



Transport Workers Union of America, AFL-CIO
Air Transport Division
Local 555
Southwest Airlines Ramp, Operations, and Provisioning



Kin Care is Now California Paid Sick Leave: A Protected Sick Leave May 5, 2016

California agents received notice from Southwest Airlines in March and April that “beginning January 1, 2016, the **California Kin Care law has been modified to include “self” as an option when using Kin Care.**” This and other amendments were made which impacted the Healthy Workplace Healthy Families Act of 2014 - Paid Sick Leave. All the amendments in effect, have changed the use of the term CA Kin Care and have made it synonymous with CA Paid Sick Leave. You may also hear the term **CA Protected Sick Leave, which includes several types of protected occurrences for which CA Paid Sick Leave will apply.**

This notice is being sent to all TWU Local 555 CALIFORNIA Agents. Please be advised that other ordinances are in effect in OAK and the city/county of San Francisco (not including SFO employees) that grant other benefits. OAK Agent benefit information is included below.

The Benefit

You will not be required to submit a form to use this benefit; the 1st 6 days of absence because **of an illness of your own or a protected family member will be protected by California Paid Sick Leave.** Because of Oakland Paid Sick Leave, OAK agents will receive the benefit of 24 additional hours or 3 days of protected leave.

The Limits

For most CA Contract Employees, CA Protected Sick Leave will not exceed 48 hours per year. In OAK, the total combination of CA Protected Sick Leave and OAK Sick Leave will not exceed 72 hours per year. If the protection does not apply, or you have used your allotted Protected Sick Leave, normal attendance rules will apply.

The company has committed to beginning the administration of this benefit as listed above in accordance with the law on May 16, 2016.

Please do not hesitate to contact the Union Office if you have questions about California’s Leave Laws.

Amye Thompson Hollins, Leave Specialist
TWU Local 555
Cell - 214-498-5118
Email - a.thompson@twu555.com