



Enhancements to voluntary options

*Voluntary leaves and VEOP now include compensation;
increased benefits period for VEOP*

March 30, 2020

All APFA-represented flight attendants

As you may have seen in Doug and Robert's special message, we're enhancing the voluntary options for eligible team members. For flight attendants, this means partial compensation is included for those participating in both the VXLOAs, **now called PVLOAs** (*paid* voluntary extended leaves) as well as the VEOP (voluntary early out program). There are also some other enhancements/changes.

If you've already submitted an online ballot for the extended leave or early out, no action is required unless you want to change or rescind your election. You'll receive the full benefits described below.

Here's what's changing with the voluntary leave of absence (now called PVLOA)

- If you take any of the extended leave options for 3, 6, 9 or 12 months, you'll be compensated **19:00 hours per month** at your applicable pay rate (no premiums). You'll receive this pay monthly for the duration of your leave.
- You'll now accrue sick and vacation time while on leave status.

Here's what's changing with the VEOP (voluntary early out program)

- We've reduced the minimum seniority requirement to 10 years company seniority (from 15).
- You'll receive 38:00 hours of pay at your applicable pay rate for 12 months (no premiums).
- You'll receive active employee travel privileges for the first 12 months of the VEOP. At the end of 12 months, if you qualify for travel under the 65-point plan, you'll be eligible for retiree travel privileges under company policy.
- You'll be eligible for medical, dental, vision, life insurance and AD&D for the first 12 months following your release date. These will be at active employee rates.

- After 12 months, you'll be eligible for another 18 months of benefits that run concurrently with COBRA (which does not include life insurance and AD&D). Benefits continued under COBRA will also be at active employee rates – which means you're eligible for medical, dental and vision insurance at active rates for a total of 30 months upon the commencement of the VEOP.
- You will not accrue sick or vacation time during the VEOP, however you will receive credit for company, longevity and occupational seniority during the first 12 months of the VEOP (while you are on payroll).
- Again, if you've already completed an online election form you do not need to do anything unless you want to change or rescind your selection. These enhanced benefits will automatically be applied.

The deadline to make your election is April 3 at 2359 CT.

Questions?

Before you call or email, please read through answers to [frequently asked questions](#) (FAQs).

Have a question that's not answered? Email FA.Admin@aa.com .

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