Exploring Options: Voluntary Leave and Early-Out Programs

**Time:** 5-10 minutes

**Opening:** When the CARES Act was signed in March we believed demand for air travel would steadily rebound by October 1st as the impact of COVID-19 dissipated. Unfortunately that hasn’t been the case. We hope to reduce the number of furloughs needed by offering enhanced leave and early-out programs for represented workgroups. These programs were created with input from our union partners to offset as many furloughs as possible.

**Key Details: Choosing an Option That’s Right for You**

**Voluntary Leave of Absence:**
- The voluntary leave program is open to any active U.S.-based represented team member, excluding pilots, regardless of seniority
- You can choose a leave of 15, 18 or 24 months
- In the leave program, the amount of pay you receive during the leave is based on seniority

**Voluntary Early-Out Program (excludes pilots):**
- Early-out programs are based on seniority; you are only eligible for the early-out offer that corresponds with your years of seniority
- A new feature of the early-out plan is a company-funded Retiree Health Reimbursement Arrangement (RHRA)

**Retiree Health Reimbursement Arrangement (RHRA):**
- To be eligible for the RHRA you must have 10 or more years of workgroup seniority and qualify for the 65-point plan (calculated as at least 10 years of company service and your age plus your years of service equals at least 65)
- The RHRA will give team members who’ve served the company long-term more support as they plan for their retirement years
- American will cover or reimburse the costs of eligible medical, dental, vision and prescription expenses as they are incurred
- The RHRA is similar to other health spending accounts and can also cover Medicare and COBRA premiums, among other expenses
- American plans to cover up to $150,000 per person, based on how close you are to being eligible for Medicare

**Most Importantly**
The deadline to apply for the voluntary programs is July 31st at 11:59 p.m. CT.
- There is no plan to extend this window, or to offer additional voluntary early out programs in the future so consider applying for a program if it makes sense for you
- Jetnet is an excellent resource for your questions about the programs
- You can also reach out to the Team Member Service Center or your People Business Partner for answers