

Choosing My Medical Benefits

As you can see by the chart below; your medical options are different for 2011. POS is no longer an option. Enroll early in case you have questions or need help. 2011 Benefits Open Enrollment started Friday, October 1.

Direction: Sign in to Jetnet, click on Benefits at the top of the page, then click on “Benefits Enrollment Planning” then click on the “Enroll” button in the middle of the page. A new window opens to AA Benefits Online, click on “My Benefits” tab. Follow the directions from there to make changes.

- My Coverage Elections
- Choose My Medical Benefits

Note: Be sure to select/click each individual (spouse, child, etc.) who you want covered.

| Plan | Select | EMPLOYEE ONLY | EMPLOYEE PLUS ONE | EMPLOYEE PLUS TWO OR MORE |
|---------------------------------------|--------|---------------|-------------------|---------------------------|
| AETNA VALUE PLUS | | \$88.69 | \$177.38 | \$266.07 |
| BCBS VALUE PLUS | | \$133.04 | \$266.07 | \$399.11 |
| UHC VALUE PLUS | | \$110.86 | \$221.73 | \$332.59 |
| AETNA STANDARD PLAN \$150 DEDUCTIBLE | | \$90.75 | \$181.21 | \$238.62 |
| AETNA VALUE | | \$59.42 | \$118.84 | \$178.27 |
| BCBS VALUE | | \$89.13 | \$178.26 | \$267.41 |
| UHC VALUE | | \$74.28 | \$148.55 | \$222.84 |
| AETNA STANDARD PLAN \$1000 DEDUCTIBLE | | \$0.00 | \$0.00 | \$0.00 |
| PACIFICARE OF OK | | \$118.33 | \$235.41 | \$352.49 |
| COMMUNITYCARE OF OK | | \$72.56 | \$143.86 | \$215.17 |

If you need to make changes, you will be able to re-enter the American Airlines Enrollment Benefits health plans during the annual benefits enrollment period of **October 1 through October 31**. You must submit it each time.

It is Very Important to print out your final benefit selection and keep for your records.

Health & Benefits Fair - Administration Building East Entrance

Wednesday, October 6, 2010, 7:00 am to 4:00 pm

Questions From the Floor

Why are the FSA spending account cards going to be done away with?

Rob Kirk,
Hangar 2, Facilities Maintenance

FSA Debit Card Discontinuation Source: Jetnet Flexible Spending Accounts FAQs

1. Why is the FSA debit card not available for 2011?

The FSA debit card will be discontinued effective January 1, 2011 due to administrative difficulties that arose in 2010 with substantiation and debit card deactivation as well as the challenges the program will experience with changes to eligibility rules for over-the-counter drugs, which will not be reimbursable without a prescription in 2011.

2. I have a debit card for the current year. What happens to my debit card in 2011?

Your debit card will be deactivated at 11:59 p.m. December 31, 2010. You can access remaining FSA funds through the grace period deadline of March 15, 2011 using Manual Claims (mail or fax, the online Express Claims Service or auto reimbursement. Please note that over-the-counter drugs will not be eligible for reimbursement after December 31, 2010.

Optional Short Term Disability

Optional Short Term Disability (OSTD) is paid by the employee and is insured through Met Life.

There is a seven-day waiting period and the benefit is payable on the 8th day of your disability or when your sick pay is exhausted, whichever is later. The maximum you can draw is 50% of your salary tax free. OSTD does not pay for work related injuries except where the employer has denied your Workers Comp claim. You may collect the benefit for a maximum 26 weeks.

If you enroll in Optional Short Term Disability, your selection remains in effect for two calendar years. Also, you must fill out the enrollment form and may have to complete a statement of health form.

Long Term Disability is not offered through American Airlines but is offered through the TWU with payroll deduction.



TWU NIGHT

Saturday, October 9, 2010

**15625 East Pine Street
Tulsa, Oklahoma**

Time: Races start at 7 PM.

What: 6 classes of 600cc micro midgets. Racing on an oval, dirt, high-banked track!!

Concessions available!

Bring your TWU membership card or AA badge and receive free admission for your whole family!

DOT and A.A. Drug Panel Changes

The Transport Workers Union has been notified by James Weel (Managing Director of American Airlines) that starting Friday October 1, 2010 the company will adopt Department of Transportation (DOT) changes to the federal drug testing panel. Specimens taken after the Oct date will now be tested for Ecstasy and Heroin. In addition they are lowering the cut off levels for Amphetamine and Cocaine. The AMR Alcohol and Drug policy will be updated as well as all related reference and training materials in Jetnet.