 days.

The vacation accrual based on reduction for leave(s) of absence is **30** days = 40 – 10 days. When a Flight Attendant's base vacation accrual is reduced for **both** paid activity and leaves of absence, the greatest reduction will apply. Therefore, in the above example the Flight Attendant's 40 days was reduced to 30 days.

**NOTE:** *When the base vacation for a Flight Attendant is reduced for both paid activity and leaves of absence, the greatest reduction is applied. In the above example, the 40-day vacation for the Flight Attendant is reduced to 30 days*

