



[pafca-ual] Sick Calls

3 messages

Craig Symons <president@pafca-ual.org>
To: PAFCA-UAL <pafca-ual@googlegroups.com>

Sat, Dec 23, 2023 at 12:55 PM

Dispatchers,

Over the last few weeks, the Company has demonstrated a renewed focus on attendance and specifically, sick calls.

While we all understand that 9-F prohibits a reprimand against the legitimate use of sick leave, it also requires that we be dependable and truthful. The Company has every right to inquire about attendance issues that come to their attention.

9-F The employees covered by this Agreement and the Union recognize their obligation of being truthful and honest in preventing unnecessary absence or other abuse of sick leave privileges. No employee shall be reprimanded for the legitimate use of sick leave. An employee whose dependability record is unsatisfactory shall be so advised, furnished a copy of their record and given a reasonable opportunity for improvement before any disciplinary action is taken.

To that end, there are few ways to bring the Company down on you as an undependable or potentially untruthful individual. So if you don't like questions, avoid the following:

- 1) A pattern of sick calls in conjunction with vacation or days off. On the surface, it can appear you are not ILL, but in fact extending your days off whenever possible. Especially if you do it more than once.
- 2) Calling in sick over a set of RDOs. For example, you call in ILL for two, then have two RDOs and then bang in again in the other side, and you do this all at the same time. Such extended illnesses, while they do occur, will generate a question from the Company. Perhaps wait to assess your health prior to calling in for the day on the other end of the RDOs, unless you are having a known procedure or it is an extended illness which you know will keep you home for an period of time.
- 3) Traveling on ILL days without permission from the MDO. This is expressly forbidden by the Working Together Guidelines and while you may argue that you were just on the way back to work, it is still prohibited. Please just call and get approval from the MDO first. The Company wants to get you back to work and they will always make exceptions under particular circumstances. Otherwise, you risk suspension of your travel benefits or worse.
- 4) Getting into negative points with the attendance policy. If you need extra assistance for something that is going on in your life, please explore FMLA or reach out to Alice Luna, our EAP rep, before you get to zero. There is support out there for you if you need it.

I would also add that getting a doctor's note, whenever possible, is also very helpful. Especially if the illness is over three days, per 9-C.

9-C Sick leave with pay shall be granted only in cases of actual sickness. The Company may require a doctor's certificate before paying such requests for sick leave in excess of three days. Dental and doctor appointments shall not be considered a basis for paid sick leave unless it can be shown that the doctor in question does not maintain office hours outside the employee's regular work time, or on the employee's regular days off.

Ultimately, nobody can assess your health but you and nobody (including the Company) wants you to come to work sick, but we should all be mindful of how we use sick time.

Thanks for your consideration,

Craig

President, [PAFCA-UAL](#)

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One more important point I forgot to add. Please take a Union representative with you whenever management does an investigation on any sick call issues.

Section 11

Discipline and Grievance Procedure

11-G-1 A Dispatcher subject to investigation will be given the opportunity to be accompanied by a Union representative of their choice (provided such choice is reasonably available) to any investigatory meeting conducted by the Company. The representative of the Union will not interfere with the Company's questioning of an employee but at the conclusion of the Company's questioning will be free to ask questions for the purposes of clarification and understanding.

President, [PAFCA-UAL](#)

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Dispatchers,