



# TWU Local 577

the Union of Allegiant Flight Attendants

REV. 06.20.2020

## Maternity Leave

### How Long CAN I fly for?

Most Flight attendants usually fly up to 30-32 weeks of pregnancy (consult your OBGYN).

### When Should I Start My FMLA Claim for Maternity Leave?

FMLASource states that you can open a claim as soon as you have a due date. Allegiant policy states that you give 30 day notice before taking any type of leave if time allows.

EX: Baby due date is Oct 28th per G4 policy request FMLA Sept 28th.

### When do I have to notify FMLA & the Company of my baby's birth?

Per FMLASource Policy, you have 7 days to report your baby's birth to start your maternity leave. G4 Policy states you have 31 days from the date of the "life event" to notify the Benefit Center of your baby's birth. [MyAllegiantBenefits.com](http://MyAllegiantBenefits.com)

This LIFE EVENT must be reported to Allegiant within 31 days of having the baby.

- Enroll life event in Benefit Center
- Provide required documentation (find ex of documentation in benefit center or G4connect)

### I can't fly my entire pregnancy; can I request light duty?

If and when necessary, you may request light duty. Contact your base supervisor. You may continue LD until the due date if desired (consult with your physician). *\*If the company has work available at your location that can be completed proficiently within an employee's restrictions, G4 will accommodate the Crew LOA light duty request. Our work locations vary significantly in size and complexity. Therefore, there may not always be light/modified duty available in each location.*

### How long is maternity leave?

Every recovery is different. Vaginal deliveries-6 week recovery. Cesarean-8 week recovery. Baby bonding is an additional 6 weeks that can be taken concurrently with recovery time or within the first 12months of the baby's life in different intervals/intermittently as mom/dad and baby needs.

### Can I apply for Short Term Disability (STD)?

Yes-you can use STD to help provide a source of income while you are on leave, taking care of baby. You can apply as early as when you find out the baby's due date to open a claim. Notify them once the baby is born to start receiving your payment.

\*You can find Symetra on your HealthJoy App as well as at [www.Symetra.com](http://www.Symetra.com)  
Symetra Member Services: 877.377.6773.

Can I apply for a CCL/VSTL while I'm pregnant?

Yes, you can apply for one of the leaves. If you are awarded VSTL and have your baby while on VSTL your leave and FMLA will run concurrently. You will still be paid your 40 hours for the leave. You must ensure you follow **ALL** of the steps listed above.

**When ready to return to work, your physician must fill out a return to work form.**

*\*All of the information is provided in this document by Allegiant, FMLA Source, and the Department of Labor.*