

Voluntary Early Out FAQs

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Eligibility –

What is the deadline to submit for one of the VEOP options?

Updated: July 15, 2020

You must submit your ballot by July 31st at 11:59 PM CST.

If I took a previous VEOP, can I elect this option instead?

Updated: July 15, 2020

No, you are not eligible for this VEOP. Your original VEOP election and exit date continue to apply.

By what date must I be active to be eligible for a VEOP?

Updated: July 15, 2020

You must be in active status by July 15th, 2020 to be eligible for a VEOP. Active status is defined as a Flight Attendant receiving pay from the company, such as paid sick/vacation, salary continuance, military leave, a previously offered PVLOA/VLOA or FMLA.

Separation –

What would be my separation date?

Updated: July 15, 2020

Lump Sum VEOP

Your separation date would be October 1st, 2020.

12 Month Active VEOP

For the first 12 months of your VEOP, starting October 1st, 2020, you will remain on payroll. One year after the VEOP will be your exit date—at which point you'll be separated from the company and may, if eligible, retire and commence your pension.

Less than 10 years of Occupational Seniority VEOP

Your separation date would be October 1st, 2020.

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Misc. –

What happens if my badge expires during my VEOP?

Updated: July 15, 2020

Lump Sum & Less than 10 years of Occupational Seniority VEOP

Your badge will need to be returned with your company items prior by your separation date. More details to come on how to return your company property.

12 Month Active VEOP

If your badge expires during the first 12 months, it will be renewed and available for pick up at your base one month prior to expiration. Unfortunately, we will be unable to ship badges to a personal address due to corporate security requirements.

What happens if my parking if I take the VEOP?

Updated: July 15, 2020

You will no longer have company sponsored parking. All parking related materials should be returned prior to the commencement of your VEOP

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Medical –

What happens to my medical benefits?

Updated: July 15, 2020

Lump Sum VEOP

You will receive 30 months of medical, dental and vision coverage at the same rates you pay today with the same level of coverage administered through COBRA. You will be direct billed for the charges by the Benefits Service Center. For team members eligible for Medicare, the COBRA coverage would run secondary.

12 Month Active VEOP

For the first 12 months, you will receive medical, dental & vision, life insurance and AD&D benefits at active rates. Your premiums will be payroll deducted while on the paid portion of your VEOP. After 12 months, you will be eligible for an additional 18 months of coverage (excluding life insurance and AD&D) at active rates administered through COBRA. You will be direct billed for the charges by the Benefits Service Center. While receiving benefits from COBRA, if you become eligible for Medicare, COBRA coverage will run secondary.

Less than 10 years of Occupational Seniority VEOP- After separation, you can enroll in COBRA benefits (medical/dental/vision) coverage for a total of 18 months. For the first six months, you will pay active team member rates. For the following 12 months, you will pay full COBRA rates.

Can I make changes to my benefits if awarded a VEOP?

Updated: July 15, 2020

Lump Sum & Less than 10 years of Occupational Seniority VEOP

Within 60 days of separation from the company you will need to enroll into COBRA coverage. You can enroll by logging into the [Alight](#) portal, you'll be required to create a username and password. You will receive a packet from Alight that will contain benefit options and cost.

12 Month Active VEOP

For the first 12 months, you will continue to have the active health benefits coverage you have today. If you would like to dis-enroll from any coverage, you can complete a life event within 60 days of the start of your VEOP by accessing the [Benefits Service Center](#). You will only be able to drop coverage. Upon separation in 2021, you will need to enroll into COBRA coverage. You can enroll by logging into the [Alight](#) portal, you'll be required to create a username and password. You will receive a packet from Alight that will contain benefit options and cost.

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What happens if I become eligible for Medicare while on a VEOP option?

Updated: July 15, 2020

At any point during the period of COBRA eligibility, if the Flight Attendant or his/her spouse becomes eligible for Medicare, Medicare will become the primary benefit and COBRA the secondary.

Can I continue my secondary benefits such as Hyatt Legal plan etc. while on a VEOP?

Updated: July 15, 2020

Voluntary benefits are portable, so you can them with you on your date of separation. Premiums are paid directly to the carrier. Please contact the respective carriers if you wish to continue any voluntary benefits.

Pensions –

When can I begin taking my pension?

Updated: July 15, 2020

LUS: Team members should check eligibility with the Pension Benefit Guaranty Corporation at 1-800-400-7242 from 8 a.m. to 5 p.m. ET, Monday through Friday

LAA: Eligible team members can draw after separation. If you're eligible and want to activate your pension following your separation date, you need to request a pension kit by the 15th of the month prior to your desired commencement month. You may request a kit online via the [Pension Service Center](#) or by calling 1-800-447-2000.

401(k) –

Can I contribute to my 401(k) during a VEOP?

Updated: July 15, 2020

Lump Sum VEOP

No, you will be considered separated from the company on October 1st.

12 Month Active VEO

Yes, for the first 12 months while being paid from the company. 401(K) contributions are up to you. You can continue to make contribution to your 401K through the paid duration of your leave. The applicable company match will also apply.

Less than 10 years of Occupational Seniority VEO

No, you will be considered separated from the company on October 1st.

RHRA (Retirement Health Reimbursement Arrangement) –

What is a Retiree Health Reimbursement Arrangement (RHRA)?

Updated: July 15, 2020

A RHRA is an account that eligible retirees and spouses can use for health care expenses and premiums during retirement. These funds can be used for medical, dental, vision and prescription expenses as well as post-tax health care premiums.

Who is eligible for the company-funded RHRA?

Updated: July 15, 2020

Flight Attendants who qualify for the 65-point plan (calculated as at least 10 years of company service, and your age plus years of company service must equal 65) by the time of separation will have access to a company-funded RHRA. The RHRA will have an initial value between \$100,000 and \$150,000 depending on when you are eligible for Medicare.

Number of years until Medicare-eligible	RHRA value
More than 4 years	\$150,000
More than 3 years but less than or equal to 4 years	\$140,000
More than 2 years but less than or equal to 3 years	\$130,000
More than 1 year but less than or equal to 2 years	\$120,000
Less than or equal to 1 year	\$110,000
Eligible for Medicare	\$100,000

If you do not qualify for the 65-point plan, you will not receive a RHRA as part of your separation.

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Compensation—

How will I be compensated for the VEOP?

Updated: July 15, 2020

Lump Sum VEOP

You will receive your lump sum payment of 456 hours at your contractual rate at separation, no later than August 15th, 2021. This will be taxed at supplemental rates, which for most people is around 22%.

12 Month Active VEOP

You will be compensated 38 hours a month for 12 months at your current pay rate that will be divided between the contractual pay dates. If you are schedule for an anniversary increase during your VEOP, your pay will adjust accordingly.

Less than 10 years of Occupational Seniority VEOP

There is no compensation if you have less than 10 years of service.

Sick—

What happens to my sick time balance?

Lump Sum VEOP

You will be compensated for the balance of your sick bank on November 15th, 2020. You must be eligible under the 65-point plan to receive payout.

12 Month Active VEOP

You will be compensated for the balance of your sick bank on November 15th, 2021. You must be eligible under the 65-point plan to receive payout.

Less than 10 years of Occupational Seniority VEOP

You would not be eligible for sick balance payout under the 65-point plan.

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Vacation—

What happens to my vacation time balance?

Updated: July 15, 2020

Lump Sum VEOP

Any accrued vacation not used as a result of the VEOP would be paid out no later than November 15th, 2020.

12 Month Active VEOP

Any accrued vacation not used as a result of the VEOP would be paid out no later than November 15th, 2020.

Less than 10 years of Occupational Seniority VEOP

Any accrued vacation not used as a result of the VEOP would be paid out no later than November 15th, 2020.

For all VEOP options

Your vacation will be paid out based on the total number of vacation days paid, 4:00 if seven or more days, 3:30 if less than seven days.

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What happens to my travel while on VEOP?

Updated: July 15, 2020

Lump Sum VEOP

If you meet the criteria for the 65-point plan (10 years of active service + age = 65), you will receive retiree (D2R) travel privileges pursuant to Company policy. If you don't meet the requirements of the 65-point plan, you will receive travel at D2R status for 24 months, pursuant to company policy. In either case, you will also receive a one-time allotment of eight (8) positive space passes that must be used within 5 years of the commencement of the VEOP.

12 Month Active VEOP

For the first 12 months, you will receive active team member travel privileges the same as you have today. On your retirement date in October 2021, if you meet the criteria for the 65-point plan (years of service + age = 65), you will receive retiree (D2R) travel privileges. If you don't meet the requirements of the 65-point plan, you will receive travel at D2R status for 24 months, pursuant to company policy. In either case, you will also receive a one-time allotment of eight (8) positive space passes that must be used within 5 years of the commencement of the VEOP.

Less than 10 years of Occupational Seniority VEOP

You will receive 2 years of travel at D2R status pursuant to company policy.

Will I be able to travel on the jump seat during if I took a VEOP?

Updated: July 15, 2020

Lump Sum & Less than 10 years of Occupational Seniority VEOP

No, you will be unable to ride on the jump seat after separation.

12 Month Active VEOP

Yes, you will be eligible to ride jump seat for the first 12 months while being paid from the company.

Will I retain KCM (Known Crewmember) access while on VEOP?

Updated: July 15, 2020

No, you will no longer have KCM access.