

QIK Reference charts for VEOPs and PVLOAs

	Special VEOP on payroll	Special VEOP with lump sum
Separation Timing	12 months after start of VEOP effective date	Immediately upon VEOP effective date
Pay	Approx. 50% of one year of base wages, not including premium pay, overtime, shift differentials, etc.	Approx. 50% of one year of base wages, not including premium pay, overtime, shift differentials, etc.
Payment Timing	Spread over 12 months, on team member's regular pay schedule	One lump sum to be paid next year, no later than March 15, 2021
Continued 401(k) Contributions/Company Match	Yes. Continued company contributions/match for 12 months while team member is on active payroll	No. All company contributions/matches stop at separation
Travel Privileges	First 12 months: Active non-rev travel privileges After 12 months (upon separation): Retiree travel privileges if eligible per 65-point plan	Retiree travel privileges if eligible per 65-point plan
Medical Coverage	First 12 months: Active coverage and rates, same as today After 12 months (upon separation): Active rates and coverage administered through COBRA for 18 months	30 months of active coverage and rates, administered through COBRA
Ability to Start Pension	First 12 months: No After 12 months (upon separation): Yes, if eligible per plan guidelines	Yes, if eligible per plan guidelines
Ability to Access 401(k)	No change unless eligible for CARES Act withdrawal or loan	No change unless eligible for CARES Act withdrawal. Not eligible for loan due to separation

Voluntary Leave of Absence (PAID)

While you are on a Paid Voluntary Leave of Absence (3, 6, 9 or 12 months), do/can you...

Pay the same for medical coverage as you do today	Yes, premiums will be deducted from your paycheck. You will be direct billed if your paycheck does not cover the benefit premiums.
Pay Union Dues	Yes
Pay Garnishments	Yes
Make contributions to your 401(k) and receive a company match/contributions as you do today	Yes
Make 401(k) Loan Payments	Yes, loan payments continue
Draw on your LUS (PBGC) Pension	As determined by the PBGC
Draw on your AA Pension	No
Draw on your 401(k)	No change unless eligible for CARES Act withdrawal or loan
Travel as an active employee	Yes, you have active travel privileges
Receive a Sick Bank Payout	Per your CBA or MSS Policy
Receive a Vacation Payout	Per your LOA or MSS Policy
Accrue Sick and Vacation	Yes, at 100%
Accrue Seniority	Yes

Please continue to scroll-down for more frequently asked questions (FAQs).

Topic	Question	Date Updated
Employment	<p>Can I apply for unemployment benefits if I take VEOP/PVLOA?</p> <p>We wish we had a clear answer, but unfortunately, eligibility for unemployment benefits varies from state to state, so we can't provide guidance about whether you would be eligible. We will, however, not contest claims for unemployment filed under this program, and will provide a letter that explains the background for the special leave of absence program, which you may provide to the state agency if you apply. It will say:</p> <p><i>"This confirms your participation in American Airline's current Voluntary Leave of Absence Program (LOA Program). As previously communicated, American implemented the VLOA Program because of the unprecedented impact the COVID-19 pandemic has had on the demand for air travel. This demand decrease has resulted in significant schedule reductions, which began in March and will continue into the summer. Your participation in this VLOA Program will assist American in addressing significant financial challenges and potentially avoid more dramatic cost-savings measures. As such, for purposes of unemployment benefit eligibility, American views your voluntary participation in the VLOA Program because of the COVID-19 pandemic and the effect on the Company's business as constituting good cause connected with the work for taking temporary leave from American.</i></p> <p><i>Thank you for playing a key part in American's efforts during this challenging time."</i></p>	02Apr
Employment	<p>Can I work for another employer during my PVLOA? Yes.</p>	30Mar
Exit date for VEOP	<p>If I take the VEOP, what will my exit date be?</p> <p>If you elect the regular VEOP and remain on payroll and are eligible, you'll enter VEOP status May 1, 2020 and will remain on payroll for 12 months. During this time, you'll be compensated 38:00 hours per month (no premiums). One year after the VEOP will be your "exit date" – at which point you'll be separated from the company and may, if eligible, retire and commence your pension.</p> <p>If you elect for the VEOP with lump sum, your separation date would be May 1, 2020. Since you would not be on payroll, this would allow eligible team members to begin collecting their pensions.</p>	02Apr

General	<p>What order will VEOPs and PVLOAs be awarded? VEOP requests will be awarded in seniority order by crew base followed by;</p> <ol style="list-style-type: none"> 1. 12-month PVLOA requests followed by; 2. 9-month PVLOA requests followed by; 3. 6-month PVLOA requests followed by; 4. 3-month PVLOA request 	30Mar
General	<p>How will I be compensated if I take the regular VEOP? You will receive 38 hours of pay per month at your contractual rate. These hours will be divided and paid out on the contractual pay dates.</p>	02Apr
General	<p>How will I be compensated if I take the lump sum VEOP? If you take the VEOP with a lump sum, you will receive 456 hours at your contractual rate (12 months of pay at 38 hours) no later than March 15, 2021.</p>	02Apr
General	<p>How will I be paid during the PVLOA? You will receive 19 hours of pay per month at your contractual rate. These hours will be divided and paid out on the contractual pay dates.</p>	30Mar
General	<p>Can I take a PVLOA if I'm on probation? Yes - your probationary period would resume upon completion of your leave. The time spent on leave will not count toward the probationary period.</p>	30Mar
General	<p>If I already bid for the VEOP/VXLOA, am I eligible for the enhanced VEOP/PVLOA? Yes, there is no action required on the Flight Attendants part. All benefits from the PVLOA will be provided to those that have bid for a VXLOA. In addition, if you already applied for the original VEOP, all benefits from the enhanced VEOP will be provided</p>	30Mar
General	<p>How will PVLOAs be awarded? The extended leaves will be awarded by seniority order within a crew base.</p>	30Mar
General	<p>What if I elect a 9-month PVLOA Could someone junior to me be awarded a VEOP or 12-month PVLOA? Yes, because VEOP requests and 12-month PVLOA requests will be given priority.</p>	30Mar

General	<p>What if I sign-up for an extended leave and change my mind? What if the company decides to cancel the leave?</p> <p>You may rescind your request any time prior to the closing of the bid. If you are awarded the PVLOA you must take the leave. Based on operational needs, the company may cancel or reduce the duration of a PVLOA. The company would give affected employees 30 days-notice. If a leave is canceled or reduced, flight attendants will be offered the opportunity to come back to work in seniority order and drafted back to work in reverse seniority order.</p>	30Mar
General	<p>Will the company still offer monthly VLOAs and VOLOs?</p> <p>We may continue to offer monthly VLOAs per the contract, as needed. Our letter of agreement regarding VOLOs is valid through the April bid month only. We may work with the union to extend them as an option again if there is a need and interest.</p>	30Mar
General	<p>Will I retain KCM (Known Crewmember) access while on PVLOA?</p> <p>No. Access will be restored when you return to flying status.</p>	30Mar
General	<p>If I park at my base or commuter city, what happens while I'm on PVLOA?</p> <p>We will no longer reimburse you for parking. As your permits expire, they will not be renewed until you return to flying status.</p>	30Mar
General	<p>If I park at my base or commuter city, what happens while I'm on PVLOA?</p> <p>We will no longer reimburse you for parking. As your permits expire, they will not be renewed until you return to flying status.</p>	30Mar

Health and Benefits	<p>What happens to my health benefits if I take the regular VEOP? For the VEOP on payroll, the first 12 months you will receive medical, dental & vision, life insurance and AD&D benefits at active rates. After 12 months, you will be eligible for medical, dental & vision (not life insurance and AD&D) at active rates for 18 months. This 18-month period runs concurrently with COBRA eligibility period. While you are receiving pay, the premiums will be payroll deducted. Once you are no longer receiving pay, you will be direct billed. Failure to make timely premium payments may result in loss of coverage, subject to the company's premium collection process.</p> <p>If I'm awarded a lump sum VEOP, what happens to my medical benefits? You will receive 30 months of medical, dental and vision coverage at the same rates paid today and with same coverage administered through COBRA. You'd pay for your coverage via the Benefits Service Center. For team members eligible for Medicare, the COBRA coverage would run secondary to Medicare.</p>	02Apr
Health and Benefits	<p>Can I take the PVLOA if I am on my 10-week maternity period? If you're covered under FMLA, yes.</p>	30Mar
Health and Benefits	<p>If I'm on IOD (injury) status, am I eligible to participate in the voluntary options? If you're being paid salary continuance by the company, yes. If you're on unpaid IOD status and are only receiving compensation from your state, then no.</p>	30Mar
Health and Benefits	<p>What happens to my health benefits when I take a PVLOA? Do travel privileges change? You and your eligible dependents get to keep your medical, dental and vision coverage, life insurance and AD&D benefits at active rates for the duration of the PVLOA. During the PVLOA, the employee portion of the premium will be payroll deducted. If your earnings are insufficient, you will be direct billed the remainder. Failure to make timely premium payments may result in loss of coverage, subject to the company's premium collection process. Since going on PVLOA is considered a "life event", you'll be eligible to either drop coverage or drop dependents from your benefits. You will not be able to add/increase coverage or dependents. Your non-revenue travel privileges stay the same as if you were an active team member and are in accordance with company policy.</p>	30Mar

Health and Benefits	<p>If I'm on IOD (injury) status and want to take a PVLOA will my salary continuance stop? Yes – if you take the PVLOA.</p>	30Mar
Health and Benefits	<p>If I become eligible for Medicare during my two-year VEOP period, how will that work? At any point during the period of COBRA eligibility, the Flight Attendant or his/her spouse becomes eligible for Medicare, Medicare will become the primary benefit.</p>	30Mar
Health and Benefits	<p>Are short and long-term disability (STD/LTD) and the Hyatt Legal plan part of the benefits offered to flight attendants who take VLOAs? Yes. You can continue STD/LTD through direct billing. You can choose to continue Legal coverage by continuing to pay or discontinue by discontinuing payment.</p>	30Mar
Health and Benefits	<p>If I take the non-lump sum VEOP or PVLOA, am I required to still contribute to my 401K? Can I still contribute to my 401K? Contribution to your 401K is up to you. You can continue to make contributions to your 401K throughout the paid duration of your leave. The applicable company match will also apply.</p>	02Apr
Health and Benefits	<p>If I take the Lump Sum VEOP, can I contribute the amount to my 401(k) and will I receive a company match? No. Since you'll no longer be an employee when the lump sum payment is made, it's not eligible for a contribution or company match.</p>	02Apr
Health and Benefits	<p>What happens to my salary continuance (IOD) if I take a PVLOA? Your salary continuance would stop, and you will receive the benefits of the PVLOA. If you have remaining salary continuance months available, you will receive them after the PVLOA if you haven't been returned to work by your doctor.</p>	02Apr
Maternity leave benefits	<p>If I'm pregnant and take a PVLOA will I still receive my maternity STD that the company provides? Yes.</p>	30Mar

Retirement	<p>Does taking the VEOP prevent me from receiving my pension?</p> <p>If you elect for the VEOP on payroll, generally you would be eligible for your pension on your separation date in May 2021.</p> <p>If you elect for the VEOP with lump sum, you can begin withdrawing from your pension at your separation date in May 2020.</p> <p>If you're LAA, you need to request your pension kit no later than 15th of the month, the month prior to separation, by calling Team Member Services at 1-800-447-2000.</p> <p>If you're LUS, please contact the PBGC at 1-800-400-7242.</p>	02Apr
Retirement	<p>When will I be able to take my pension if on a lump sum VEOP?</p> <p>You can commence your pension as early as May 1, 2020, if eligible. You must request your "kit" no later than April 15, 2020 by calling Team Member Services/Retirement at 1-800-447-2000.</p>	02Apr
Retirement	<p>If I take the PVLOA can I retire directly from PVLOA status?</p> <p>Yes – provided you qualify for the 65-point plan. (Age + length of company service must equal or exceed 65. You must have a minimum of 10 years of company service.)</p>	30Mar
Returning from leave	<p>What happens when my PVLOA ends and it's time to come back to work?</p> <p>You'll return to your base of record. The base of record is your last base award or assignment. If you're subject to reserve, you may have to serve reserve on your first month back.</p>	30Mar
Returning from leave	<p>What if a new base opens while I am on a PVLOA?</p> <p>Should a new base open, you will have the option to bid for the new base and return early from the PVLOA</p>	30Mar
Seniority and Status	<p>Will I still accrue seniority if I'm awarded a PVLOA?</p> <p>Yes. You will still accrue occupational seniority and longevity for pay and vacation bidding purposes during the PVLOA.</p>	30Mar

Seniority and Status	<p>If I'm on a step on the attendance or performance policy and take the extended leave of absence, will my time on leave status count towards the life of the corrective action?</p> <p>Yes. The corrective action duration does not pause for the length of your leave since you're considered "active" during the leave. However, if are a probationary flight attendant and are awarded a leave, your probation will pause and later resume upon your return.</p>	22Apr
Sick and Vacation	<p>What about my vacation or sick time if I'm awarded a PVLOA?</p> <p>If you were awarded a 3, 6 or 9 month PVLOA, your vacation will be canceled and but you have the opportunity rebid for any vacation days cancelled while on PVLOA. Flight attendants can rebid these days while out on the PVLOA as long as the vacation days are rescheduled for days after returning to work from the PVLOA. Days not rebid by January 2021 (last applicable rebid would be November for January) will be paid out no later than February 15, 2021. There are no changes to vacation payouts for flight attendants awarded a 12 month PVLOA. These cancelled vacation days will be paid out no later than February 15, 2021. Also, there are no changes to accrued vacation days earned in 2020, which will continue to be available in the 2021/2022 normal bid. Your vacation will be paid based on the total number of vacation days paid (4:00 if seven or more days, or 3:30 if less than seven days.) You will also continue to accrue sick and vacation time while on PVLOA.</p>	16Apr
Sick and Vacation	<p>What about my vacation/sick time if I'm awarded a VEOP?</p> <p>If you take the lump sum VEOP, you'll be paid out your vacation no later than March 15th, 2021. Your sick time will be paid out according to the JCBA. You must qualify for the 65-point plan to be eligible to sick payout and it will be paid out at \$8.65/sick hour as soon as practicable following your exit date of May 1, 2020.</p> <p>If you take the regular VEOP, you'll be paid out your vacation no later than February 15, 2021. Your sick time will be paid out according to the JCBA. You must qualify for the 65-point plan to be eligible for sick payout and it would be paid out at \$8.65/sick hour as soon as practicable following your exit day of May 1, 2021.</p>	02Apr
Sick and Vacation	<p>What about my sick time if I'm awarded a VEOP?</p> <p>If you retire pursuant to Company policy, you will be paid out for your accrued sick time in your bank at \$8.75.</p>	31Mar
Sick and Vacation	<p>Will vacation buyback still be paid in June?</p> <p>Vacation buyback payouts are scheduled for June. We're allowing flight attendants who are participating in either VEOP program or taking a PVLOA the option of deferring that payment until 2021. If you're interested, please</p>	16Apr

	<p>email FA.Vacations@aa.com no later than April 24. (This is an extension of the previous deadline April 15.) If you're participating in the lump sum payout, you can defer your payout. Deferred payouts will be paid no later than March 2021 for those participating in the non-lump sum VEOP. And for those taking a PVLOA, it'll be paid no later than Feb. 2021.</p> <p>This is only applicable to those previously awarded 2020/2021 annual vacation buyback award payouts.</p>	
Training	<p>Do I still have to attend recurrent training (CQ) during my PVLOA will I be paid for training? What about quarterly WBTs? You still must attend recurrent training in either your base or grace months. You will be paid at the contract rate. You will have to complete all required quarterly web-based training before returning to work.</p>	30Mar
Travel	<p>Will I be able to travel on the jumpseat if I take a PVLOA? Yes. You'll need your Crew ID – just like you do today. Being on PVLOA status does not change your status, boarding priority or jumpseat priority.</p>	30Mar
Travel	<p>Do travel privileges change if I take the regular VEOP? For the first 12 months, you will continue to receive active team member travel privileges. After which, if you qualify for the 65-point plan, you'll receive travel privileges according to company policy.</p>	02Apr
Travel	<p>What happens to my travel benefits if I elect for the lump sum VEOP? If you meet the criteria for the 65-point plan (10 years of active service (YOS) and YOS + Age = 65), you will receive retiree travel privileges.</p>	02Apr
Vacation	<p>How soon after I begin my PVLOA will my vacation be paid out? Any accrued vacation not used as a result of a PVLOA will be paid out no later than February 15th, 2021.</p>	30Mar
Vacation	<p>Will unused filler days stay in my bank? Yes. They will be available for use upon your return. If you don't use them, they'll be paid out via the normal process.</p>	30Mar
Vacation	<p>If on a 12 month leave, will I be able to partake in Primary Vacation bidding for '21-'22?</p>	31Mar

	Yes, you will be able to participate in the primary vacation bidding.	
Transfers	<p>If I was awarded a transfer and held a VLOA the month of my transfer effective date and am then awarded a PVLOA will I keep my new base? Yes. When you return from PVLOA, you'll return to your new base.</p>	30Mar
Reserve	<p>If I take a PVLOA, do I get credit towards moving to the next step of reserve? (E.g. Straight reserve to 1 on, 1 off or 1 on 1 off to 1 on, 3 off)? Yes.</p>	30Mar
FMLA	<p>Will the hours I'm paid on PVLOA count towards my eligibility for FMLA? Yes. Anyone that is awarded a PVLOA will receive 19 hours of pay which will then count towards FMLA eligibility (504 On Duty Hours). (E.g. A flight attendant on a 3 month would receive 57 hours towards their 504 hours of eligibility)</p>	16Apr
Taxes	<p>If I take the Lump Sum VEOP option, how will I be taxed on my lump sum payment in March 2021? The lump sums will be taxed at supplemental rates, which for most people is 22%.</p>	02Apr