



May 2009-SEA and GEG STATION NOTICE

!!!Attention Washington State Workers!!!

Changes have been made that will affect the way you receive Salary Continuation for a compensable On-The-Job Injury Claim

Effective June 1, 2009, Southwest Airlines must comply with Washington State Law which requires that an injured worker begin receiving Temporary Total Disability (TTD) payments within a specified time period this in turn requires a change in the process of paying salary continuation. SWA combines both the Temporary Total Disability (TTD) payment amount and the salary continuation amount into **ONE** check and you receive it on each regularly scheduled payday. In some cases the timing of these payments were not in compliance with State Law even though SWA was paying the injured worker within the confines of our Collective Bargaining Agreement.

In Washington State, the new process for receipt of compensation for an approved/compensable On-The-Job Injury (OJI) Claim will require that **TWO** checks be issued so that the receipt of Salary Continuation does not interfere with the state required timing of the receipt of TTD payments.

.....**Details are Below**.....

- If your OJI claim is found to be compensable, you will receive two checks for as long as you are eligible for salary continuation:
 - A Temporary Total Disability (TTD) check for your workers' compensation benefits required by Washington law. This check will be issued by Southwest's third party administrator (TPA) and should be cashed or deposited in your bank account; and
 - A regular paycheck from Southwest on the 5th and 20th of each month for the full amount of pay you would have earned had you worked a regular shift **reduced** by previous TTD payments.

As an example, if you would normally receive a gross paycheck of \$1,500 but you had previously received a TTD check for \$900, the actual gross amount of your paycheck would be \$600 (the \$1,500 normal amount less the \$900 already received).

- This reduction will appear on your paycheck in the "income column" as a negative amount coded OJX . Since TTD is non-taxable income, the prepaid TTD recovery will reduce your pre-tax earnings.
- This process will continue until all prepaid TTD has been recovered.
- If you continue to lose time from work due to your compensable OJI and you have exhausted your salary continuation period, you will continue to receive TTD checks from the TPA until you return to work or are no longer eligible for TTD.

*For questions regarding this State Required Change please contact
Amye Thompson TWU Leave Specialist at 1-800-595-7672 or a.thompson@twu555.org*