Voluntary Leave of Absence

FOR A 15-MONTH, 18-MONTH, OR 24-MONTH LEAVE

Navigating your next chapter

APPLY BY JULY 31, 2020, AT 11:59 PM CT
These are challenging times.

And all of us are doing the best we can as we navigate the right path forward.

American is offering a long-term voluntary leave of absence program for team members who wish to maintain their employment status. This program was carefully developed with input from our union partners. It's a big decision, but we're here to give you as much information as possible as you consider your options.

We are calling this offer the Voluntary Leave of Absence Program (VLOA).

THE WINDOW FOR APPLYING FOR THIS ENDS JULY 31, 2020, AT 11:59 PM CT.
Eligibility

Active,¹ U.S.-based mainline represented team members, excluding pilots, as of July 15, 2020.

Team members on a previously offered VLOA are eligible for this VLOA. You can choose to begin this extended leave by Oct. 1, 2020, or after your current leave ends.

¹ Payroll receiving pay from the company, such as paid sick/vacation, salary continuance, a previously offered PVLOA or VLOA, FMLA, or military leave.
² Absent exceptions required by law, active status for the purpose of this program is defined as a team member on payroll.
³ If you want to change or withdraw your selection, you can submit another application and select your preferred choice, or the “withdraw” option prior to the window closing.
⁴ The application with the latest time stamp will be used as your final application. Once the application window has closed, no changes can be made.

To elect the offer:²³
Visit Jetnet
Go to Jetnet and follow the prompts for VLOA.

Don’t miss the deadline
July 31, 2020
11:59 PM CT
What you receive

Pay
A portion of your contractual regular work schedule based on seniority at your pay rate at the beginning of your leave

Medical
Active team member coverage at active team member rates

Travel
Non-rev travel privileges don’t change

Savings
Continued contributions will be based on reduced pay

Let’s take a look at these things in detail. >
Pay

You will continue to be paid on your normal pay schedule. While on leave, you may receive pay for a portion of your contractual regular work schedule at your pay rate when you begin your leave.

Things to consider while on leave...

- You will continue to accrue company seniority
- You will not continue to accrue sick time
- You will not continue to accrue vacation time
- Accrued and unused sick and vacation time will be frozen and made available for use upon your return
- Union dues will continue to be deducted from your paycheck
## Pay

The long-term VLOA program has a variable pay structure.

<table>
<thead>
<tr>
<th>Workgroup</th>
<th>Seniority</th>
<th>Pay</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flight Attendants</td>
<td>Less than 6 years of service</td>
<td>No pay</td>
</tr>
<tr>
<td></td>
<td>6 years of service, up to but not including top of scale</td>
<td>10% of guaranteed hours (7:30/month)</td>
</tr>
<tr>
<td></td>
<td>Top of scale</td>
<td>35% of guaranteed hours (26:15/month)</td>
</tr>
<tr>
<td>Mechanics &amp; Related, Fleet Service, Passenger Service, Reservations</td>
<td>Less than 6th step of pay scale</td>
<td>No pay</td>
</tr>
<tr>
<td></td>
<td>6th step of pay scale, up to but not including top of scale</td>
<td>10% of regularly scheduled hours (4 hours for full-time and 2 hours for part-time, per week)</td>
</tr>
<tr>
<td></td>
<td>Top of scale</td>
<td>35% of regularly scheduled hours (14 hours for full-time and 7 hours for part-time, per week)</td>
</tr>
<tr>
<td>FCTI, SIMP, Dispatchers, FSE</td>
<td>Less than 6th step of pay scale</td>
<td>No pay</td>
</tr>
</tbody>
</table>
|                                                | 6th step of pay scale, up to but not including top of scale | FSE: 10% of regularly scheduled hours (4 hours for full-time)  
FCTI/SIMP: 10% of regularly scheduled days  
Dispatchers: 10% of minimum monthly salary |
|                                                | Top of scale                       | FSE: 35% of regularly scheduled hours (14 hours for full-time)  
FCTI/SIMP: 35% of regularly scheduled days  
Dispatchers: 35% of minimum monthly salary |
Medical coverage is another key component to your decision when considering what may be next for you and your family.

You receive active team member coverage at active team member rates.

Paycheck deductions
If your reduced paycheck doesn't cover your premiums, the Benefits Service Center will send you a monthly bill for what you owe.
Travel

One of the reasons many of us work at American is because we love the ability to travel. While on extended leave:

You will continue to maintain your active non-rev travel privileges, which include travel for you, your spouse/domestic partner/registered companion, children, parents and guest travelers.
Savings

401(k)
You can continue to contribute to your 401(k).
Company contributions and/or match will continue while on leave, but they will be based on your reduced pay.

Pension
IAM Pension: Company contributions will continue while on leave, but they will be based on your reduced pay.
LUS Pension: To see if you can draw on your LUS pension while on leave, check eligibility with the Pension Benefit Guaranty Corporation at 1-800-400-7242.