



# *On The Move*

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## **Clarification on how to apply for sick benefits vs. FMLA leave**

Recently, you all received a letter from SEPTA explaining that they were bringing in a company called Sedgwick to administer sick benefits. SEPTA wrote: “Sick Benefits applications will no longer be accepted for absences starting on or after 11/1/25. You must contact Sedgwick to file a new claim.”

The Union believes that this instruction violates our collective bargaining agreement. Section 502 of the CTD agreement requires SEPTA, through its Directors, to provide you with the sick benefit application form at your location, and to accept that application back from you when completed. If SEPTA wants to then provide that paperwork to Sedgwick, that is their business, but SEPTA cannot require you to deal directly with Sedgwick in order to receive sick benefits. The Union requests that when you apply for sick benefits, that you continue to use the process outlined in the CBA.

The situation is different when you are applying for FMLA or calling in to use your FMLA benefits. As in the past under AmeriHealth and then under Work Partners, SEPTA can require you to call a third party to apply for and/or use FMLA leave. Therefore, starting November 1<sup>st</sup>, you will have to call Sedgwick if you want to apply for and/or use FMLA leave.

**WE MUST & WE WILL**