

Deadline extended to March 30 for voluntary leave of absence and early out

Updated March 22 at 2:35 p.m. CT. American has been acting quickly to adjust to lower demand as a result of coronavirus, or COVID-19. These changes have included significantly reducing American's schedule beginning in March and continuing into the summer. The company continues to work on options that adjust to lower flying levels and to do what's best for team members. As of now, most mainline domestic represented team members can consider:

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1. A voluntary leave of absence

- During a voluntary leave under this offering, you will continue to be eligible for medical, dental and vision coverage, 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.
- [Things to know](#) about your health benefits coverage while on a voluntary leave of absence.

2. A voluntary early out program

- To be eligible, you must have at least 15 years of company seniority and be in an active status.
- This is a permanent separation from the company.
- Team members will be eligible for medical, dental and vision coverage at [active team member rates](#) for two years.
- Non-revenue 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).
- No pay, except for payout of unused accrued vacation.
- [Things to know](#) about your health benefits coverage if you choose the voluntary early out program.

In both programs, the company will determine, based on operational demand and interest, whether to grant a leave of absence or early out and the timing. We are also not offering these options broadly to management and support staff. For international team members, the company is looking at options country-by-country. For most workgroups, the window for signing up for a voluntary leave of absence or the voluntary early out program opened on Tuesday, March 17, and now closes at midnight Central Time on Monday, March 30, 2020. The process for indicating your willingness to take a voluntary leave of absence or the voluntary early out program varies slightly by workgroup.

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.

A few frequently asked questions

New Would I qualify for unemployment benefits if I take a voluntary leave of absence?

A: 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, however, will provide a letter which explains the background for the leave of absence program which you may provide to the state agency if you apply. It will say:

"This confirms your participation in American Airline's current Leave of Absence Program (LOA Program). As previously communicated, American implemented the LOA 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 LOA Program will assist American address 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 LOA Program because of the COVID-19 pandemic and the effect on the Company's business as constituting good connected with the work for taking temporary leave from American. Thank you for playing a key part in American's efforts during this challenging time."

How will sick time be paid out or accrue in these programs?

If you take the leave, sick will not be paid out. If you take the early out and are eligible to retire and choose to do so, then accrued sick will be paid out based on your workgroup, collective bargaining agreement and and/or applicable state laws.

NOTE: If you get a paid sick bank payout or vacation pay out, it's not considered eligible for 401K company match.

What is my health insurance coverage if I accept either offer?

To understand what you need to know about coverage in either program, check out: Things to know about your health benefits coverage while on a voluntary leave of absence. Things to know about your health benefits coverage if you choose the voluntary early out program.

What about family and D3's while on a voluntary leave of absence?

For the leave you have travel like an active employee, including family, D3s and ZED. The early out follows the 65-point retirement plan.

Is training necessary/mandatory after returning from voluntary leave of absence?

Yes. Regulatory training and functional, required training during the leave, will remain in your Learning Hub profile and must be completed upon return.

Will there be a grace period for mandatory training when I return from the voluntary leave of absence?

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A grace period is currently being worked on and may be different depending on your workgroup. We will share more information with you when we process your leave.

The IAM Tentative Agreement vote will be available electronically to association members on March 26, 2020. Will the voluntary leave of absence be delayed until the contract is signed and the bonus is paid out?

The voluntary leave of absence and company voluntary early out program won't be granted until after the ratification date, allowing for the JCBA signing bonus to be available to eligible employees. Being granted a voluntary leave of absence or the company voluntary early out program won't preclude you from receiving the JCBA signing bonus if the tentative agreement is ratified.

What happens at the end of a VLOA?

An employee will return to the employee's classification and location at the conclusion of the VLOA. The employee will not be eligible to bid for transfers while on VLOA.

Additional answers are available once you select learn more for your specific workgroup.

Pilots

We are working on a process for voluntary leave of absence and a company voluntary early out program.
[Learn more](#)

Flight Attendants

The option for flight attendants to take a voluntary leave of absence or a company voluntary early out program is available.
[Learn more](#)

Reservations

Due to high customer call volumes, Reservations is not offering extended leaves of absence at this time. Domestic Reservations team members can show interest in block VTO as opportunities become available.
[Request Block VTO](#)

Flight Crew Training Instructors / Simulator Pilot Instructors

The option for Flight Crew Training Instructors / Simulator Pilot Instructors to take a voluntary leave of absence or a company voluntary early out program is available.
[Learn more](#)

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Airport Customer Service

The option for Airport Customer Service Representatives to take a voluntary leave of absence or a company voluntary early out program is available.

[Learn more](#)

Maintenance & Related

The option for Maintenance & Related to take a voluntary leave of absence or a company voluntary early out program is available.

[Learn more](#)

Fleet Service

The option for Fleet Service to take a voluntary leave of absence or a company voluntary early out program is available.

[Learn more](#)

Dispatchers

The option for Dispatchers to take a voluntary leave of absence or a company voluntary early out program is available.

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Flight Simulator Engineers

The option for Flight Simulator Engineers to take a voluntary leave of absence or a company voluntary early out program is available.

[Learn more](#)