AA Proposal

AA Proposal	**Date: 6/24/2009**	**Time: 1000**
Subject: Leaves of Absence		**Version: 6**
Proposal Reference(s): APA: 11/28/07, 7/17/08, 10/24/08, 6/23/2009; AA: 5/15/08, 7/21/08, 10/21/08, 12/2/08, 5/5/09		
Contract Reference(s): Section 11		

SECTION 11

LEAVES OF ABSENCE

A. General

When the requirements of the Company will permit, a pilot may be granted a leave of absence. When such leave is granted, a pilot shall retain and continue to accrue seniority, provided that such pilot maintains at all times his required certificate or ratings. If such pilot shall permit his required certificate or ratings to lapse, he shall retain his seniority accrued at the time of such lapse. Length of service for longevity pay or salary purposes shall not accrue during leaves of absence, except leaves granted in the interest of the Company, leaves to permit attendance as representatives of the pilots at conferences with the Company, leaves granted due to sickness or injury, for duty with the military services of the United States, or for service with the Association.

B. Personal Leaves of Absence

1. The Company shall give every consideration to all Personal Leave of Absence (PLOA) requests ~~for up to two (2) years duration. A pilot may request a twelve (12) month extension to a PLOA~~.

2. All PLOA requests shall be considered on a case by case basis. Forecast staffing requirements and/or associated training costs shall be among the factors to be considered by the Company when making the decision to grant or deny an initial PLOA or an extension to a PLOA.

3. The Company will respond, in writing, within a reasonable time as to whether or not the pilot's request for a PLOA can be honored.

AA Proposal

4. The Company may cancel a PLOA no later than thirty (30) days prior to the effective date of the PLOA or his vacation, whichever occurs first~~, except that in cases of emergency, a PLOA may be canceled in less than thirty (30) days~~.

   If the pilot desires to cancel his request for a PLOA, he shall notify the Company as soon as possible, but in no event later than thirty (30) days prior to the effective date of the PLOA or his vacation, whichever occurs first.

5. Company approval shall be required for any pilot who wishes to return from a PLOA prior to its expiration date.

~~6. If staffing requirements change, a pilot may be recalled early from a PLOA and the Leave shall be terminated.~~

~~7.~~6. In the event of a furlough, the Company will notify all pilots that it will consider all requests for Leaves of Absence in order to mitigate the number of furloughs.

~~8.~~7. A pilot on leave shall not, without prior written permission of the Company, engage in aviation employment, and in no case shall engage in employment, the nature of which may bring discredit upon the Company.