



# IAM CREWMEMBERS

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**On July 1, 2015, the State of Massachusetts began requiring employers to provide their workers with non-disciplinary, paid sick leave.**

This law applies to JetBlue, and all JetBlue Crewmembers will qualify for protection.

This law allows Crewmembers to take paid sick time in order to care for themselves when they are sick. The law also allows paid sick time for Crewmembers to care for their spouse, their children, their spouse's children, their parents, and their spouse's parents.

Crewmembers and their families do not have to actually be sick in order to be covered by the law. Coverage also applies to preventive medical care, including screenings, checkups and physical exams. The time can even be used by Crewmembers who need time off to pick up their medications from a pharmacy. Crewmembers may collect and use up to 40 hours of Paid Sick Leave each year.

The Massachusetts Earned Sick Time Law also forbids JetBlue from punishing Crewmembers for using, or attempting to use, their rights under the law.

JetBlue cannot take any adverse action against any Crewmembers who exercise their rights. This includes taking occurrences from Crewmembers that use the Massachusetts Earned Sick Leave Law.

Crewmembers currently lose their jobs once they have depleted their occurrences. This Blue Book policy clearly violates the rights of JetBlue Crewmembers.

This is unacceptable, and must end. Using collective action, we have the power to force JetBlue to obey the law.

If you have been charged with an occurrence while using the Massachusetts Earned Sick Leave Law, IAM Organizers can help. IAM Organizers know the law and can guide you through the grievance process. You can contact an IAM Organizer right now at [IAMJetBLUE.com](#). (Click the "Massachusetts Earned Sick Time" Button.)

You may also report any manager that you feel is in violation of the law to the office of the Attorney General at [www.mass.gov/ago/wagecomplaint](http://www.mass.gov/ago/wagecomplaint).

In Solidarity,

**The International Association of Machinists and Aerospace Workers**