

A Sick "Philosophy" Is Not A Sick Policy



Management's recent memo touts a "philosophy," not a defined sick policy system, saying a "black and white" approach would be detrimental because it removes the "human factor."

It's no secret that managers play favorites, and that discipline is not applied equally. We didn't need a memo to remind us of that! Flight Attendants report being called by an FSM after two absences, while others aren't contacted before they reach seven.

Pulse scores and passenger complaint letters are allegedly included in "overall performance" relating to absence discipline. Think twice when telling that diamond medallion to get off his phone during the safety demo—one bad letter and you'll be looked at differently when you get the flu and have to call in sick.

Our pilot colleagues have negotiated up to 270 hours of sick time annually. Their contract prevents the company from questioning sick usage until 100 hours absent! What's more, an elected representative can be present during any disciplinary meeting and has the right to see all documents related to those proceedings.

Delta Flight Attendants deserve a black and white sick policy. We deserve to be treated equally and fairly when it comes to reliability regardless of unrelated factors like unverifiable survey scores and uncorroborated complaint letters.

Senior management has the right vision in mind, saying we should be treated like human beings, but until we negotiate reasonable sick time and a bi-laterally approved policy to manage it, we are at the mercy of corporate philosophers. We deserve contract protections from the IAM, whose philosophy has always been **WORKERS FIRST.**