

# Special Voluntary Early Out Program

*Please note the following information is intended as guidance only. All details pertaining to the special voluntary leave and early out programs for represented team members will be discussed and confirmed as part of the selection process.*

## PROGRAM ELIGIBILITY

Active mainline part-time and full-time U.S.-based team members, other than pilots, with at least 10 years of seniority are eligible for this special voluntary early out program.

## PAY

Team members would receive approximately 50% of their regular work schedule at pay rates based on seniority, not including premium pay, overtime, shift differentials, etc., 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

## MEDICAL

Team members would 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.
- For complete details about your medical coverage during the special VEOP program, please review [Jetnet](#).

## TRAVEL

Team members would enjoy their current 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.

## RETIREMENT

401(k) and IAM Pension contributions and applicable company contributions and/or match would continue for the first 12 months.



# Voluntary Early Out Program

| If you take the Voluntary Early Out Program can/do you...                                    | First 12 months<br>(while still receiving a paycheck)  | After 12 months<br>(once you separate from the company)   |
|--|--|---|
| 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. | Yes. You will be direct billed for premiums at the same rates.  |
| Pay Union Dues   | Yes  | No  |
| Pay Garnishments   | Yes  | No  |
| Make contributions to your 401(k) and receive a company match/ contributions as you do today | Yes  | No  |
| Make 401(k) Loan Payments  | Yes, loan payments continue  | Yes, loan payments may continue   |
| Draw on your LUS (PBGC) Pension  | As determined by the PBGC  | As determined by the PBGC   |
| Draw on your AA Pension  | No   | Per pension eligibility   |
| Draw on your 401(k)  | No change unless eligible for CARES Act withdrawal or loan   | No change unless eligible for CARES Act withdrawal  |
| Receive travel privileges  | Yes, you have active travel privileges for 12 months   | If you qualify for the 65-point plan (10 years of service + age = at least 65) you will receive D2R travel privileges.<br><br>If not, your travel privileges end. |
| Receive a Sick Bank Payout   | Per your CBA or MSS Policy   | Per CBA or MSS Policy   |
| Receive a Vacation Payout  | Per your LOA or MSS Policy   | Per LOA or MSS Policy   |
| Accrue Sick and Vacation   | No   | No  |
| Accrue Seniority   | Yes  | No  |
| Benefits pay primary if Medicare eligible  | Yes  | No  |