

Vacation Elections

The Vacation Election period opens by 0800 Home Domicile Time (HDT) on September 25, 2025 and closes at 0800 HDT on October 15, 2025 in order to provide the full twenty (20) day period to make elections required under the Contract.

Once you know the number of days that you have accrued, if you choose to participate in the optional Vacation Election process, select the **“Proceed to Vacation Election”** button located in the bottom right corner of the accrual letter page. You may also choose not to make any selections in the Vacation Election process and skip this step.

The vacation election screen will appear, and you will be able to make the following selections:

1. Buy Back Vacation Days. Partially accrued vacation days are not eligible.
2. Defer vacation days to your 401(k) or UK Stakeholder Plan
3. Elect Flex Vacation Days (paid or unpaid)

Vacation Buy Back – Two Possible Programs

Vacation days are “sold” back at a rate of **three hours and fifteen minutes (3:15)** of pay per day plus an incentive payment, which shall be determined and announced prior to the annual vacation bid.

1. Annual Vacation Buy Back: The Company offers a vacation buy back option, which allows a Flight Attendant to take pay in lieu of accrued vacation. Flight Attendants must opt to “sell” at least six (6) full days of accrued vacation and partial days are not eligible. Those participating in the Buy Back program may not participate in the Flex program.

Vacation days are “sold” back at a rate of three hours and fifteen minutes (3:15) of pay per day plus an incentive payment, which shall be determined and announced prior to the annual vacation bid.

NOTE: The rate of pay for Vacation buy back is based on your individual rate of pay as of 12/31/25. *International Purser and Purser pay overrides are not included in your hourly rate of pay and are not applicable to Vacation Buy Back payments.*

2. Monthly Vacation Buy Back: In addition, the Company may offer vacation buy back on a month-to-month or base-by-base basis. The Company will determine whether to offer an incentive payment for month-to-month or base-by-base vacation buy back. Vacation buy back will be awarded in base seniority order.