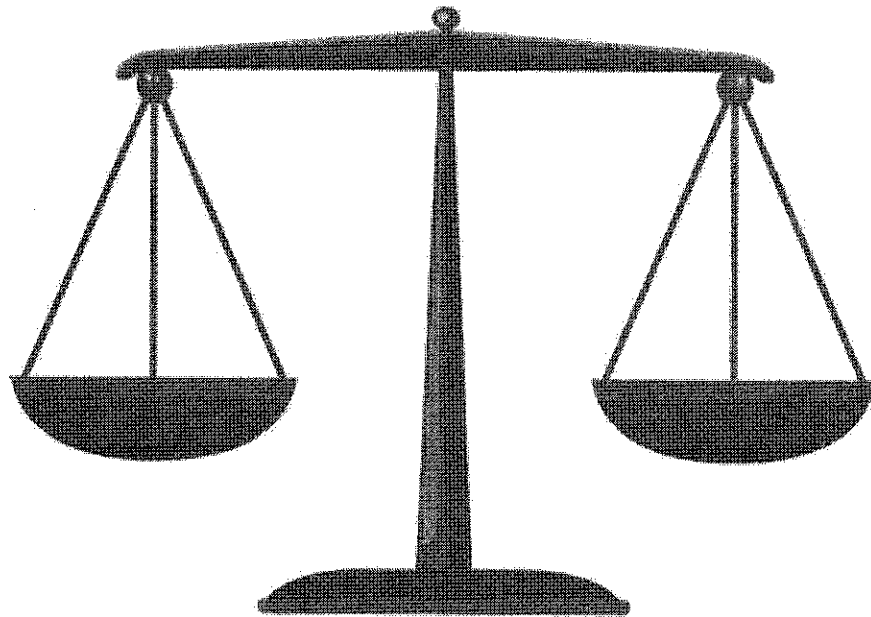


Return to the Cabin Policies



Balancing Safety and Support

August 2025

Table of Contents

- I. Return to the Cabin Policies at a Glance
- II. Sample Policy Statement- Continued Employment and Return to the Cabin
- III. Sample Policy Statement- Termination with Reinstatement and Return to the Cabin
- IV. Flight Attendant Peer/Management “Recovery Support” Partnership Programs which Provide Pathways Back to the Cabin.
 - Alaska Airlines Flight Attendant Addiction Support Program (FAAS)
 - SkyWest Flight Attendant Drug and Alcohol Program (FADAP)
 - Southwest Airlines Recovery Support Program (RSP)

I. Return to the Cabin Policies at a Glance

(For Flight Attendants)

<u>Airline</u>	<u>Policy</u>
Alaska Airlines	Alcohol and Drugs-Labor/Mgt Partnership program providing pathway to return to cabin after separation and successful documentation of established recovery
Delta Air Lines	Alcohol- Case by case continued employment Drugs-Separation
American Airlines	Alcohol -Case by case continued employment Drugs-Case by case - separation and return to cabin
United Airlines	Alcohol-Case by case continued employment Drugs-Case by case -Continued employment
Southwest Airlines	Alcohol and Drugs (except THC) Labor/Mgt Partnership program providing pathway to return to cabin after separation and successful documentation of established recovery
Horizon Airlines	Alcohol and Drugs -Labor/Mgt Partnership program providing pathway to return to cabin after separation and successful documentation of established recovery.
Hawaiian Airlines	Alcohol and Drugs- Automatic continued employment after completion of DOT return to duty process

II. Sample Policy Statement: Automatic Continued Employment And Return to Duty

Purpose

This policy is designed to provide a structured and fair opportunity for flight attendants who test positive for alcohol or drugs to seek rehabilitation while maintaining safety and professionalism in the workplace.

Scope

This policy applies to all flight attendants subject to DOT drug and alcohol testing, including pre-employment, random, post-incident, and reasonable suspicion testing.

Policy Guidelines

First Positive Test – Rehabilitation Opportunity

A flight attendant who tests positive for alcohol or drugs for the first time may be eligible for a Return to the Cabin Agreement (SCA) if they meet the following conditions:

- Acknowledgment of the positive test result.
- Immediate removal from duty until further evaluation.
- Completion of a substance abuse evaluation conducted by a Substance Abuse Professional (SAP) approved by the company.
- Compliance with a treatment and rehabilitation plan recommended by the SAP, including but not limited to counseling, education programs, or inpatient/outpatient treatment.
- Passing a return-to-duty test before resuming work.

Return to Cabin Agreement (RCA)

The flight attendant must sign a RCA, which includes:

Commitment to remain substance-free and comply with all treatment recommendations.

Unannounced follow-up drug and alcohol testing for a period determined by the SAP (minimum of 12 months).

Acknowledgment that any future positive test will result in termination.

Return to Duty

Once the SAP confirms successful treatment completion and the flight attendant passes a return-to-duty test, they may return to work under strict monitoring conditions.

The employee must comply with all follow-up testing and ongoing treatment as required by the SAP.

Subsequent Positive Test

A second positive test result at any point after being granted a Return to Cabin Agreement will result in immediate termination.

Refusal to Test or Non-Compliance

Refusing a test or failing to comply with the RCA, treatment plan, or follow-up testing will result in termination.

Confidentiality & Support

All records regarding drug and alcohol testing and rehabilitation efforts will be kept strictly confidential and shared only on a need-to-know basis.

The company encourages employees to seek help voluntarily before an incident occurs.

Conclusion

This Return to Cabin Policy reflects the company's commitment to safety while recognizing the value of rehabilitation and recovery. Flight attendants who take responsibility for their actions and follow the outlined process will have an opportunity to continue their careers under monitored conditions.

III. Sample Policy Statement: Termination with Case by Case Reinstatement and Return to the Cabin

Purpose

This policy is designed to uphold safety and accountability while providing flight attendants who test positive for drugs or alcohol with a structured pathway to reinstatement after demonstrating a commitment to sustained recovery.

Scope

This policy applies to all flight attendants subject to DOT drug and alcohol testing, including pre-employment, random, post-incident, and reasonable suspicion testing.

Policy Guidelines

Immediate Consequences of a Positive Test

1. Immediate removal from work and placed under investigation
2. The Flight Attendant will be provided with information on FADAP and resources for substance use recovery.
- 3 A flight attendant who tests positive for alcohol or drugs will be terminated from employment following completion of the investigative process which will be postponed until after the Flight Attendant completes rehabilitation and is released from medical care

Eligibility for Reinstatement

A terminated flight attendant may apply for reinstatement at their separated seniority level if they meet the following conditions:

- The individual must complete at least consecutive multiple months of active recovery following their completion of treatment and termination
- Recovery must be verified through a recovery portfolio which could include some of the below elements:

- Verified on-going participation in a recognized community-based recovery program (e.g., Alcoholics Anonymous, Narcotics Anonymous, or an equivalent structured program).
 - On going professional support
 - Recovery work with a 12-step sponsor
 - Negative drug and alcohol tests.
- The individual must undergo a comprehensive evaluation by an SAP and provide evidence of compliance with all treatment recommendations. The cost of the SAP evaluation will be the responsibility of the Flight Attendant
 - The Flight Attendant must pass a return-to-duty drug and/or alcohol test prior to reinstatement.

Commitment to Continued Recovery:

The individual must sign a Reinstatement Agreement, which includes:

- Continued participation in a structured recovery program.
- Unannounced follow-up testing for a minimum of 12 months post-reinstatement.
- Acknowledgment that any future positive test will result in permanent termination with no eligibility for reinstatement.

Reinstatement Process

- The flight attendant must formally request a reinstatement meeting providing all necessary documentation (recovery portfolio)
- The company will review the recovery portfolio and render a reinstatement decision on a case-by-case basis.
- If approved, the flight attendant will be reinstated to their previous seniority level but must complete any required company training before returning to duty.

Refusal to Participate or Non-Compliance

- Failure to complete a recovery treatment program, provide proof of on-going recovery through a portfolio, or comply with the return-to-duty process will result in ineligibility for reinstatement.
- Any refusal to test or a second positive test post-reinstatement will result in permanent termination.

Confidentiality & Support

All documentation related to the recovery process will be handled confidentially.

The company encourages employees to voluntarily seek assistance before an incident occurs through FADAP resources.

Conclusion

This policy balances safety, accountability, and recovery, ensuring that flight attendants who take full responsibility and demonstrate sustained commitment to sobriety have a pathway back to their careers without losing their hard-earned seniority.

IV. Flight Attendant Peer/Management “Recovery Support” Partnership Programs Which Provide Pathways Back to the Cabin

- Alaska Airlines Flight Attendant Addiction Support Program (FAAS)
- SkyWest Flight Attendant Drug and Alcohol Program (FADAP)
- Southwest Airlines Recovery Support Program (RSP)



Alaska Airlines Flight Attendant Addiction Support Program (FAAS)

INTRODUCTION

The Flight Attendant Addiction Support program (FAAS) has been jointly developed and is operated by the Association of Flight Attendants (AFA) and Alaska Airlines. The goal is to build a climate of safety and wellness by creating a workplace culture that does not ignore or stigmatize Flight Attendants struggling with a substance use problem. Both AFA and Alaska Airlines firmly believe that personal, professional, and public interests are best served by supporting Flight Attendants in their recovery and in their safe return to flying. The objectives of FAAS for afflicted Flight Attendants are early utilization of non-punitive self-identification Pathways, ready access to a continuum of treatment services offering best practices for Flight Attendants, and engagement with on-going workplace recovery support services. FAAS is structured to encourage Flight Attendants to seek help before work related misconduct occurs. However, should a Flight Attendant's substance use problem progress to the point of impacting work, there may be still a pathway leading to recovery support and conditional job preservation/reinstatement. FAAS is also designed to encourage Alaska Airlines employees to come forward with concerns about Flight Attendant behavior and a possible substance use problem knowing there is not an automatic threat of termination to the Flight Attendant.

MISSION

The Alaska Airlines Flight Attendant Addition Support Program (FAAS) is designed to ensure safe operations of all Alaska Airlines flights and to assist Flight Attendants dealing with a substance abuse use problem and dependency. The objective of the program is to get the affected Flight Attendant appropriate treatment before the Flight Attendant's health, life, and employment, or the wellbeing of others, are threatened by an unresolved substance use problem.

The Alaska FAAS program is structured to encourage Flight Attendants to seek help before work related misconduct occurs. This program is established in accordance with the framework of Alaska Airlines' Drug and Alcohol Policy, the FAA and DOT Code of Federal Regulations (CFR).



WHY USE IT?

In the interest of safety, any non-probationary Flight Attendant concerned with their substance use is encouraged to seek immediate help through FAAS before experiencing a work-related substance use event.

WHO IS ELIGIBLE TO USE FAAS?

The FAAS program is available to non-probationary Alaska Airlines Flight Attendants afflicted with a substance use problem. The FAAS program is not available to family members. The FAAS program is also not available to Flight Attendants who are permanently barred from returning to their safety sensitive positions by DOT regulations.

WHAT DOES IT OFFER?

FAAS offers support services jointly designed and managed by both Alaska Airlines and AFA. These support services will vary based on what Pathway the afflicted Flight Attendant takes when requesting help for their substance use problem.

1. Ensures that only those with an absolute need to know will have access to the Flight Attendant's medical information obtained while they are a participant in the FAAS program.
2. Provides Company travel to/from residential treatment for the Flight Attendant and participants in the family program.
3. Provides Company travel for the Flight Attendant to/from monthly recover support meetings.
4. Provides the afflicted Flight Attendant with 30 days of Company funded residential treatment (no deductible or co-pay) at select facilities. **This support is not available to Flight Attendants who enter the FAAS program following a DOT test violation.**
5. Provides the Flight Attendant with continuing care supported by a representative of AFA EAP and Inflight Leadership.
6. Provides the Flight Attendant with adequate time, typically 6-9 months for recovery. This period of time allows the Flight Attendant to build a recovery portfolio which documents their achievements in sobriety.
7. Supports a Flight Attendant's return to duty conditioned upon their development of a personal recovery program and sustained sobriety as documented in the recovery portfolio.



AIRLINES

PATHWAY PROGRAM OVERVIEW AND STEPS

The requirements and steps are not indicative of every afflicted Flight Attendant's experience. Each Flight Attendant has a unique situation that is addressed individually through their treatment program and follow up. The following is an example of the required steps once an eligible Flight Attendant decides to enter the program. Flight Attendants may enter the program according to the following Pathways.

PATHWAY 1

Pathway 1 is available to a Flight Attendant who has voluntarily asked for help with their substance use problem and wants assistance. Pathway 1 is available to a Flight Attendant who does not have a substance use problem that causes work related misconduct requiring Company investigation.

PATHWAY 2

Pathway 2 may be available to the Flight Attendant who proactively self-discloses a substance use problem to a Company Leader or representative prior to the leader/company representative having suspicion that the Flight Attendant is under the influence of drugs and/or alcohol and prior to the Flight Attendant checking in at the gate before their first scheduled flight of the day; or a Flight Attendant who has engaged in other substance use-related workplace misconduct that does not fall under Pathway 3 misconduct. Representative examples include inappropriate workplace behavior and layover misconduct that does not violate the Company Drug and Alcohol policy.

PATHWAY 3

Pathway 3 is available for a Flight Attendant who violates DOT regulations or Company policy regarding drug and/or alcohol misuse; or refuses to test, as defined by DOT regulations. Consistent with the Alaska Airlines Drug and Alcohol Policy, the Flight Attendant will be investigated and face termination from employment. Should a Pathway 3 Flight Attendant wish to pursue conditional reinstatement with the Company they must follow outlined steps including that the Flight Attendant will be removed from duty and cooperate with supervisor instructions. Should the Flight Attendant decide to pursue a conditional reinstatement, their local AFA EAP Chair will help them select a treatment program that meets their clinical and financial needs. With the Flight Attendant's authorization, the local AFA EAP Chair will contact the RST in-flight representative to share the Flight Attendant's willingness to participate in the FAAS program and desire to pursue a conditional reinstatement. The Flight Attendant will need to sign a FAAS monitoring agreement.



MISCONDUCT AND DISCIPLINE

The FAAS program is a disease-based model and is intended to be rehabilitative. For that reason, a Flight Attendant entering the program under Pathway 1 will not be subject to disciplinary action.

The FAAS program also recognizes that misuse of alcohol and/or drugs may manifest in behaviors that negatively impact others. Flight Attendants entering the program following substance use work related misconduct (Pathway 2) are subject to investigation and disciplinary action up to termination, pursuant to the CBA. Flight Attendants who enter the program in Pathway 2 remain accountable for their conduct and must participate in the investigation process. Following an investigation, successful completion of the program, and presentation of their recovery portfolio, a Last Chance Agreement may be offered at the Company's discretion.

Flight Attendants entering the FAAS program for violations outlined in Pathway 3 are subject to investigation and disciplinary action up to termination from employment. The FAAS program recognizes the magnitude of such violations. Upon successful completion of the program, presentation of their recovery portfolio, and at the Company's discretion, the Flight Attendant may be offered reemployment under the terms of a Letter of Conditional Reinstatement (LOCR).

***Determination of a Flight Attendant's proper Pathway and eligibility for a Last Chance Agreement or a Letter of Conditional Reinstatement is at the Company's discretion.**

SUPPORTING ROLES

THE RECOVERY SUPPORT TEAM (RST)

The RST is a partnership between the union, the Company and the Flight Attendant. The recovery support team (RST) consists of an AFA EAP committee member and a member of Inflight leadership. A member of Inflight leadership will obtain from the Flight Attendant and provide the HR representative with an appropriately signed medical release. Each member of the RST has been trained on the FAAS procedures, and the disease model of a substance use problem. The mission of the RST is to provide guidance and support to the Flight

Attendant, so they can successfully navigate and document their initial and sustained recovery for return to duty consideration by the Company.

Additionally, the recovery support team (RST):



- Provides guidance to the Flight Attendant seeking to understand the FAAS Pathways
- Contributes to the recovery planning process for each FAAS participant
- Supports Flight Attendants in successfully navigating early recovery

GRIEVANCE REPRESENTATIVE

A Grievance Representative is a Flight Attendant representing a fellow Flight Attendant in situations regarding investigations, discipline, contractual violations and disputes with management. The Flight Attendant's Grievance Representative is not a member of the RST.

HR REPRESENTATIVE

The HR Representative is the HR Manager or HR Business Partner supporting the Inflight division.

THE RECOVERY MENTOR

A recovery mentor is an active Flight Attendant from any airline who has achieved at least two years of recovery. Recovery mentors have volunteered to assist the newly recovering Flight Attendant by sharing their experiences in successfully navigating the occupational challenges of early recovery. The recovery mentor does not take the place of a twelve-step sponsor. Instead, it's an additional layer of support in the workplace.

ADDITIONAL INFORMATION

RETURN TO DUTY AND SUPPORT MONITORING

Pathway 1: Flight Attendants may elect to participate in RST monthly meetings anytime following their discharge from residential treatment. The Flight Attendant does not have to be back at work before participating in this support activity. The Company will provide transportation as requested. No RST attendance monitoring will take place with a Flight Attendant in Pathway 1.

Pathway 2: Flight Attendants will be required to attend RST monthly meetings and attendance will be monitored. The attendance rate should be 80% or better with advance explanations for any absences. RST meetings will begin following discharge from residential treatment through the 12 months following any return to duty. The RST will complete a monthly monitoring report for each attending Flight Attendant. It is the Flight Attendant's responsibility to keep their copies of the monitoring reports for inclusion in their recovery portfolio.

Pathway 3: Flight Attendants are not subject to pre-return to duty requirements but only recommendations. Flight Attendants in Pathway 3 are best advised to follow the Pathway 2 participation level in RST meetings. Should a Flight Attendant in Pathway 3 be extended an offer of conditional reinstatement, then monthly RST meetings will be required, and attendance will be monitored for 12 months post return at the 80% minimum level.

Alaska

AIRLINES

RECOVERY PORTFOLIO

Flight Attendants in Pathway 2 or Pathway 3 who are seeking return to duty consideration will be required to compile a recovery portfolio. The recovery portfolio consists of multiple documents that testify to the Flight Attendant's level of engagement in the treatment process, participation in their recovery community and their investment in the FAAS process. It is the Flight Attendant's responsibility to construct their recovery portfolio. Guidance from the RST is always available.

RELAPSES

If a Flight Attendant in Pathway 1 and Pathway 2 voluntarily discloses an initial relapse, the Company will pay for additional residential treatment. If a Flight Attendant in Pathway 2 or Pathway 3 does not voluntarily disclose a relapse, the Flight Attendant may be terminated.

Flight Attendants who relapse will have a discussion with the members of the RST to determine how the program can best prevent a future relapse. Ultimately, the program is always customized to the individual's needs and circumstances – whether initially entering the program or following a relapse.

Total abstinence from all mood-altering substances (as opposed to mood stabilizing drugs like anti-depressants), even if the Flight Attendant has never had a problem with a drug, is a requirement of the FAAS program. Flight Attendants in the FAAS program must fully disclose their substance use problem to all treating health care providers including dentists. Use of mood-altering substances must be cleared by a treating health care provider.

RESOURCES

- **AFA MEC EAP Chairs**
 - 949-470-0493 or afa@alaskaeap.org
- **Flight Attendants Drug/Alcohol Program (FADAP)**
 - 855-333-2324
- **Wings of Sobriety Meetings for Flight Attendants**
 - 855-544-2320
- **ALANON-FADAP Meetings**
 - 855-544-2320
- **AFA EAP International Office**
 - 800-424-2406
- **LYRA (Company EAP) Support**
 - 877-878-7834 or www.aag.lyrahealth.com (US)
 - 800-874-3817 or www.aag.lyrahealth.com (Canada)
 - 800-800-9010 or www.aag.lyrahealth.com (Mexico)



FLIGHT ATTENDANT DRUG AND
ALCOHOL PROGRAM (FADAP)
STANDARD PRACTICE 2334

Page: SP-2334.1 of 4
Revision: 27
Date: DRAFT

PARAGRAPH	PAGE
1. Purpose.....	SP-2334.1
2. FADAP Eligibility	SP-2334.1
3. Entry Options.....	SP-2334.1
4. FADAP Resources.....	SP-2334.2

1. Purpose

- A. In accordance with Company Policy Manual SP 153 Drug and Alcohol Testing Program, SkyWest Airlines is committed to maintaining a working environment free from the influence of drugs and alcohol. This commitment is based upon the Company's goal to ensure the highest standards of safety in the airline industry. Recognizing that abuse and/or addiction is a disease state and not an issue of poor behavior, SkyWest Airlines has committed itself to being instrumental in the health and well-being of their flight attendant group. The SkyWest Airlines Flight Attendant Drug and Alcohol Program (FADAP) is developed and administered in cooperation with the SkyWest InFlight Association (SIA).

2. FADAP Eligibility

- A. The FADAP is available to all SkyWest flight attendants. Services of the program include counseling, peer mentoring, and prevention education. Employees that are concerned about a coworker may also use the FADAP resources in an effort to get them the help needed.
- B. Components of the FADAP, such as the substance abuse evaluation, diagnosis, and treatment, are at the flight attendant's expense.
- C. The FADAP Return to Cabin Program is intended for those flight attendants actively working on their recovery from a substance abuse disorder. Program participants who enter the program involuntarily (see section three below) are subject to separation of employment if there is reason to believe they are not working in good faith on their recovery or otherwise not in compliance with their Return to Cabin Agreement.

3. Entry Options

- A. Voluntary Self-Disclosure
- 1) Flight attendants may discover by one method or another that they need professional care to treat substance abuse or dependency. A flight attendant may enter the program through self-disclosure at any time prior to being notified of the request to take a DOT or non-DOT drug and/or alcohol test. A flight attendant may self-disclose using any of the FADAP resources below.
- B. Involuntary Disclosure
- 1) A flight attendant who fails a Company-initiated drug or alcohol test, a DOT drug or alcohol test, or refuses a required test.

- 2) A flight attendant who fails any type of drug/alcohol test will immediately be placed on an unpaid 30-day administrative leave (ANP). During this administrative leave, the flight attendant:
- a) Is required to participate in a Company investigation and Employee Assistance Program (EAP) evaluation process.
 - b) May begin a treatment plan recommended by EAP.
 - c) The flight attendant may apply for a leave of absence (FMLA/SMLA) if applicable, and continue to receive assistance from EAP.

NOTE: Flight attendants needing more than the 30-day administrative leave may apply for a leave of absence.

- 3) At the conclusion of the investigation, unpaid administrative leave, and/or FMLA/SMLA the following occurs:
- a) The flight attendant's employment is separated from the Company with the possibility to petition for reinstatement.
 - (1) The flight attendant may continue to receive assistance from FADAP.
 - (2) Once the flight attendant completes the initial requirements to return to duty, he/she may petition the Company for reinstatement.
 - (3) Conditional reinstatement is at the discretion of the Senior Vice President InFlight Operations and, if approved, the flight attendant is required to agree to the conditions outlined in a Return to Work agreement.
 - (4) Upon reinstatement, the flight attendant will be returned to his/her last qualified position and domicile per Company Policy Manual SP 69 Leave of Absences.
 - (5) Flight attendant seniority and benefits do not accrue, but will be reinstated at the level the flight attendant obtained prior to employment separation.

NOTE: Flight attendants terminated for a failed DOT test or failure to comply with the RTC agreement are not eligible for a Review Board Hearing.

4. FADAP Resources

- A. Employee Assistance Program (EAP)
 - SkyWest Online > HR > Benefits > Health Programs & Resources > EAP
- B. Employee Relations
 - Phone -- 435.634.3569
- C. FADAP
 - Hotline -- 855.333.2327
 - Website -- www.fadap.org



**FLIGHT ATTENDANT DRUG AND
ALCOHOL PROGRAM (FADAP)
STANDARD PRACTICE 2334**

Page: SP-2334.3 of 4
Revision: 27
Date: DRAFT

- D. FADAP Trained Peer and Mentor Support
 - Peer Hotline – 435.705.2977 or ext. 52977
- E. InFlight Leadership
 - ISC/MOD – 435.634.3718 or ext. 43718
 - Director InFlight Operations – 760.668.9633
- F. SIA
 - Toll Free Number – 855.268.7742
 - Website – www.WeAreSIA.com

Southwest Airlines Recovery Support Program (RSP) – Program Summary

The Recovery Support Program (RSP) at Southwest Airlines was designed to support Employees in safety-sensitive roles as they transition back to work following a test-positive event and subsequent treatment for a substance use disorder. The program is grounded in compassion, accountability, and ongoing peer connection to promote sustained recovery, safety, and reintegration into the workplace.

Program Purpose

RSP provides a structured reentry pathway for Flight Attendants in recovery, ensuring they are supported holistically, professionally, clinically, and personally as they return to safety-sensitive positions.

Key Components

- **Eligibility Criteria:** Available to non-probationary Flight Attendants with an admitted substance use issue following a positive DOT or non-DOT test, provided no criminal or policy violations would otherwise preclude reinstatement.
 - **Structured Support:** Each participant is assigned a Recovery Support Program Manager and a trained Peer Mentor to guide and monitor progress.
 - **Peer & Leader Support:** Participants attend monthly virtual Recovery Support Team (RST) meetings and complete weekly check-ins with their Mentor. Support is confidential and grounded in lived experience.
 - **Accountability Measures:** Requirements include attendance at recovery meetings (90 in 90 days post-treatment, then weekly), regular progress tracking, counseling, and random on/off-duty drug and alcohol testing.
 - **Confidentiality and Safety:** All participation is handled with strict confidentiality, in accordance with FAA, DOT, and Company safety standards.
-

Eligibility and Steps Summary

- Must request participation within **15 days** of a positive drug or alcohol test or completion of treatment.
- Must enter an **approved inpatient treatment program** within that same period.
- A **Continuous Care Agreement** is signed post-treatment, outlining recovery responsibilities.
- Post-treatment participation includes:
 - Daily recovery meetings for the first 90 days, then a minimum of three weekly
 - Regular Mentor check-ins (at least twice weekly)
 - Ongoing participation in outpatient treatment and support groups
 - Monthly RST meetings and portfolio development

Southwest Airlines Recovery Support Program (RSP) – Program Summary

- SAP/DOT return-to-duty evaluation and compliance with a Last Chance Agreement (LCA)

Completion of the program does **not guarantee** reemployment, but a successful review may result in reinstatement under an LCA.

Treatment and Benefits Summary

- **Treatment Includes:** Residential inpatient care, outpatient services, family programming, continuing care planning, and peer mentorship.
 - **Support Access:** Participants retain access to accrued sick leave, short-term disability, and paid Company travel for treatment and family involvement.
 - **Post-Treatment:** Continuous care includes recovery meetings, counseling, portfolio reviews, and RST support for up to **five years**.
-

Payment for Treatment

- Coverage depends on the participant's **elected health plan**:
 - **Choice Plus Plan or Choice Plan C:** 100% coverage in-network
 - **Health Savings Plan:** 100% after deductible, in-network
 - **Regular Plan:** 80% after deductible, in-network
 - Participant must continue **premium payments** to maintain coverage.
 - **Not Covered:** Additional testing (e.g., ETG, PeTH), SAP evaluations, transitional housing, and any non-network treatment costs are the participant's responsibility.
-

DOT Compliance & THC/CBD Policy

The Recovery Support Program does **not** currently accept individuals who test positive for THC (Tetrahydrocannabinol). While THC may be present in CBD oils, creams, lotions, edibles, or prescribed medical marijuana, **DOT regulations prohibit the use of these substances in safety-sensitive roles**.

The DOT has issued guidance emphasizing that:

- CBD products may contain higher levels of THC than indicated on the product label, due to lack of federal oversight and FDA certification.
- Use of CBD products is not a legitimate medical explanation for a laboratory-confirmed marijuana positive result. Medical Review Officers will verify a drug test confirmed at the appropriate cutoffs as positive, even if an employee claims they only used a CBD product.

Southwest Airlines Recovery Support Program (RSP) – Program Summary

Participants and Employees are regularly educated on these risks, and guidance is provided emphasizing that use of any product containing THC regardless of intent or legality may result in job loss if a DOT-positive test is returned. The program reinforces this message throughout its education and accountability efforts.

- Participants who test positive for **THC** are not eligible.
 - DOT prohibits any THC use, even from legal or CBD-labeled products.
 - The program provides education on these risks and enforces abstinence as a core principle.
-

Program Leadership & Oversight

Managed by the Crew Assistance Programs team in collaboration with Medical Services, Inflight Leadership, TWU 556, and external clinical partners. The program is continuously reviewed to ensure alignment with FAA/DOT regulations and Southwest policies.

Outcomes & Growth

The RSP currently supports over 40 Flight Attendants navigating recovery and reentry. Through partnership and structure, Southwest affirms that recovery is possible—and supported.

Looking to Build Your Own?

Southwest Airlines is proud to share this model and extend support to other organizations seeking to establish their own recovery-centered work environments. We welcome the opportunity to collaborate, share best practices, and help others create safe and supportive pathways for employees in recovery.