

Maternity Policy Comparison Chart

	Delta	United	American	Alaska	Republic	Express Jet	SkyWest
Postpartum Leave Guarantee	1 Year	9 Months	1 Year	1 Year	Medical leave + 9 Months= Just under 1 year	6 Months	12 WEEKS
Company Paid Leave	Yes	No	Yes	Yes	No	No	No
Vacation/ User Time	Detailed in policy	Pilots choice	Detailed in policy	Pilots choice	Pilots choice	Detailed in policy	Company discretion= Can't plan
Paternal Leave	FMLA	9 months	FMLA	FMLA	FMLA	6 months	FMLA
Mentoring Committee	Pilot Family Matters Committee March 2017	ALPA Women's Issues Sept. 2017	AA Maternity Committee TBD 2018	-----	-----	-----	WAC Nov. 2016
Source	DL ALPA LOA #17 Update August 2017	UPA:12-3-c UPA:12-f-1- UPA:12-f	Newjetnet.com >Leaves and Returns> Maternity Leave	ALPA Contract Section 13-3	Republic Teamsters 2015 TA Policy pgs. 226-228	Express Jet Leave Guide Slides 13 & 19	PPM 3013

Note: Insurance and Flight Benefits MAINTAINED entirety of maternity leave at Major Airline carriers listed.

Regional Maternity Policy Comparison

	Republic	Express Jet	Horizon	Mesa	Endeavor	SkyWest
Postpartum Leave Guarantee	Medical Leave + 9 Months= Just under 1 year	6 Months	12 weeks	*12 weeks	12 weeks	12 Weeks
Vacation User Time Extended Leave	Pilots Choice	Detailed in policy	Pilots Choice	Detailed in Policy	Pilots Choice	Company Discretion =Can't plan
Mentoring Committee	-----	-----	-----	-----	-----	WAC
Guide	-----	Yes	-----	-----	-----	Yes
Maternity Uniforms	-----	-----	2 Uniforms Provided	-----	-----	WAC Uniform Exchange
Source	Republic Teamsters 2015 TA Policy pgs. 226-228	Express Jet Leave Guide Slide 13	CBA 15.H Pg. 78	*New 2017 TA not accessible to WAC yet	Policy Guide Section 13 pgs. 822-833	PPM 3013