

Here is the updated version

Enhanced special voluntary leave of absence and early out programs for team members

Updated March 30 at 4:30 p.m. CT.

In an effort to better match staffing levels to our current operation, and based on team member feedback, the company has enhanced our special voluntary leave and voluntary early out programs to all non-pilot frontline team members. The company is also announcing a voluntary leave of absence program and an early out program to all U.S.-based leadership and support staff.

Team members have until April 3 at 11:59 p.m. CT to apply. Participants who have already opted into a leave or early out under the special programs we opened on March 17 will be automatically moved into these new enhanced programs.

Apply by workgroup

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Paid voluntary leave of absence

Active, U.S.-based mainline team members, with the exception of pilots, are eligible for a special paid voluntary leave of absence. For leadership and support staff, availability of leaves may vary based on departments' workloads. Additional eligibility requirements are below.

While on leave, team members will receive:

- Pay for approximately 25% of their contractual regular work schedule at pay rates based on seniority (or 25% of their salary for leadership and support staff), which does not include any premiums, shift differentials, overtime pay, etc.:
 - Flight Attendants: 25% of Guarantee (19 hours)
 - Dispatchers: 25% of minimum monthly salary
 - Flight Crew Training Instructors: 25% of standard monthly schedule requirement
 - All other represented team members: 10 hours of pay per week for full-time and 5 hours of pay per week for part-time
 - Leadership/Support Staff: 25% of salary if taking the 3- or 6-month leave
- The same medical/dental/vision coverage, life insurance and AD&D benefits they have today.
- The same travel privileges they enjoy today.
- Continued 401(k) and IAM Pension contributions and applicable company contributions and/or match.

Eligibility and duration

Frontline team members

- Flight Attendants can elect to take a paid leave of 3, 6, 9 or 12 months.
- All other frontline team members (except pilots) can elect to take a paid leave of 3, 6, or 12 months.
- All frontline leaves will be determined based on location, classification and seniority.

Leadership and support staff

- Leadership and support staff can elect to take a paid leave of 3 or 6 months, or an unpaid leave of 1 month.
- They may also elect to work a reduced week, at either 60% (3-day work week) or 80% (4-day work week) of their regular schedule, with corresponding reductions in salary.
- All leaves are subject to departmental vice president approval.

Enhanced voluntary early out program

Eligible team members may apply for a special voluntary early out program that provides the following benefits:

- Pay: Approximately 50% of team members' regular work schedule at pay rates based on seniority (or 50% of their salary for leadership and support staff), not including premium pay, overtime, shift differentials, etc., paid over a 12-month period on the team member's normal pay schedule:
 - Flight Attendants: 50% of Guarantee (38 hours)
 - Dispatchers: 50% of minimum monthly salary
 - Flight Crew Training Instructors: 50% of standard monthly schedule requirement

- All other represented team members: 20 hours of pay per week for full-time and 10 hours of pay per week for part-time
- Leadership/Support Staff: 50% of salary
- Medical: Team members will receive medical coverage at active rates for 30 months.
 - For the first 12 months, team members will continue to have the active health benefits coverage they enjoy today.
 - Upon separation from the company, medical, dental and vision coverage will continue at the same rates team members pay today and with the same coverage, but administered through COBRA for 18 months. You'll simply pay for your coverage through the Benefits Service Center. For team members eligible for Medicare, the COBRA coverage would run secondary to Medicare.
- Travel: Team members will enjoy the same active travel privileges for one year.
 - If, at the time of separation 12 months from the start of the early out program, the team member qualifies for the 65-point plan (at least 10 years of active service, and age + years of service = at least 65), they will be eligible for retiree non-revenue travel privileges per the company's policy.
- This is a permanent separation from the company.

Eligibility

Frontline team members

- Requires 10 years of service or company seniority

Leadership and support staff

- Must meet the 65-point plan eligibility requirements (at least 10 years of active service, and age + years or service = at least 65) at the time they separate from the company.

Health benefits overviews

- [Benefits coverage active rates](#)
- [Voluntary leave of absence health benefits coverage](#)
- [Voluntary company early out program health benefits coverage](#)

Have more questions? Additional answers are available once you select learn more from your workgroup.