



Flight Service



New options available March 17

Early Out and Extended Leaves of Absence

March 17, 2020

All flight attendants

American has reduced its schedule significantly in response to sharply lower demand for travel due to COVID-19. It's possible that further reductions will be made in summer flying, particularly in international flying. Based on the decline in air travel, we need to quickly line up our staffing levels with the reduced flying schedule. We've been trying to come up with options that work for our team members, while doing what makes sense for the company's long-term stability. Here's what we're offering to flight attendants and some other work groups:

1. **A voluntary early out program (VEOP) and;**
2. **Voluntary extended leaves of absence (VXLOA)**

VEOP details – Voluntary Early Out Program (Leaving the company)

- This is a permanent separation from the company which includes 24 months of medical, dental and vision coverage at active rates and;
- Travel privileges according to company policy (e.g. 65-point plan/retiree travel if you meet the age and length of service requirements on your exit date)
- You must have at least 15 years of *company* seniority and be in an active status* to be eligible

To apply for the **VEOP**, use the [online ballot](#) .

VXLOA details – Voluntary extended leave of absence

- We are offering 6, 9 and 12 month extended leave options.
- During the extended leave, you will continue to receive medical, dental, vision, life insurance and AD&D benefits at active rates. You'll also be eligible for the same non-revenue travel privileges as active team members. **In order to take** this leave, you must be active as of March 16.
- The award will be effective at the start of the May 2020 bid month – which is May 2. Note, similar to how it works with other leaves, if you have a carryover sequence, you may be responsible for completing that sequence.

To apply for an **VXLOA**, to fill out the [online ballot](#).

*Active status means you are on payroll receiving pay from the Company – including paid sick or salary continuance, on VOLO or VLOA status.

The election window for both options opened [Tuesday, March 17](#) and closes [Monday, March 23 at 2359 CT](#).

[Check out our FAQs here](#)

This is a time of unprecedented change for our livelihoods, our industry and our country. While history has shown we're resilient, it's likely to take a long time for the airline industry to bounce back – particularly when it comes to international flying. As it may take some time for much of the IPD flying to return, it means domestic and NIPD trips will be more prevalent for all flight attendants. These are great options – particularly for those flight attendants who do not prefer this type of flying.

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