

# *Debrief*

## **AFA Debrief January 31, 2023**

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### **Black History Month**

Black History Month is an annual observance originating in the United States and observed in February. Black History Month provides all of us a great opportunity to celebrate black Americans' many achievements throughout U.S. history. Since 1976 when President Gerald Ford proclaimed February to be Black History Month, this annual celebration has recognized the contributions of black Americans to our country.

Carter Woodson and Jesse Moorland founded the Association for the Study of African American Life and History. One of their goals was to encourage local communities to organize local celebrations and encourage study in schools. Later in 1926 they established Negro History week, with February being chosen to coincide with the birthdays of Abraham Lincoln and Frederick Douglass. Following the civil rights movement in the 1960's, Black History Month was proclaimed.

All people, regardless of race or place, deserve the same rights and freedoms. For too long, Black and brown people in America have been denied equality because of the color of their skin. This is our opportunity to spotlight and celebrate the achievements and contributions of black Americans in this country, despite the history of racism and oppression.

### **Picking Up Sick Leave Trips Requires Permission**

Section 13 of our Contract provides income protection in the form of Sick Leave benefits when illness prevents us from working our schedule. Regardless of the medical reason that prevents us from working our schedule, individual Flight Attendants, at their option, make the determination as to when they will use this negotiated benefit.

Because sick leave is a reality, AFA negotiated that a list of trips on sick leave would be made available to Flight Attendants as a form of a “heads up” in terms of open trips that **may** become available eight (8) hours prior to departure and this list is viewable by all Flight Attendants. At the eight-hour mark, the trip rolls off the Flight Attendant’s schedule and into open time for pick-up by another Flight Attendant or potential assignment to a Reserve. This understanding is accurately captured by the disclaimer located at the top of the screen on CCS: “Sick Leave trips include potentially open trips from the schedule of Flight Attendants who are currently on Sick Leave. If the Flight Attendants remain on Sick Leave, these trips will be released to Open Time 8 hours prior to departure.”

To the surprise of many, we have learned that not all Flight Attendants are viewing this listing of potential sick pairings in the manner and for the purpose for which it was devised. Recently a Flight Attendant viewed the list of potential sick leave pairings and, without permission through the direct trade process, took a Sick Leave pairing from the line of a Flight Attendant more than 8 hours prior to departure. This was done without the consent of the Flight Attendant on Sick Leave status who was ultimately denied the income protection of a sick leave payment.

It must be stated in the clearest way possible; this a violation of not only our Contract but also the rights of the Flight Attendant on Sick Leave. As a result of this action, the Flight Attendant on sick leave lost the wages to which entitled when the pairing was removed from their schedule.

In response to this action, the Company terminated the Flight Attendant who took the pairing, citing “theft” as the basis for their decision. When the case was presented before the System Board of Adjustment, the Arbitrator agreed with the company. The rationale behind the decision stated that Flight Attendants work under no direct supervision and the company must be able to trust Flight Attendants. Further, emphasizing that where an employee has committed theft, the employer has no reason to trust the employee.

Based on the Arbitrator’s decision, Flight Attendants must clearly understand their obligation to work within the framework of our Contract and to observe and respect the rights of the Flight Attendants with whom we work. In every instance, and in particular, when someone is on sick leave, full permission is required when directly trading a pairing from another’s line of flying. These transactions have economic consequences and both parties must be fully aware of any action having this type of financial impact. In short, if there is a question about trading a trip, get permission before you enter the direct trade into the computer.

## **Profit Sharing Elections Close February 7, 2023 at 2359 CT**

United management announced mid-January that profit sharing will be paid out to eligible employees on February 28, 2023. Employees receiving profit sharing have until Tuesday, February 7 at 11:59 p.m. CT to elect to defer all or a portion of their profit-sharing payment to their eligible retirement account(s).

The option to defer is available for frontline employees participating in the United Airlines 401(k) plans, PRAP, UK Group Stakeholder Plan or CMI 401(k) Savings Plan. In order to make an election, employees must use the profit-sharing election tool. It is important to discern there is no connection between the 401(k)-deferral percentage of your normal paycheck and profit-sharing. Your current retirement account contribution percentage for your normal paychecks *will not be used or applied* to your profit-sharing payout.

To verify eligibility for this special election window, please see the profit-sharing Q&A for retirement plan contributions.

Participating employees will receive their payment through their normal payroll process (i.e., direct deposit or physical check). Due to local requirements, the payout date may differ in some international locations.

## **Christmas Holiday Bonus Point**

Flight Attendants who met the criteria to receive the Christmas Holiday Bonus Point should now be able to view their work history records in CCS and verify that the point credit has been properly recorded.

As a reminder, the one-point credit will offset the first point-generating occurrence after January 6, 2023. There is no expiration date, and the point credit will remain available indefinitely if not used. Bonus points accumulated in the past, as well as those accumulated in the future, will be applied to any point-generating absence.

We encourage you to review your work history to ensure you have been properly credited for this year's period of holiday service, as well as a review of any previous year's credits to which you are entitled. If you have questions about Attendance points, contact your Local Council office.

## **Celebrate Valentine's Day with Union Plus Discounts**

Valentine's day is just around the corner! Now is a great time to start planning how you want to show a loved one how much you care. Flight Attendants can Save 25% on flowers, gifts, and chocolate treats when using the Unionplus discounts. Celebrate and recognize this Valentine's Day by visiting the [Unionplus website](#).

## **Medical Tax Form 1095-C**

Under the Affordable Care Act, U.S. law requires to have adequate medical coverage during the year. Form 1095-C Medical Tax form is required in order to compete and file your 2022 taxes, as it is proof that you had medical insurance provided by your employer.

You will receive Form 1095-C if, for at least one day in the last calendar year, you were any of the following:

- A full-time employee of an employer with more than 50 full-time employees
- A part-time employee who was enrolled in medical coverage
- An individual with COBRA coverage
- A retiree or dependent of a retiree under the age of 65 who was enrolled in medical coverage

You can also access this form through Flying Together > Employee Services > Health & Insurance (YBR). Once on YBR (Your Benefits Resources), type in “1095-C” on the search bar and then view/print your 1095 form. Another path from the YBR homepage: Under the Quick Links section, click View all > Forms and resources > Get your Form 1095.

For more information, please contact your domicile supervisor.

### **Reminders:**

- FEB 1 - First Day of Black History Month

